

Compliance Report

Jurisdiction: St. Paul
25 West Fourth Street
200 City Hall Annex
St. Paul MN 55102

Report Year: 2018
Case: 2 - 2018 Pay Equity Report (Shared (Jur and MN

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The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	213	152	95	460
# Employees	1,821	498	997	3,316
Avg. Max Monthly Pay per employee	7,303.38	6,840.07		6,974.88

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 90.54 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	95	59
b. # Below Predicted Pay	118	93
c. TOTAL	213	152
d. % Below Predicted Pay (b divided by c = d)	55.40	61.18

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 2,317

Value of T = 8.877

a. Avg. diff. in pay from predicted pay for male jobs = \$25

b. Avg. diff. in pay from predicted pay for female jobs = (\$113)

III. SALARY RANGE TEST = 99.07 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.95

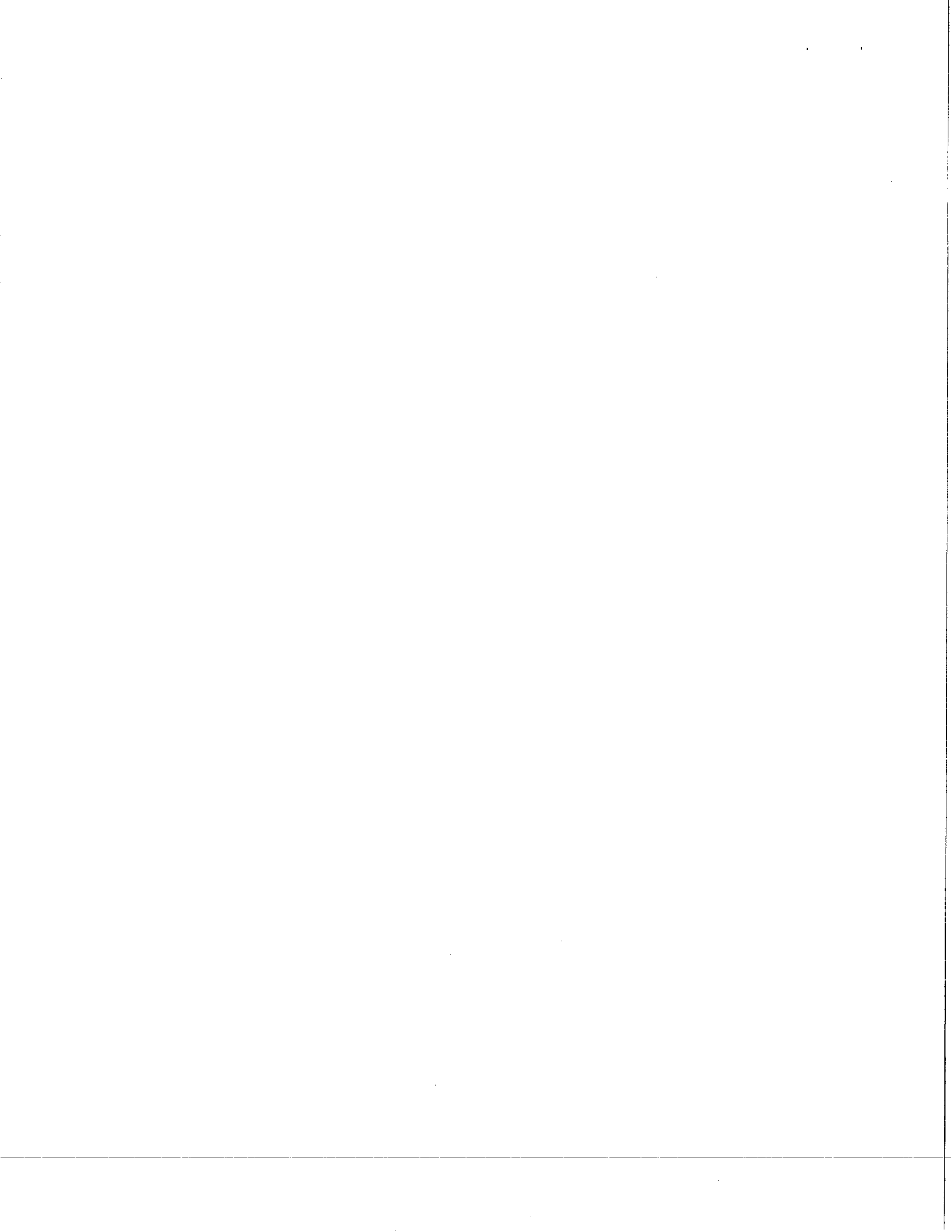
B. Avg. # of years to max salary for female jobs = 4.99

IV. EXCEPTIONAL SERVICE PAY TEST = 150.51 (Result is B divided by A)

A. % of male classes receiving ESP 38.03 *

B. % of female classes receiving ESP 57.24

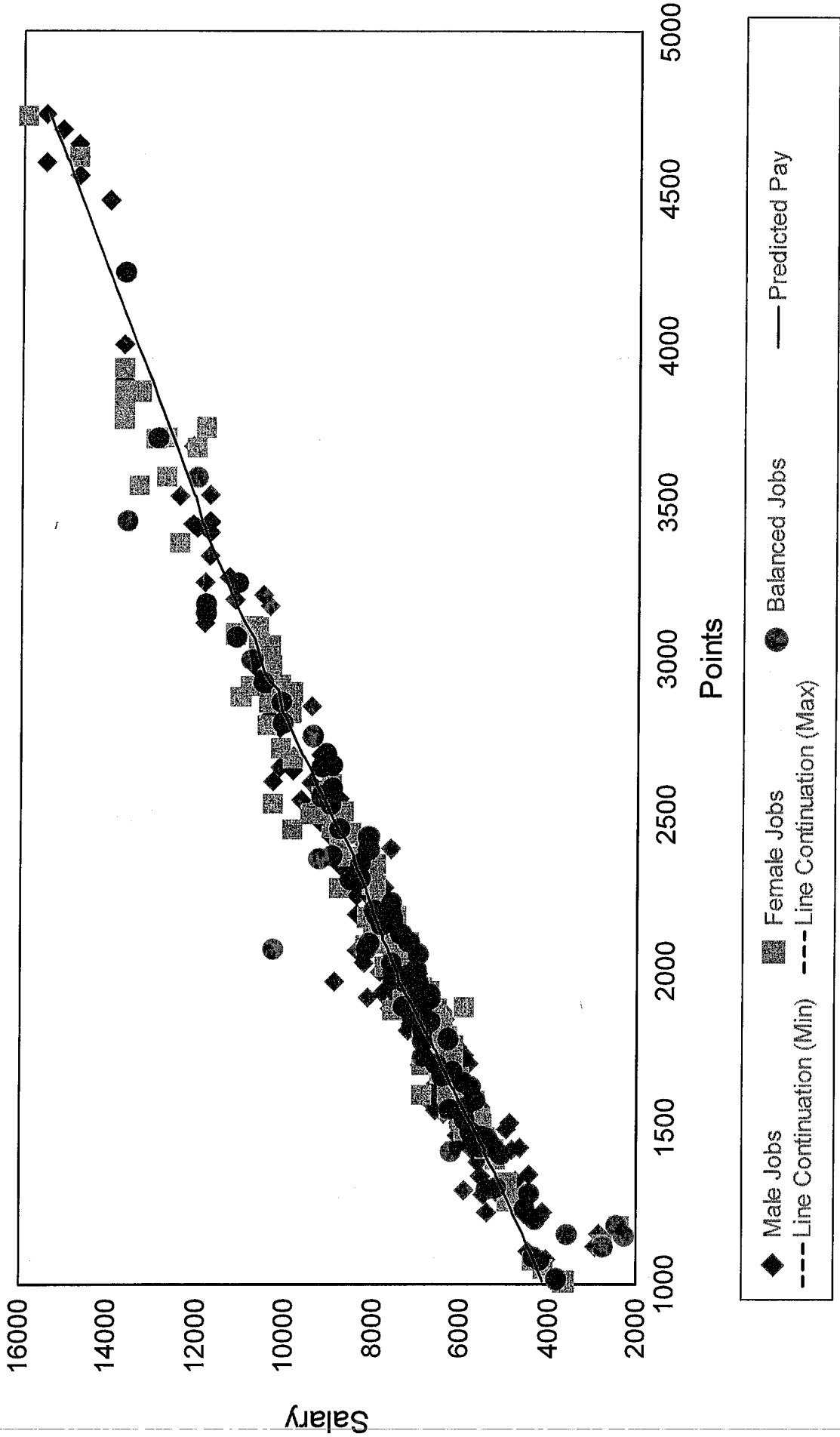
*(If 20% or less, test result will be 0.00)



