

## Compliance Report

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

Report Year: 2024  
Case: 5 - 2024 Pay Equity Report-Final  
(Private (Jur Only))

Contact: Toni Newborn

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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                     | 224          | 168            | 108              | 500             |
| # Employees                       | 1771         | 559            | 759              | 3089            |
| Avg. Max Monthly Pay per employee | 8850.12      | 8110.49        |                  | 8683.67         |

### II. STATISTICAL ANALYSIS TEST

#### A. Underpayment Ratio = 112.5 \*

|                                               | Male Classes | Female Classes |
|-----------------------------------------------|--------------|----------------|
| a. # At or above Predicted Pay                | 122          | 100            |
| b. # Below Predicted Pay                      | 102          | 68             |
| c. TOTAL                                      | 224          | 168            |
| d. % Below Predicted Pay (b divided by c = d) | 45.54        | 40.48          |

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

#### B. T-test Results

|                                |                     |
|--------------------------------|---------------------|
| Degrees of Freedom (DF) = 2328 | Value of T = 12.020 |
|--------------------------------|---------------------|

a. Avg. diff. in pay from predicted pay for male jobs = 36

b. Avg. diff. in pay from predicted pay for female jobs = -262

### III. SALARY RANGE TEST = 95.87 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 5.33

B. Avg. # of years to max salary for female jobs = 5.56

### IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

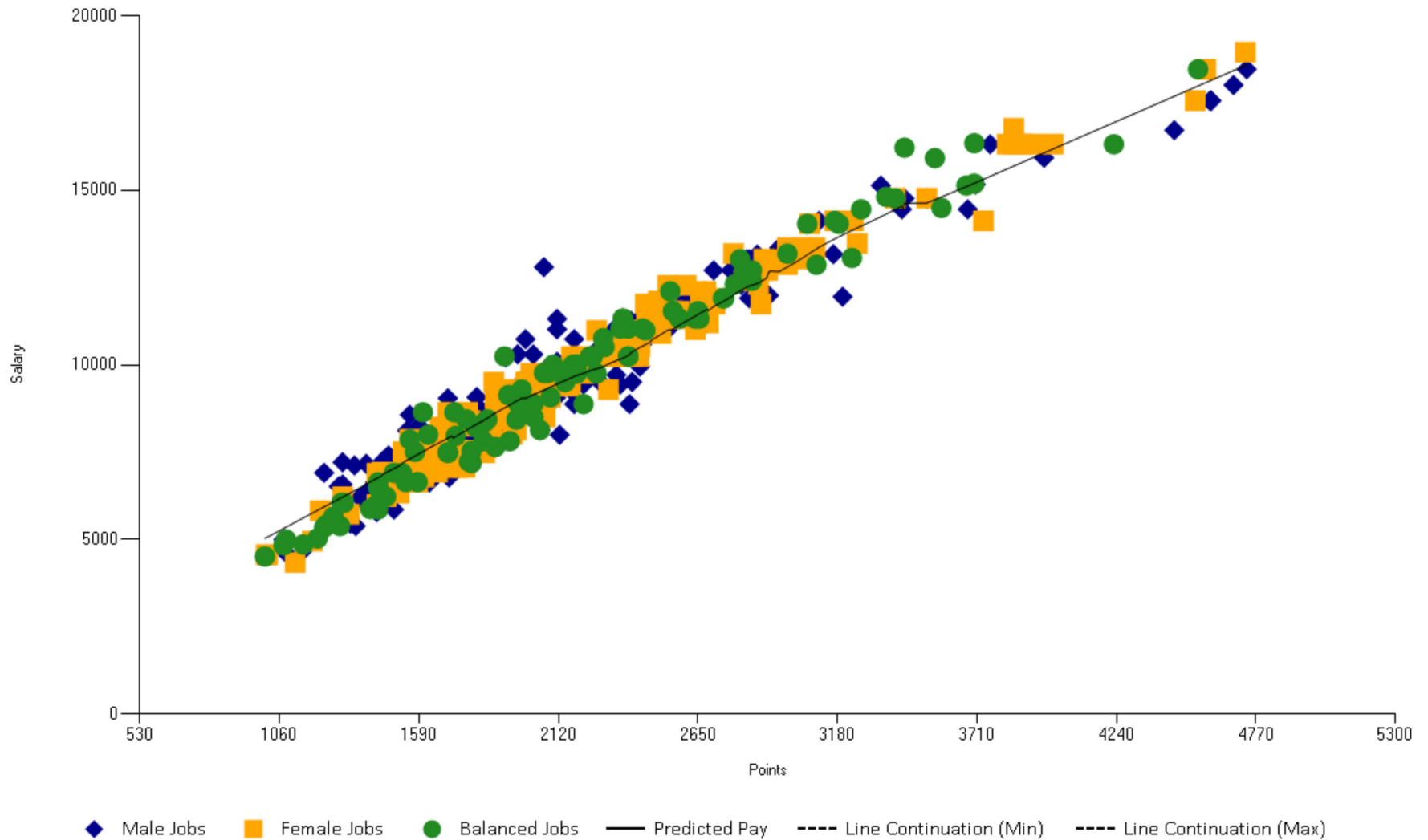
A. % of male classes receiving ESP = 19.20 \*

B. % of female classes receiving ESP = 26.19

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

## Predicted Pay Report for: St. Paul

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| Job Nbr | Job Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 1       | RightTrackWorker  | 9            | 7              | 0              | 16           | Balanced | 1005          | 4512.2600     | 5032.2471     | -519.9871      |
| 2       | ZooConservAttdt   | 2            | 10             | 0              | 12           | Female   | 1010          | 4567.2600     | 5051.6769     | -484.4169      |
| 3       | ZooConservAttdtYR | 4            | 1              | 0              | 5            | Male     | 1010          | 4567.2600     | 5051.6769     | -484.4169      |
| 4       | LibraryAide       | 0            | 1              | 0              | 1            | Female   | 1015          | 4567.2600     | 5071.8540     | -504.5940      |
| 6       | ServiceWorker     | 3            | 1              | 0              | 4            | Balanced | 1075          | 4830.6800     | 5312.4847     | -481.8047      |
| 5       | OfficeAsst1       | 11           | 1              | 0              | 12           | Male     | 1075          | 4998.7800     | 5312.4847     | -313.7047      |
| 7       | MaintenanceTrne   | 2            | 0              | 0              | 2            | Male     | 1080          | 4650.4400     | 5332.6618     | -682.2218      |
| 8       | LibCusServAsst1   | 7            | 7              | 0              | 14           | Balanced | 1085          | 4998.7800     | 5352.0917     | -353.3117      |
| 9       | CapitalCityIntern | 0            | 2              | 0              | 2            | Female   | 1120          | 4338.9600     | 5492.5841     | -1153.6241     |
| 10      | LifeGuard         | 8            | 9              | 0              | 17           | Balanced | 1150          | 4858.4000     | 5612.8994     | -754.4994      |
| 11      | ParksWorker1      | 10           | 2              | 0              | 12           | Male     | 1155          | 4721.5000     | 5633.0766     | -911.5766      |
| 12      | WaterSafetyInstr  | 0            | 1              | 0              | 1            | Female   | 1185          | 4953.7200     | 5753.3919     | -799.6719      |
| 13      | CommunityRecLdr   | 47           | 33             | 0              | 80           | Balanced | 1205          | 5033.4400     | 5833.3530     | -799.9130      |
| 14      | AsstAquaFacSupv   | 1            | 3              | 0              | 4            | Female   | 1215          | 5823.6900     | 5873.7072     | -50.0172       |
| 16      | ParkSecOfficer    | 3            | 1              | 0              | 4            | Balanced | 1230          | 5345.3800     | 5933.4913     | -588.1113      |
| 15      | Groundsworker     | 1            | 0              | 0              | 1            | Male     | 1230          | 6910.2800     | 5933.4913     | 976.7887       |
| 17      | ParksWorker2      | 16           | 5              | 0              | 21           | Balanced | 1240          | 5430.2900     | 5973.8455     | -543.5555      |
| 18      | AcctgClerk1       | 2            | 3              | 0              | 5            | Balanced | 1265          | 5653.8500     | 6073.9837     | -420.1337      |
| 19      | OfficeAsst2       | 7            | 24             | 0              | 31           | Female   | 1270          | 5556.8000     | 6093.4135     | -536.6135      |
| 20      | LibCusServAsst2   | 3            | 15             | 0              | 18           | Female   | 1275          | 5556.8000     | 6113.5906     | -556.7906      |
| 21      | Custodian2        | 11           | 2              | 0              | 13           | Male     | 1285          | 6520.3500     | 6153.9448     | 366.4052       |
| 22      | SprwsSftySecOff   | 2            | 0              | 0              | 2            | Male     | 1285          | 5780.3600     | 6153.9448     | -373.5848      |
| 23      | AsstGardener      | 1            | 1              | 0              | 2            | Balanced | 1290          | 5386.9700     | 6174.1220     | -787.1520      |
| 24      | CommunityYthWkr   | 1            | 1              | 0              | 2            | Balanced | 1295          | 6050.7100     | 6193.5518     | -142.8418      |
| 26      | MeterReader       | 0            | 2              | 0              | 2            | Female   | 1300          | 6227.4700     | 6213.7289     | 13.7411        |
| 25      | CustodianEng1     | 10           | 0              | 0              | 10           | Male     | 1300          | 7211.8200     | 6213.7289     | 998.0911       |
| 27      | OpsLaborTrain     | 4            | 0              | 0              | 4            | Male     | 1300          | 6574.0700     | 6213.7289     | 360.3411       |
| 28      | EngAide1          | 2            | 1              | 0              | 3            | Balanced | 1305          | 6050.7100     | 6233.9060     | -183.1960      |
| 29      | Horticulturist1   | 0            | 2              | 0              | 2            | Female   | 1325          | 5724.9000     | 6313.8671     | -588.9671      |
| 30      | ParkingEnfOff     | 9            | 2              | 0              | 11           | Male     | 1330          | 5454.5600     | 6334.0442     | -879.4842      |
| 31      | WaterUtilWkr1     | 50           | 2              | 0              | 52           | Male     | 1345          | 7121.7000     | 6394.5755     | 727.1245       |
| 32      | LandscapeWkr      | 1            | 0              | 0              | 1            | Male     | 1350          | 5386.9700     | 6414.0053     | -1027.0353     |

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### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title                | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 33      | VehicleTechTrainee       | 1            | 0              | 0              | 1            | Male     | 1365          | 6201.4800     | 6474.5367     | -273.0567      |
| 34      | Driver-Operator-Water~S~ | 1            | 0              | 0              | 1            | Male     | 1390          | 7166.7600     | 6591.9883     | 574.7717       |
| 35      | WaterLabTech1            | 1            | 0              | 0              | 1            | Male     | 1390          | 6347.0500     | 6591.9883     | -244.9383      |
| 36      | Youth&CommProgSpec       | 2            | 1              | 0              | 3            | Balanced | 1405          | 5872.2100     | 6649.6463     | -777.4363      |
| 37      | LoanSpecAsst             | 1            | 0              | 0              | 1            | Male     | 1420          | 6480.4900     | 6707.9066     | -227.4166      |
| 38      | VideoProdTech            | 3            | 0              | 0              | 3            | Male     | 1425          | 6643.3900     | 6727.1386     | -83.7486       |
| 41      | PropertyClerk            | 4            | 10             | 0              | 14           | Female   | 1430          | 5998.7200     | 6747.9864     | -749.2664      |
| 42      | StoresAsst               | 1            | 1              | 0              | 2            | Balanced | 1430          | 5998.7200     | 6747.9864     | -749.2664      |
| 43      | WorkersCompCIProc        | 0            | 1              | 0              | 1            | Female   | 1430          | 6901.6100     | 6747.9864     | 153.6236       |
| 39      | DataRelTech              | 2            | 0              | 0              | 2            | Male     | 1430          | 6347.0500     | 6747.9864     | -400.9364      |
| 40      | ParksWorkerGolf          | 1            | 0              | 0              | 1            | Male     | 1430          | 5780.3600     | 6747.9864     | -967.6264      |
| 44      | AquaFacSupv              | 1            | 1              | 0              | 2            | Balanced | 1435          | 6636.4600     | 6767.8466     | -131.3866      |
| 45      | EmergMedTech             | 18           | 6              | 0              | 24           | Balanced | 1435          | 5860.0800     | 6767.8466     | -907.7666      |
| 46      | EngAide2                 | 7            | 3              | 0              | 10           | Balanced | 1435          | 6480.4900     | 6767.8466     | -287.3566      |
| 47      | TrafficMaintWkrA         | 10           | 0              | 0              | 10           | Male     | 1445          | 6750.8400     | 6808.9986     | -58.1586       |
| 48      | AnimalServOffr1          | 0            | 3              | 0              | 3            | Female   | 1450          | 6929.3400     | 6850.6341     | 78.7059        |
| 49      | CmtlyLiaisonOff          | 2            | 0              | 0              | 2            | Male     | 1455          | 6140.8200     | 6877.9520     | -737.1320      |
| 50      | WaterUtilWkr2            | 4            | 0              | 0              | 4            | Male     | 1455          | 7263.8100     | 6877.9520     | 385.8580       |
| 51      | DSIIInspector1           | 7            | 1              | 0              | 8            | Male     | 1460          | 6643.3900     | 6897.5195     | -254.1295      |
| 52      | AcctgClerk2              | 1            | 2              | 0              | 3            | Balanced | 1465          | 6227.4700     | 6917.6444     | -690.1744      |
| 53      | LibCusServAsst3          | 0            | 3              | 0              | 3            | Female   | 1465          | 6227.4700     | 6917.6444     | -690.1744      |
| 54      | OfficeAsst3              | 7            | 41             | 0              | 48           | Female   | 1465          | 6227.4700     | 6917.6444     | -690.1744      |
| 55      | NaturalResTech           | 0            | 4              | 0              | 4            | Female   | 1470          | 6480.4900     | 6937.0348     | -456.5448      |
| 56      | MaintenanceWkr1          | 5            | 0              | 0              | 5            | Male     | 1475          | 7404.1800     | 6956.4626     | 447.7174       |
| 57      | DgtlEvdTech              | 1            | 0              | 0              | 1            | Male     | 1480          | 6908.5400     | 6975.0947     | -66.5547       |
| 60      | UrbForestryTech          | 1            | 3              | 0              | 4            | Female   | 1485          | 6480.4900     | 6994.4498     | -513.9598      |
| 58      | ISSysSuppSpec2           | 5            | 0              | 0              | 5            | Male     | 1485          | 6631.2600     | 6994.4498     | -363.1898      |
| 59      | ParksServLead            | 1            | 0              | 0              | 1            | Male     | 1485          | 6228.4700     | 6994.4498     | -765.9798      |
| 61      | RealEstAxTech1           | 0            | 3              | 0              | 3            | Female   | 1490          | 6908.5400     | 7013.7723     | -105.2323      |
| 63      | WaterUtilTech1           | 4            | 3              | 0              | 7            | Balanced | 1495          | 6908.5400     | 7033.0948     | -124.5548      |
| 62      | FirefighterTrne          | 15           | 2              | 0              | 17           | Male     | 1495          | 5856.6100     | 7033.0948     | -1176.4848     |
| 64      | DSIFireSafInsp1          | 0            | 1              | 0              | 1            | Female   | 1500          | 6643.3900     | 7052.3376     | -408.9476      |

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### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title       | Nbr Males | Nbr Females | Non-Binary | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-----------------|-----------|-------------|------------|-----------|----------|------------|---------------|---------------|----------------|
| 65      | PubWorksTech1   | 6         | 0           | 0          | 6         | Male     | 1510       | 6908.5400     | 7090.4443     | -181.9043      |
| 66      | CustServRep     | 2         | 15          | 0          | 17        | Female   | 1515       | 6326.2600     | 7109.5706     | -783.3106      |
| 67      | SolidWasteSWkr  | 3         | 0           | 0          | 3         | Male     | 1515       | 7121.7000     | 7109.5706     | 12.1294        |
| 68      | CommunityRecSpc | 16        | 11          | 0          | 27        | Balanced | 1525       | 6908.5400     | 7148.1149     | -239.5749      |
| 69      | EducationSpec   | 0         | 3           | 0          | 3         | Female   | 1530       | 7508.1600     | 7215.8958     | 292.2642       |
| 70      | PayrollSpec     | 1         | 5           | 0          | 6         | Female   | 1530       | 7232.6100     | 7215.8958     | 16.7142        |
| 71      | WICNutEdu       | 0         | 1           | 0          | 1         | Female   | 1530       | 7040.2500     | 7215.8958     | -175.6458      |
| 72      | WICNutEducBilHE | 0         | 1           | 0          | 1         | Female   | 1530       | 7040.2500     | 7215.8958     | -175.6458      |
| 73      | ParksWorker3    | 21        | 2           | 0          | 23        | Male     | 1535       | 7121.7000     | 7233.1444     | -111.4444      |
| 75      | Horticulturist2 | 2         | 4           | 0          | 6         | Balanced | 1540       | 6643.3900     | 7251.0565     | -607.6665      |
| 74      | EquipRepairer   | 1         | 0           | 0          | 1         | Male     | 1540       | 7249.9400     | 7251.0565     | -1.1165        |
| 77      | ChildCareEnInst | 0         | 2           | 0          | 2         | Female   | 1545       | 7173.6900     | 7268.9685     | -95.2785       |
| 78      | TradesLaborer   | 1         | 0           | 0          | 1         | Male     | 1545       | 8118.1800     | 7268.9685     | 849.2115       |
| 76      | BridgeMaintWkr  | 4         | 0           | 0          | 4         | Male     | 1545       | 7244.7500     | 7268.9685     | -24.2185       |
| 79      | Buyer1          | 0         | 4           | 0          | 4         | Female   | 1555       | 7861.6900     | 7312.2544     | 549.4356       |
| 81      | VolunteerCoord  | 1         | 2           | 0          | 3         | Balanced | 1555       | 7861.6900     | 7312.2544     | 549.4356       |
| 80      | CementFinisher  | 1         | 0           | 0          | 1         | Male     | 1555       | 8569.6900     | 7312.2544     | 1257.4356      |
| 82      | PlanReviewExam1 | 1         | 3           | 0          | 4         | Female   | 1560       | 6908.5400     | 7332.0174     | -423.4774      |
| 83      | SewerServWorker | 13        | 0           | 0          | 13        | Male     | 1560       | 7194.4900     | 7332.0174     | -137.5274      |
| 84      | MgmtAsst1       | 2         | 9           | 0          | 11        | Female   | 1565       | 7861.6900     | 7352.2565     | 509.4335       |
| 85      | StreetServWkr   | 50        | 1           | 0          | 51        | Male     | 1565       | 7121.7000     | 7352.2565     | -230.5565      |
| 86      | GISSpec1        | 0         | 1           | 0          | 1         | Female   | 1570       | 6908.5400     | 7372.4558     | -463.9158      |
| 87      | WaterSysWorker2 | 15        | 0           | 0          | 15        | Male     | 1570       | 7525.4900     | 7372.4558     | 153.0342       |
| 88      | LegalAsst1      | 1         | 2           | 0          | 3         | Balanced | 1575       | 7508.1600     | 7392.6551     | 115.5049       |
| 89      | ProjMgmtTech    | 0         | 2           | 0          | 2         | Female   | 1575       | 6908.5400     | 7392.6551     | -484.1151      |
| 90      | ProjMgmtTechBil | 0         | 2           | 0          | 2         | Female   | 1575       | 6908.5400     | 7392.6551     | -484.1151      |
| 91      | ChildCarePogCrd | 0         | 3           | 0          | 3         | Female   | 1580       | 7508.1600     | 7412.8545     | 95.3055        |
| 92      | CulturalLiaison | 1         | 4           | 0          | 5         | Female   | 1585       | 6643.3900     | 7432.3057     | -788.9157      |
| 93      | Gardener        | 0         | 1           | 0          | 1         | Female   | 1585       | 7076.6400     | 7432.3057     | -355.6657      |
| 94      | LibAssociate    | 20        | 44          | 0          | 64        | Balanced | 1585       | 6643.3900     | 7432.3057     | -788.9157      |
| 95      | LibrarySpec     | 0         | 1           | 0          | 1         | Female   | 1585       | 7508.1600     | 7432.3057     | 75.8543        |
| 96      | ZooKeeper       | 5         | 16          | 0          | 21        | Female   | 1585       | 6790.7000     | 7432.3057     | -641.6057      |

