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GENDER PAY GAPS IN MOUNTAIN WEST CITIES & STATES, 2024

Economic Development & Workforce Fact Sheet No. 64 | June 2024

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PURPOSE:

This fact sheet examines data on the gender pay gap, or the difference in pay between male and female year-round full-time workers in the Mountain West states of Arizona, Colorado, Nevada, New Mexico and Utah. “Cities with the Largest Gender Pay Gaps” published by the Chamber of Commerce uses 2020-2021 data from the U.S. Census Bureau.¹

ABOUT THE DATA:

The Chamber of Commerce report explores gender pay gap data for male and female workers across all 50 states and the 170 of the most populous cities in the United States in 2024. To determine gender pay gap rankings, Chamber of Commerce analyzed median earnings for full-time, year-round workers using data from the U.S. Census Bureau’s American Community Survey.²

First, the fact sheet analyzes the gender pay gap in each Mountain West state. Second, the fact sheet examines the gender pay gap in the 21 Mountain West cities appearing within the 170 most populous in the U.S. States and cities with a rank closer to 1 demonstrate a larger pay gap between male and female workers than states with a rank closer to 50 and cities ranked closer to 170.

KEY FINDINGS:

1. In 2024, Utah (2nd) reported the largest gender pay gap among Mountain West states, with male workers earning a median salary \$17,528 more than female workers.
2. In 2024, Nevada (49th) reported the smallest gender pay among Mountain West states, with male workers earning a median salary \$7,130 more than female workers.
3. Three Nevada cities—Las Vegas (117th), Reno (128th), and North Las Vegas (139th)—are among the lowest ranking cities in the Mountain West, demonstrating smaller pay gaps between male and female workers.
4. In 2024, Gilbert, AZ (\$19,662) ranked 10th nationally with the largest gap in annual salary between male and female workers among Mountain West cities.
5. In 2024, Tucson, AZ (\$3,303) ranked 155th nationally with the smallest gap in annual salary between male and female workers among Mountain West cities.

Table 1 shows national rankings, median earnings for both male and female workers, and the gender pay gap in Mountain West states. Among Mountain West states, Utah (\$17,528) reported the largest gender pay gap, whereas Nevada (\$7,130) reported the lowest gender pay gap in 2024. Additionally, Colorado reported the highest male median earnings (\$70,519) and the highest female median earnings (\$56,823) in 2024.

¹ “Cities with the Largest Gender Pay Gaps,” 2024. Chamber Of Commerce, www.chamberofcommerce.org/gender-pay-gap

² Ibid.

Table 1: Gender Pay Gap Rankings and Earnings Differences in Mountain West States, 2024

Mountain West State	Overall Rankings	Median Earnings	Male Median Earnings	Female Median Earnings	Gender Pay Gap
Utah	2 nd	\$58,212	\$65,278	\$47,750	\$17,528
Colorado	8 ^h	\$64,234	\$70,519	\$56,823	\$13,696
New Mexico	46 th	\$50,103	\$53,356	\$45,623	\$7,733
Arizona	47 th	\$54,023	\$57,628	\$50,126	\$7,502
Nevada	49 th	\$51,044	\$53,821	\$46,691	\$7,130

* Adapted from “Cities with the Largest Gender Pay Gaps,” 2024. Chamber Of Commerce, www.chamberofcommerce.org/gender-pay-gap.

Table 2 shows national rankings, median earnings for both male and female workers, and the gender pay gap within Mountain West cities. Among Mountain West cities, Gilbert, AZ (\$19,662) reported the largest gender pay gap while Tucson, AZ (\$3,303) reported the lowest gender pay gap in 2024. Three Nevada cities—Las Vegas (117th), Reno (128th), and North Las Vegas (139th)—are among the lowest ranking cities in the Mountain West, demonstrating smaller pay gaps between male workers and female workers.

Table 2: Gender Pay Gap Rankings and Earnings Differences in Mountain West Cities, 2024

Mountain West City	Overall Ranking	Median Earnings	Male Median Earnings	Female Median Earnings	Gender Pay Gap
Gilbert, AZ	10 th	\$74,103	\$82,387	\$62,725	\$19,662
Fort Collins, CO	12 th	\$64,854	\$76,080	\$57,155	\$18,925
Chandler, AZ	15 th	\$66,727	\$75,443	\$58,410	\$17,033
Henderson, NV	21 st	\$62,726	\$70,925	\$55,604	\$15,321
Aurora, CO	23 rd	\$56,267	\$62,259	\$47,800	\$14,459
Colorado Springs, CO	39 th	\$56,102	\$63,419	\$50,774	\$12,645
Albuquerque, NM	46 th	\$54,293	\$60,835	\$49,242	\$11,593
Scottsdale, AZ	48 th	\$82,430	\$88,818	\$77,379	\$11,439
Lakewood, CO	50 th	\$63,668	\$69,201	\$58,316	\$10,885
Peoria, AZ	68 th	\$59,179	\$63,607	\$53,905	\$9,702
Denver, CO	90 th	\$71,157	\$74,850	\$66,857	\$7,993
Salt Lake City, UT	95 th	\$55,667	\$58,601	\$50,733	\$7,868
Tempe, AZ	105 th	\$53,171	\$55,803	\$48,602	\$7,201
Mesa, AZ	108 th	\$53,612	\$57,373	\$50,279	\$7,094
Las Vegas, NV	117 th	\$49,026	\$52,285	\$45,783	\$6,502
Glendale, AZ	123 rd	\$47,679	\$49,468	\$43,080	\$6,388
Reno, NV	128 th	\$52,145	\$53,736	\$47,964	\$5,772
North Las Vegas, NV	139 th	\$47,027	\$50,188	\$45,392	\$4,796
Phoenix, AZ	141 st	\$52,599	\$54,602	\$49,962	\$4,640
Tucson, AZ	155 th	\$45,719	\$46,964	\$43,661	\$3,303

* Adapted from “Cities with the Largest Gender Pay Gaps,” 2024. Chamber Of Commerce, www.chamberofcommerce.org/gender-pay-gap.