Predicted Pay Report for St. Paul

Case : 2018 Pay Equity Report

1/30/2018



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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	REFECTORY ATTENDANT	4	1	5	Male	1,010	\$3,656.89	\$4,120.71	(\$463.82)
2	ZOO & CONSERVATORY ATTNDT	0	1	1	Female	1,010	\$3,656.89	\$4,120.71	(\$463.82)
3	LIBRARY AIDE	3	5	8	Balanced	1,015	\$3,842.32	\$4,136.07	(\$293.75)
4	MANAGEMENT TRAINEE	0	1	1	Female	1,050	\$4,112.67	\$4,247.11	(\$134.44)
5	OFFICE ASSISTANT I	0	1	1	Female	1,075	\$4,363.96	\$4,326.26	\$37.70
6	SERVICE WORKER	2	1	3	Balanced	1,075	\$4,216.65	\$4,326.26	(\$109.61)
7	MAINTENANCE TRAINEE	2	0	2	Male	1,080	\$4,060.68	\$4,342.21	(\$281.53)
8	LIBRARY CUSTOMER SRV ASST I	19	39	58	Balanced	1,085	\$4,363.96	\$4,358.16	\$5.80
9	CUSTODIAN I	1	0	1	Male	1,105	\$4,467.94	\$4,421.95	\$45.99
10	CAPITAL CITY INTERN	6	9	15	Balanced	1,120	\$2,772.80	\$4,469.20	(\$1,696.40)
11	CITY COUNCIL ASST	1	0	1	Male	1,120	\$2,946.10	\$4,469.20	(\$1,523.10)
12	EMS CADET ASST	0	1	1	Female	1,130	\$2,772.80	\$4,501.09	(\$1,728.29)
13	LIFE GUARD	20	19	39	Balanced	1,150	\$2,296.23	\$4,564.29	(\$2,268.06)
14	PARKS WORKER I	14	5	19	Balanced	1,155	\$3,613.57	\$4,580.24	(\$966.67)
15	DSI TRAINEE	1	0	1	Male	1,160	\$2,859.45	\$4,596.19	(\$1,736.74)
16	EMS CADET	2	3	5	Balanced	1,185	\$2,490.32	\$4,675.34	(\$2,185.02)
17	WATER SAFETY INST	0	1	1	Female	1,185	\$2,417.54	\$4,675.34	(\$2,257.80)
18	COMMUNITY RECREATION LEAD	39	20	59	Balanced	1,205	\$4,334.49	\$4,738.53	(\$404.04)
19	ASST AQUA FAC SUPV	2	0	2	Male	1,215	\$4,188.92	\$4,770.43	(\$581.51)
20	UTILITY AIDE	5	1	6	Male	1,225	\$4,547.65	\$4,802.32	(\$254.67)
21	GROUNDWORKER	2	0	2	Male	1,230	\$5,410.69	\$4,818.27	\$592.42
22	PARK SECURITY OFFICER	2	0	2	Male	1,230	\$4,138.67	\$4,818.27	(\$679.60)
23	PARKS WORKER II	14	4	18	Balanced	1,240	\$4,547.65	\$4,849.58	(\$301.93)
24	ACCOUNTING CLERK I	0	3	3	Female	1,265	\$4,934.11	\$4,929.31	\$4.80
25	OFFICE ASSISTANT II	2	28	30	Female	1,270	\$4,847.46	\$4,944.67	(\$97.21)
26	LIBRARY CUST SRV ASST II	5	14	19	Female	1,275	\$4,847.46	\$4,960.62	(\$113.16)
27	CUSTODIAN II	8	2	10	Male	1,285	\$5,486.94	\$4,992.51	\$494.43
28	FIRE MEDIC CADET	5	3	8	Balanced	1,285	\$4,471.40	\$4,992.51	(\$521.11)
29	ASSISTANT GARDENER	3	0	3	Male	1,290	\$4,450.61	\$5,008.46	(\$557.85)
30	COMMUNITY YOUTH WORKER	4	1	5	Male	1,295	\$5,200.99	\$5,024.41	\$176.58
31	CUSTODIAN-ENGR I	9	0	9	Male	1,300	\$5,923.66	\$5,040.36	\$883.30
32	METER READER	1	1	2	Balanced	1,300	\$5,431.48	\$5,040.36	\$391.12
33	ENGINEERING AIDE I	2	1	3	Balanced	1,305	\$5,200.99	\$5,055.71	\$145.28
34	HORTICULTURIST I	0	1	1	Female	1,325	\$4,925.45	\$5,119.50	(\$194.05)
35	PARKING ENF OFFICER	11	1	12	Male	1,330	\$4,757.35	\$5,135.45	(\$378.10)

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	WATER UTILITY WORKER I	34	1	35	Male	1,345	\$5,551.06	\$5,182.70	\$368.36
37	LANDSCAPE WORKER	1	0	1	Male	1,350	\$4,450.61	\$5,198.65	(\$748.04)
38	DRIVER OPERATOR	4	0	4	Male	1,390	\$5,615.18	\$5,351.98	\$263.20
39	ADAPTIVE RECREATION ASST	0	1	1	Female	1,400	\$5,200.99	\$5,381.42	(\$180.43)
40	REFECTORY SUPERVISOR	1	1	2	Balanced	1,410	\$5,121.28	\$5,411.60	(\$290.32)
41	PARKS AND REC WORKER	106	123	229	Balanced	1,420	\$6,238.80	\$5,442.37	\$796.43
42	COMM EQUIPMENT INSTALLER	1	0	1	Male	1,425	\$5,488.67	\$5,456.01	\$32.66
43	VIDEO PRODUCTION TECH	4	0	4	Male	1,425	\$5,707.03	\$5,456.01	\$251.02
44	DATA RELEASE TECHNICIAN	1	0	1	Male	1,430	\$5,455.75	\$5,450.65	\$5.10
45	DUPLICATING EQUIP OPR	1	0	1	Male	1,430	\$5,519.87	\$5,450.65	\$69.22
46	PARKS WORKER-GOLF	2	0	2	Male	1,430	\$4,838.80	\$5,450.65	(\$611.85)
47	PROPERTY CLERK	9	13	22	Balanced	1,430	\$5,232.19	\$5,450.65	(\$218.46)
48	STORES ASSISTANT	0	2	2	Female	1,430	\$5,232.19	\$5,450.65	(\$218.46)
49	WORKERS COMP CLAIMS PROC	0	1	1	Female	1,430	\$5,466.14	\$5,450.65	\$15.49
50	AQUATICS FAC SUPV	1	0	1	Male	1,435	\$4,655.10	\$5,468.57	(\$813.47)
51	ENGINEERING AIDE II	13	5	18	Balanced	1,435	\$5,571.86	\$5,468.57	\$103.29
52	TRAFF MAINT WKR-AFTER 7/1/91	7	0	7	Male	1,445	\$5,627.31	\$5,505.29	\$122.02
53	TRAFF MAINT WKR-PRIOR 7/1/91	1	0	1	Male	1,445	\$6,029.37	\$5,505.29	\$524.08
54	COMMUNITY LIAISON OFFICER	2	0	2	Male	1,455	\$5,280.71	\$5,543.62	(\$262.91)
55	WATER UTILITY WORKER II	9	0	9	Male	1,455	\$5,694.90	\$5,543.62	\$151.28
56	DSI FIRE SAFETY INSP I	1	2	3	Balanced	1,460	\$5,707.03	\$5,562.17	\$144.86
57	DSI INSPECTOR I	8	1	9	Male	1,460	\$5,707.03	\$5,562.17	\$144.86
58	ACCOUNTING CLERK II	2	4	6	Balanced	1,465	\$5,431.48	\$5,581.41	(\$149.93)
59	LIBRARY CUST SRV ASST III	1	4	5	Female	1,465	\$5,431.48	\$5,581.41	(\$149.93)
60	OFFICE ASSISTANT III	8	54	62	Female	1,465	\$5,431.48	\$5,581.41	(\$149.93)
61	MEDICAL ASSISTANT	0	1	1	Female	1,470	\$5,455.75	\$5,581.41	(\$149.93)
62	NATURAL RESOURCES TECH	1	2	3	Balanced	1,470	\$5,571.86	\$5,599.91	(\$144.16)
63	COMM TECH TRAINEE	1	0	1	Male	1,475	\$5,823.14	\$5,599.91	(\$28.05)
64	WATER PLANT WORKER	4	0	4	Male	1,475	\$6,077.89	\$5,618.80	\$204.34
65	DIGITAL EVIDENCE TECHNICIAN	1	0	1	Male	1,480	\$5,455.75	\$5,618.80	\$459.09
66	IS SYSTEMS SUPPORT SPEC II	1	1	2	Balanced	1,485	\$5,781.55	\$5,636.28	(\$180.53)
67	REAL ESTATE & ASSESS TECH I	0	1	1	Female	1,485	\$5,935.79	\$5,654.89	\$126.66
68	FIREFIGHTER TRAINEE	10	0	10	Male	1,490	\$4,970.51	\$5,673.23	\$262.56
69	WATER UTILITY TECHNICIAN I	5	0	5	Male	1,495	\$5,935.79	\$5,698.16	(\$727.65)
70	PUBLIC WORKS TECHNICIAN I	8	2	10	Male	1,510	\$5,935.79	\$5,698.16	\$183.86