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| Job Nbr | Job Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 100     | VictimWitnessAsst | 0            | 1              | 0              | 1            | Female   | 1590          | 7508.1600     | 7452.7166     | 55.4434        |
| 97      | AnimalServOffr2   | 3            | 0              | 0              | 3            | Male     | 1590          | 7558.4200     | 7452.7166     | 105.7034       |
| 98      | MaintenanceWkr2   | 9            | 0              | 0              | 9            | Male     | 1590          | 7768.1100     | 7452.7166     | 315.3934       |
| 99      | SwrPumpStatOpr    | 1            | 0              | 0              | 1            | Male     | 1590          | 8251.6200     | 7452.7166     | 798.9034       |
| 101     | FireBldgRepair    | 2            | 0              | 0              | 2            | Male     | 1595          | 7249.9400     | 7474.0394     | -224.0994      |
| 102     | WaterMeterTech    | 9            | 0              | 0              | 9            | Male     | 1595          | 6908.5400     | 7474.0394     | -565.4994      |
| 103     | BldgPermitClerk   | 0            | 2              | 0              | 2            | Female   | 1600          | 7071.4500     | 7494.4075     | -422.9575      |
| 104     | ForestArborist    | 25           | 0              | 0              | 25           | Male     | 1600          | 7459.6400     | 7494.4075     | -34.7675       |
| 105     | AcctgTech1        | 0            | 9              | 0              | 9            | Female   | 1605          | 6908.5400     | 7512.6728     | -604.1328      |
| 106     | ForensicScien1    | 1            | 2              | 0              | 3            | Balanced | 1605          | 8643.2800     | 7512.6728     | 1130.6072      |
| 107     | ISInfoTechAnly1   | 0            | 1              | 0              | 1            | Female   | 1605          | 7189.2900     | 7512.6728     | -323.3828      |
| 108     | PracticalNurse    | 0            | 1              | 0              | 1            | Female   | 1605          | 7189.2900     | 7512.6728     | -323.3828      |
| 109     | OfficeAsst4       | 2            | 14             | 0              | 16           | Female   | 1610          | 6790.7000     | 7532.6558     | -741.9558      |
| 110     | LicenseClerk~S~   | 0            | 1              | 0              | 1            | Female   | 1615          | 7071.4500     | 7553.1345     | -481.6845      |
| 111     | Welder            | 1            | 0              | 0              | 1            | Male     | 1620          | 7969.1400     | 7573.6131     | 395.5269       |
| 112     | WaterPumpingOpr   | 3            | 1              | 0              | 4            | Balanced | 1625          | 8002.0700     | 7601.5482     | 400.5218       |
| 113     | Storekeeper       | 4            | 1              | 0              | 5            | Male     | 1630          | 6631.2600     | 7621.9724     | -990.7124      |
| 114     | BridgeCrewLdr     | 3            | 0              | 0              | 3            | Male     | 1635          | 7755.9800     | 7643.0330     | 112.9470       |
| 115     | WaterTreatmentOpr | 4            | 1              | 0              | 5            | Male     | 1640          | 8002.0700     | 7663.3135     | 338.7565       |
| 116     | AsstGolfCrsSupt   | 2            | 0              | 0              | 2            | Male     | 1645          | 7613.8700     | 7684.2049     | -70.3349       |
| 117     | WaterServWkrCtl   | 6            | 0              | 0              | 6            | Male     | 1645          | 7613.8700     | 7684.2049     | -70.3349       |
| 118     | EducationCoord    | 1            | 4              | 0              | 5            | Female   | 1650          | 7861.6900     | 7716.0049     | 145.6851       |
| 119     | RecordsMgmtSpec   | 0            | 5              | 0              | 5            | Female   | 1655          | 6929.3400     | 7741.3985     | -812.0585      |
| 120     | LegalSecretary    | 0            | 2              | 0              | 2            | Female   | 1660          | 6929.3400     | 7754.1329     | -824.7929      |
| 121     | CustServSrRep     | 0            | 4              | 0              | 4            | Female   | 1665          | 7397.2500     | 7772.9845     | -375.7345      |
| 122     | BenefitsSpec      | 0            | 2              | 0              | 2            | Female   | 1670          | 8220.4200     | 7794.9930     | 425.4270       |
| 123     | PayrollSysTech1   | 0            | 1              | 0              | 1            | Female   | 1675          | 7487.3700     | 7792.2947     | -304.9247      |
| 124     | SrWorkCompProc    | 0            | 2              | 0              | 2            | Female   | 1675          | 7851.3000     | 7792.2947     | 59.0053        |
| 125     | HvyEquipOprWtr    | 8            | 0              | 0              | 8            | Male     | 1695          | 8326.1400     | 7877.6428     | 448.4972       |
| 126     | Accountant1       | 1            | 3              | 0              | 4            | Female   | 1700          | 8242.9500     | 7899.9508     | 342.9992       |
| 128     | Buyer2            | 0            | 2              | 0              | 2            | Female   | 1700          | 8643.2800     | 7899.9508     | 743.3292       |
| 130     | PubWorksTech2     | 10           | 4              | 0              | 14           | Balanced | 1700          | 7487.3700     | 7899.9508     | -412.5808      |

