

# Memorandum

**REPORT TO:** City Commission

**FROM:** Cassandra Tozer, Human Resources Director

**SUBJECT:** Equal Pay Report

**MEETING DATE:** April 15, 2025

**AGENDA ITEM TYPE:** Administration

**RECOMMENDATION:** N/A

**STRATEGIC PLAN:** 7.2 Employee Excellence: Recruit, retain and value a diverse, well-trained, qualified and motivated team capable of delivering superior performance. Be accountable and expect accountability from others. Make demonstrated use of good judgement a part of the evaluation process for promotions.

**BACKGROUND:** In 2015, the Bozeman City Commission passed Resolution 4601, Equal Pay for Equal Work, which committed that the City of Bozeman would work to collect data, identify best practices, evaluate employment practices against the “Thrive Index”, and commemorate Equal Pay Day annually. Additionally, in 2020, the City Commission passed Resolution 5169, Adopting Gender Pay Equity Practices, which, in addition to the commitments established in 2015, made a commitment that the City would work toward a goal of establishing a standard of equal pay for comparable worth in its job classifications and pay schedules. Annually, the Human Resources Department presents a report on the City's progress towards equal pay.

**UNRESOLVED ISSUES:** None

**ALTERNATIVES:** N/A

**FISCAL EFFECTS:** N/A

Attachments:  
[Equal Pay Report 2025.pdf](#)

Report compiled on: April 7, 2025