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
71	ANIMAL CONTROL OFFICER	4	0	4	Male	1,515	\$6,043.23	\$5,770.10	\$273.13
72	APPRENTICE ELECTRICIAN	1	0	1	Male	1,515	\$4,888.79	\$5,770.10	(\$881.31)
73	CUSTOMER SERVICE REP	1	8	9	Female	1,515	\$5,519.87	\$5,770.10	(\$250.23)
74	LAW CLERK	0	2	2	Female	1,520	\$5,996.44	\$5,788.31	\$208.13
75	COMMUNITY RECREATION SPEC	13	12	25	Balanced	1,525	\$5,935.79	\$5,806.45	\$129.34
76	EDUCATION SPECIALIST	0	6	6	Female	1,530	\$5,729.56	\$5,823.93	(\$94.37)
77	PAYROLL SPECIALIST	0	7	7	Female	1,530	\$6,043.23	\$5,823.93	\$219.30
78	WIC NUTRITION EDUCATOR	0	4	4	Female	1,530	\$5,571.86	\$5,823.93	(\$252.07)
79	PARKS WORKER III	23	3	26	Male	1,535	\$5,551.06	\$5,848.08	(\$297.02)
80	EQUIPMENT REPAIRER	2	0	2	Male	1,540	\$6,029.37	\$5,866.06	\$163.31
81	HORTICULTURIST II	0	6	6	Female	1,540	\$5,707.03	\$5,866.06	(\$159.03)
82	BRIDGE MAINTENANCE WKR	6	0	6	Male	1,545	\$5,681.04	\$5,884.10	(\$203.06)
83	TRADES LABORER	1	0	1	Male	1,545	\$6,386.37	\$5,884.10	\$502.27
84	BUYER I	0	2	2	Female	1,555	\$6,270.26	\$5,921.48	\$348.78
85	CEMENT FINISHER	2	0	2	Male	1,555	\$6,575.00	\$5,921.48	\$653.52
86	VOLUNTEER COORDINATOR	1	2	3	Balanced	1,555	\$6,270.26	\$5,921.48	\$348.78
87	PLAN REVIEW EXAMINER I	1	1	2	Balanced	1,560	\$5,935.79	\$5,940.09	(\$4.30)
88	SEWER SERVICES WORKER	14	0	14	Male	1,560	\$5,637.71	\$5,940.09	(\$302.38)
89	MANAGEMENT ASSISTANT I	0	1	1	Female	1,565	\$6,270.26	\$5,957.92	\$312.34
90	STREET SERVICES WORKER	55	2	57	Male	1,565	\$5,551.06	\$5,957.92	(\$406.86)
91	WATER SYSTEM WORKER II	17	0	17	Male	1,570	\$5,908.06	\$5,976.41	(\$68.35)
92	LEGAL ASSISTANT I	1	0	1	Male	1,575	\$5,996.44	\$5,994.91	\$1.53
93	PROJECT MANAGEMENT TECH	0	2	2	Female	1,575	\$5,935.79	\$5,994.91	(\$59.12)
94	CHILD CARE PROGRAM COORD	0	2	2	Female	1,580	\$5,996.44	\$6,013.40	(\$16.96)
95	CULTURAL LIAISON	0	2	2	Female	1,585	\$5,707.03	\$6,031.89	(\$324.86)
96	LIBRARY ASSOCIATE	26	55	81	Balanced	1,585	\$5,707.03	\$6,031.89	(\$324.86)
97	LIBRARY SPECIALIST	0	3	3	Female	1,585	\$5,996.44	\$6,031.89	(\$35.45)
98	LIBRARY SPECIALIST I	0	1	1	Female	1,585	\$6,270.26	\$6,031.89	\$238.37
99	ZOO KEEPER	6	19	25	Female	1,585	\$5,923.66	\$6,031.89	(\$108.23)
100	MAINTENANCE WORKER	7	0	7	Male	1,590	\$6,370.77	\$6,052.86	\$317.91
101	SEWER PUMPING STATION OPR	2	0	2	Male	1,590	\$6,762.43	\$6,052.86	\$709.57
102	VICTIM WITNESS ASSISTANT	0	1	1	Female	1,590	\$5,996.44	\$6,052.86	(\$56.42)
103	FIRE BUILDING REPAIRER	2	0	2	Male	1,595	\$6,029.37	\$6,071.50	(\$42.13)
104	WATER METER TECHNICIAN	6	1	7	Male	1,595	\$5,935.79	\$6,071.50	(\$135.71)
105	BUILDING PERMIT CLERK	0	2	2	Female	1,600	\$6,168.01	\$6,092.37	\$75.64

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106	FORESTRY ARBORIST	24	0	24	Male	1,600	\$5,852.60	\$6,092.37	(\$239.77)
107	ACCOUNTING TECHNICIAN I	0	6	6	Female	1,605	\$5,935.79	\$6,110.44	(\$174.65)
108	FORENSIC SCIENTIST I	0	3	3	Female	1,605	\$6,885.47	\$6,110.44	\$775.03
109	IS INFO/TECHNICAL ANALYST I	1	0	1	Male	1,605	\$6,174.94	\$6,110.44	\$64.50
110	PRACTICAL NURSE	0	1	1	Female	1,605	\$6,174.94	\$6,110.44	\$64.50
111	WATER LABORATORY TECH II	1	0	1	Male	1,605	\$6,046.70	\$6,110.44	(\$63.74)
112	OFFICE ASSISTANT IV	1	17	18	Female	1,610	\$5,923.66	\$6,128.91	(\$205.25)
113	PROCUREMENT SPECIALIST	0	1	1	Female	1,610	\$6,306.65	\$6,128.91	\$177.74
114	LICENSE CLERK	0	2	2	Female	1,615	\$6,168.01	\$6,147.38	\$20.63
115	DUP EQUIP OPR-2 COLOR	1	0	1	Male	1,620	\$5,823.14	\$6,165.52	(\$342.38)
116	EDUCATION COORDINATOR	2	6	8	Female	1,620	\$5,996.44	\$6,165.52	(\$169.08)
117	PUMPING ENGINEER II	5	0	5	Male	1,625	\$6,556.20	\$6,185.52	\$370.68
118	STOREKEEPER	3	2	5	Balanced	1,630	\$5,781.55	\$6,202.86	(\$421.31)
119	BRIDGE CREW LEADER	3	0	3	Male	1,635	\$6,090.02	\$6,221.40	(\$131.38)
120	GROUPS CREW LEADER	9	1	10	Male	1,635	\$5,793.68	\$6,221.40	(\$427.72)
121	WATER TREAT PLANT OPER II	5	0	5	Male	1,640	\$6,556.20	\$6,239.94	\$316.26
122	ASSISTANT GOLF COURSE SUPT	2	1	3	Balanced	1,645	\$5,975.65	\$6,258.35	(\$282.70)
123	WATER SVC WKR-CONTROL DES	4	0	4	Male	1,645	\$5,975.65	\$6,258.35	(\$282.70)
124	RECORDS MANAGEMENT SPEC	0	7	7	Female	1,655	\$6,043.23	\$6,303.14	(\$259.91)
125	LEGAL SECRETARY	0	3	3	Female	1,660	\$6,043.23	\$6,309.38	(\$266.15)
126	CUSTOMER SERV SENIOR REP	1	2	3	Balanced	1,665	\$6,448.75	\$6,330.14	\$118.61
127	BENEFITS SPECIALIST	0	3	3	Female	1,670	\$6,481.68	\$6,346.44	\$135.24
128	PAYROLL AUDITOR	0	1	1	Female	1,675	\$6,168.01	\$6,347.07	(\$179.06)
129	SENIOR WORKER COMP CLMS P	1	1	2	Balanced	1,675	\$6,202.67	\$6,347.07	(\$144.40)
130	PAINTER	13	0	13	Male	1,680	\$6,405.17	\$6,363.68	\$41.49
131	HEAVY EQUIP OPERATOR	23	0	23	Male	1,695	\$6,356.91	\$6,421.43	(\$64.52)
132	ACCOUNTANT I	1	2	3	Balanced	1,700	\$6,570.06	\$6,440.82	\$129.24
133	BRICKLAYER	1	0	1	Male	1,700	\$6,925.07	\$6,440.82	\$484.25
134	BUYER II	0	1	1	Female	1,700	\$6,885.47	\$6,440.82	\$444.65
135	PUBLIC WORKS TECHNICIAN II	11	2	13	Male	1,700	\$6,429.69	\$6,440.82	(\$11.13)
136	WATER UTILITY TECHNICIAN II	4	1	5	Male	1,700	\$6,429.69	\$6,440.82	(\$11.13)
137	CITY PLANNING TECH	1	0	1	Male	1,705	\$5,823.14	\$6,457.95	(\$634.81)
138	DSI CUSTOMER SERVICE SPEC	0	5	5	Female	1,705	\$6,168.01	\$6,457.95	(\$289.94)
139	VEHICLE MECHANIC	29	0	29	Male	1,710	\$6,606.46	\$6,476.34	\$130.12
140	JET SEWER CLEANER OPER	1	0	1	Male	1,720	\$6,356.91	\$6,483.62	(\$126.71)