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|---------|---------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 131     | WaterUtilTech2      | 3            | 1              | 0              | 4            | Balanced | 1700          | 7487.3700     | 7899.9508     | -412.5808      |
| 129     | Painter             | 7            | 0              | 0              | 7            | Male     | 1700          | 7753.4400     | 7899.9508     | -146.5108      |
| 127     | Bricklayer          | 1            | 0              | 0              | 1            | Male     | 1700          | 9044.5300     | 7899.9508     | 1144.5792      |
| 133     | DSICustServSpec     | 1            | 7              | 0              | 8            | Female   | 1705          | 7071.4500     | 7921.6549     | -850.2049      |
| 132     | CityPlanTech        | 2            | 0              | 0              | 2            | Male     | 1705          | 6778.5700     | 7921.6549     | -1143.0849     |
| 134     | GroundsCrewLdr      | 8            | 0              | 0              | 8            | Male     | 1710          | 7613.8700     | 7942.1444     | -328.2744      |
| 135     | VehicleMechanic     | 3            | 0              | 0              | 3            | Male     | 1710          | 7969.1400     | 7942.1444     | 26.9956        |
| 136     | VehicleTechHvyTrEqp | 26           | 0              | 0              | 26           | Male     | 1710          | 7969.1400     | 7942.1444     | 26.9956        |
| 137     | HEOSewerUtility     | 5            | 0              | 0              | 5            | Male     | 1715          | 8086.9800     | 7963.3455     | 123.6345       |
| 138     | JetSwrCleanOpr      | 1            | 0              | 0              | 1            | Male     | 1720          | 8086.9800     | 7903.0977     | 183.8823       |
| 139     | HealthLabTech2~S~   | 0            | 1              | 0              | 1            | Female   | 1725          | 7650.2700     | 7927.6258     | -277.3558      |
| 140     | LandDesApprent      | 1            | 1              | 0              | 2            | Balanced | 1725          | 8643.2800     | 7927.6258     | 715.6542       |
| 141     | DataRelSpec         | 2            | 1              | 0              | 3            | Balanced | 1730          | 7967.4100     | 7950.1896     | 17.2204        |
| 144     | RecycProgSpec       | 0            | 2              | 0              | 2            | Female   | 1730          | 8440.5200     | 7950.1896     | 490.3304       |
| 142     | LeadLandscaper      | 1            | 0              | 0              | 1            | Male     | 1730          | 7548.0200     | 7950.1896     | -402.1696      |
| 143     | MechanicWelder      | 1            | 0              | 0              | 1            | Male     | 1730          | 7969.1400     | 7950.1896     | 18.9504        |
| 145     | CCExecAsst1         | 2            | 5              | 0              | 7            | Female   | 1735          | 7071.4500     | 7972.7405     | -901.2905      |
| 146     | ExecAsst1           | 0            | 11             | 0              | 11           | Female   | 1735          | 7071.4500     | 7972.7405     | -901.2905      |
| 148     | VetTech             | 0            | 1              | 0              | 1            | Female   | 1745          | 7487.3700     | 8017.6923     | -530.3223      |
| 147     | CustodianEng2       | 5            | 0              | 0              | 5            | Male     | 1745          | 7404.1800     | 8017.6923     | -613.5123      |
| 149     | ComplianceSpec      | 0            | 2              | 0              | 2            | Female   | 1750          | 8440.5200     | 8040.3148     | 400.2052       |
| 150     | LifeSupportOper     | 2            | 0              | 0              | 2            | Male     | 1755          | 7487.3700     | 8062.2169     | -574.8469      |
| 151     | SewerCrewLeader     | 2            | 0              | 0              | 2            | Male     | 1755          | 7731.7200     | 8062.2169     | -330.4969      |
| 152     | OperatingEng        | 4            | 0              | 0              | 4            | Male     | 1760          | 8002.0700     | 8084.7354     | -82.6654       |
| 153     | MeterRdrCoord       | 0            | 1              | 0              | 1            | Female   | 1765          | 7071.4500     | 8106.1015     | -1034.6515     |
| 154     | LaborStandInv1      | 1            | 2              | 0              | 3            | Balanced | 1770          | 8440.5200     | 8127.7982     | 312.7218       |
| 155     | PayrollAuditor      | 0            | 1              | 0              | 1            | Female   | 1770          | 8398.9200     | 8127.7982     | 271.1218       |
| 156     | HRConsultant1       | 0            | 2              | 0              | 2            | Female   | 1775          | 8333.0700     | 8150.3002     | 182.7698       |
| 157     | MgmtAsst2           | 0            | 1              | 0              | 1            | Female   | 1775          | 8643.2800     | 8150.3002     | 492.9798       |
| 158     | StoreroomSupv       | 2            | 1              | 0              | 3            | Balanced | 1780          | 7232.6100     | 8172.8148     | -940.2048      |
| 160     | ExecAsst2           | 0            | 7              | 0              | 7            | Female   | 1785          | 7558.4200     | 8195.2768     | -636.8568      |
| 163     | HRAdminCoord        | 0            | 2              | 0              | 2            | Female   | 1785          | 8398.9200     | 8195.2768     | 203.6432       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title            | Nbr Males | Nbr Females | Non-Binary | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|----------------------|-----------|-------------|------------|-----------|----------|------------|---------------|---------------|----------------|
| 164     | LibraryVolCoord      | 0         | 1           | 0          | 1         | Female   | 1785       | 8242.9500     | 8195.2768     | 47.6732        |
| 161     | ForestCrewLdr        | 5         | 0           | 0          | 5         | Male     | 1785       | 8111.2500     | 8195.2768     | -84.0268       |
| 162     | HeavyEquipOpr        | 7         | 0           | 0          | 7         | Male     | 1785       | 8086.9800     | 8195.2768     | -108.2968      |
| 159     | BldgMaintEngr        | 1         | 0           | 0          | 1         | Male     | 1785       | 7816.6400     | 8195.2768     | -378.6368      |
| 165     | ECCTelecommtr        | 1         | 2           | 0          | 3         | Balanced | 1790       | 7535.8900     | 8217.8103     | -681.9203      |
| 166     | LoanSpec1            | 1         | 1           | 0          | 2         | Balanced | 1790       | 7189.2900     | 8217.8103     | -1028.5203     |
| 167     | ISSysSuppSpec3       | 2         | 0           | 0          | 2         | Male     | 1795       | 7814.9000     | 8239.4008     | -424.5008      |
| 168     | Firefighter          | 201       | 18          | 0          | 219       | Male     | 1800       | 8256.8200     | 8261.3552     | -4.5352        |
| 169     | AsstMayor1           | 1         | 2           | 0          | 3         | Balanced | 1805       | 8221.4100     | 8285.6787     | -64.2687       |
| 170     | ProceduresCoord      | 5         | 1           | 0          | 6         | Male     | 1805       | 7896.3500     | 8285.6787     | -389.3287      |
| 171     | CivilEng1            | 6         | 1           | 0          | 7         | Male     | 1810       | 9073.0600     | 8302.1651     | 770.8949       |
| 172     | CivilEngineerI-SPRWS | 1         | 0           | 0          | 1         | Male     | 1810       | 9073.0600     | 8302.1651     | 770.8949       |
| 173     | ChemFeedSysSpec1     | 2         | 0           | 0          | 2         | Male     | 1815       | 8305.3400     | 8324.0976     | -18.7576       |
| 174     | WaterQualSpec1       | 2         | 0           | 0          | 2         | Male     | 1815       | 8643.2800     | 8324.0976     | 319.1824       |
| 175     | GISSpec2             | 0         | 1           | 0          | 1         | Female   | 1820       | 7487.3700     | 8344.7250     | -857.3550      |
| 176     | HousgRehabAdv1       | 1         | 0           | 0          | 1         | Male     | 1820       | 7487.3700     | 8344.7250     | -857.3550      |
| 177     | SupplySysSupv1       | 2         | 0           | 0          | 2         | Male     | 1825       | 8657.1400     | 8366.6757     | 290.4643       |
| 178     | TrafficMntSupv1      | 1         | 0           | 0          | 1         | Male     | 1830       | 8657.1400     | 8387.6326     | 269.5074       |
| 179     | WaterProdSupv1       | 2         | 0           | 0          | 2         | Male     | 1830       | 8657.1400     | 8387.6326     | 269.5074       |
| 182     | DSIIInspector2       | 6         | 2           | 0          | 8         | Balanced | 1835       | 7814.9000     | 8410.8701     | -595.9701      |
| 180     | Carpenter            | 4         | 0           | 0          | 4         | Male     | 1835       | 8640.7400     | 8410.8701     | 229.8699       |
| 181     | DSIFireSafInsp2      | 12        | 2           | 0          | 14        | Male     | 1835       | 7814.9000     | 8410.8701     | -595.9701      |
| 183     | AcctgTech2           | 0         | 6           | 0          | 6         | Female   | 1840       | 7487.3700     | 8432.8097     | -945.4397      |
| 184     | SeniorZooKeeper      | 1         | 2           | 0          | 3         | Balanced | 1840       | 8362.5300     | 8432.8097     | -70.2797       |
| 185     | AsphaltPlantOpr      | 3         | 0           | 0          | 3         | Male     | 1845       | 8086.9800     | 8453.7346     | -366.7546      |
| 186     | ProjMgrParksRec      | 6         | 6           | 0          | 12        | Balanced | 1850       | 8440.5200     | 8471.7540     | -31.2340       |
| 187     | VehMechLeadWkr       | 4         | 0           | 0          | 4         | Male     | 1855       | 8281.0800     | 8493.6976     | -212.6176      |
| 188     | PublicInfoSpec1      | 0         | 3           | 0          | 3         | Female   | 1865       | 8242.9500     | 8539.2849     | -296.3349      |
| 189     | CustodianEng3        | 2         | 0           | 0          | 2         | Male     | 1870       | 7825.3000     | 8579.4862     | -754.1862      |
| 190     | ISInfoTechAnalyst2   | 1         | 0           | 0          | 1         | Male     | 1870       | 8133.7700     | 8579.4862     | -445.7162      |
| 191     | AdaptiveRecDir       | 0         | 1           | 0          | 1         | Female   | 1875       | 7814.9000     | 8599.4403     | -784.5403      |
| 192     | DesignAssoc2         | 0         | 1           | 0          | 1         | Female   | 1875       | 9509.7800     | 8599.4403     | 910.3397       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title                  | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|----------------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 193     | ParkFacSupv                | 1            | 0              | 0              | 1            | Male     | 1875          | 8350.4000     | 8599.4403     | -249.0403      |
| 194     | ParkMaintSupv1             | 3            | 0              | 0              | 3            | Male     | 1875          | 8657.1400     | 8599.4403     | 57.6997        |
| 195     | PubWorksSupv1              | 9            | 0              | 0              | 9            | Male     | 1875          | 8657.1400     | 8599.4403     | 57.6997        |
| 196     | SewerSupv1                 | 2            | 0              | 0              | 2            | Male     | 1875          | 8657.1400     | 8599.4403     | 57.6997        |
| 197     | HousingCounslr             | 1            | 1              | 0              | 2            | Balanced | 1880          | 7650.2700     | 8620.4071     | -970.1371      |
| 198     | NaturalResCoord            | 0            | 1              | 0              | 1            | Female   | 1880          | 9073.0600     | 8620.4071     | 452.6529       |
| 201     | VictimWitnessCrd           | 0            | 3              | 0              | 3            | Female   | 1880          | 8643.2800     | 8620.4071     | 22.8729        |
| 199     | Pipefitter                 | 2            | 0              | 0              | 2            | Male     | 1880          | 9353.0000     | 8620.4071     | 732.5929       |
| 200     | RealEstAxTech2             | 1            | 0              | 0              | 1            | Male     | 1880          | 7650.2700     | 8620.4071     | -970.1371      |
| 203     | HorticultureSupv           | 0            | 3              | 0              | 3            | Female   | 1885          | 9137.1800     | 8642.2752     | 494.9048       |
| 204     | LegalAsst2                 | 0            | 1              | 0              | 1            | Female   | 1885          | 8643.2800     | 8642.2752     | 1.0048         |
| 205     | VideoProdSpec              | 1            | 0              | 0              | 1            | Male     | 1885          | 8440.5200     | 8642.2752     | -201.7552      |
| 202     | CommEquipTech              | 4            | 0              | 0              | 4            | Male     | 1885          | 7967.4100     | 8642.2752     | -674.8652      |
| 206     | CirculatnCoord             | 0            | 1              | 0              | 1            | Female   | 1890          | 9137.1800     | 8663.1500     | 474.0300       |
| 209     | OfficeManager              | 0            | 4              | 0              | 4            | Female   | 1890          | 9137.1800     | 8663.1500     | 474.0300       |
| 210     | SurveyCrewLdr              | 1            | 0              | 0              | 1            | Male     | 1890          | 7814.9000     | 8663.1500     | -848.2500      |
| 211     | ToolmakerSPRWS             | 1            | 0              | 0              | 1            | Male     | 1890          | 8473.4400     | 8663.1500     | -189.7100      |
| 207     | DataRelCoord               | 1            | 0              | 0              | 1            | Male     | 1890          | 9137.1800     | 8663.1500     | 474.0300       |
| 208     | ImpoundLotSupv             | 1            | 0              | 0              | 1            | Male     | 1890          | 8731.6600     | 8663.1500     | 68.5100        |
| 212     | EmergencyPlan&SecuritySupv | 0            | 1              | 0              | 1            | Female   | 1905          | 9137.1800     | 8725.3476     | 411.8324       |
| 213     | HealthFitSpec              | 0            | 1              | 0              | 1            | Female   | 1910          | 8854.7000     | 8746.6281     | 108.0719       |
| 214     | Librarian1                 | 3            | 11             | 0              | 14           | Female   | 1910          | 8440.5200     | 8746.6281     | -306.1081      |
| 215     | CityPlanner                | 0            | 2              | 0              | 2            | Female   | 1915          | 8854.7000     | 8767.4160     | 87.2840        |
| 216     | ForensicScien2             | 1            | 1              | 0              | 2            | Balanced | 1915          | 10242.8400    | 8767.4160     | 1475.4240      |
| 218     | GrantsAssistant            | 0            | 1              | 0              | 1            | Female   | 1920          | 8643.2800     | 8788.1078     | -144.8278      |
| 217     | Electrician                | 23           | 1              | 0              | 24           | Male     | 1920          | 10217.0400    | 8788.1078     | 1428.9322      |
| 219     | ProjectMgr                 | 1            | 3              | 0              | 4            | Female   | 1925          | 8854.7000     | 8808.2175     | 46.4825        |
| 220     | EventsCoord                | 1            | 1              | 0              | 2            | Balanced | 1930          | 9137.1800     | 8828.4864     | 308.6936       |
| 221     | LaborStandardsInv2         | 0            | 1              | 0              | 1            | Female   | 1930          | 9293.1500     | 8828.4864     | 464.6636       |
| 222     | Plumber                    | 5            | 1              | 0              | 6            | Male     | 1930          | 9174.5000     | 8828.4864     | 346.0136       |
| 224     | CommunityRecDir            | 4            | 8              | 0              | 12           | Balanced | 1935          | 7814.9000     | 8850.1128     | -1035.2128     |
| 223     | BridgeMainSupv1            | 1            | 0              | 0              | 1            | Male     | 1935          | 9057.4600     | 8850.1128     | 207.3472       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 225     | LibCmtySerCoord   | 0            | 4              | 0              | 4            | Female   | 1945          | 8643.2800     | 8903.8049     | -260.5249      |
| 226     | PoliceDsptchECC   | 0            | 1              | 0              | 1            | Female   | 1945          | 8015.9300     | 8903.8049     | -887.8749      |
| 227     | CmtyRecCoord      | 1            | 4              | 0              | 5            | Female   | 1960          | 8133.7700     | 8965.6658     | -831.8958      |
| 228     | FireDsptchrECC    | 4            | 7              | 0              | 11           | Balanced | 1960          | 8431.8500     | 8965.6658     | -533.8158      |
| 229     | PubWorksSupv2     | 3            | 0              | 0              | 3            | Male     | 1960          | 9057.4600     | 8965.6658     | 91.7942        |
| 230     | SewerSupv2        | 1            | 0              | 0              | 1            | Male     | 1960          | 9057.4600     | 8965.6658     | 91.7942        |
| 231     | Accountant2       | 4            | 2              | 0              | 6            | Balanced | 1965          | 9073.0600     | 8983.0316     | 90.0284        |
| 232     | EmergMgmtSpec     | 2            | 2              | 0              | 4            | Balanced | 1965          | 9073.0600     | 8983.0316     | 90.0284        |
| 233     | FireProtSysInsp   | 2            | 0              | 0              | 2            | Male     | 1965          | 10303.4900    | 8983.0316     | 1320.4584      |
| 234     | LeadOperEng       | 1            | 0              | 0              | 1            | Male     | 1965          | 8558.3600     | 8983.0316     | -424.6716      |
| 235     | ResAnalyst2       | 2            | 1              | 0              | 3            | Balanced | 1970          | 8854.7000     | 9000.4776     | -145.7776      |
| 236     | ComplianceCoord   | 3            | 1              | 0              | 4            | Balanced | 1980          | 9293.1500     | 9041.5017     | 251.6483       |
| 237     | LeadVictmWtnCrd   | 1            | 0              | 0              | 1            | Male     | 1980          | 9509.7800     | 9041.5017     | 468.2783       |
| 238     | HRConsultant2     | 0            | 3              | 0              | 3            | Female   | 1985          | 9073.0600     | 9007.7804     | 65.2796        |
| 240     | WaterQualSpec2    | 0            | 2              | 0              | 2            | Female   | 1995          | 9509.7800     | 9041.6411     | 468.1389       |
| 239     | ElectricalInsp    | 6            | 0              | 0              | 6            | Male     | 1995          | 10738.7100    | 9041.6411     | 1697.0689      |
| 242     | UrbanForester     | 3            | 2              | 0              | 5            | Balanced | 2000          | 8854.7000     | 9058.9424     | -204.2424      |
| 243     | VehMechSupv1      | 3            | 0              | 0              | 3            | Male     | 2000          | 9057.4600     | 9058.9424     | -1.4824        |
| 241     | ForestSupv1       | 1            | 0              | 0              | 1            | Male     | 2000          | 8657.1400     | 9058.9424     | -401.8024      |
| 244     | MgmtAsst3         | 0            | 5              | 0              | 5            | Female   | 2005          | 9509.7800     | 9080.5233     | 429.2567       |
| 245     | PCIARCCoord       | 0            | 1              | 0              | 1            | Female   | 2005          | 9509.7800     | 9080.5233     | 429.2567       |
| 246     | PolicyAnalyst     | 0            | 1              | 0              | 1            | Female   | 2010          | 9458.7700     | 9097.5703     | 361.1997       |
| 248     | HistPresSrPlnr    | 0            | 1              | 0              | 1            | Female   | 2015          | 9754.1300     | 9113.8032     | 640.3268       |
| 247     | GolfCourseSupt    | 1            | 0              | 0              | 1            | Male     | 2015          | 9057.4600     | 9113.8032     | -56.3432       |
| 249     | PoliceOfficer     | 323          | 41             | 0              | 364          | Male     | 2020          | 9341.6800     | 9131.2742     | 210.4058       |
| 250     | PoliceTrainee     | 16           | 4              | 0              | 20           | Male     | 2020          | 9341.6800     | 9131.2742     | 210.4058       |
| 252     | PlanReviewExam2   | 1            | 2              | 0              | 3            | Balanced | 2025          | 8878.9600     | 9148.6419     | -269.6819      |
| 253     | WtrCtrlSysInfoTec | 1            | 1              | 0              | 2            | Balanced | 2025          | 8501.1700     | 9148.6419     | -647.4719      |
| 251     | BldgInspector     | 11           | 1              | 0              | 12           | Male     | 2025          | 10300.9500    | 9148.6419     | 1152.3081      |
| 254     | ISSysSuppSpec4    | 7            | 0              | 0              | 7            | Male     | 2035          | 8501.1700     | 9180.7564     | -679.5864      |
| 255     | WaterDistSupv2    | 6            | 1              | 0              | 7            | Male     | 2035          | 9057.4600     | 9180.7564     | -123.2964      |
| 257     | WaterUtilTech3    | 2            | 1              | 0              | 3            | Balanced | 2050          | 8133.7700     | 9230.8526     | -1097.0826     |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 256     | PubWorksTech3     | 12           | 2              | 0              | 14           | Male     | 2050          | 8133.7700     | 9230.8526     | -1097.0826     |
| 258     | GolfPro/Mgr       | 1            | 0              | 0              | 1            | Male     | 2060          | 9348.6100     | 9263.9302     | 84.6798        |
| 259     | MeterOpsSupv      | 1            | 0              | 0              | 1            | Male     | 2060          | 9509.7800     | 9263.9302     | 245.8498       |
| 260     | AsstMayor2        | 1            | 1              | 0              | 2            | Balanced | 2065          | 9767.2500     | 9280.6407     | 486.6093       |
| 262     | LegalAsst3        | 1            | 5              | 0              | 6            | Female   | 2065          | 9509.7800     | 9280.6407     | 229.1393       |
| 261     | ElevatorInspect   | 3            | 0              | 0              | 3            | Male     | 2065          | 12801.6700    | 9280.6407     | 3521.0293      |
| 263     | SheetMetInsp      | 4            | 0              | 0              | 4            | Male     | 2065          | 9032.4000     | 9280.6407     | -248.2407      |
| 264     | SheetMetInspA7/20 | 1            | 0              | 0              | 1            | Male     | 2065          | 9032.4000     | 9280.6407     | -248.2407      |
| 265     | AcctgTech3        | 0            | 1              | 0              | 1            | Female   | 2070          | 8501.1700     | 9296.2812     | -795.1112      |
| 266     | BusAnalyst2       | 2            | 0              | 0              | 2            | Male     | 2070          | 9509.7800     | 9296.2812     | 213.4988       |
| 267     | FireEquipmentOpr  | 82           | 5              | 0              | 87           | Male     | 2073          | 8781.9200     | 9306.8025     | -524.8825      |
| 268     | HumanRightsInv1   | 0            | 2              | 0              | 2            | Female   | 2075          | 9293.1500     | 9313.6244     | -20.4744       |
| 269     | LegislativeAide   | 3            | 6              | 0              | 9            | Balanced | 2080          | 9767.2500     | 9331.5272     | 435.7228       |
| 273     | PlumbingInspRWS   | 3            | 1              | 0              | 4            | Balanced | 2085          | 9810.5100     | 9351.2870     | 459.2230       |
| 270     | GISAnalyst        | 3            | 0              | 0              | 3            | Male     | 2085          | 9754.1300     | 9351.2870     | 402.8430       |
| 271     | MechanicalInsp    | 4            | 1              | 0              | 5            | Male     | 2085          | 9980.3500     | 9351.2870     | 629.0630       |
| 272     | PlumbingInsp      | 5            | 1              | 0              | 6            | Male     | 2085          | 9810.5100     | 9351.2870     | 459.2230       |
| 275     | CommEngSpec       | 3            | 1              | 0              | 4            | Balanced | 2090          | 9073.0600     | 9368.0246     | -294.9646      |
| 276     | CrimePrevCoord    | 0            | 2              | 0              | 2            | Female   | 2090          | 9073.0600     | 9368.0246     | -294.9646      |
| 277     | RecycProgSupv     | 0            | 1              | 0              | 1            | Female   | 2090          | 9776.6600     | 9368.0246     | 408.6354       |
| 274     | Building&FacSupv  | 1            | 0              | 0              | 1            | Male     | 2090          | 9560.0300     | 9368.0246     | 192.0054       |
| 279     | IntAnalystOps     | 2            | 2              | 0              | 4            | Balanced | 2100          | 10001.9500    | 9400.7550     | 601.1950       |
| 278     | BridgeMainSupv2   | 1            | 0              | 0              | 1            | Male     | 2100          | 9729.8700     | 9400.7550     | 329.1150       |
| 280     | SupplySysSupv2    | 1            | 0              | 0              | 1            | Male     | 2110          | 9057.4600     | 9434.4641     | -377.0041      |
| 281     | SrBldgInspector   | 1            | 0              | 0              | 1            | Male     | 2115          | 11318.2200    | 9450.8251     | 1867.3949      |
| 282     | SrElecInspector   | 1            | 0              | 0              | 1            | Male     | 2115          | 11020.6500    | 9450.8251     | 1569.8249      |
| 283     | SrMechInspShtMt   | 1            | 0              | 0              | 1            | Male     | 2115          | 9533.2300     | 9450.8251     | 82.4049        |
| 284     | SrPlumbingInsp    | 1            | 0              | 0              | 1            | Male     | 2115          | 10086.0600    | 9450.8251     | 635.2349       |
| 285     | LeadPainter       | 2            | 0              | 0              | 2            | Male     | 2125          | 7996.0600     | 9485.6405     | -1489.5805     |
| 286     | LeadPipefitter    | 1            | 0              | 0              | 1            | Male     | 2140          | 9980.3500     | 9535.4434     | 444.9066       |
| 287     | SafetyOfficer     | 1            | 0              | 0              | 1            | Male     | 2140          | 9509.7800     | 9535.4434     | -25.6634       |
| 288     | FacilityProgSupv  | 1            | 1              | 0              | 2            | Balanced | 2145          | 9776.6600     | 9551.5833     | 225.0767       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title        | Nbr Males | Nbr Females | Non-Binary | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|------------------|-----------|-------------|------------|-----------|----------|------------|---------------|---------------|----------------|
| 290     | ParkMaintSupv2   | 2         | 1           | 0          | 3         | Balanced | 2145       | 9509.7800     | 9551.5833     | -41.8033       |
| 289     | ForestSupv2      | 1         | 0           | 0          | 1         | Male     | 2145       | 9509.7800     | 9551.5833     | -41.8033       |
| 291     | SewerSupv3       | 1         | 0           | 0          | 1         | Male     | 2145       | 9729.8700     | 9551.5833     | 178.2867       |
| 292     | WaterCSBillSupv  | 1         | 0           | 0          | 1         | Male     | 2145       | 10010.6100    | 9551.5833     | 459.0267       |
| 293     | ParkingSysSupv   | 1         | 0           | 0          | 1         | Male     | 2150       | 9729.8700     | 9567.7232     | 162.1468       |
| 294     | PubWorksSupv3    | 2         | 0           | 0          | 2         | Male     | 2155       | 9729.8700     | 9583.8630     | 146.0070       |
| 296     | BdgtAnalyst      | 0         | 1           | 0          | 1         | Female   | 2165       | 9390.2000     | 9616.3941     | -226.1941      |
| 297     | PublicInfoSpec2  | 1         | 3           | 0          | 4         | Female   | 2165       | 9509.7800     | 9616.3941     | -106.6141      |
| 295     | AccessCoord      | 1         | 0           | 0          | 1         | Male     | 2165       | 9293.1500     | 9616.3941     | -323.2441      |
| 298     | HealthEducator2  | 0         | 1           | 0          | 1         | Female   | 2170       | 10242.8400    | 9632.5322     | 610.3078       |
| 299     | WaterProdSupv2   | 2         | 0           | 0          | 2         | Male     | 2170       | 9509.7800     | 9632.5322     | -122.7522      |
| 300     | LandArchitect    | 2         | 2           | 0          | 4         | Balanced | 2175       | 10001.9500    | 9655.6441     | 346.3059       |
| 301     | Accountant3      | 5         | 8           | 0          | 13        | Balanced | 2180       | 10001.9500    | 9670.9293     | 331.0207       |
| 305     | SrCityPlanner    | 4         | 4           | 0          | 8         | Balanced | 2180       | 9754.1300     | 9670.9293     | 83.2007        |
| 302     | BldgMntSupvFire  | 1         | 0           | 0          | 1         | Male     | 2180       | 10196.0400    | 9670.9293     | 525.1107       |
