



Tools, Databases, and Resources for Employees – Inventory (DRAFT)

Compiled by Equal Rights Advocates for State Pay Equity Task Force

Feb. 16, 2017

Figuring out Employee Salary (not included in Fair Pay KYR at <http://www.equalrights.org/legal-help/know-your-rights/california-fair-pay-act/>)

Organization	Website	Description	Drawbacks/Limitations
Glassdoor	http://www.glassdoor.com	Allows people to post how much they are earning at their current jobs. You can narrow your search down by geographic area.	Information is submitted by users and may not be reliable. Information may not be available for smaller employers.
America's Career Infonet	https://www.careeronestop.org/Toolkit/ACINet.aspx	This website, sponsored by the U.S. Department of Labor, allows users to search salary and hourly ranges by zip code and occupation category.	Information is only available as a range of salary for a broad category. Specific information about employers is not available.
Payscale	http://www.payscale.com	Provides compensation information for employers and individuals. Free comparison report showing an expected compensation range, common benefits, and job opportunities.	Must join and create a profile to access information. Information may not be employer specific.
SimplyHired	http://www.simplyhired.com/	SimplyHired's salary calculator allows users to compare salaries with others in the same profession regionally and nationally. Data is taken from their job listings.	Because salary data comes from the job listings posted on their search engine, information may not be available for smaller employers. Information is also limited to those employers who use the site to post job listings.
Transparent California (California Pay)	http://transparentcalifornia.com/	A searchable database of salary records for California. Can look by county, city, university system, community colleges, K-12 schools, charter schools, special	Currently, certain sectors only date back to 2015.



Organization	Website	Description	Drawbacks/Limitations
		districts, and State of California. Additionally, you can search CA pension plans.	
Office of Personnel Management (Federal Pay)	https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/	Includes links to general pay schedule, law enforcement officer, and executive and senior level employee pay.	Not very user friendly, requires you to download a PDF for each locality/pay rat that you wish to view. May not reflect "actual" pay. Only displays the pay grades.
GuideStar	http://www.guidestar.org/search	You can search multiple states and employers. Could be useful when looking up non-profit salaries. High-level employees will be listed in the tax returns (Form 990, which is public record).	Requires you to sign up. Free account only offers limited access to certain information.
Educate to Career	https://www.jobsearchintelligence.com/etc/jobseekers/salary-calculator.php#	A free program to help determine your salary benchmark. Particularly helpful for negotiation. You can include your work experience, school, degree, and location for employment. Then provides an average salary for that field or profession.	

Negotiation Tools and Tips

Organization	Website	Description	Drawbacks/Limitations
LifeHacker	http://lifelhacker.com/how-to-negotiate-your-salary-1566202988	Provides a simple breakdown of two popular negotiation strategies.	
PayScale	http://www.payscale.com/salary-negotiation-guide	Provides tips and tools for negotiating salary at multiple different stages of career (from first offer to asking for a raise or better benefits). Also has a "pay calculator." Multiple articles.	Lots of advertising.



Organization	Website	Description	Drawbacks/Limitations
Women For Hire	http://womenforhire.com/negotiating_salary_benefits/negotiating_salary_101_tactics_for_better_compensation/	Provides specific (but otherwise general) advice targeting the common mistake that women make when negotiating. Gives concrete examples for effective negotiation.	

How to enforce your Equal Pay Rights*

Organization	Website	Description	Drawbacks/Limitations
Department of Labor	https://www.dol.gov/sites/default/files/documents/featured/equalpay/equalpay-employee.pdf	PDF handout of the EPA. Steps for enforcing pay equality.	Not interactive. Similar to ERA KYR and toolkit flyers.
Equal Rights Advocates	http://www.equalrights.org/legal-help/know-your-rights/california-fair-pay-act/ See also <i>Fighting Pay Discrimination and Unequal Pay At Work: Toolkit for Advocates & Organizers</i> , at http://www.equalrights.org/wp-content/uploads/2014/11/ERA-Gender-Justice-Toolkit-Addressing-Fair-Pay-Issues.pdf .		

*No resources found that function similar to a “decision tree.”

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