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141	HEALTH LAB TECH II	0	2	2	Female	1,725	\$6,564.87	\$6,503.39	\$61.48
142	LANDSCAPE DESIGN APP	1	1	2	Balanced	1,725	\$6,885.47	\$6,503.39	\$382.08
143	LEAD LANDSCAPER	1	0	1	Male	1,730	\$5,923.66	\$6,522.60	(\$598.94)
144	MECHANIC WELDER	2	0	2	Male	1,730	\$6,606.46	\$6,522.60	\$83.86
145	EXECUTIVE ASSISTANT I	0	17	17	Female	1,735	\$6,168.01	\$6,541.79	(\$373.78)
146	CUSTODIAN-ENGR II	8	1	9	Male	1,745	\$6,077.89	\$6,580.08	(\$502.19)
147	LIFE SUPPORT OPERATOR	1	0	1	Male	1,755	\$6,429.69	\$6,618.41	(\$188.72)
148	SEWER CREW LEADER	7	0	7	Male	1,755	\$6,070.96	\$6,618.41	(\$547.45)
149	HOUSING REHAB ADVISOR I	1	0	1	Male	1,760	\$6,174.94	\$6,636.87	(\$461.93)
150	METER TECHNICIAN LEAD WKR	1	0	1	Male	1,760	\$6,429.69	\$6,636.87	(\$207.18)
151	OPERATING ENGINEER	5	0	5	Male	1,760	\$6,556.20	\$6,636.87	(\$80.67)
152	HUMAN RES ADMIN COORD	0	1	1	Female	1,765	\$6,625.52	\$6,653.56	(\$28.04)
153	METER READER COORDINATOR	0	1	1	Female	1,765	\$6,168.01	\$6,653.56	(\$485.55)
154	HUMAN RES CONSULTANT I	0	2	2	Female	1,775	\$6,680.98	\$6,691.70	(\$10.72)
155	MANAGEMENT ASSISTANT II	1	2	3	Balanced	1,775	\$6,885.47	\$6,691.70	\$193.77
156	PRINT PRODUCTION LEAD WKR	2	0	2	Male	1,780	\$6,429.69	\$6,710.91	(\$281.22)
157	STOREROOM SUPERVISOR	1	2	3	Balanced	1,780	\$6,306.65	\$6,710.91	(\$404.26)
158	BUILDING MAINTENANCE ENG	3	0	3	Male	1,785	\$6,379.43	\$6,730.04	(\$350.61)
159	EXECUTIVE ASSISTANT II	0	5	5	Female	1,785	\$6,590.86	\$6,730.04	(\$139.18)
160	FORESTRY CREW LEADER	4	0	4	Male	1,785	\$6,379.43	\$6,730.04	(\$350.61)
161	LIBRARY VOLUNTEER COORD	0	1	1	Female	1,785	\$6,570.06	\$6,730.04	(\$159.98)
162	RESEARCH ANALYST I	0	1	1	Female	1,785	\$6,570.06	\$6,730.04	(\$159.98)
163	ECC TELECOMMUNICATOR	0	2	2	Female	1,790	\$6,528.47	\$6,748.54	(\$220.07)
164	REAL ESTATE SPECIALIST	0	1	1	Female	1,790	\$6,706.97	\$6,748.54	(\$41.57)
165	SECRETARY STENO	0	2	2	Female	1,790	\$6,306.65	\$6,748.54	(\$441.89)
166	IS SYSTEMS SUPPORT SPEC III	9	2	11	Male	1,795	\$6,706.97	\$6,767.74	(\$60.77)
167	CODE ENFORCEMENT INSP I	1	0	1	Male	1,800	\$6,564.87	\$6,784.73	(\$219.86)
168	FIREFIGHTER	188	10	198	Male	1,800	\$6,979.05	\$6,784.73	\$194.32
169	ASSISTANT TO THE MAYOR I	0	3	3	Female	1,805	\$6,897.72	\$6,804.99	\$92.73
170	PROCEDURES COORDINATOR	1	1	2	Balanced	1,805	\$6,885.47	\$6,804.99	\$80.48
171	CIVIL ENGINEER I	6	1	7	Male	1,810	\$7,214.74	\$6,825.14	\$389.60
172	CHEMICAL FEED SYS REPAIRER	2	0	2	Male	1,815	\$6,800.55	\$6,844.33	(\$43.78)
173	WATER QUALITY SPEC I	1	1	2	Balanced	1,815	\$6,885.47	\$6,844.33	\$41.14
174	SUPPLY SYSTEMS SUPV I	2	0	2	Male	1,825	\$7,140.22	\$6,879.85	\$260.37
175	TRAFFIC MAINT SUPERVISOR I	1	0	1	Male	1,830	\$7,140.22	\$6,896.15	\$244.07

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
176	WATER PRODUCTION SUPV I	2	0	2	Male	1,830	\$7,140.22	\$6,896.15	\$244.07
177	CARPENTER	5	0	5	Male	1,835	\$6,808.96	\$6,913.18	(\$104.22)
178	DSI FIRE SAFETY INSP II	14	3	17	Male	1,835	\$6,706.97	\$6,913.18	(\$206.21)
179	DSI INSPECTOR II	7	2	9	Balanced	1,835	\$6,706.97	\$6,913.18	(\$206.21)
180	ACCOUNTING TECHNICIAN II	0	5	5	Female	1,840	\$6,429.69	\$6,932.54	(\$502.85)
181	SENIOR ZOO KEEPER	0	2	2	Female	1,840	\$6,901.07	\$6,932.54	(\$31.47)
182	ASPHALT PLANT OPERATOR	3	0	3	Male	1,845	\$6,356.91	\$6,951.68	(\$594.77)
183	COMMUNICATION TECHNICIAN	2	0	2	Male	1,850	\$6,706.97	\$6,968.62	(\$261.65)
184	PROJECT MGR PARKS AND REC	0	2	2	Female	1,850	\$6,724.30	\$6,968.62	(\$244.32)
185	WATER DISTRIBUTION SUPV I	3	1	4	Balanced	1,850	\$7,140.22	\$6,968.62	\$171.60
186	VEHICLE MECHANIC LEAD WKR	5	0	5	Male	1,855	\$6,783.22	\$6,987.44	(\$204.22)
187	CUSTODIAN-ENGR III	1	0	1	Male	1,870	\$6,417.56	\$7,049.09	(\$631.53)
188	IS INFO/TECHNICAL ANALYST II	3	0	3	Male	1,870	\$6,977.32	\$7,049.09	(\$71.77)
189	ADAPTIVE RECREATION DIR	1	0	1	Male	1,875	\$6,706.97	\$7,068.30	(\$361.33)
190	DESIGN ASSOCIATE II	0	1	1	Female	1,875	\$7,571.74	\$7,068.30	\$503.44
191	PARK MAINTENANCE SUPV I	2	1	3	Balanced	1,875	\$7,140.22	\$7,068.30	\$71.92
192	PUBLIC WORKS SUPERVISOR I	7	1	8	Male	1,875	\$7,140.22	\$7,068.30	\$71.92
193	SENIOR ANIMAL CONT OFFICER	1	0	1	Male	1,875	\$6,448.75	\$7,068.30	(\$619.55)
194	SEWER SUPERVISOR I	3	0	3	Male	1,875	\$7,140.22	\$7,068.30	\$71.92
195	ENVIRONMENTAL COORDINATOR	1	0	1	Male	1,880	\$7,214.74	\$7,085.51	\$129.23
196	HOUSING COUNSELOR	0	1	1	Female	1,880	\$6,564.87	\$7,085.51	(\$520.64)
197	PIPEFITTER	3	0	3	Male	1,880	\$7,616.54	\$7,085.51	\$531.03
198	REAL ESTATE & ASSESS TECH II	1	0	1	Male	1,880	\$6,564.87	\$7,085.51	(\$520.64)
199	VICTIM WITNESS COORDINATOR	0	2	2	Female	1,880	\$6,885.47	\$7,085.51	(\$200.04)
200	HORTICULTURE SUPERVISOR	1	1	2	Balanced	1,885	\$7,334.32	\$7,101.98	\$232.34
201	LEAD GARDENER	0	1	1	Female	1,885	\$5,923.66	\$7,101.98	(\$1,178.32)
202	LEGAL ASSISTANT II	1	1	2	Balanced	1,885	\$6,885.47	\$7,101.98	(\$216.51)
203	CIRCULATION COORDINATOR	0	1	1	Female	1,890	\$7,334.32	\$7,120.29	\$214.03
204	IMPOUND LOT SUPERVISOR	0	1	1	Female	1,890	\$7,025.84	\$7,120.29	(\$94.45)
205	OFFICE MANAGER	0	2	2	Female	1,890	\$7,334.32	\$7,120.29	\$214.03
206	SURVEY CREW LEADER	1	0	1	Male	1,890	\$6,706.97	\$7,120.29	(\$413.32)
207	TOOLMAKER-SPRWS	1	0	1	Male	1,890	\$7,010.25	\$7,120.29	(\$110.04)
208	PARKS SAFETY AND SEC SUPV	1	0	1	Male	1,900	\$7,334.32	\$7,158.00	\$176.32
209	CRIMINALIST I	0	1	1	Female	1,905	\$6,885.47	\$7,177.18	(\$291.71)
210	EMERGENCY PLAN & SECURITY	0	1	1	Female	1,905	\$7,334.32	\$7,177.18	\$157.14