| 303     | DSIInspector3    | 12        | 3           | 0          | 15        | Male     | 2180       | 8878.9600     | 9670.9293     | -791.9693      |
| 304     | LeadElectrician  | 5         | 0           | 0          | 5         | Male     | 2180       | 10738.7100    | 9670.9293     | 1067.7807      |
| 306     | WaterDistSupv3   | 6         | 0           | 0          | 6         | Male     | 2180       | 9509.7800     | 9670.9293     | -161.1493      |
| 307     | GrantsSpec       | 2         | 2           | 0          | 4         | Balanced | 2190       | 9754.1300     | 9696.5165     | 57.6135        |
| 308     | MktPRManager     | 1         | 2           | 0          | 3         | Balanced | 2190       | 10010.6100    | 9696.5165     | 314.0935       |
| 311     | LaborStandInv3   | 0         | 1           | 0          | 1         | Female   | 2200       | 10242.8400    | 9722.7728     | 520.0672       |
| 309     | CivilEng2        | 6         | 0           | 0          | 6         | Male     | 2200       | 10001.9500    | 9722.7728     | 279.1772       |
| 310     | CivilEng2SPRWS   | 1         | 0           | 0          | 1         | Male     | 2200       | 10001.9500    | 9722.7728     | 279.1772       |
| 312     | DSIFireSafInsp3  | 3         | 1           | 0          | 4         | Balanced | 2215       | 8878.9600     | 9758.6025     | -879.6425      |
| 314     | HRConsultant3    | 0         | 9           | 0          | 9         | Female   | 2215       | 10001.9500    | 9758.6025     | 243.3475       |
| 315     | Librarian2       | 2         | 7           | 0          | 9         | Female   | 2215       | 9754.1300     | 9758.6025     | -4.4725        |
| 313     | EmerMedSrvCoord  | 3         | 0           | 0          | 3         | Male     | 2215       | 9440.4600     | 9758.6025     | -318.1425      |
| 316     | DigitlServCoord  | 1         | 0           | 0          | 1         | Male     | 2230       | 9754.1300     | 9803.0585     | -48.9285       |
| 317     | HistoricPresSpec | 0         | 1           | 0          | 1         | Female   | 2235       | 10001.9500    | 9815.2168     | 186.7332       |
| 319     | BusAnalyst3      | 1         | 2           | 0          | 3         | Balanced | 2240       | 10242.8400    | 9826.9248     | 415.9152       |
| 320     | EnvHealthSpec2   | 0         | 1           | 0          | 1         | Female   | 2240       | 10001.9500    | 9826.9248     | 175.0252       |
| 318     | BldgMainSupvPol  | 1         | 0           | 0          | 1         | Male     | 2240       | 10196.0400    | 9826.9248     | 369.1152       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title                | Nbr Males | Nbr Females | Non-Binary | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------------|-----------|-------------|------------|-----------|----------|------------|---------------|---------------|----------------|
| 321     | SrSafetyOfficer          | 1         | 0           | 0          | 1         | Male     | 2245       | 9776.6600     | 9841.0331     | -64.3731       |
| 322     | EngTechSupv              | 7         | 2           | 0          | 9         | Balanced | 2250       | 10248.0300    | 9851.2068     | 396.8232       |
| 323     | EngTechSupvWtrU          | 2         | 1           | 0          | 3         | Balanced | 2250       | 10248.0300    | 9851.2068     | 396.8232       |
| 324     | EducConsCurator          | 0         | 1           | 0          | 1         | Female   | 2265       | 10989.7600    | 9888.7469     | 1101.0131      |
| 325     | ResAnalyst3              | 3         | 2           | 0          | 5         | Balanced | 2265       | 9754.1300     | 9888.7469     | -134.6169      |
| 326     | NaturalResSupv           | 1         | 0           | 0          | 1         | Male     | 2275       | 10490.6500    | 9911.3713     | 579.2787       |
| 327     | PlanReviewExam3          | 1         | 0           | 0          | 1         | Male     | 2280       | 9497.6500     | 9922.8970     | -425.2470      |
| 328     | ConstructionCoord        | 1         | 1           | 0          | 2         | Balanced | 2290       | 10766.2000    | 9945.9482     | 820.2518       |
| 329     | WaterQualSpec3           | 1         | 0           | 0          | 1         | Male     | 2290       | 10766.2000    | 9945.9482     | 820.2518       |
| 330     | EmergMgmtCoord           | 2         | 1           | 0          | 3         | Balanced | 2295       | 10511.4500    | 9974.4382     | 537.0118       |
| 331     | UrbForesterSupv          | 0         | 1           | 0          | 1         | Female   | 2295       | 10490.6500    | 9974.4382     | 516.2118       |
| 332     | WaterSupplyFSup          | 1         | 0           | 0          | 1         | Male     | 2300       | 10464.6600    | 9987.4600     | 477.2000       |
| 333     | ECCShiftSupv             | 1         | 3           | 0          | 4         | Female   | 2310       | 9289.6900     | 10020.7547    | -731.0647      |
| 335     | SrComplianceCrd          | 0         | 1           | 0          | 1         | Female   | 2315       | 10242.8400    | 10041.3348    | 201.5052       |
| 334     | Sergeant                 | 126       | 27          | 0          | 153       | Male     | 2315       | 10478.5200    | 10041.3348    | 437.1852       |
| 336     | SupvTrafficMntc          | 1         | 0           | 0          | 1         | Male     | 2320       | 10747.1400    | 10056.9594    | 690.1806       |
| 337     | WaterDistFldSup          | 2         | 0           | 0          | 2         | Male     | 2320       | 10464.6600    | 10056.9594    | 407.7006       |
| 338     | PhysFitCoord             | 1         | 0           | 0          | 1         | Male     | 2325       | 10242.8400    | 10070.4207    | 172.4193       |
| 339     | ParkMaintSupv3           | 1         | 0           | 0          | 1         | Male     | 2330       | 10464.6600    | 10083.8821    | 380.7779       |
| 340     | WaterResCoord            | 1         | 0           | 0          | 1         | Male     | 2335       | 11041.7500    | 10097.2674    | 944.4826       |
| 341     | AdminAsstPEA             | 0         | 2           | 0          | 2         | Female   | 2340       | 10242.8400    | 10121.3735    | 121.4665       |
| 342     | AdminAsstSPSO            | 1         | 4           | 0          | 5         | Female   | 2340       | 10490.6500    | 10121.3735    | 369.2765       |
| 343     | ComServMainSupv          | 1         | 0           | 0          | 1         | Male     | 2340       | 10490.6500    | 10121.3735    | 369.2765       |
| 344     | ISInfoTechAnly4          | 12        | 3           | 0          | 15        | Male     | 2340       | 9710.8000     | 10121.3735    | -410.5735      |
| 345     | AsstMayor3               | 1         | 1           | 0          | 2         | Balanced | 2355       | 11039.2700    | 10162.2552    | 877.0148       |
| 346     | FireCaptain              | 88        | 3           | 0          | 91        | Male     | 2355       | 9440.4600     | 10162.2552    | -721.7952      |
| 347     | ProgramCoord             | 0         | 5           | 0          | 5         | Female   | 2360       | 10242.8400    | 10176.0076    | 66.8324        |
| 348     | CivilEng3                | 3         | 2           | 0          | 5         | Balanced | 2365       | 11324.2300    | 10189.7601    | 1134.4699      |
| 349     | CivilEng3SPRWS           | 3         | 1           | 0          | 4         | Balanced | 2365       | 11324.2300    | 10189.7601    | 1134.4699      |
| 350     | SeniorPublicHlthNurse~S~ | 0         | 1           | 0          | 1         | Female   | 2365       | 10747.1400    | 10189.7601    | 557.3799       |
| 351     | WtrCtrSysInSupv          | 1         | 0           | 0          | 1         | Male     | 2370       | 10747.1400    | 10207.6246    | 539.5154       |
| 352     | EnergyCoord              | 1         | 1           | 0          | 2         | Balanced | 2385       | 11041.7500    | 10275.9602    | 765.7898       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 353     | HumanRightsInv2   | 1            | 1              | 0              | 2            | Balanced | 2385          | 10242.8400    | 10275.9602    | -33.1202       |
| 354     | MgmtAsst4         | 4            | 7              | 0              | 11           | Balanced | 2385          | 10242.8400    | 10275.9602    | -33.1202       |
| 355     | ProjectFac2       | 1            | 0              | 0              | 1            | Male     | 2390          | 8878.9600     | 10290.4634    | -1411.5034     |
| 356     | GnLdEleChaW/OBt   | 1            | 0              | 0              | 1            | Male     | 2395          | 11261.8800    | 10341.5443    | 920.3357       |
| 357     | Buyer4            | 0            | 1              | 0              | 1            | Female   | 2400          | 10242.8400    | 10374.1718    | -131.3318      |
| 358     | VehMechSupv2      | 1            | 0              | 0              | 1            | Male     | 2400          | 9509.7800     | 10374.1718    | -864.3918      |
| 359     | Librarian3        | 0            | 1              | 0              | 1            | Female   | 2415          | 10989.7600    | 10441.3797    | 548.3803       |
| 360     | MatMgmtSupv       | 0            | 1              | 0              | 1            | Female   | 2415          | 10989.7600    | 10441.3797    | 548.3803       |
| 361     | SrProjectMgr      | 1            | 6              | 0              | 7            | Female   | 2425          | 10242.8400    | 10476.2953    | -233.4553      |
| 364     | LaborRelSpec1     | 0            | 2              | 0              | 2            | Female   | 2430          | 10514.1700    | 10503.3478    | 10.8222        |
| 362     | Architect         | 1            | 0              | 0              | 1            | Male     | 2430          | 11324.2300    | 10503.3478    | 820.8822       |
| 363     | FireInvest        | 1            | 0              | 0              | 1            | Male     | 2430          | 9948.2300     | 10503.3478    | -555.1178      |
| 365     | IntellAnlst-Strat | 1            | 1              | 0              | 2            | Balanced | 2440          | 11041.7500    | 10565.6713    | 476.0787       |
| 366     | ParkRecProgSupv   | 6            | 4              | 0              | 10           | Balanced | 2450          | 10989.7600    | 10565.2654    | 424.4946       |
| 367     | SrPolicyAnalyst   | 0            | 2              | 0              | 2            | Female   | 2450          | 11739.4000    | 10565.2654    | 1174.1346      |
| 368     | FireProtectEng    | 0            | 1              | 0              | 1            | Female   | 2455          | 11324.2300    | 10582.5560    | 741.6740       |
| 369     | ParkingMgr        | 1            | 0              | 0              | 1            | Male     | 2460          | 10766.2000    | 10621.0423    | 145.1577       |
| 370     | ForensicScien3    | 0            | 1              | 0              | 1            | Female   | 2475          | 11324.2300    | 10714.8064    | 609.4236       |
| 371     | RealEstSupv       | 1            | 0              | 0              | 1            | Male     | 2475          | 11537.3900    | 10714.8064    | 822.5836       |
| 372     | CmtyDigServMgr    | 0            | 1              | 0              | 1            | Female   | 2490          | 10989.7600    | 10786.4107    | 203.3493       |
| 373     | StructuralEng     | 1            | 0              | 0              | 1            | Male     | 2495          | 11324.2300    | 10807.4423    | 516.7877       |
| 374     | RealEstAxSupv     | 0            | 1              | 0              | 1            | Female   | 2500          | 11819.8700    | 10821.6186    | 998.2514       |
| 375     | BusImprSupv       | 0            | 1              | 0              | 1            | Female   | 2505          | 11537.3900    | 10853.9361    | 683.4539       |
| 377     | ResAnalyst4       | 0            | 1              | 0              | 1            | Female   | 2510          | 11324.2300    | 10874.8449    | 449.3851       |
| 378     | SrBdgtAnly        | 1            | 3              | 0              | 4            | Female   | 2510          | 10899.6400    | 10874.8449    | 24.7951        |
| 376     | MunicplGarSupv1   | 2            | 0              | 0              | 2            | Male     | 2510          | 10989.7600    | 10874.8449    | 114.9151       |
| 380     | CityClerk         | 0            | 1              | 0              | 1            | Female   | 2535          | 12281.8300    | 10994.5627    | 1287.2673      |
| 379     | BldgMainSupvPrk   | 1            | 0              | 0              | 1            | Male     | 2535          | 11007.0900    | 10994.5627    | 12.5273        |
| 381     | HRLaborStandSupv  | 0            | 1              | 0              | 1            | Female   | 2540          | 11537.3900    | 11020.4843    | 516.9057       |
| 382     | LicensingMgr      | 1            | 1              | 0              | 2            | Balanced | 2545          | 12105.8100    | 11042.4861    | 1063.3239      |
| 383     | HistPresSupv      | 1            | 0              | 0              | 1            | Male     | 2550          | 11263.5700    | 11000.3181    | 263.2519       |
| 384     | Accountant4       | 5            | 4              | 0              | 9            | Balanced | 2555          | 11537.3900    | 11023.7899    | 513.6001       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title               | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-------------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 385     | HorticultureMgr         | 0            | 1              | 0              | 1            | Female   | 2555          | 11537.3900    | 11023.7899    | 513.6001       |
| 386     | HealthInfoAdmin         | 0            | 1              | 0              | 1            | Female   | 2570          | 11324.2300    | 11084.0341    | 240.1959       |
| 387     | LibraryTechMgr          | 0            | 1              | 0              | 1            | Female   | 2580          | 11537.3900    | 11128.0877    | 409.3023       |
| 388     | PrinCityPlanner         | 2            | 2              | 0              | 4            | Balanced | 2580          | 11324.2300    | 11128.0877    | 196.1423       |
| 389     | ContractCompiMgr        | 1            | 0              | 0              | 1            | Male     | 2595          | 11537.3900    | 11209.9110    | 327.4790       |
| 390     | SeniorAdminSupv         | 1            | 0              | 0              | 1            | Male     | 2595          | 11484.6500    | 11209.9110    | 274.7390       |
| 391     | ChiefSurveyor           | 1            | 0              | 0              | 1            | Male     | 2600          | 11819.8700    | 11230.7007    | 589.1693       |
| 392     | PublicInfoManager       | 0            | 1              | 0              | 1            | Female   | 2605          | 12281.8300    | 11251.5396    | 1030.2904      |
| 393     | LoanServ&RealEstateSupv | 1            | 0              | 0              | 1            | Male     | 2615          | 11537.3900    | 11292.7678    | 244.6222       |
| 394     | DesignConstSupv         | 1            | 0              | 0              | 1            | Male     | 2625          | 12105.8100    | 11334.4536    | 771.3564       |
| 395     | AnimalServMgr           | 0            | 1              | 0              | 1            | Female   | 2640          | 11007.0900    | 11396.1932    | -389.1032      |
| 396     | LeadLandArchitect       | 1            | 1              | 0              | 2            | Balanced | 2640          | 11324.2300    | 11396.1932    | -71.9632       |
| 397     | PublicServMgr           | 2            | 2              | 0              | 4            | Balanced | 2650          | 11537.3900    | 11445.9999    | 91.3901        |
| 398     | ISSysCons2              | 6            | 4              | 0              | 10           | Balanced | 2655          | 11324.2300    | 11466.8820    | -142.6520      |
| 399     | PayrollMgr              | 0            | 1              | 0              | 1            | Female   | 2660          | 12028.8100    | 11487.0911    | 541.7189       |
| 400     | PlanReviewSupv          | 1            | 0              | 0              | 1            | Male     | 2675          | 12105.8100    | 11550.2694    | 555.5406       |
| 401     | EmpBenefitMgr           | 0            | 1              | 0              | 1            | Female   | 2680          | 11742.8700    | 11571.3331    | 171.5369       |
| 402     | SrOrgDevConsultant      | 0            | 1              | 0              | 1            | Female   | 2680          | 12105.8100    | 11571.3331    | 534.4769       |
| 403     | FireDistChief           | 7            | 0              | 0              | 7            | Male     | 2685          | 11201.1800    | 11592.3967    | -391.2167      |
| 404     | AssociateAtty           | 2            | 5              | 0              | 7            | Female   | 2690          | 11202.9200    | 11555.9245    | -353.0045      |
| 405     | GeneralCurator          | 1            | 0              | 0              | 1            | Male     | 2690          | 11537.3900    | 11555.9245    | -18.5345       |
| 406     | DSIFireSaftyMgr         | 1            | 0              | 0              | 1            | Male     | 2710          | 12708.8900    | 11674.7529    | 1034.1371      |
| 407     | ProjectMgr4             | 0            | 1              | 0              | 1            | Female   | 2715          | 11742.8700    | 11696.6423    | 46.2277        |
| 408     | ProjectMgr4-PW          | 0            | 1              | 0              | 1            | Female   | 2715          | 11908.2500    | 11696.6423    | 211.6077       |
| 410     | ISSysCons3              | 4            | 2              | 0              | 6            | Balanced | 2745          | 11908.2500    | 11811.0864    | 97.1636        |
| 409     | ISInfoTechAnly5         | 6            | 0              | 0              | 6            | Male     | 2745          | 11908.2500    | 11811.0864    | 97.1636        |
| 411     | PrinProjectMgr          | 4            | 7              | 0              | 11           | Balanced | 2750          | 11908.2500    | 11831.5227    | 76.7273        |
| 412     | ZoningManager           | 1            | 0              | 0              | 1            | Male     | 2775          | 12708.8900    | 11941.3231    | 767.5669       |
| 413     | BusOutCoord             | 0            | 1              | 0              | 1            | Female   | 2785          | 13187.2000    | 11982.6000    | 1204.6000      |
| 414     | Commander               | 19           | 13             | 0              | 32           | Balanced | 2790          | 12310.3000    | 12031.1912    | 279.1088       |
| 415     | AsstBldgOffcl           | 1            | 0              | 0              | 1            | Male     | 2795          | 12708.8900    | 12051.3900    | 657.5000       |
| 416     | HousgCodeEnfMgr         | 1            | 0              | 0              | 1            | Male     | 2800          | 12708.8900    | 12073.4918    | 635.3982       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title          | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 417     | CivilEng4          | 8            | 3              | 0              | 11           | Balanced | 2810          | 13027.7700    | 12115.5533    | 912.2167       |
| 418     | CivilEng4SPRWS     | 1            | 0              | 0              | 1            | Male     | 2810          | 13027.7700    | 12115.5533    | 912.2167       |
| 419     | EquityManager      | 1            | 0              | 0              | 1            | Male     | 2815          | 12293.9600    | 12136.5624    | 157.3976       |
| 420     | Accountant5        | 1            | 3              | 0              | 4            | Female   | 2825          | 12414.2800    | 12177.8026    | 236.4774       |
| 421     | HousingTeamSupv    | 3            | 1              | 0              | 4            | Balanced | 2825          | 12708.8900    | 12177.8026    | 531.0874       |
| 422     | LibraryFacMgr      | 1            | 0              | 0              | 1            | Male     | 2835          | 13027.7700    | 12220.8826    | 806.8874       |
| 423     | ISInfoTechAnly6    | 3            | 1              | 0              | 4            | Balanced | 2840          | 12528.6600    | 12241.2669    | 287.3931       |
| 424     | AsstDivMgrSPRWS    | 2            | 0              | 0              | 2            | Male     | 2845          | 13027.7700    | 12261.5097    | 766.2603       |
| 425     | GISSysDev          | 1            | 0              | 0              | 1            | Male     | 2845          | 11908.2500    | 12261.5097    | -353.2597      |
| 426     | AsstMayor4         | 3            | 2              | 0              | 5            | Balanced | 2855          | 12408.3400    | 12304.7261    | 103.6139       |
| 427     | ISSysCons4         | 4            | 2              | 0              | 6            | Balanced | 2855          | 12708.8900    | 12304.7261    | 404.1639       |
| 428     | CityCnclChfBgt     | 1            | 0              | 0              | 1            | Male     | 2875          | 13162.1900    | 12325.6483    | 836.5417       |
| 429     | LaborRelSpec2      | 0            | 1              | 0              | 1            | Female   | 2880          | 12293.9600    | 12338.8157    | -44.8557       |
| 430     | HRSrConsultant     | 1            | 3              | 0              | 4            | Female   | 2890          | 11742.8700    | 12388.1963    | -645.3263      |
| 431     | CommDigMediaMgr    | 1            | 0              | 0              | 1            | Male     | 2895          | 12708.8900    | 12412.0894    | 296.8006       |
| 432     | GrantsCompSupv     | 0            | 1              | 0              | 1            | Female   | 2900          | 12708.8900    | 12432.2850    | 276.6050       |
| 434     | InfoSrvMgrSPRWS    | 0            | 1              | 0              | 1            | Female   | 2900          | 13027.7700    | 12432.2850    | 595.4850       |
| 433     | ImpoundLotMgr      | 1            | 0              | 0              | 1            | Male     | 2900          | 12708.8900    | 12432.2850    | 276.6050       |
| 435     | Claims Manager     | 1            | 0              | 0              | 1            | Male     | 2910          | 12870.3200    | 12484.4539    | 385.8661       |
| 436     | SrLandArchitect    | 0            | 1              | 0              | 1            | Female   | 2915          | 12708.8900    | 12644.3759    | 64.5141        |
| 437     | DeputyFireChief    | 6            | 1              | 0              | 7            | Male     | 2920          | 11987.9700    | 12664.8236    | -676.8536      |
| 438     | MunicplGarSupv2    | 1            | 0              | 0              | 1            | Male     | 2925          | 13027.7700    | 12684.5140    | 343.2560       |
| 439     | BldgOfficial       | 1            | 0              | 0              | 1            | Male     | 2960          | 13355.3000    | 12679.5007    | 675.7993       |
| 440     | PrincipalDesigner  | 1            | 0              | 0              | 1            | Male     | 2960          | 13355.3000    | 12679.5007    | 675.7993       |
| 441     | LeadBudgetAnalyst  | 0            | 1              | 0              | 1            | Female   | 2975          | 13022.5700    | 12739.9032    | 282.6668       |
| 442     | DebtAdmin          | 1            | 1              | 0              | 2            | Balanced | 2990          | 13187.2000    | 12801.0948    | 386.1052       |
| 443     | ProgramAdmin       | 0            | 2              | 0              | 2            | Female   | 2990          | 12869.3200    | 12801.0948    | 68.2252        |
| 444     | ProgramAdmin(SPSO) | 0            | 2              | 0              | 2            | Female   | 2990          | 13355.3000    | 12801.0948    | 554.2052       |
| 445     | RealEstAssessMgr   | 1            | 0              | 0              | 1            | Male     | 3020          | 13355.3000    | 12933.9902    | 421.3098       |
| 446     | WaterQualSupv      | 0            | 1              | 0              | 1            | Female   | 3040          | 13027.7700    | 13015.9806    | 11.7894        |
| 447     | HealthAdminMgr     | 0            | 1              | 0              | 1            | Female   | 3050          | 13355.3000    | 13057.2904    | 298.0096       |
| 448     | ParksRecMgr        | 2            | 4              | 0              | 6            | Balanced | 3065          | 14039.8400    | 13130.2415    | 909.5985       |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title          | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 449     | ParkRecDesMgr      | 0            | 1              | 0              | 1            | Female   | 3075          | 14039.8400    | 13179.3482    | 860.4918       |
| 450     | ForensicLabMgr     | 0            | 2              | 0              | 2            | Female   | 3095          | 13355.3000    | 13276.4055    | 78.8945        |
| 451     | HRManager          | 1            | 1              | 0              | 2            | Balanced | 3100          | 12869.3200    | 13301.1285    | -431.8085      |
| 452     | DepDirDSI          | 2            | 0              | 0              | 2            | Male     | 3110          | 14124.0100    | 13371.7492    | 752.2608       |
| 453     | RiskManager        | 1            | 0              | 0              | 1            | Male     | 3165          | 13172.5900    | 13590.9111    | -418.3211      |
| 454     | DeputyDirHREEO     | 0            | 2              | 0              | 2            | Female   | 3170          | 14124.0100    | 13610.0490    | 513.9610       |
| 455     | DeputyDirLibraries | 1            | 1              | 0              | 2            | Balanced | 3170          | 14124.0100    | 13610.0490    | 513.9610       |
| 456     | AdminMgr           | 1            | 1              | 0              | 2            | Balanced | 3185          | 14039.8400    | 13668.2597    | 371.5803       |
| 457     | DeputyTrngChief    | 1            | 0              | 0              | 1            | Male     | 3200          | 11953.3100    | 13724.7158    | -1771.4058     |
| 458     | Attorney           | 6            | 8              | 0              | 14           | Balanced | 3235          | 13064.1600    | 13833.0577    | -768.8977      |
| 459     | LaborRelMgr        | 0            | 1              | 0              | 1            | Female   | 3240          | 14124.0100    | 13851.2047    | 272.8053       |
| 460     | BdgtManager        | 0            | 1              | 0              | 1            | Female   | 3255          | 13472.4000    | 13935.2529    | -462.8529      |
| 461     | DepDirHumanRes     | 1            | 1              | 0              | 2            | Balanced | 3270          | 14456.7400    | 14007.9535    | 448.7865       |
| 462     | EconomicDevMgr     | 1            | 0              | 0              | 1            | Male     | 3345          | 15138.5600    | 14244.7041    | 893.8559       |
| 463     | DeputyDirPrkRec    | 1            | 1              | 0              | 2            | Balanced | 3365          | 14813.7400    | 14318.2233    | 495.5167       |
| 464     | DepDirOTC          | 1            | 1              | 0              | 2            | Balanced | 3400          | 14769.4300    | 14447.0810    | 322.3490       |
| 465     | TreasuryManager    | 0            | 1              | 0              | 1            | Female   | 3400          | 14769.4300    | 14447.0810    | 322.3490       |
| 466     | AsstMayor5         | 2            | 0              | 0              | 2            | Male     | 3425          | 14456.7400    | 14543.5801    | -86.8401       |
| 467     | AsstCityEng        | 6            | 1              | 0              | 7            | Male     | 3430          | 14769.4300    | 14473.7274    | 295.7026       |
| 468     | DepChiefPolice     | 3            | 1              | 0              | 4            | Balanced | 3435          | 16220.9400    | 14629.1345    | 1591.8055      |
| 469     | EngDivMgrSPRWS     | 1            | 0              | 0              | 1            | Male     | 3435          | 14769.4300    | 14629.1345    | 140.2955       |
| 472     | ProdDivMgrSPRWS    | 0            | 1              | 0              | 1            | Female   | 3520          | 14769.4300    | 14640.7152    | 128.7148       |
| 470     | BusDivMgrSPRWS     | 1            | 0              | 0              | 1            | Male     | 3520          | 14769.4300    | 14640.7152    | 128.7148       |
| 471     | DistDivMgrSPRWS    | 1            | 0              | 0              | 1            | Male     | 3520          | 14769.4300    | 14640.7152    | 128.7148       |
| 473     | AsstMayor6         | 1            | 1              | 0              | 2            | Balanced | 3550          | 15921.1300    | 14739.4453    | 1181.6847      |
| 474     | SrProsecutor       | 2            | 4              | 0              | 6            | Balanced | 3575          | 14497.3500    | 14800.0412    | -302.6912      |
| 475     | PEDManager         | 1            | 1              | 0              | 2            | Balanced | 3670          | 15138.5600    | 15105.0299    | 33.5301        |
| 476     | EmerMgmtDir        | 1            | 0              | 0              | 1            | Male     | 3675          | 14456.7400    | 15121.5329    | -664.7929      |
| 477     | SrAttorney         | 8            | 8              | 0              | 16           | Balanced | 3700          | 15192.2800    | 15203.4368    | -11.1568       |
| 478     | SupvAttorney       | 2            | 4              | 0              | 6            | Balanced | 3700          | 16349.9300    | 15203.4368    | 1146.4932      |
| 479     | DepDirPED          | 1            | 0              | 0              | 1            | Male     | 3705          | 15169.0100    | 15219.9398    | -50.9298       |
| 480     | DirCityCnclOper    | 0            | 1              | 0              | 1            | Female   | 3735          | 14124.0100    | 15318.3468    | -1194.3368     |