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
211	HEALTH AND FITNESS SPEC	1	1	2	Balanced	1,910	\$7,043.17	\$7,199.82	(\$156.65)
212	LIBRARIAN I	5	7	12	Balanced	1,910	\$6,724.30	\$7,199.82	(\$475.52)
213	CITY PLANNER	2	0	2	Male	1,915	\$7,043.17	\$7,218.47	(\$175.30)
214	FORENSIC SCIENTIST II	1	0	1	Male	1,915	\$8,138.43	\$7,218.47	\$919.96
215	BUSINESS ASSISTANT SPEC	2	1	3	Balanced	1,920	\$6,724.30	\$7,236.87	(\$512.57)
216	ELECTRICIAN	29	1	30	Male	1,920	\$7,484.83	\$7,236.87	\$247.96
217	NUTRITIONIST I-WIC	0	2	2	Female	1,920	\$7,043.17	\$7,236.87	(\$193.70)
218	PROJECT MANAGER	3	4	7	Balanced	1,925	\$7,043.17	\$7,255.80	(\$212.63)
219	EVENTS COORDINATOR	0	2	2	Female	1,930	\$7,334.32	\$7,274.05	\$60.27
220	HOUSING REHAB ADVISOR II	1	0	1	Male	1,930	\$6,706.97	\$7,274.05	(\$567.08)
221	PLUMBER	3	0	3	Male	1,930	\$7,803.70	\$7,274.05	\$529.65
222	BRIDGE MAINTENANCE SUPV I	1	0	1	Male	1,935	\$7,466.03	\$7,294.56	\$171.47
223	COMMUNITY RECREATION DIR	3	9	12	Female	1,935	\$6,706.97	\$7,294.56	(\$587.59)
224	LIBRARY COMM SERVICES COOF	0	1	1	Female	1,945	\$6,885.47	\$7,342.64	(\$457.17)
225	POLICE DISPATCHER-ECC	0	3	3	Female	1,945	\$6,939.19	\$7,342.64	(\$403.45)
226	COMMUNITY RECREATION COOF	1	2	3	Balanced	1,960	\$6,977.32	\$7,394.17	(\$416.85)
227	FIRE DISPATCHER-ECC	8	10	18	Balanced	1,960	\$7,297.92	\$7,394.17	(\$96.25)
228	PUBLIC WORKS SUPERVISOR II	2	0	2	Male	1,960	\$7,466.03	\$7,394.17	\$71.86
229	SEWER SUPERVISOR II	2	0	2	Male	1,960	\$7,466.03	\$7,394.17	\$71.86
230	ACCOUNTANT II	3	1	4	Balanced	1,965	\$7,214.74	\$7,409.22	(\$194.48)
231	EMERGENCY MGMT SPEC	2	0	2	Male	1,965	\$7,214.74	\$7,409.22	(\$194.48)
232	FIRE PROTECTIVE SYSTEMS INS	2	0	2	Male	1,965	\$8,893.76	\$7,409.22	\$1,484.54
233	LEAD COMM TECH	1	0	1	Male	1,965	\$6,977.32	\$7,409.22	(\$431.90)
234	BUYER III	1	1	2	Balanced	1,970	\$7,571.74	\$7,427.55	\$144.19
235	RESEARCH ANALYST II	0	1	1	Female	1,970	\$7,043.17	\$7,427.55	(\$384.38)
236	HUMAN RES CONSULTANT II	2	2	4	Balanced	1,985	\$7,214.74	\$7,440.93	(\$226.19)
237	PROJECT FACILITATOR I	1	0	1	Male	1,990	\$6,977.32	\$7,455.63	(\$478.31)
238	ELECTRICAL INSPECTOR	7	1	8	Male	1,995	\$7,850.49	\$7,470.77	\$379.72
239	WATER QUALITY SPEC II	1	1	2	Balanced	1,995	\$7,571.74	\$7,470.77	\$100.97
240	FORESTRY SUPERVISOR I	1	0	1	Male	2,000	\$7,140.22	\$7,484.83	(\$344.61)
241	URBAN FORESTER	3	2	5	Balanced	2,000	\$7,043.17	\$7,484.83	(\$441.66)
242	VEHICLE MECHANIC SUPV I	4	0	4	Male	2,000	\$7,466.03	\$7,484.83	(\$18.80)
243	MANAGEMENT ASSISTANT III	1	3	4	Female	2,005	\$7,571.74	\$7,499.54	\$72.20
244	PAYROLL SYSTEM TECH II	0	1	1	Female	2,005	\$7,188.75	\$7,499.54	(\$310.79)
245	PCIARC COORDINATOR	0	1	1	Female	2,005	\$7,571.74	\$7,499.54	\$72.20

Predicted Pay Report for St. Paul

Case : 2018 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
246	GOLF COURSE SUPT	1	0	1	Male	2,015	\$7,466.03	\$7,533.04	(\$67.01)
247	HISTORIC PRES SR PLNR	0	1	1	Female	2,015	\$7,751.97	\$7,533.04	\$218.93
248	POLICE OFFICER	398	58	456	Male	2,020	\$7,694.78	\$7,548.03	\$146.75
249	BUILDING INSPECTOR	10	0	10	Male	2,025	\$8,226.55	\$7,562.37	\$664.18
250	PLAN REVIEW EXAMINER II	2	1	3	Balanced	2,025	\$7,615.06	\$7,562.37	\$52.69
251	WATER CONTROL SYS INFO TEC	1	0	1	Male	2,025	\$7,292.73	\$7,562.37	(\$269.64)
252	IS SYSTEMS SUPPORT SPEC IV	8	0	8	Male	2,035	\$7,292.73	\$7,591.07	(\$298.34)
253	WATER DISTRIBUTION SUPV II	7	0	7	Male	2,035	\$7,466.03	\$7,591.07	(\$125.04)
254	PUBLIC WORKS TECHNICIAN III	15	3	18	Male	2,050	\$6,977.32	\$7,633.57	(\$656.25)
255	WATER UTILITY TECHNICIAN III	3	2	5	Balanced	2,050	\$6,977.32	\$7,633.57	(\$656.25)
256	GOLF PRO/MANAGER	1	0	1	Male	2,060	\$7,504.15	\$7,662.45	(\$158.30)
257	ASSISTANT TO THE MAYOR II	1	2	3	Balanced	2,065	\$8,197.47	\$7,676.69	\$520.78
258	ELEVATOR INSPECTOR	2	1	3	Balanced	2,065	\$10,323.48	\$7,676.69	\$2,646.79
259	LEGAL ASSISTANT III	1	4	5	Female	2,065	\$7,571.74	\$7,676.69	(\$104.95)
260	SHEET METAL INSPECTOR	4	0	4	Male	2,065	\$8,392.92	\$7,676.69	\$716.23
261	ACCOUNTING TECHNICIAN III	0	2	2	Female	2,070	\$7,292.73	\$7,693.55	(\$400.82)
262	FIRE EQUIPMENT OPERATOR	88	4	92	Male	2,073	\$7,419.23	\$7,703.52	(\$284.29)
263	LEGISLATIVE AIDE	2	6	8	Female	2,080	\$8,197.47	\$7,722.85	\$474.62
264	MECHANICAL INSPECTOR	3	1	4	Balanced	2,085	\$8,132.97	\$7,737.79	\$395.18
265	OFFICE ADMINISTRATOR	0	1	1	Female	2,085	\$7,670.52	\$7,737.79	(\$67.27)
266	PLUMBING INSPECTOR	9	1	10	Male	2,085	\$8,240.42	\$7,737.79	\$502.63
267	YOUTH SERVICES COORDINATOR	0	1	1	Female	2,085	\$7,751.97	\$7,737.79	\$14.18
268	COMMUNITY ENGAGEMENT SPE	3	1	4	Balanced	2,090	\$7,214.74	\$7,751.51	(\$536.77)
269	CRIME PREVENTION COORDINA	0	2	2	Female	2,090	\$7,214.74	\$7,751.51	(\$536.77)
270	BRIDGE MAINT SUPV II	1	0	1	Male	2,100	\$8,015.39	\$7,779.07	\$236.32
271	INTELLIGENCE ANALYST-OPERA	2	0	2	Male	2,100	\$7,937.40	\$7,779.07	\$158.33
272	SUPPLY SYSTEMS SUPV II	1	0	1	Male	2,110	\$7,466.03	\$7,807.71	(\$341.68)
273	HUMAN RIGHTS SPECIALIST	5	3	8	Balanced	2,115	\$7,386.31	\$7,820.90	(\$434.59)
274	BUSINESS ASSISTANT PROG SUI	1	0	1	Male	2,120	\$7,850.75	\$7,835.89	\$14.86
275	MEDICAL TECHNOLOGIST	0	2	2	Female	2,135	\$7,571.74	\$7,877.56	(\$305.82)
276	SAFETY OFFICER	2	0	2	Male	2,140	\$7,571.74	\$7,890.49	(\$318.75)
277	FACILITY/PROGRAM MANAGER	2	1	3	Balanced	2,145	\$7,850.75	\$7,903.14	(\$52.39)
278	FORESTRY SUPERVISOR II	1	0	1	Male	2,145	\$7,831.69	\$7,903.14	(\$71.45)
279	PARK MAINTENANCE SUPV II	1	1	2	Balanced	2,145	\$7,831.69	\$7,903.14	(\$71.45)
280	WATER CUST SVC & BILLING SUI	0	1	1	Female	2,145	\$8,025.78	\$7,903.14	\$122.64

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
281	PUBLIC WORKS SUPV III	2	0	2	Male	2,155	\$8,015.39	\$7,929.49	\$85.90
282	BUDGET AND MGMT ANALYST	1	3	4	Female	2,165	\$7,519.75	\$7,956.06	(\$436.31)
283	IS INFO/TECHNICAL ANALYST III	3	1	4	Balanced	2,165	\$7,615.06	\$7,956.06	(\$341.00)
284	PUBLIC INFORMATION SPEC II	1	1	2	Balanced	2,165	\$7,571.74	\$7,956.06	(\$384.32)
285	HEALTH EDUCATOR II	0	2	2	Female	2,170	\$8,138.43	\$7,969.09	\$169.34
286	WATER PRODUCTION SUPV II	2	0	2	Male	2,170	\$7,831.69	\$7,969.09	(\$137.40)
287	ANIMAL CONTROL SUPERVISOR	0	1	1	Female	2,175	\$7,466.03	\$7,983.84	(\$517.81)
288	GRANTS SPECIALIST	0	1	1	Female	2,175	\$7,571.74	\$7,983.84	(\$412.10)
289	LANDSCAPE ARCHITECT	2	1	3	Balanced	2,175	\$7,937.40	\$7,983.84	(\$46.44)
290	ACCOUNTANT III	2	5	7	Female	2,180	\$7,937.40	\$7,995.78	(\$58.38)
291	BUILDING MAINT SUPV-FIRE	1	0	1	Male	2,180	\$8,391.45	\$7,995.78	\$395.67
292	DSI INSPECTOR III	10	4	14	Balanced	2,180	\$7,615.06	\$7,995.78	(\$380.72)
293	SENIOR CITY PLANNER	3	3	6	Balanced	2,180	\$7,751.97	\$7,995.78	(\$243.81)
294	MARKETING AND PUB REL MGR	2	2	4	Balanced	2,190	\$8,025.78	\$8,020.63	\$5.16
295	CIVIL ENGINEER II	5	1	6	Male	2,200	\$7,937.40	\$8,046.30	(\$108.90)
296	DSI FIRE SAFETY INSP III	3	1	4	Balanced	2,215	\$7,615.06	\$8,081.34	(\$466.28)
297	EMERGENCY MEDICAL SERV CO	1	0	1	Male	2,215	\$7,970.33	\$8,081.34	(\$111.01)
298	HUMAN RES CONSULTANT III	0	3	3	Female	2,215	\$7,937.40	\$8,081.34	(\$143.94)
299	LIBRARIAN II	1	8	9	Female	2,215	\$7,751.97	\$8,081.34	(\$329.37)
300	DIGITAL SERVICES COORDINATC	1	0	1	Male	2,230	\$7,751.97	\$8,116.50	(\$364.53)
301	HISTORIC PRESERVATION SPEC	0	1	1	Female	2,235	\$7,937.40	\$8,133.12	(\$195.72)
302	BUILDING MAINT SUPV-POLICE	1	0	1	Male	2,240	\$8,391.45	\$8,144.91	\$246.54
303	ENVIRONMENTAL HLTH SPEC II	0	2	2	Female	2,240	\$7,937.40	\$8,144.91	(\$207.51)
304	ENGINEERING TECHNICIAN SUPV	8	1	9	Male	2,250	\$8,206.02	\$8,165.70	\$40.32
305	FIRE TRAINING ASSISTANT	1	0	1	Male	2,260	\$7,970.33	\$8,188.76	(\$218.43)
306	EDUCATION & CONSVTN CURAT(I	0	1	1	Female	2,265	\$8,802.17	\$8,199.74	\$602.43
307	RESEARCH ANALYST III	1	0	1	Male	2,265	\$7,751.97	\$8,199.74	(\$447.77)
308	ACCOUNTING TECHNICIAN IV	0	1	1	Female	2,275	\$7,956.46	\$8,225.72	(\$269.26)
309	SELECTION AND VALID SPEC	0	1	1	Female	2,275	\$8,060.44	\$8,225.72	(\$165.28)
310	PUBLIC WORKS FIELD SUPV	1	0	1	Male	2,280	\$8,608.07	\$8,242.53	\$365.54
311	PARK MAINTENANCE SUPV III	1	1	2	Balanced	2,290	\$8,391.45	\$8,265.92	\$125.53
312	WATER QUALITY SPEC III	1	2	3	Balanced	2,290	\$8,549.15	\$8,265.92	\$283.23
313	EMERGENCY MANAGEMENT COO	3	1	4	Balanced	2,295	\$8,335.99	\$8,279.07	\$56.92
314	ECC SHIFT SUPERVISOR	1	6	7	Female	2,310	\$8,036.18	\$8,314.36	(\$278.18)
315	SERGEANT	116	29	145	Male	2,315	\$8,620.20	\$8,358.22	\$261.98