## Predicted Pay Report for: St. Paul

### Case: 2024 Pay Equity Report-Final

| Job Nbr | Job Title       | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Total<br>Nbr | Job Type | Job<br>Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|-----------------|--------------|----------------|----------------|--------------|----------|---------------|---------------|---------------|----------------|
| 481     | AsstChiefPolice | 1            | 0              | 0              | 1            | Male     | 3760          | 16319.7200    | 15400.2507    | 919.4693       |
| 482     | DirectorOTC     | 0            | 1              | 0              | 1            | Female   | 3825          | 16319.7200    | 15612.9564    | 706.7636       |
| 483     | DepCityAttorney | 0            | 3              | 0              | 3            | Female   | 3850          | 16772.7800    | 15694.8603    | 1077.9197      |
| 484     | LibraryDirector | 0            | 1              | 0              | 1            | Female   | 3850          | 16319.7200    | 15694.8603    | 624.8597       |
| 485     | AsstFireChief   | 3            | 0              | 0              | 3            | Male     | 3855          | 16319.7200    | 15711.3633    | 608.3567       |
| 486     | AsstGenMgrSPRWS | 0            | 1              | 0              | 1            | Female   | 3885          | 16319.7200    | 15809.7702    | 509.9498       |
| 487     | HumResDirector  | 0            | 1              | 0              | 1            | Female   | 3925          | 16319.7200    | 15940.5720    | 379.1480       |
| 488     | AssociateCtyEng | 1            | 0              | 0              | 1            | Male     | 3965          | 15932.2700    | 16071.9850    | -139.7150      |
| 489     | DirectorDSI     | 0            | 1              | 0              | 1            | Female   | 4000          | 16319.7200    | 16186.2837    | 133.4363       |
| 490     | CityEngineer    | 1            | 1              | 0              | 2            | Balanced | 4230          | 16319.7200    | 16940.5332    | -620.8132      |
| 491     | PrkRecDirector  | 1            | 0              | 0              | 1            | Male     | 4460          | 16721.7700    | 17694.1714    | -972.4014      |
| 492     | DirectorPED     | 0            | 1              | 0              | 1            | Female   | 4540          | 17565.7500    | 17956.3862    | -390.6362      |
| 493     | AsstMayor8      | 1            | 1              | 0              | 2            | Balanced | 4550          | 18466.9100    | 17989.3923    | 477.5177       |
| 494     | CityAttorney    | 0            | 1              | 0              | 1            | Female   | 4580          | 18466.9100    | 18087.1880    | 379.7220       |
| 495     | DirectorFinServ | 1            | 0              | 0              | 1            | Male     | 4595          | 17565.7500    | 18136.6971    | -570.9471      |
| 496     | DirectorPubWks  | 1            | 0              | 0              | 1            | Male     | 4600          | 17565.7500    | 18153.2001    | -587.4501      |
| 497     | GenMgrSPRWS     | 1            | 0              | 0              | 1            | Male     | 4600          | 17565.7500    | 18153.2001    | -587.4501      |
| 498     | FireChief       | 1            | 0              | 0              | 1            | Male     | 4685          | 18014.5900    | 18431.3067    | -416.7167      |
| 499     | ExecAsstMayor   | 0            | 1              | 0              | 1            | Female   | 4730          | 18959.0800    | 18579.2227    | 379.8573       |
| 500     | ChiefPolice     | 1            | 0              | 0              | 1            | Male     | 4735          | 18466.9100    | 18595.7257    | -128.8157      |

**Job Number Count: 500**

## Job Class Data Entry Verification List

Case: 2024 Pay Equity Report-Final

St. Paul

LGID: 1290

| Job Nbr | Class Title       | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 1       | RightTrackWorker  | 9            | 7              | 0              | B             | 1005           | 2166.25          | 4512.26       | 0.00              | 1.00              |                         |
| 2       | ZooConservAttdt   | 2            | 10             | 0              | F             | 1010           | 2946.10          | 4567.26       | 5.00              | 0.00              |                         |
| 3       | ZooConservAttdtYR | 4            | 1              | 0              | M             | 1010           | 2946.10          | 4567.26       | 5.00              | 0.00              |                         |
| 4       | LibraryAide       | 0            | 1              | 0              | F             | 1015           | 2946.10          | 4567.26       | 5.00              | 0.00              |                         |
| 5       | OfficeAsst1       | 11           | 1              | 0              | M             | 1075           | 2946.10          | 4998.78       | 5.00              | 0.00              | Longevity               |
| 6       | ServiceWorker     | 3            | 1              | 0              | B             | 1075           | 2946.10          | 4830.68       | 5.00              | 0.00              | Longevity               |
| 7       | MaintenanceTrne   | 2            | 0              | 0              | M             | 1080           | 2946.10          | 4650.44       | 5.00              | 0.00              | Longevity               |
| 8       | LibCusServAsst1   | 7            | 7              | 0              | B             | 1085           | 2946.10          | 4998.78       | 5.00              | 0.00              | Longevity               |
| 9       | CapitalCityIntern | 0            | 2              | 0              | F             | 1120           | 2209.58          | 4338.96       | 0.00              | 1.00              |                         |
| 10      | LifeGuard         | 8            | 9              | 0              | B             | 1150           | 2760.67          | 4858.40       | 0.00              | 1.00              |                         |
| 11      | ParksWorker1      | 10           | 2              | 0              | M             | 1155           | 2814.39          | 4721.50       | 0.00              | 1.00              |                         |
| 12      | WaterSafetyInstr  | 0            | 1              | 0              | F             | 1185           | 2857.72          | 4953.72       | 0.00              | 1.00              |                         |
| 13      | CommunityRecLdr   | 47           | 33             | 0              | B             | 1205           | 2946.10          | 5033.44       | 4.00              | 0.00              | Longevity               |
| 14      | AsstAquaFacSupv   | 1            | 3              | 0              | F             | 1215           | 3547.45          | 5823.69       | 4.00              | 0.00              | Longevity               |
| 15      | Groundworker      | 1            | 0              | 0              | M             | 1230           | 4673.90          | 6910.28       | 3.00              | 0.00              | Longevity               |
| 16      | ParkSecOfficer    | 3            | 1              | 0              | B             | 1230           | 2871.58          | 5345.38       | 5.00              | 0.00              | Longevity               |
| 17      | ParksWorker2      | 16           | 5              | 0              | B             | 1240           | 2831.72          | 5430.29       | 0.00              | 17.00             |                         |
| 18      | AcctgClerk1       | 2            | 3              | 0              | B             | 1265           | 3280.57          | 5653.85       | 5.00              | 0.00              |                         |
| 19      | OfficeAsst2       | 7            | 24             | 0              | F             | 1270           | 3199.12          | 5556.80       | 5.00              | 0.00              | Longevity               |
| 20      | LibCusServAsst2   | 3            | 15             | 0              | F             | 1275           | 3199.12          | 5556.80       | 5.00              | 0.00              | Longevity               |
| 21      | Custodian2        | 11           | 2              | 0              | M             | 1285           | 4545.66          | 6520.35       | 0.00              | 8.00              |                         |
| 22      | SprwsSftySecOff   | 2            | 0              | 0              | M             | 1285           | 3368.95          | 5780.36       | 5.00              | 0.00              | Longevity               |
| 23      | AsstGardener      | 1            | 1              | 0              | B             | 1290           | 3407.08          | 5386.97       | 0.00              | 3.00              |                         |
| 24      | CommunityYthWkr   | 1            | 1              | 0              | B             | 1295           | 3616.77          | 6050.71       | 5.00              | 0.00              |                         |
| 25      | CustodianEng1     | 10           | 0              | 0              | M             | 1300           | 5270.05          | 7211.82       | 0.00              | 21.00             |                         |
| 26      | MeterReader       | 0            | 2              | 0              | F             | 1300           | 3708.62          | 6227.47       | 5.00              | 0.00              | Longevity               |
| 27      | OpsLaborTrain     | 4            | 0              | 0              | M             | 1300           | 4389.69          | 6574.07       | 0.00              | 1.00              |                         |
| 28      | EngAide1          | 2            | 1              | 0              | B             | 1305           | 3616.77          | 6050.71       | 5.00              | 0.00              |                         |
| 29      | Horticulturist1   | 0            | 2              | 0              | F             | 1325           | 3381.08          | 5724.90       | 5.00              | 0.00              |                         |
| 30      | ParkingEnfOff     | 9            | 2              | 0              | M             | 1330           | 3136.73          | 5454.56       | 5.00              | 0.00              |                         |
| 31      | WaterUtilWkr1     | 50           | 2              | 0              | M             | 1345           | 5178.20          | 7121.70       | 0.00              | 21.00             |                         |
| 32      | LandscapeWkr      | 1            | 0              | 0              | M             | 1350           | 3407.08          | 5386.97       | 3.00              | 0.00              |                         |

## Job Class Data Entry Verification List

Case: 2024 Pay Equity Report-Final

St. Paul

LGID: 1290

| Job Nbr | Class Title              | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|--------------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 33      | VehicleTechTrainee       | 1            | 0              | 0              | M             | 1365           | 3618.50          | 6201.48       | 0.00              | 1.00              |                         |
| 34      | Driver-Operator-Water~S~ | 1            | 0              | 0              | M             | 1390           | 5219.80          | 7166.76       | 0.00              | 1.00              |                         |
| 35      | WaterLabTech1            | 1            | 0              | 0              | M             | 1390           | 3888.85          | 6347.05       | 5.00              | 0.00              |                         |
| 36      | Youth&CommProgSpec       | 2            | 1              | 0              | B             | 1405           | 3427.87          | 5872.21       | 5.00              | 0.00              |                         |
| 37      | LoanSpecAsst             | 1            | 0              | 0              | M             | 1420           | 3978.97          | 6480.49       | 5.00              | 0.00              |                         |
| 38      | VideoProdTech            | 3            | 0              | 0              | M             | 1425           | 4084.68          | 6643.39       | 5.00              | 0.00              | Longevity               |
| 39      | DataRelTech              | 2            | 0              | 0              | M             | 1430           | 3888.85          | 6347.05       | 5.00              | 0.00              | Longevity               |
| 40      | ParksWorkerGolf          | 1            | 0              | 0              | M             | 1430           | 3606.37          | 5780.36       | 0.00              | 17.00             |                         |
| 41      | PropertyClerk            | 4            | 10             | 0              | F             | 1430           | 3512.79          | 5998.72       | 5.00              | 0.00              | Longevity               |
| 42      | StoresAsst               | 1            | 1              | 0              | B             | 1430           | 3512.79          | 5998.72       | 5.00              | 0.00              | Longevity               |
| 43      | WorkersCompClProc        | 0            | 1              | 0              | F             | 1430           | 4218.12          | 6901.61       | 6.00              | 0.00              |                         |
| 44      | AquaFacSupv              | 1            | 1              | 0              | B             | 1435           | 4244.12          | 6636.46       | 4.00              | 0.00              |                         |
| 45      | EmergMedTech             | 18           | 6              | 0              | B             | 1435           | 3585.58          | 5860.08       | 5.00              | 0.00              |                         |
| 46      | EngAide2                 | 7            | 3              | 0              | B             | 1435           | 3978.97          | 6480.49       | 5.00              | 0.00              | Longevity               |
| 47      | TrafficMaintWkrA         | 10           | 0              | 0              | M             | 1445           | 4835.07          | 6750.84       | 0.00              | 25.00             |                         |
| 48      | AnimalServOffr1          | 0            | 3              | 0              | F             | 1450           | 4240.65          | 6929.34       | 5.00              | 0.00              | Longevity               |
| 49      | CmtyLiaisonOff           | 2            | 0              | 0              | M             | 1455           | 3708.62          | 6140.82       | 5.00              | 0.00              |                         |
| 50      | WaterUtilWkr2            | 4            | 0              | 0              | M             | 1455           | 5309.91          | 7263.81       | 0.00              | 9.00              |                         |
| 51      | DSIIInspector1           | 7            | 1              | 0              | M             | 1460           | 4084.68          | 6643.39       | 4.00              | 0.00              | Longevity               |
| 52      | AcctgClerk2              | 1            | 2              | 0              | B             | 1465           | 3708.62          | 6227.47       | 5.00              | 0.00              | Longevity               |
| 53      | LibCusServAsst3          | 0            | 3              | 0              | F             | 1465           | 3708.62          | 6227.47       | 5.00              | 0.00              | Longevity               |
| 54      | OfficeAsst3              | 7            | 41             | 0              | F             | 1465           | 3708.62          | 6227.47       | 5.00              | 0.00              | Longevity               |
| 55      | NaturalResTech           | 0            | 4              | 0              | F             | 1470           | 3978.97          | 6480.49       | 5.00              | 0.00              |                         |
| 56      | MaintenanceWkr1          | 5            | 0              | 0              | M             | 1475           | 5450.29          | 7404.18       | 0.00              | 1.00              |                         |
| 57      | DgtlEvdTech              | 1            | 0              | 0              | M             | 1480           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 58      | ISSysSuppSpec2           | 5            | 0              | 0              | M             | 1485           | 4015.36          | 6631.26       | 4.00              | 0.00              | Longevity               |
| 59      | ParksServLead            | 1            | 0              | 0              | M             | 1485           | 3708.62          | 6228.47       | 5.00              | 0.00              | Longevity               |
| 60      | UrbForestryTech          | 1            | 3              | 0              | F             | 1485           | 3978.97          | 6480.49       | 5.00              | 0.00              |                         |
| 61      | RealEstAxTech1           | 0            | 3              | 0              | F             | 1490           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 62      | FirefighterTrne          | 15           | 2              | 0              | M             | 1495           | 4235.45          | 5856.61       | 0.00              | 1.00              |                         |
| 63      | WaterUtilTech1           | 4            | 3              | 0              | B             | 1495           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 64      | DSIFireSafInsp1          | 0            | 1              | 0              | F             | 1500           | 4084.68          | 6643.39       | 4.00              | 0.00              |                         |

## Job Class Data Entry Verification List

Case: 2024 Pay Equity Report-Final

St. Paul

LGID: 1290

| Job Nbr | Class Title     | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-----------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 65      | PubWorksTech1   | 6            | 0              | 0              | M             | 1510           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 66      | CustServRep     | 2            | 15             | 0              | F             | 1515           | 3798.74          | 6326.26       | 5.00              | 0.00              | Longevity               |
| 67      | SolidWasteSWkr  | 3            | 0              | 0              | M             | 1515           | 5178.20          | 7121.70       | 0.00              | 2.00              |                         |
| 68      | CommunityRecSpc | 16           | 11             | 0              | B             | 1525           | 4283.98          | 6908.54       | 5.00              | 0.00              |                         |
| 69      | EducationSpec   | 0            | 3              | 0              | F             | 1530           | 4467.67          | 7508.16       | 6.00              | 0.00              |                         |
| 70      | PayrollSpec     | 1            | 5              | 0              | F             | 1530           | 4469.41          | 7232.61       | 5.00              | 0.00              | Longevity               |
| 71      | WICNutEdu       | 0            | 1              | 0              | F             | 1530           | 4386.22          | 7040.25       | 5.00              | 0.00              | Longevity               |
| 72      | WICNutEducBilHE | 0            | 1              | 0              | F             | 1530           | 4386.22          | 7040.25       | 5.00              | 0.00              |                         |
| 73      | ParksWorker3    | 21           | 2              | 0              | M             | 1535           | 5178.20          | 7121.70       | 0.00              | 18.00             |                         |
| 74      | EquipRepairer   | 1            | 0              | 0              | M             | 1540           | 5306.45          | 7249.94       | 0.00              | 1.00              |                         |
| 75      | Horticulturist2 | 2            | 4              | 0              | B             | 1540           | 4084.68          | 6643.39       | 5.00              | 0.00              | Longevity               |
| 76      | BridgeMaintWkr  | 4            | 0              | 0              | M             | 1545           | 5292.58          | 7244.75       | 0.00              | 3.00              |                         |
| 77      | ChildCareEnInst | 0            | 2              | 0              | F             | 1545           | 4216.39          | 7173.69       | 6.00              | 0.00              |                         |
| 78      | TradesLaborer   | 1            | 0              | 0              | M             | 1545           | 6117.49          | 8118.18       | 0.00              | 1.00              |                         |
| 79      | Buyer1          | 0            | 4              | 0              | F             | 1555           | 4739.76          | 7861.69       | 6.00              | 0.00              |                         |
| 80      | CementFinisher  | 1            | 0              | 0              | M             | 1555           | 8051.52          | 8569.69       | 0.00              | 1.00              |                         |
| 81      | VolunteerCoord  | 1            | 2              | 0              | B             | 1555           | 4739.76          | 7861.69       | 6.00              | 0.00              |                         |
| 82      | PlanReviewExam1 | 1            | 3              | 0              | F             | 1560           | 4283.98          | 6908.54       | 5.00              | 0.00              |                         |
| 83      | SewerServWorker | 13           | 0              | 0              | M             | 1560           | 5245.79          | 7194.49       | 0.00              | 18.00             |                         |
| 84      | MgmtAsst1       | 2            | 9              | 0              | F             | 1565           | 4739.76          | 7861.69       | 6.00              | 0.00              |                         |
| 85      | StreetServWkr   | 50           | 1              | 0              | M             | 1565           | 5178.20          | 7121.70       | 0.00              | 34.00             |                         |
| 86      | GISSpec1        | 0            | 1              | 0              | F             | 1570           | 4283.98          | 6908.54       | 5.00              | 0.00              |                         |
| 87      | WaterSysWorker2 | 15           | 0              | 0              | M             | 1570           | 5557.73          | 7525.49       | 0.00              | 10.00             |                         |
| 88      | LegalAsst1      | 1            | 2              | 0              | B             | 1575           | 4467.67          | 7508.16       | 6.00              | 0.00              |                         |
| 89      | ProjMgmtTech    | 0            | 2              | 0              | F             | 1575           | 4283.98          | 6908.54       | 5.00              | 0.00              |                         |
| 90      | ProjMgmtTechBil | 0            | 2              | 0              | F             | 1575           | 4283.98          | 6908.54       | 5.00              | 0.00              |                         |
| 91      | ChildCarePogCrd | 0            | 3              | 0              | F             | 1580           | 4467.67          | 7508.16       | 6.00              | 0.00              |                         |
| 92      | CulturalLiaison | 1            | 4              | 0              | F             | 1585           | 4084.68          | 6643.39       | 5.00              | 0.00              | Longevity               |
| 93      | Gardener        | 0            | 1              | 0              | F             | 1585           | 4855.87          | 7076.64       | 3.00              | 0.00              |                         |
| 94      | LibAssociate    | 20           | 44             | 0              | B             | 1585           | 4084.68          | 6643.39       | 5.00              | 0.00              | Longevity               |
| 95      | LibrarySpec     | 0            | 1              | 0              | F             | 1585           | 4467.67          | 7508.16       | 6.00              | 0.00              |                         |
| 96      | ZooKeeper       | 5            | 16             | 0              | F             | 1585           | 4115.88          | 6790.70       | 5.00              | 0.00              | Longevity               |