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
316	SUPERVISOR OF TRAFFIC MAINT	1	0	1	Male	2,320	\$8,595.94	\$8,370.36	\$225.59
317	WATER RESOURCE COORDINAT	1	0	1	Male	2,335	\$8,764.04	\$8,407.91	\$356.13
318	ADMINISTRATIVE ASSISTANT	1	6	7	Female	2,340	\$8,138.43	\$8,420.70	(\$282.27)
319	COMM SERV & MNT SUPV	1	0	1	Male	2,340	\$8,308.26	\$8,420.70	(\$112.44)
320	IS INFO/TECHNICAL ANALYST IV	11	3	14	Balanced	2,340	\$8,327.33	\$8,420.70	(\$93.37)
321	RISK ANALYST	0	1	1	Female	2,340	\$7,937.40	\$8,420.70	(\$483.30)
322	ENERGY COORDINATOR	1	0	1	Male	2,345	\$8,335.99	\$8,433.29	(\$97.30)
323	ASSISTANT TO THE MAYOR III	3	1	4	Balanced	2,355	\$9,266.73	\$8,458.46	\$808.27
324	FIRE CAPTAIN	90	2	92	Male	2,355	\$7,970.33	\$8,458.46	(\$488.13)
325	PROGRAM COORDINATOR	1	4	5	Female	2,360	\$8,138.43	\$8,471.04	(\$332.61)
326	CIVIL ENGINEER III	4	3	7	Balanced	2,365	\$8,980.67	\$8,483.43	\$497.24
327	SENIOR PUBLIC HLTH NURSE	0	1	1	Female	2,365	\$8,595.94	\$8,483.43	\$112.51
328	WATER CONTROL SYS INFO SUP	1	0	1	Male	2,370	\$8,595.94	\$8,496.78	\$99.16
329	MANAGEMENT ASSISTANT IV	1	2	3	Balanced	2,385	\$8,138.43	\$8,533.91	(\$395.48)
330	PROJECT FACILITATOR II	1	0	1	Male	2,390	\$7,615.06	\$8,546.49	(\$931.43)
331	BUYER IV	0	1	1	Female	2,400	\$8,138.43	\$8,605.73	(\$467.30)
332	LIBRARIAN III	0	6	6	Female	2,415	\$8,802.17	\$8,658.75	\$143.42
333	SENIOR PROJECT MANAGER	5	2	7	Balanced	2,425	\$8,138.43	\$8,684.01	(\$545.58)
334	ARCHITECT	1	0	1	Male	2,430	\$8,980.67	\$8,702.85	\$277.82
335	FIRE ARSON INVESTIGATOR	3	0	3	Male	2,430	\$8,394.91	\$8,702.85	(\$307.94)
336	EPIDEMIOLOGIST	0	1	1	Female	2,440	\$8,549.15	\$8,787.36	(\$238.21)
337	INTELLIGENCE ANALYST-STRATE	1	0	1	Male	2,440	\$8,764.04	\$8,787.36	(\$23.32)
338	PARK AND REC PROGRAM SUPV	5	2	7	Balanced	2,450	\$8,802.17	\$8,820.52	(\$18.35)
339	SENIOR POLICY ANALYST	0	2	2	Female	2,450	\$9,855.95	\$8,820.52	\$1,035.43
340	FIRE PROTECTION ENGINEER	0	1	1	Female	2,455	\$8,980.67	\$8,837.13	\$143.54
341	FORENSIC SCIENTIST III-QAS	1	0	1	Male	2,475	\$8,980.67	\$8,898.96	\$81.71
342	REAL ESTATE SUPERVISOR	1	0	1	Male	2,475	\$9,221.55	\$8,898.96	\$322.59
343	COMMUNITY & DIGITAL SERV MC	0	1	1	Female	2,490	\$8,802.17	\$8,951.83	(\$149.66)
344	CONTRACT COMP SUPERVISOR	1	0	1	Male	2,495	\$8,802.17	\$8,969.71	(\$167.54)
345	STRUCTURAL ENGINEER	1	0	1	Male	2,495	\$8,980.67	\$8,969.71	\$10.96
346	REAL ESTATE & ASSESS SUPV	0	1	1	Female	2,500	\$9,439.91	\$8,987.40	\$452.51
347	HEALTH INFO ADMINISTRATOR	0	1	1	Female	2,505	\$8,764.04	\$9,004.43	(\$240.39)
348	HUMAN RES CONSULTANT IV	0	3	3	Female	2,505	\$9,431.36	\$9,004.43	\$426.93
349	MUNICIPAL GARAGE SUPV I	2	0	2	Male	2,510	\$8,802.17	\$9,022.12	(\$219.95)
350	RESEARCH ANALYST IV	0	1	1	Female	2,510	\$8,980.67	\$9,022.12	(\$41.45)

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
351	SENIOR BUDGET AND MGMT AN/	0	4	4	Female	2,510	\$8,694.72	\$9,022.12	(\$327.40)
352	DESIGN SUPERVISOR	1	1	2	Balanced	2,530	\$9,011.86	\$9,087.09	(\$75.23)
353	BLDG MAINT SUPV-PKS & REC	1	0	1	Male	2,535	\$9,048.25	\$9,104.01	(\$55.76)
354	CITY CLERK	0	1	1	Female	2,535	\$10,311.73	\$9,104.01	\$1,207.72
355	LICENSING MANAGER	1	0	1	Male	2,545	\$9,666.94	\$9,139.15	\$527.79
356	ENVIRONMENTAL HLTH PROG SI	1	0	1	Male	2,550	\$8,802.17	\$9,156.72	(\$354.55)
357	HISTORIC PRESERVATION SUPV	1	0	1	Male	2,550	\$9,011.86	\$9,156.72	(\$144.86)
358	ACCOUNTANT IV	5	5	10	Balanced	2,555	\$9,221.55	\$9,173.88	\$47.67
359	HORTICULTURE MANAGER	0	1	1	Female	2,555	\$9,221.55	\$9,173.88	\$47.67
360	LABOR RELATIONS SPECIALIST I	1	0	1	Male	2,565	\$9,230.33	\$9,208.45	\$21.88
361	PAYROLL MANAGER	0	1	1	Female	2,570	\$9,053.57	\$9,226.07	(\$172.50)
362	NATURAL RESOURCES MANAGE	1	0	1	Male	2,575	\$9,221.55	\$9,243.74	(\$22.19)
363	PRINCIPAL CITY PLANNER	1	1	2	Balanced	2,580	\$8,980.67	\$9,261.36	(\$280.69)
364	GRANTS MANAGER	0	1	1	Female	2,595	\$8,980.67	\$9,315.18	(\$334.51)
365	CHIEF SURVEYOR	1	0	1	Male	2,600	\$9,439.91	\$9,332.17	\$107.74
366	PUBLIC INFORMATION MANAGEF	1	0	1	Male	2,605	\$10,311.73	\$9,349.46	\$962.27
367	FIRE EMER MGMT & COMM CHIEF	1	0	1	Male	2,640	\$9,850.63	\$9,442.09	\$408.54
368	LEAD LANDSCAPE ARCHITECT	1	0	1	Male	2,640	\$8,980.67	\$9,442.09	(\$461.42)
369	PARKS AND REC ASSET MGR	1	0	1	Male	2,650	\$10,146.98	\$9,481.17	\$665.81
370	PUBLIC SERVICE MANAGER	1	1	2	Balanced	2,650	\$9,221.55	\$9,481.17	(\$259.62)
371	IS SYSTEMS CONSULTANT II	4	4	8	Balanced	2,655	\$8,980.67	\$9,498.22	(\$517.55)
372	EMPLOYEE BENEFITS MANAGER	0	1	1	Female	2,680	\$9,859.41	\$9,586.64	\$272.77
373	SENIOR ORG DEV CONSULTANT	0	1	1	Female	2,680	\$9,859.41	\$9,586.64	\$272.77
374	FIRE DISTRICT CHIEF	8	1	9	Male	2,685	\$9,850.63	\$9,611.20	\$239.44
375	ANIMAL CURATOR	1	0	1	Male	2,690	\$9,221.55	\$9,628.48	(\$406.93)
376	ASSOCIATE ATTORNEY	2	2	4	Balanced	2,690	\$9,108.91	\$9,628.48	(\$519.57)
377	DSI FIRE SAFETY MANAGER	0	1	1	Female	2,710	\$10,146.98	\$9,690.74	\$456.24
378	IS INFO/TECHNICAL ANALYST V	3	0	3	Male	2,745	\$9,436.45	\$9,813.19	(\$376.74)
379	IS SYSTEMS CONSULTANT III	3	3	6	Balanced	2,745	\$9,436.45	\$9,813.19	(\$376.74)
380	PRINCIPAL PROJECT MANAGER	6	4	10	Balanced	2,750	\$9,436.45	\$9,830.46	(\$394.01)
381	ZONING MANAGER	1	0	1	Male	2,775	\$10,146.98	\$9,914.57	\$232.41
382	BUSINESS OUTREACH COORDIN	0	1	1	Female	2,785	\$10,445.05	\$9,949.07	\$495.98
383	COMMANDER	23	7	30	Balanced	2,790	\$10,108.85	\$9,965.73	\$143.12
384	HOUSING AND CODE ENF MGR	1	0	1	Male	2,800	\$10,146.98	\$10,000.12	\$146.86
385	CIVIL ENGINEER IV	12	3	15	Male	2,810	\$10,389.60	\$10,036.09	\$353.51

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
386	ACCOUNTANT V	1	3	4	Female	2,825	\$9,900.89	\$10,086.42	(\$185.53)
387	LIBRARY FACILITIES MGR	1	0	1	Male	2,835	\$10,389.60	\$10,120.95	\$268.65
388	IS INFO/TECHNICAL ANALYST VI	0	1	1	Female	2,840	\$9,930.35	\$10,138.72	(\$208.37)
389	GIS SYSTEMS DEVELOPER	2	0	2	Male	2,845	\$9,436.45	\$10,130.29	(\$693.84)
390	ASSISTANT TO THE MAYOR IV	0	1	1	Female	2,855	\$10,417.44	\$10,164.30	\$253.14
391	IS SYSTEMS CONSULTANT IV	5	2	7	Balanced	2,855	\$10,146.98	\$10,164.30	(\$17.32)
392	CITY CNCL CHF BUDGET ANALYS	0	1	1	Female	2,875	\$11,048.25	\$10,135.38	\$912.87
393	WIC PROGRAM MANAGER	0	1	1	Female	2,875	\$10,146.98	\$10,135.38	\$11.60
394	HUMAN RES SENIOR CONSULTA	0	3	3	Female	2,890	\$9,859.41	\$10,181.62	(\$322.21)
395	COMM AND DIGITAL MEDIA MGR	1	0	1	Male	2,895	\$10,146.98	\$10,199.89	(\$52.91)
396	IMPOUND LOT MANAGER	1	0	1	Male	2,900	\$10,146.98	\$10,218.92	(\$71.94)
397	INFORMATION SERVICES MGR-S	1	0	1	Male	2,900	\$10,389.60	\$10,218.92	\$170.68
398	CLAIMS MANAGER	0	1	1	Female	2,910	\$10,805.63	\$10,257.41	\$548.22
399	SENIOR LANDSCAPE ARCHITECT	0	2	2	Female	2,915	\$10,146.98	\$10,377.36	(\$230.38)
400	DEPUTY FIRE CHIEF	2	1	3	Balanced	2,920	\$10,545.57	\$10,393.02	\$152.55
401	MUNICIPAL GARAGE SUPV II	1	0	1	Male	2,925	\$10,389.60	\$10,408.11	(\$18.51)
402	BUILDING OFFICIAL	1	0	1	Male	2,960	\$10,649.55	\$10,532.72	\$116.83
403	CHIEF BUDGET ANALYST	0	1	1	Female	2,975	\$10,358.40	\$10,554.11	(\$195.71)
404	DEBT ADMINISTRATOR	0	1	1	Female	2,990	\$10,445.05	\$10,611.24	(\$166.19)
405	PROGRAM ADMINISTRATOR	1	1	2	Balanced	2,990	\$10,805.63	\$10,611.24	\$194.39
406	WATER QUALITY SUPV	0	1	1	Female	3,040	\$10,389.60	\$10,758.14	(\$368.54)
407	HEALTH ADMIN MANAGER	0	1	1	Female	3,050	\$10,649.55	\$10,787.08	(\$137.53)
408	FIRE MARSHAL	1	0	1	Male	3,060	\$10,545.57	\$10,747.81	(\$202.24)
409	PARKS AND REC MANAGER	2	3	5	Balanced	3,065	\$11,178.11	\$10,766.41	\$411.70
410	PARKS AND REC DESIGN CONST	0	1	1	Female	3,075	\$11,178.11	\$10,803.63	\$374.48
411	FORENSIC LAB MANAGER	0	1	1	Female	3,095	\$10,649.55	\$10,880.58	(\$231.03)
412	HUMAN RES MANAGER	0	1	1	Female	3,100	\$10,805.63	\$10,927.40	(\$121.77)
413	DEPUTY DIRECTOR-DSI	2	0	2	Male	3,110	\$11,857.56	\$10,958.11	\$899.45
414	DEPUTY DIRECTOR-LIBRARIES	1	1	2	Balanced	3,140	\$11,857.56	\$11,050.67	\$806.89
415	REAL ESTATE MANAGER	1	0	1	Male	3,165	\$10,389.60	\$11,138.01	(\$748.41)
416	DEPUTY DIRECTOR-HREEEO	1	1	2	Balanced	3,170	\$11,857.56	\$11,153.24	\$704.32
417	ADMINISTRATION MANAGER	2	0	2	Male	3,185	\$11,178.11	\$11,199.70	(\$21.59)
418	DEPUTY TRAINING CHIEF	1	0	1	Male	3,200	\$10,545.57	\$11,244.19	(\$698.62)
419	ATTORNEY	2	2	4	Balanced	3,235	\$11,143.45	\$11,347.45	(\$204.00)
420	LABOR RELATIONS MANAGER	1	0	1	Male	3,240	\$11,857.56	\$11,362.15	\$495.41

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

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421	BUDGET MANAGER	1	0	1	Male	3,255	\$11,313.40	\$11,405.20	(\$91.80)
422	EXECUTIVE SERVICES MANAGER	1	0	1	Male	3,325	\$11,748.27	\$11,624.12	\$124.15
423	DEPUTY DIRECTOR-PARKS AND	0	1	1	Female	3,365	\$12,436.38	\$11,736.79	\$699.59
424	DEPUTY DIRECTOR-OTC	2	0	2	Male	3,400	\$11,748.27	\$11,839.05	(\$90.78)
425	TREASURY MANAGER	1	0	1	Male	3,400	\$11,748.27	\$11,839.05	(\$90.78)
426	ECONOMIC DEVELOPMENT MAN.	1	0	1	Male	3,415	\$12,042.88	\$11,883.10	\$159.78
427	ASSISTANT TO THE MAYOR V	1	0	1	Male	3,425	\$12,138.31	\$11,912.84	\$225.47
428	ASSISTANT CITY ENGINEER	6	0	6	Male	3,430	\$11,748.27	\$11,923.68	(\$175.41)
429	DEPUTY CHIEF OF POLICE	2	1	3	Balanced	3,435	\$13,616.56	\$11,938.43	\$1,678.13
430	ENGINEERING DIV MGR-SPRWS	1	0	1	Male	3,435	\$11,748.27	\$11,938.43	(\$190.16)
431	ASSISTANT FIRE CHIEF	2	0	2	Male	3,515	\$12,436.38	\$12,083.09	\$353.29
432	DIVISION MGR-SPRWS	3	0	3	Male	3,520	\$11,748.27	\$12,097.46	(\$349.19)
433	ASSISTANT TO THE MAYOR VI	0	1	1	Female	3,550	\$13,368.74	\$12,160.98	\$1,207.76
434	SENIOR PROSECUTOR	7	4	11	Balanced	3,575	\$12,063.67	\$12,223.20	(\$159.53)
435	DEPUTY DIRECTOR-FIN SERV	0	1	1	Female	3,580	\$12,737.93	\$12,237.11	\$500.82
436	PED MANAGER	0	2	2	Female	3,670	\$12,042.88	\$12,488.58	(\$445.70)
437	EMERGENCY MANAGEMENT DIR	1	0	1	Male	3,675	\$12,138.31	\$12,502.42	(\$364.11)
438	SENIOR ATTORNEY	7	9	16	Balanced	3,700	\$12,950.97	\$12,571.11	\$379.86
439	SUPERVISING ATTORNEY	0	3	3	Female	3,700	\$12,990.83	\$12,571.11	\$419.72
440	DEPUTY DIRECTOR-PED	0	1	1	Female	3,705	\$12,737.93	\$12,584.95	\$152.98
441	DIRECTOR OF CITY CNCL OPER	0	1	1	Female	3,735	\$11,857.56	\$12,667.47	(\$809.91)
442	ASSISTANT CHIEF OF POLICE	0	1	1	Female	3,760	\$13,704.94	\$12,736.67	\$968.27
443	DIRECTOR OF HREEO	0	1	1	Female	3,825	\$13,704.94	\$12,915.57	\$789.37
444	DIRECTOR OF TECH & COMM	1	0	1	Male	3,825	\$13,704.94	\$12,915.57	\$789.37
445	DEPUTY CITY ATTORNEY	0	3	3	Female	3,850	\$13,321.83	\$12,984.26	\$337.57
446	LIBRARY DIRECTOR	0	1	1	Female	3,850	\$13,704.94	\$12,984.26	\$720.68
447	ASSISTANT GENERAL MGR-SPRI	1	0	1	Male	3,885	\$13,704.94	\$13,080.62	\$624.32
448	HUMAN RESOURCES DIRECTOR	0	1	1	Female	3,925	\$13,704.94	\$13,190.83	\$514.11
449	DIRECTOR OF SAFETY AND INSP	1	0	1	Male	4,000	\$13,704.94	\$13,396.89	\$308.05
450	CITY ENGINEER	1	1	2	Balanced	4,230	\$13,704.94	\$14,029.94	(\$325.00)
451	PARKS AND RECREATION DIR	1	0	1	Male	4,460	\$14,039.41	\$14,662.99	(\$623.58)
452	DIRECTOR OF PED	1	0	1	Male	4,540	\$14,749.94	\$14,883.41	(\$133.47)
453	CITY ATTORNEY	1	0	1	Male	4,580	\$15,505.53	\$14,993.10	\$512.43
454	DIRECTOR OF FINANCIAL SERVIC	1	0	1	Male	4,595	\$14,749.94	\$15,034.62	(\$284.68)
455	DIRECTOR OF PUBLIC WORKS	0	1	1	Female	4,600	\$14,749.94	\$15,048.46	(\$298.52)

Predicted Pay Report for St. Paul
Case : 2018 Pay Equity Report

1/30/2018

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456	GENERAL MANAGER-SPRWS	1	0	1	Male	4,600	\$14,749.94	\$15,048.46	(\$298.52)
457	DIR MED SVC	1	0	1	Male	4,640	\$14,763.69	\$15,158.16	(\$394.47)
458	FIRE CHIEF	1	0	1	Male	4,685	\$15,127.73	\$15,282.20	(\$154.47)
459	EXECUTIVE ASST TO THE MAYOI	0	2	2	Female	4,730	\$15,919.71	\$15,406.25	\$513.46
460	CHIEF OF POLICE	1	0	1	Male	4,735	\$15,505.53	\$15,420.09	\$85.44

Job Number Count: 460