## Job Class Data Entry Verification List

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| Job Nbr | Class Title       | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 97      | AnimalServOffr2   | 3            | 0              | 0              | M             | 1590           | 4724.16          | 7558.42       | 5.00              | 0.00              | Longevity               |
| 98      | MaintenanceWkr2   | 9            | 0              | 0              | M             | 1590           | 5795.15          | 7768.11       | 0.00              | 30.00             |                         |
| 99      | SwrPumpStatOpr    | 1            | 0              | 0              | M             | 1590           | 6250.93          | 8251.62       | 0.00              | 20.00             |                         |
| 100     | VictimWitnessAsst | 0            | 1              | 0              | F             | 1590           | 4467.67          | 7508.16       | 6.00              | 0.00              |                         |
| 101     | FireBldgRepair    | 2            | 0              | 0              | M             | 1595           | 5306.45          | 7249.94       | 0.00              | 2.00              |                         |
| 102     | WaterMeterTech    | 9            | 0              | 0              | M             | 1595           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 103     | BldgPermitClerk   | 0            | 2              | 0              | F             | 1600           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 104     | ForestArborist    | 25           | 0              | 0              | M             | 1600           | 5495.34          | 7459.64       | 0.00              | 16.00             |                         |
| 105     | AcctgTech1        | 0            | 9              | 0              | F             | 1605           | 4283.98          | 6908.54       | 5.00              | 0.00              | Longevity               |
| 106     | ForensicScien1    | 1            | 2              | 0              | B             | 1605           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 107     | ISInfoTechAnly1   | 0            | 1              | 0              | F             | 1605           | 4497.14          | 7189.29       | 4.00              | 0.00              |                         |
| 108     | PracticalNurse    | 0            | 1              | 0              | F             | 1605           | 4497.14          | 7189.29       | 5.00              | 0.00              | Longevity               |
| 109     | OfficeAsst4       | 2            | 14             | 0              | F             | 1610           | 4115.88          | 6790.70       | 5.00              | 0.00              | Longevity               |
| 110     | LicenseClerk~S~   | 0            | 1              | 0              | F             | 1615           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 111     | Welder            | 1            | 0              | 0              | M             | 1620           | 5984.05          | 7969.14       | 0.00              | 5.00              |                         |
| 112     | WaterPumpingOpr   | 3            | 1              | 0              | B             | 1625           | 6015.24          | 8002.07       | 0.00              | 13.00             |                         |
| 113     | Storekeeper       | 4            | 1              | 0              | M             | 1630           | 4015.36          | 6631.26       | 5.00              | 0.00              | Longevity               |
| 114     | BridgeCrewLdr     | 3            | 0              | 0              | M             | 1635           | 5776.09          | 7755.98       | 0.00              | 5.00              |                         |
| 115     | WaterTreatmentOpr | 4            | 1              | 0              | M             | 1640           | 6015.24          | 8002.07       | 0.00              | 5.00              |                         |
| 116     | AsstGolfCrSupt    | 2            | 0              | 0              | M             | 1645           | 5640.92          | 7613.87       | 0.00              | 17.00             |                         |
| 117     | WaterServWkrCtl   | 6            | 0              | 0              | M             | 1645           | 5640.92          | 7613.87       | 0.00              | 8.00              |                         |
| 118     | EducationCoord    | 1            | 4              | 0              | F             | 1650           | 4739.76          | 7861.69       | 6.00              | 0.00              |                         |
| 119     | RecordsMgmtSpec   | 0            | 5              | 0              | F             | 1655           | 4240.65          | 6929.34       | 5.00              | 0.00              | Longevity               |
| 120     | LegalSecretary    | 0            | 2              | 0              | F             | 1660           | 4240.65          | 6929.34       | 5.00              | 0.00              | Longevity               |
| 121     | CustServSrRep     | 0            | 4              | 0              | F             | 1665           | 4588.98          | 7397.25       | 5.00              | 0.00              | Longevity               |
| 122     | BenefitsSpec      | 0            | 2              | 0              | F             | 1670           | 5254.46          | 8220.42       | 6.00              | 0.00              |                         |
| 123     | PayrollSysTech1   | 0            | 1              | 0              | F             | 1675           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 124     | SrWorkCompProc    | 0            | 2              | 0              | F             | 1675           | 4959.85          | 7851.30       | 6.00              | 0.00              |                         |
| 125     | HvyEquipOprWtr    | 8            | 0              | 0              | M             | 1695           | 6309.85          | 8326.14       | 0.00              | 17.00             |                         |
| 126     | Accountant1       | 1            | 3              | 0              | F             | 1700           | 5037.83          | 8242.95       | 6.00              | 0.00              |                         |
| 127     | Bricklayer        | 1            | 0              | 0              | M             | 1700           | 7879.95          | 9044.53       | 0.00              | 1.00              |                         |
| 128     | Buyer2            | 0            | 2              | 0              | F             | 1700           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |

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| Job Nbr | Class Title         | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|---------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 129     | Painter             | 7            | 0              | 0              | M             | 1700           | 7464.03          | 7753.44       | 0.00              | 11.00             |                         |
| 130     | PubWorksTech2       | 10           | 4              | 0              | B             | 1700           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 131     | WaterUtilTech2      | 3            | 1              | 0              | B             | 1700           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 132     | CityPlanTech        | 2            | 0              | 0              | M             | 1705           | 4181.73          | 6778.57       | 5.00              | 0.00              | Longevity               |
| 133     | DSICustServSpec     | 1            | 7              | 0              | F             | 1705           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 134     | GroundsCrewLdr      | 8            | 0              | 0              | M             | 1710           | 5640.92          | 7613.87       | 0.00              | 18.00             |                         |
| 135     | VehicleMechanic     | 3            | 0              | 0              | M             | 1710           | 5984.05          | 7969.14       | 0.00              | 23.00             |                         |
| 136     | VehicleTechHvyTrEqp | 26           | 0              | 0              | M             | 1710           | 5984.05          | 7969.14       | 0.00              | 17.00             |                         |
| 137     | HEOSewerUtility     | 5            | 0              | 0              | M             | 1715           | 6086.30          | 8086.98       | 0.00              | 8.00              |                         |
| 138     | JetSwrCleanOpr      | 1            | 0              | 0              | M             | 1720           | 6086.30          | 8086.98       | 0.00              | 25.00             |                         |
| 139     | HealthLabTech2~S~   | 0            | 1              | 0              | F             | 1725           | 4855.87          | 7650.27       | 5.00              | 0.00              | Longevity               |
| 140     | LandDesApprent      | 1            | 1              | 0              | B             | 1725           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 141     | DataRelSpec         | 2            | 1              | 0              | B             | 1730           | 5119.28          | 7967.41       | 5.00              | 0.00              |                         |
| 142     | LeadLandscaper      | 1            | 0              | 0              | M             | 1730           | 5580.26          | 7548.02       | 0.00              | 6.00              |                         |
| 143     | MechanicWelder      | 1            | 0              | 0              | M             | 1730           | 5984.05          | 7969.14       | 0.00              | 7.00              |                         |
| 144     | RecycProgSpec       | 0            | 2              | 0              | F             | 1730           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 145     | CCExecAsst1         | 2            | 5              | 0              | F             | 1735           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 146     | ExecAsst1           | 0            | 11             | 0              | F             | 1735           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 147     | CustodianEng2       | 5            | 0              | 0              | M             | 1745           | 5450.29          | 7404.18       | 0.00              | 13.00             |                         |
| 148     | VetTech             | 0            | 1              | 0              | F             | 1745           | 4729.36          | 7487.37       | 5.00              | 0.00              |                         |
| 149     | ComplianceSpec      | 0            | 2              | 0              | F             | 1750           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 150     | LifeSupportOper     | 2            | 0              | 0              | M             | 1755           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 151     | SewerCrewLeader     | 2            | 0              | 0              | M             | 1755           | 5750.09          | 7731.72       | 0.00              | 14.00             |                         |
| 152     | OperatingEng        | 4            | 0              | 0              | M             | 1760           | 6015.24          | 8002.07       | 0.00              | 27.00             |                         |
| 153     | MeterRdrCoord       | 0            | 1              | 0              | F             | 1765           | 4346.36          | 7071.45       | 5.00              | 0.00              | Longevity               |
| 154     | LaborStandInv1      | 1            | 2              | 0              | B             | 1770           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 155     | PayrollAuditor      | 0            | 1              | 0              | F             | 1770           | 5393.10          | 8398.92       | 6.00              | 0.00              |                         |
| 156     | HRConsultant1       | 0            | 2              | 0              | F             | 1775           | 5143.54          | 8333.07       | 6.00              | 0.00              |                         |
| 157     | MgmtAsst2           | 0            | 1              | 0              | F             | 1775           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 158     | StoreroomSupv       | 2            | 1              | 0              | B             | 1780           | 4469.41          | 7232.61       | 5.00              | 0.00              | Longevity               |
| 159     | BldgMaintEngr       | 1            | 0              | 0              | M             | 1785           | 5840.21          | 7816.64       | 0.00              | 1.00              |                         |
| 160     | ExecAsst2           | 0            | 7              | 0              | F             | 1785           | 4724.16          | 7558.42       | 5.00              | 0.00              | Longevity               |

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| Job Nbr | Class Title          | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|----------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 161     | ForestCrewLdr        | 5            | 0              | 0              | M             | 1785           | 6110.56          | 8111.25       | 0.00              | 15.00             |                         |
| 162     | HeavyEquipOpr        | 7            | 0              | 0              | M             | 1785           | 6086.30          | 8086.98       | 0.00              | 24.00             |                         |
| 163     | HRAdminCoord         | 0            | 2              | 0              | F             | 1785           | 5393.10          | 8398.92       | 6.00              | 0.00              |                         |
| 164     | LibraryVolCoord      | 0            | 1              | 0              | F             | 1785           | 5037.83          | 8242.95       | 6.00              | 0.00              |                         |
| 165     | ECCTelecommtr        | 1            | 2              | 0              | B             | 1790           | 4805.61          | 7535.89       | 5.00              | 0.00              | Longevity               |
| 166     | LoanSpec1            | 1            | 1              | 0              | B             | 1790           | 4497.14          | 7189.29       | 5.00              | 0.00              |                         |
| 167     | ISSysSuppSpec3       | 2            | 0              | 0              | M             | 1795           | 4991.04          | 7814.90       | 4.00              | 0.00              | Longevity               |
| 168     | Firefighter          | 201          | 18             | 0              | M             | 1800           | 5538.67          | 8256.82       | 5.00              | 0.00              | Longevity               |
| 169     | AsstMayor1           | 1            | 2              | 0              | B             | 1805           | 2760.67          | 8221.41       | 0.00              | 8.00              |                         |
| 170     | ProceduresCoord      | 5            | 1              | 0              | M             | 1805           | 4991.04          | 7896.35       | 5.00              | 0.00              | Longevity               |
| 171     | CivilEng1            | 6            | 1              | 0              | M             | 1810           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 172     | CivilEngineerI-SPRWS | 1            | 0              | 0              | M             | 1810           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 173     | ChemFeedSysSpec1     | 2            | 0              | 0              | M             | 1815           | 6299.46          | 8305.34       | 0.00              | 3.00              |                         |
| 174     | WaterQualSpec1       | 2            | 0              | 0              | M             | 1815           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 175     | GISSpec2             | 0            | 1              | 0              | F             | 1820           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 176     | HousgRehabAdv1       | 1            | 0              | 0              | M             | 1820           | 4729.36          | 7487.37       | 5.00              | 0.00              |                         |
| 177     | SupplySysSupv1       | 2            | 0              | 0              | M             | 1825           | 6694.58          | 8657.14       | 5.00              | 0.00              |                         |
| 178     | TrafficMntSupv1      | 1            | 0              | 0              | M             | 1830           | 6694.58          | 8657.14       | 5.00              | 0.00              |                         |
| 179     | WaterProdSupv1       | 2            | 0              | 0              | M             | 1830           | 6694.58          | 8657.14       | 5.00              | 0.00              |                         |
| 180     | Carpenter            | 4            | 0              | 0              | M             | 1835           | 7065.44          | 8640.74       | 0.00              | 20.00             |                         |
| 181     | DSIFireSafInsp2      | 12           | 2              | 0              | M             | 1835           | 4991.04          | 7814.90       | 4.00              | 0.00              | Longevity               |
| 182     | DSIInspector2        | 6            | 2              | 0              | B             | 1835           | 4991.04          | 7814.90       | 4.00              | 0.00              | Longevity               |
| 183     | AcctgTech2           | 0            | 6              | 0              | F             | 1840           | 4729.36          | 7487.37       | 5.00              | 0.00              | Longevity               |
| 184     | SeniorZooKeeper      | 1            | 2              | 0              | B             | 1840           | 6417.30          | 8362.53       | 5.00              | 0.00              | Longevity               |
| 185     | AsphaltPlantOpr      | 3            | 0              | 0              | M             | 1845           | 6086.30          | 8086.98       | 0.00              | 13.00             |                         |
| 186     | ProjMgrParksRec      | 6            | 6              | 0              | B             | 1850           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 187     | VehMechLeadWkr       | 4            | 0              | 0              | M             | 1855           | 6278.66          | 8281.08       | 0.00              | 18.00             |                         |
| 188     | PublicInfoSpec1      | 0            | 3              | 0              | F             | 1865           | 5037.83          | 8242.95       | 6.00              | 0.00              |                         |
| 189     | CustodianEng3        | 2            | 0              | 0              | M             | 1870           | 5845.41          | 7825.30       | 0.00              | 12.00             |                         |
| 190     | ISInfoTechAnalyst2   | 1            | 0              | 0              | M             | 1870           | 5259.66          | 8133.77       | 4.00              | 0.00              |                         |
| 191     | AdaptiveRecDir       | 0            | 1              | 0              | F             | 1875           | 4991.04          | 7814.90       | 5.00              | 0.00              | Longevity               |
| 192     | DesignAssoc2         | 0            | 1              | 0              | F             | 1875           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |

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| Job Nbr | Class Title                | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|----------------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 193     | ParkFacSupv                | 1            | 0              | 0              | M             | 1875           | 5280.45          | 8350.40       | 6.00              | 0.00              |                         |
| 194     | ParkMaintSupv1             | 3            | 0              | 0              | M             | 1875           | 6694.58          | 8657.14       | 5.00              | 0.00              |                         |
| 195     | PubWorksSupv1              | 9            | 0              | 0              | M             | 1875           | 6694.58          | 8657.14       | 5.00              | 0.00              | Longevity               |
| 196     | SewerSupv1                 | 2            | 0              | 0              | M             | 1875           | 6694.58          | 8657.14       | 5.00              | 0.00              | Longevity               |
| 197     | HousingCounslr             | 1            | 1              | 0              | B             | 1880           | 4855.87          | 7650.27       | 5.00              | 0.00              |                         |
| 198     | NaturalResCoord            | 0            | 1              | 0              | F             | 1880           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 199     | Pipefitter                 | 2            | 0              | 0              | M             | 1880           | 8696.19          | 9353.00       | 0.00              | 14.00             |                         |
| 200     | RealEstAxTech2             | 1            | 0              | 0              | M             | 1880           | 4855.87          | 7650.27       | 5.00              | 0.00              | Longevity               |
| 201     | VictimWitnessCrd           | 0            | 3              | 0              | F             | 1880           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 202     | CommEquipTech              | 4            | 0              | 0              | M             | 1885           | 5119.28          | 7967.41       | 5.00              | 0.00              | Longevity               |
| 203     | HorticultureSupv           | 0            | 3              | 0              | F             | 1885           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 204     | LegalAsst2                 | 0            | 1              | 0              | F             | 1885           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 205     | VideoProdSpec              | 1            | 0              | 0              | M             | 1885           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 206     | CirculatnCoord             | 0            | 1              | 0              | F             | 1890           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 207     | DataRelCoord               | 1            | 0              | 0              | M             | 1890           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 208     | ImpoundLotSupv             | 1            | 0              | 0              | M             | 1890           | 5571.60          | 8731.66       | 6.00              | 0.00              |                         |
| 209     | OfficeManager              | 0            | 4              | 0              | F             | 1890           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 210     | SurveyCrewLdr              | 1            | 0              | 0              | M             | 1890           | 4991.04          | 7814.90       | 5.00              | 0.00              |                         |
| 211     | ToolmakerSPRWS             | 1            | 0              | 0              | M             | 1890           | 6458.89          | 8473.44       | 0.00              | 2.00              |                         |
| 212     | EmergencyPlan&SecuritySupv | 0            | 1              | 0              | F             | 1905           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 213     | HealthFitSpec              | 0            | 1              | 0              | F             | 1910           | 5491.88          | 8854.70       | 6.00              | 0.00              |                         |
| 214     | Librarian1                 | 3            | 11             | 0              | F             | 1910           | 5188.60          | 8440.52       | 6.00              | 0.00              |                         |
| 215     | CityPlanner                | 0            | 2              | 0              | F             | 1915           | 5491.88          | 8854.70       | 6.00              | 0.00              |                         |
| 216     | ForensicScien2             | 1            | 1              | 0              | B             | 1915           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 217     | Electrician                | 23           | 1              | 0              | M             | 1920           | 9243.82          | 10217.04      | 0.00              | 19.00             |                         |
| 218     | GrantsAssistant            | 0            | 1              | 0              | F             | 1920           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 219     | ProjectMgr                 | 1            | 3              | 0              | F             | 1925           | 5491.88          | 8854.70       | 6.00              | 0.00              |                         |
| 220     | EventsCoord                | 1            | 1              | 0              | B             | 1930           | 5871.40          | 9137.18       | 6.00              | 0.00              |                         |
| 221     | LaborStandardsInv2         | 0            | 1              | 0              | F             | 1930           | 5835.01          | 9293.15       | 6.00              | 0.00              |                         |
| 222     | Plumber                    | 5            | 1              | 0              | M             | 1930           | 8479.57          | 9174.50       | 0.00              | 3.00              |                         |
| 223     | BridgeMainSupv1            | 1            | 0              | 0              | M             | 1935           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 224     | CommunityRecDir            | 4            | 8              | 0              | B             | 1935           | 4991.04          | 7814.90       | 5.00              | 0.00              | Longevity               |

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| Job Nbr | Class Title       | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 225     | LibCmtySerCoord   | 0            | 4              | 0              | F             | 1945           | 5339.37          | 8643.28       | 6.00              | 0.00              |                         |
| 226     | PoliceDsptchECC   | 0            | 1              | 0              | F             | 1945           | 5185.14          | 8015.93       | 5.00              | 0.00              | Longevity               |
| 227     | CmtyRecCoord      | 1            | 4              | 0              | F             | 1960           | 5259.66          | 8133.77       | 5.00              | 0.00              | Longevity               |
| 228     | FireDsptchrECC    | 4            | 7              | 0              | B             | 1960           | 5535.20          | 8431.85       | 5.00              | 0.00              | Longevity               |
| 229     | PubWorksSupv2     | 3            | 0              | 0              | M             | 1960           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 230     | SewerSupv2        | 1            | 0              | 0              | M             | 1960           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 231     | Accountant2       | 4            | 2              | 0              | B             | 1965           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 232     | EmergMgmtSpec     | 2            | 2              | 0              | B             | 1965           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 233     | FireProtSysInsp   | 2            | 0              | 0              | M             | 1965           | 8682.33          | 10303.49      | 0.00              | 1.00              |                         |
| 234     | LeadOperEng       | 1            | 0              | 0              | M             | 1965           | 6538.61          | 8558.36       | 0.00              | 1.00              |                         |
| 235     | ResAnalyst2       | 2            | 1              | 0              | B             | 1970           | 5491.88          | 8854.70       | 6.00              | 0.00              |                         |
| 236     | ComplianceCoord   | 3            | 1              | 0              | B             | 1980           | 5835.01          | 9293.15       | 6.00              | 0.00              |                         |
| 237     | LeadVictmWtnCrd   | 1            | 0              | 0              | M             | 1980           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 238     | HRConsultant2     | 0            | 3              | 0              | F             | 1985           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 239     | ElectricalInsp    | 6            | 0              | 0              | M             | 1995           | 9843.44          | 10738.71      | 0.00              | 12.00             |                         |
| 240     | WaterQualSpec2    | 0            | 2              | 0              | F             | 1995           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 241     | ForestSupv1       | 1            | 0              | 0              | M             | 2000           | 6694.58          | 8657.14       | 5.00              | 0.00              |                         |
| 242     | UrbanForester     | 3            | 2              | 0              | B             | 2000           | 5491.88          | 8854.70       | 6.00              | 0.00              |                         |
| 243     | VehMechSupv1      | 3            | 0              | 0              | M             | 2000           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 244     | MgmtAsst3         | 0            | 5              | 0              | F             | 2005           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 245     | PCIARCCoord       | 0            | 1              | 0              | F             | 2005           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 246     | PolicyAnalyst     | 0            | 1              | 0              | F             | 2010           | 5516.14          | 9458.77       | 0.00              | 8.00              |                         |
| 247     | GolfCourseSupt    | 1            | 0              | 0              | M             | 2015           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 248     | HistPresSrPlnr    | 0            | 1              | 0              | F             | 2015           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 249     | PoliceOfficer     | 323          | 41             | 0              | M             | 2020           | 6145.22          | 9341.68       | 5.00              | 0.00              | Longevity               |
| 250     | PoliceTrainee     | 16           | 4              | 0              | M             | 2020           | 6145.22          | 9341.68       | 5.00              | 0.00              |                         |
| 251     | BldgInspector     | 11           | 1              | 0              | M             | 2025           | 7065.44          | 10300.95      | 0.00              | 7.00              |                         |
| 252     | PlanReviewExam2   | 1            | 2              | 0              | B             | 2025           | 5829.81          | 8878.96       | 5.00              | 0.00              | Longevity               |
| 253     | WtrCtrlSysInfoTec | 1            | 1              | 0              | B             | 2025           | 5530.00          | 8501.17       | 5.00              | 0.00              | Longevity               |
| 254     | ISSysSuppSpec4    | 7            | 0              | 0              | M             | 2035           | 5530.00          | 8501.17       | 4.00              | 0.00              | Longevity               |
| 255     | WaterDistSupv2    | 6            | 1              | 0              | M             | 2035           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 256     | PubWorksTech3     | 12           | 2              | 0              | M             | 2050           | 5259.66          | 8133.77       | 5.00              | 0.00              | Longevity               |

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|---------|-------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 257     | WaterUtilTech3    | 2            | 1              | 0              | B             | 2050           | 5259.66          | 8133.77       | 5.00              | 0.00              | Longevity               |
| 258     | GolfPro/Mgr       | 1            | 0              | 0              | M             | 2060           | 6037.77          | 9348.61       | 6.00              | 0.00              |                         |
| 259     | MeterOpsSupv      | 1            | 0              | 0              | M             | 2060           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 260     | AsstMayor2        | 1            | 1              | 0              | B             | 2065           | 6157.35          | 9767.25       | 0.00              | 4.00              |                         |
| 261     | ElevatorInspect   | 3            | 0              | 0              | M             | 2065           | 10009.8<br>1     | 12801.67      | 0.00              | 9.00              |                         |
| 262     | LegalAsst3        | 1            | 5              | 0              | F             | 2065           | 6011.78          | 9509.78       | 6.00              | 0.00              | Longevity               |
| 263     | SheetMetInsp      | 4            | 0              | 0              | M             | 2065           | 7373.92          | 9032.40       | 0.00              | 11.00             |                         |
| 264     | SheetMetInspA7/20 | 1            | 0              | 0              | M             | 2065           | 7373.92          | 9032.40       | 0.00              | 2.00              |                         |
| 265     | AcctgTech3        | 0            | 1              | 0              | F             | 2070           | 5530.00          | 8501.17       | 5.00              | 0.00              |                         |
| 266     | BusAnalyst2       | 2            | 0              | 0              | M             | 2070           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 267     | FireEquipmentOpr  | 82           | 5              | 0              | M             | 2073           | 5717.17          | 8781.92       | 5.00              | 0.00              | Longevity               |
| 268     | HumanRightsInv1   | 0            | 2              | 0              | F             | 2075           | 5835.01          | 9293.15       | 0.00              | 8.00              |                         |
| 269     | LegislativeAide   | 3            | 6              | 0              | B             | 2080           | 6157.35          | 9767.25       | 0.00              | 8.00              |                         |
| 270     | GISAnalyst        | 3            | 0              | 0              | M             | 2085           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 271     | MechanicalInsp    | 4            | 1              | 0              | M             | 2085           | 9323.54          | 9980.35       | 0.00              | 10.00             |                         |
| 272     | PlumbingInsp      | 5            | 1              | 0              | M             | 2085           | 9115.58          | 9810.51       | 0.00              | 12.00             | Longevity               |
| 273     | PlumbingInspRWS   | 3            | 1              | 0              | B             | 2085           | 9115.58          | 9810.51       | 0.00              | 1.00              |                         |
| 274     | Building&FacSupv  | 1            | 0              | 0              | M             | 2090           | 6202.41          | 9560.03       | 6.00              | 0.00              |                         |
| 275     | CommEngSpec       | 3            | 1              | 0              | B             | 2090           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 276     | CrimePrevCoord    | 0            | 2              | 0              | F             | 2090           | 5665.18          | 9073.06       | 6.00              | 0.00              |                         |
| 277     | RecycProgSupv     | 0            | 1              | 0              | F             | 2090           | 6372.24          | 9776.66       | 6.00              | 0.00              | Longevity               |
| 278     | BridgeMainSupv2   | 1            | 0              | 0              | M             | 2100           | 7720.52          | 9729.87       | 5.00              | 0.00              |                         |
| 279     | IntAnalystOps     | 2            | 2              | 0              | B             | 2100           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 280     | SupplySysSupv2    | 1            | 0              | 0              | M             | 2110           | 7075.84          | 9057.46       | 5.00              | 0.00              |                         |
| 281     | SrBldgInspector   | 1            | 0              | 0              | M             | 2115           | 9742.93          | 11318.22      | 0.00              | 1.00              |                         |
| 282     | SrElecInspector   | 1            | 0              | 0              | M             | 2115           | 10167.5<br>1     | 11020.65      | 0.00              | 13.00             | Longevity               |
| 283     | SrMechInspShtMt   | 1            | 0              | 0              | M             | 2115           | 8233.48          | 9533.23       | 0.00              | 11.00             |                         |
| 284     | SrPlumbingInsp    | 1            | 0              | 0              | M             | 2115           | 9391.13          | 10086.06      | 0.00              | 2.00              |                         |
| 285     | LeadPainter       | 2            | 0              | 0              | M             | 2125           | 7706.65          | 7996.06       | 0.00              | 10.00             |                         |
| 286     | LeadPipefitter    | 1            | 0              | 0              | M             | 2140           | 9323.54          | 9980.35       | 0.00              | 5.00              |                         |

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|---------|------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 287     | SafetyOfficer    | 1            | 0              | 0              | M             | 2140           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 288     | FacilityProgSupv | 1            | 1              | 0              | B             | 2145           | 6372.24          | 9776.66       | 6.00              | 0.00              |                         |
| 289     | ForestSupv2      | 1            | 0              | 0              | M             | 2145           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 290     | ParkMaintSupv2   | 2            | 1              | 0              | B             | 2145           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 291     | SewerSupv3       | 1            | 0              | 0              | M             | 2145           | 7720.52          | 9729.87       | 5.00              | 0.00              |                         |
| 292     | WaterCSBillSupv  | 1            | 0              | 0              | M             | 2145           | 6547.27          | 10010.61      | 6.00              | 0.00              |                         |
| 293     | ParkingSysSupv   | 1            | 0              | 0              | M             | 2150           | 7720.52          | 9729.87       | 5.00              | 0.00              |                         |
| 294     | PubWorksSupv3    | 2            | 0              | 0              | M             | 2155           | 7720.52          | 9729.87       | 5.00              | 0.00              |                         |
| 295     | AccessCoord      | 1            | 0              | 0              | M             | 2165           | 5835.01          | 9293.15       | 6.00              | 0.00              |                         |
| 296     | BdgtAnalyst      | 0            | 1              | 0              | F             | 2165           | 5958.05          | 9390.20       | 6.00              | 0.00              |                         |
| 297     | PublicInfoSpec2  | 1            | 3              | 0              | F             | 2165           | 6011.78          | 9509.78       | 6.00              | 0.00              |                         |
| 298     | HealthEducator2  | 0            | 1              | 0              | F             | 2170           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 299     | WaterProdSupv2   | 2            | 0              | 0              | M             | 2170           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 300     | LandArchitect    | 2            | 2              | 0              | B             | 2175           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 301     | Accountant3      | 5            | 8              | 0              | B             | 2180           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 302     | BldgMntSupvFire  | 1            | 0              | 0              | M             | 2180           | 8164.16          | 10196.04      | 5.00              | 0.00              | Longevity               |
| 303     | DSIIInspector3   | 12           | 3              | 0              | M             | 2180           | 5829.81          | 8878.96       | 4.00              | 0.00              | Longevity               |
| 304     | LeadElectrician  | 5            | 0              | 0              | M             | 2180           | 9843.44          | 10738.71      | 0.00              | 8.00              |                         |
| 305     | SrCityPlanner    | 4            | 4              | 0              | B             | 2180           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 306     | WaterDistSupv3   | 6            | 0              | 0              | M             | 2180           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 307     | GrantsSpec       | 2            | 2              | 0              | B             | 2190           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 308     | MktPRManager     | 1            | 2              | 0              | B             | 2190           | 6547.27          | 10010.61      | 6.00              | 0.00              |                         |
| 309     | CivilEng2        | 6            | 0              | 0              | M             | 2200           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 310     | CivilEng2SPRWS   | 1            | 0              | 0              | M             | 2200           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 311     | LaborStandInv3   | 0            | 1              | 0              | F             | 2200           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 312     | DSIFireSafInsp3  | 3            | 1              | 0              | B             | 2215           | 5829.81          | 8878.96       | 4.00              | 0.00              | Longevity               |
| 313     | EmerMedSrvCoord  | 3            | 0              | 0              | M             | 2215           | 6244.00          | 9440.46       | 5.00              | 0.00              | Longevity               |
| 314     | HRConsultant3    | 0            | 9              | 0              | F             | 2215           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 315     | Librarian2       | 2            | 7              | 0              | F             | 2215           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 316     | DigitlServCoord  | 1            | 0              | 0              | M             | 2230           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 317     | HistoricPresSpec | 0            | 1              | 0              | F             | 2235           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 318     | BldgMainSupvPol  | 1            | 0              | 0              | M             | 2240           | 8164.16          | 10196.04      | 5.00              | 0.00              |                         |

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|---------|--------------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 319     | BusAnalyst3              | 1            | 2              | 0              | B             | 2240           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 320     | EnvHealthSpec2           | 0            | 1              | 0              | F             | 2240           | 6372.24          | 10001.95      | 6.00              | 0.00              |                         |
| 321     | SrSafetyOfficer          | 1            | 0              | 0              | M             | 2245           | 6372.24          | 9776.66       | 6.00              | 0.00              |                         |
| 322     | EngTechSupv              | 7            | 2              | 0              | B             | 2250           | 6727.51          | 10248.03      | 6.00              | 0.00              |                         |
| 323     | EngTechSupvWtrU          | 2            | 1              | 0              | B             | 2250           | 6727.51          | 10248.03      | 6.00              | 0.00              |                         |
| 324     | EducConsCurator          | 0            | 1              | 0              | F             | 2265           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 325     | ResAnalyst3              | 3            | 2              | 0              | B             | 2265           | 6185.08          | 9754.13       | 6.00              | 0.00              |                         |
| 326     | NaturalResSupv           | 1            | 0              | 0              | M             | 2275           | 6914.67          | 10490.65      | 6.00              | 0.00              |                         |
| 327     | PlanReviewExam3          | 1            | 0              | 0              | M             | 2280           | 6313.32          | 9497.65       | 5.00              | 0.00              | Longevity               |
| 328     | ConstructionCoord        | 1            | 1              | 0              | B             | 2290           | 6963.19          | 10766.20      | 6.00              | 0.00              |                         |
| 329     | WaterQualSpec3           | 1            | 0              | 0              | M             | 2290           | 6963.19          | 10766.20      | 6.00              | 0.00              |                         |
| 330     | EmergMgmtCoord           | 2            | 1              | 0              | B             | 2295           | 6763.90          | 10511.45      | 6.00              | 0.00              |                         |
| 331     | UrbForesterSupv          | 0            | 1              | 0              | F             | 2295           | 6914.67          | 10490.65      | 6.00              | 0.00              |                         |
| 332     | WaterSupplyFSup          | 1            | 0              | 0              | M             | 2300           | 8418.91          | 10464.66      | 5.00              | 0.00              |                         |
| 333     | ECCShiftSupv             | 1            | 3              | 0              | F             | 2310           | 6211.07          | 9289.69       | 5.00              | 0.00              | Longevity               |
| 334     | Sergeant                 | 126          | 27             | 0              | M             | 2315           | 6857.48          | 10478.52      | 5.00              | 0.00              | Longevity               |
| 335     | SrComplianceCrd          | 0            | 1              | 0              | F             | 2315           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 336     | SupvTrafficMntc          | 1            | 0              | 0              | M             | 2320           | 7107.03          | 10747.14      | 6.00              | 0.00              |                         |
| 337     | WaterDistFldSup          | 2            | 0              | 0              | M             | 2320           | 8418.91          | 10464.66      | 5.00              | 0.00              |                         |
| 338     | PhysFitCoord             | 1            | 0              | 0              | M             | 2325           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 339     | ParkMaintSupv3           | 1            | 0              | 0              | M             | 2330           | 8418.91          | 10464.66      | 5.00              | 0.00              |                         |
| 340     | WaterResCoord            | 1            | 0              | 0              | M             | 2335           | 7165.96          | 11041.75      | 6.00              | 0.00              |                         |
| 341     | AdminAsstPEA             | 0            | 2              | 0              | F             | 2340           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 342     | AdminAsstSPSO            | 1            | 4              | 0              | F             | 2340           | 6914.67          | 10490.65      | 6.00              | 0.00              |                         |
| 343     | ComServMainSupv          | 1            | 0              | 0              | M             | 2340           | 6914.67          | 10490.65      | 6.00              | 0.00              |                         |
| 344     | ISInfoTechAnly4          | 12           | 3              | 0              | M             | 2340           | 6476.22          | 9710.80       | 4.00              | 0.00              | Longevity               |
| 345     | AsstMayor3               | 1            | 1              | 0              | B             | 2355           | 7133.03          | 11039.27      | 0.00              | 8.00              |                         |
| 346     | FireCaptain              | 88           | 3              | 0              | M             | 2355           | 6244.00          | 9440.46       | 5.00              | 0.00              | Longevity               |
| 347     | ProgramCoord             | 0            | 5              | 0              | F             | 2360           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 348     | CivilEng3                | 3            | 2              | 0              | B             | 2365           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 349     | CivilEng3SPRWS           | 3            | 1              | 0              | B             | 2365           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 350     | SeniorPublicHlthNurse~S~ | 0            | 1              | 0              | F             | 2365           | 7107.03          | 10747.14      | 6.00              | 0.00              |                         |

## Job Class Data Entry Verification List

Case: 2024 Pay Equity Report-Final

St. Paul

LGID: 1290

| Job Nbr | Class Title       | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 351     | WtrCtrSysInSupv   | 1            | 0              | 0              | M             | 2370           | 7107.03          | 10747.14      | 6.00              | 0.00              |                         |
| 352     | EnergyCoord       | 1            | 1              | 0              | B             | 2385           | 7165.96          | 11041.75      | 6.00              | 0.00              |                         |
| 353     | HumanRightsInv2   | 1            | 1              | 0              | B             | 2385           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 354     | MgmtAsst4         | 4            | 7              | 0              | B             | 2385           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 355     | ProjectFac2       | 1            | 0              | 0              | M             | 2390           | 5829.81          | 8878.96       | 5.00              | 0.00              | Longevity               |
| 356     | GnLdEleChaW/OBt   | 1            | 0              | 0              | M             | 2395           | 10444.79         | 11261.88      | 0.00              | 8.00              |                         |
| 357     | Buyer4            | 0            | 1              | 0              | F             | 2400           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 358     | VehMechSupv2      | 1            | 0              | 0              | M             | 2400           | 7507.36          | 9509.78       | 5.00              | 0.00              |                         |
| 359     | Librarian3        | 0            | 1              | 0              | F             | 2415           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 360     | MatMgmtSupv       | 0            | 1              | 0              | F             | 2415           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 361     | SrProjectMgr      | 1            | 6              | 0              | F             | 2425           | 6561.14          | 10242.84      | 6.00              | 0.00              |                         |
| 362     | Architect         | 1            | 0              | 0              | M             | 2430           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 363     | FireInvest        | 1            | 0              | 0              | M             | 2430           | 6644.32          | 9948.23       | 5.00              | 0.00              | Longevity               |
| 364     | LaborRelSpec1     | 0            | 2              | 0              | F             | 2430           | 6613.13          | 10514.17      | 5.00              | 0.00              | Longevity               |
| 365     | IntellAnlst-Strat | 1            | 1              | 0              | B             | 2440           | 7165.96          | 11041.75      | 6.00              | 0.00              |                         |
| 366     | ParkRecProgSupv   | 6            | 4              | 0              | B             | 2450           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 367     | SrPolicyAnalyst   | 0            | 2              | 0              | F             | 2450           | 7155.56          | 11739.40      | 0.00              | 8.00              |                         |
| 368     | FireProtectEng    | 0            | 1              | 0              | F             | 2455           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 369     | ParkingMgr        | 1            | 0              | 0              | M             | 2460           | 6963.19          | 10766.20      | 6.00              | 0.00              |                         |
| 370     | ForensicScien3    | 0            | 1              | 0              | F             | 2475           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 371     | RealEstSupv       | 1            | 0              | 0              | M             | 2475           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 372     | CmtyDigServMgr    | 0            | 1              | 0              | F             | 2490           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 373     | StructuralEng     | 1            | 0              | 0              | M             | 2495           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 374     | RealEstAxSupv     | 0            | 1              | 0              | F             | 2500           | 7931.94          | 11819.87      | 6.00              | 0.00              |                         |
| 375     | BusImprSupv       | 0            | 1              | 0              | F             | 2505           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 376     | MunicplGarSupv1   | 2            | 0              | 0              | M             | 2510           | 7299.40          | 10989.76      | 6.00              | 0.00              |                         |
| 377     | ResAnalyst4       | 0            | 1              | 0              | F             | 2510           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 378     | SrBdgtAnly        | 1            | 3              | 0              | F             | 2510           | 7103.57          | 10899.64      | 6.00              | 0.00              |                         |
| 379     | BldgMainSupvPrk   | 1            | 0              | 0              | M             | 2535           | 8933.62          | 11007.09      | 5.00              | 0.00              |                         |
| 380     | CityClerk         | 0            | 1              | 0              | F             | 2535           | 7547.22          | 12281.83      | 0.00              | 8.00              |                         |
| 381     | HRLaborStandSupv  | 0            | 1              | 0              | F             | 2540           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |

## Job Class Data Entry Verification List

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| Job Nbr | Class Title             | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-------------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 382     | LicensingMgr            | 1            | 1              | 0              | B             | 2545           | 8155.50          | 12105.81      | 6.00              | 0.00              |                         |
| 383     | HistPresSupv            | 1            | 0              | 0              | M             | 2550           | 7505.62          | 11263.57      | 6.00              | 0.00              |                         |
| 384     | Accountant4             | 5            | 4              | 0              | B             | 2555           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 385     | HorticultureMgr         | 0            | 1              | 0              | F             | 2555           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 386     | HealthInfoAdmin         | 0            | 1              | 0              | F             | 2570           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 387     | LibraryTechMgr          | 0            | 1              | 0              | F             | 2580           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 388     | PrinCityPlanner         | 2            | 2              | 0              | B             | 2580           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 389     | ContractCompiMgr        | 1            | 0              | 0              | M             | 2595           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 390     | SeniorAdminSupv         | 1            | 0              | 0              | M             | 2595           | 7342.72          | 11484.65      | 5.00              | 0.00              | Longevity               |
| 391     | ChiefSurveyor           | 1            | 0              | 0              | M             | 2600           | 7931.94          | 11819.87      | 6.00              | 0.00              |                         |
| 392     | PublicInfoManager       | 0            | 1              | 0              | F             | 2605           | 7547.22          | 12281.83      | 0.00              | 1.00              |                         |
| 393     | LoanServ&RealEstateSupv | 1            | 0              | 0              | M             | 2615           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 394     | DesignConstSupv         | 1            | 0              | 0              | M             | 2625           | 8155.50          | 12105.81      | 6.00              | 0.00              |                         |
| 395     | AnimalServMgr           | 0            | 1              | 0              | F             | 2640           | 8933.62          | 11007.09      | 5.00              | 0.00              | Longevity               |
| 396     | LeadLandArchitect       | 1            | 1              | 0              | B             | 2640           | 7389.51          | 11324.23      | 6.00              | 0.00              |                         |
| 397     | PublicServMgr           | 2            | 2              | 0              | B             | 2650           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 398     | ISSysCons2              | 6            | 4              | 0              | B             | 2655           | 7389.51          | 11324.23      | 5.00              | 0.00              |                         |
| 399     | PayrollMgr              | 0            | 1              | 0              | F             | 2660           | 7749.98          | 12028.81      | 5.00              | 0.00              | Longevity               |
| 400     | PlanReviewSupv          | 1            | 0              | 0              | M             | 2675           | 8155.50          | 12105.81      | 6.00              | 0.00              |                         |
| 401     | EmpBenefitMgr           | 0            | 1              | 0              | F             | 2680           | 7547.22          | 11742.87      | 5.00              | 0.00              | Longevity               |
| 402     | SrOrgDevConsultant      | 0            | 1              | 0              | F             | 2680           | 8155.50          | 12105.81      | 6.00              | 0.00              |                         |
| 403     | FireDistChief           | 7            | 0              | 0              | M             | 2685           | 7652.93          | 11201.18      | 5.00              | 0.00              | Longevity               |
| 404     | AssociateAtty           | 2            | 5              | 0              | F             | 2690           | 6249.20          | 11202.92      | 0.00              | 2.00              |                         |
| 405     | GeneralCurator          | 1            | 0              | 0              | M             | 2690           | 7722.25          | 11537.39      | 6.00              | 0.00              |                         |
| 406     | DSIFireSaftyMgr         | 1            | 0              | 0              | M             | 2710           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 407     | ProjectMgr4             | 0            | 1              | 0              | F             | 2715           | 7547.22          | 11742.87      | 5.00              | 0.00              | Longevity               |
| 408     | ProjectMgr4-PW          | 0            | 1              | 0              | F             | 2715           | 7833.16          | 11908.25      | 6.00              | 0.00              |                         |
| 409     | ISInfoTechAnly5         | 6            | 0              | 0              | M             | 2745           | 7833.16          | 11908.25      | 5.00              | 0.00              |                         |
| 410     | ISSysCons3              | 4            | 2              | 0              | B             | 2745           | 7833.16          | 11908.25      | 5.00              | 0.00              |                         |
| 411     | PrinProjectMgr          | 4            | 7              | 0              | B             | 2750           | 7833.16          | 11908.25      | 6.00              | 0.00              |                         |
| 412     | ZoningManager           | 1            | 0              | 0              | M             | 2775           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 413     | BusOutCoord             | 0            | 1              | 0              | F             | 2785           | 8827.90          | 13187.20      | 6.00              | 0.00              |                         |

## Job Class Data Entry Verification List

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| Job Nbr | Class Title        | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|--------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 414     | Commander          | 19           | 13             | 0              | B             | 2790           | 8204.02          | 12310.30      | 5.00              | 0.00              | Longevity               |
| 415     | AsstBldgOffcl      | 1            | 0              | 0              | M             | 2795           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 416     | HousgCodeEnfMgr    | 1            | 0              | 0              | M             | 2800           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 417     | CivilEng4          | 8            | 3              | 0              | B             | 2810           | 8869.49          | 13027.77      | 6.00              | 0.00              | Longevity               |
| 418     | CivilEng4SPRWS     | 1            | 0              | 0              | M             | 2810           | 8869.49          | 13027.77      | 6.00              | 0.00              |                         |
| 419     | EquityManager      | 1            | 0              | 0              | M             | 2815           | 7956.20          | 12293.96      | 5.00              | 0.00              |                         |
| 420     | Accountant5        | 1            | 3              | 0              | F             | 2825           | 8387.72          | 12414.28      | 6.00              | 0.00              | Longevity               |
| 421     | HousingTeamSupv    | 3            | 1              | 0              | B             | 2825           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 422     | LibraryFacMgr      | 1            | 0              | 0              | M             | 2835           | 8869.49          | 13027.77      | 6.00              | 0.00              |                         |
| 423     | ISInfoTechAnly6    | 3            | 1              | 0              | B             | 2840           | 8311.47          | 12528.66      | 5.00              | 0.00              | Longevity               |
| 424     | AsstDivMgrSPRWS    | 2            | 0              | 0              | M             | 2845           | 8869.49          | 13027.77      | 6.00              | 0.00              |                         |
| 425     | GISSysDev          | 1            | 0              | 0              | M             | 2845           | 7833.16          | 11908.25      | 6.00              | 0.00              |                         |
| 426     | AsstMayor4         | 3            | 2              | 0              | B             | 2855           | 8141.63          | 12408.34      | 0.00              | 12.00             | Longevity               |
| 427     | ISSysCons4         | 4            | 2              | 0              | B             | 2855           | 8613.01          | 12708.89      | 10.00             | 0.00              |                         |
| 428     | CityCnclChfBgt     | 1            | 0              | 0              | M             | 2875           | 8171.10          | 13162.19      | 0.00              | 1.00              |                         |
| 429     | LaborRelSpec2      | 0            | 1              | 0              | F             | 2880           | 7956.20          | 12293.96      | 5.00              | 0.00              | Longevity               |
| 430     | HRSrConsultant     | 1            | 3              | 0              | F             | 2890           | 7547.22          | 11742.87      | 5.00              | 0.00              |                         |
| 431     | CommDigMediaMgr    | 1            | 0              | 0              | M             | 2895           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 432     | GrantsCompSupv     | 0            | 1              | 0              | F             | 2900           | 8613.01          | 12708.89      | 6.00              | 0.00              | Longevity               |
| 433     | ImpoundLotMgr      | 1            | 0              | 0              | M             | 2900           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 434     | InfoSrvMgrSPRWS    | 0            | 1              | 0              | F             | 2900           | 8869.49          | 13027.77      | 6.00              | 0.00              |                         |
| 435     | Claims Manager     | 1            | 0              | 0              | M             | 2910           | 8406.78          | 12870.32      | 5.00              | 0.00              | Longevity               |
| 436     | SrLandArchitect    | 0            | 1              | 0              | F             | 2915           | 8613.01          | 12708.89      | 6.00              | 0.00              |                         |
| 437     | DeputyFireChief    | 6            | 1              | 0              | M             | 2920           | 8288.94          | 11987.97      | 5.00              | 0.00              |                         |
| 438     | MuniciplGarSupv2   | 1            | 0              | 0              | M             | 2925           | 8869.49          | 13027.77      | 6.00              | 0.00              | Longevity               |
| 439     | BldgOfficial       | 1            | 0              | 0              | M             | 2960           | 9120.78          | 13355.30      | 6.00              | 0.00              |                         |
| 440     | PrincipalDesigner  | 1            | 0              | 0              | M             | 2960           | 9120.78          | 13355.30      | 6.00              | 0.00              |                         |
| 441     | LeadBudgetAnalyst  | 0            | 1              | 0              | F             | 2975           | 8748.18          | 13022.57      | 6.00              | 0.00              | Longevity               |
| 442     | DebtAdmin          | 1            | 1              | 0              | B             | 2990           | 8827.90          | 13187.20      | 6.00              | 0.00              |                         |
| 443     | ProgramAdmin       | 0            | 2              | 0              | F             | 2990           | 8406.78          | 12869.32      | 5.00              | 0.00              |                         |
| 444     | ProgramAdmin(SPSO) | 0            | 2              | 0              | F             | 2990           | 9120.78          | 13355.30      | 5.00              | 0.00              | Longevity               |
| 445     | RealEstAssessMgr   | 1            | 0              | 0              | M             | 3020           | 9120.78          | 13355.30      | 6.00              | 0.00              |                         |

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| Job Nbr | Class Title        | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|--------------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 446     | WaterQualSupv      | 0            | 1              | 0              | F             | 3040           | 8869.49          | 13027.77      | 6.00              | 0.00              |                         |
| 447     | HealthAdminMgr     | 0            | 1              | 0              | F             | 3050           | 9120.78          | 13355.30      | 6.00              | 0.00              |                         |
| 448     | ParksRecMgr        | 2            | 4              | 0              | B             | 3065           | 9635.48          | 14039.84      | 6.00              | 0.00              |                         |
| 449     | ParkRecDesMgr      | 0            | 1              | 0              | F             | 3075           | 9635.48          | 14039.84      | 6.00              | 0.00              |                         |
| 450     | ForensicLabMgr     | 0            | 2              | 0              | F             | 3095           | 9120.78          | 13355.30      | 6.00              | 0.00              |                         |
| 451     | HRManager          | 1            | 1              | 0              | B             | 3100           | 8406.78          | 12869.32      | 5.00              | 0.00              | Longevity               |
| 452     | DepDirDSI          | 2            | 0              | 0              | M             | 3110           | 8866.03          | 14124.01      | 0.00              | 8.00              |                         |
| 453     | RiskManager        | 1            | 0              | 0              | M             | 3165           | 8626.87          | 13172.59      | 5.00              | 0.00              | Longevity               |
| 454     | DeputyDirHREEO     | 0            | 2              | 0              | F             | 3170           | 8866.03          | 14124.01      | 0.00              | 4.00              |                         |
| 455     | DeputyDirLibraries | 1            | 1              | 0              | B             | 3170           | 8866.03          | 14124.01      | 0.00              | 8.00              |                         |
| 456     | AdminMgr           | 1            | 1              | 0              | B             | 3185           | 9635.48          | 14039.84      | 6.00              | 0.00              |                         |
| 457     | DeputyTrngChief    | 1            | 0              | 0              | M             | 3200           | 8288.94          | 11953.31      | 5.00              | 0.00              | Longevity               |
| 458     | Attorney           | 6            | 8              | 0              | B             | 3235           | 7916.34          | 13064.16      | 0.00              | 5.00              |                         |
| 459     | LaborRelMgr        | 0            | 1              | 0              | F             | 3240           | 8866.03          | 14124.01      | 0.00              | 1.00              |                         |
| 460     | BdgtManager        | 0            | 1              | 0              | F             | 3255           | 8866.03          | 13472.40      | 5.00              | 0.00              | Longevity               |
| 461     | DepDirHumanRes     | 1            | 1              | 0              | B             | 3270           | 9106.92          | 14456.74      | 0.00              | 2.00              |                         |
| 462     | EconomicDevMgr     | 1            | 0              | 0              | M             | 3345           | 10481.18         | 15138.56      | 6.00              | 0.00              |                         |
| 463     | DeputyDirPrkRec    | 1            | 1              | 0              | B             | 3365           | 9358.20          | 14813.74      | 0.00              | 5.00              |                         |
| 464     | DepDirOTC          | 1            | 1              | 0              | B             | 3400           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |
| 465     | TreasuryManager    | 0            | 1              | 0              | F             | 3400           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |
| 466     | AsstMayor5         | 2            | 0              | 0              | M             | 3425           | 9106.92          | 14456.74      | 0.00              | 5.00              |                         |
| 467     | AsstCityEng        | 6            | 1              | 0              | M             | 3430           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |
| 468     | DepChiefPolice     | 3            | 1              | 0              | B             | 3435           | 10387.60         | 16220.94      | 0.00              | 8.00              |                         |
| 469     | EngDivMgrSPRWS     | 1            | 0              | 0              | M             | 3435           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |
| 470     | BusDivMgrSPRWS     | 1            | 0              | 0              | M             | 3520           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |
| 471     | DistDivMgrSPRWS    | 1            | 0              | 0              | M             | 3520           | 10193.51         | 14769.43      | 6.00              | 0.00              |                         |

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|---------|-----------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 472     | ProdDivMgrSPRWS | 0            | 1              | 0              | F             | 3520           | 10193.5<br>1     | 14769.43      | 6.00              | 0.00              |                         |
| 473     | AsstMayor6      | 1            | 1              | 0              | B             | 3550           | 10164.0<br>5     | 15921.13      | 0.00              | 6.00              |                         |
| 474     | SrProsecutor    | 2            | 4              | 0              | B             | 3575           | 8332.26          | 14497.35      | 0.00              | 31.00             |                         |
| 475     | PEDManager      | 1            | 1              | 0              | B             | 3670           | 10481.1<br>8     | 15138.56      | 6.00              | 0.00              |                         |
| 476     | EmerMgmtDir     | 1            | 0              | 0              | M             | 3675           | 9106.92          | 14456.74      | 0.00              | 5.00              |                         |
| 477     | SrAttorney      | 8            | 8              | 0              | B             | 3700           | 8554.09          | 15192.28      | 0.00              | 33.00             |                         |
| 478     | SupvAttorney    | 2            | 4              | 0              | B             | 3700           | 10583.4<br>3     | 16349.93      | 0.00              | 9.00              |                         |
| 479     | DepDirPED       | 1            | 0              | 0              | M             | 3705           | 9614.68          | 15169.01      | 0.00              | 8.00              |                         |
| 480     | DirCityCnclOper | 0            | 1              | 0              | F             | 3735           | 8866.03          | 14124.01      | 0.00              | 2.00              |                         |
| 481     | AsstChiefPolice | 1            | 0              | 0              | M             | 3760           | 10441.3<br>3     | 16319.72      | 0.00              | 8.00              |                         |
| 482     | DirectorOTC     | 0            | 1              | 0              | F             | 3825           | 10441.3<br>3     | 16319.72      | 0.00              | 1.00              |                         |
| 483     | DepCityAttorney | 0            | 3              | 0              | F             | 3850           | 10888.4<br>4     | 16772.78      | 0.00              | 21.00             |                         |
| 484     | LibraryDirector | 0            | 1              | 0              | F             | 3850           | 10441.3<br>3     | 16319.72      | 0.00              | 7.00              |                         |
| 485     | AsstFireChief   | 3            | 0              | 0              | M             | 3855           | 10441.3<br>3     | 16319.72      | 0.00              | 8.00              |                         |
| 486     | AsstGenMgrSPRWS | 0            | 1              | 0              | F             | 3885           | 10441.3<br>3     | 16319.72      | 0.00              | 9.00              |                         |
| 487     | HumResDirector  | 0            | 1              | 0              | F             | 3925           | 10441.3<br>3     | 16319.72      | 0.00              | 8.00              |                         |
| 488     | AssociateCtyEng | 1            | 0              | 0              | M             | 3965           | 11086.0<br>0     | 15932.27      | 6.00              | 0.00              |                         |
| 489     | DirectorDSI     | 0            | 1              | 0              | F             | 4000           | 10441.3<br>3     | 16319.72      | 0.00              | 8.00              |                         |
| 490     | CityEngineer    | 1            | 1              | 0              | B             | 4230           | 10441.3<br>3     | 16319.72      | 0.00              | 8.00              |                         |
| 491     | PrkRecDirector  | 1            | 0              | 0              | M             | 4460           | 10732.4<br>7     | 16721.77      | 0.00              | 8.00              |                         |

## Job Class Data Entry Verification List

Case: 2024 Pay Equity Report-Final

St. Paul

LGID: 1290

| Job Nbr | Class Title     | Nbr<br>Males | Nbr<br>Females | Non-<br>Binary | Class<br>Type | Jobs<br>Points | Min Mo<br>Salary | Max Mo Salary | Yrs to Max Salary | Yrs of<br>Service | Exceptional Service Pay |
|---------|-----------------|--------------|----------------|----------------|---------------|----------------|------------------|---------------|-------------------|-------------------|-------------------------|
| 492     | DirectorPED     | 0            | 1              | 0              | F             | 4540           | 11333.8<br>2     | 17565.75      | 0.00              | 3.00              |                         |
| 493     | AsstMayor8      | 1            | 1              | 0              | B             | 4550           | 11981.9<br>6     | 18466.91      | 0.00              | 8.00              |                         |
| 494     | CityAttorney    | 0            | 1              | 0              | F             | 4580           | 11981.9<br>6     | 18466.91      | 0.00              | 6.00              |                         |
| 495     | DirectorFinServ | 1            | 0              | 0              | M             | 4595           | 11333.8<br>2     | 17565.75      | 0.00              | 8.00              |                         |
| 496     | DirectorPubWks  | 1            | 0              | 0              | M             | 4600           | 11333.8<br>2     | 17565.75      | 0.00              | 3.00              |                         |
| 497     | GenMgrSPRWS     | 1            | 0              | 0              | M             | 4600           | 11333.8<br>2     | 17565.75      | 0.00              | 4.00              |                         |
| 498     | FireChief       | 1            | 0              | 0              | M             | 4685           | 11657.8<br>9     | 18014.59      | 0.00              | 8.00              |                         |
| 499     | ExecAsstMayor   | 0            | 1              | 0              | F             | 4730           | 12342.4<br>3     | 18959.08      | 0.00              | 6.00              |                         |
| 500     | ChiefPolice     | 1            | 0              | 0              | M             | 4735           | 11981.9<br>6     | 18466.91      | 0.00              | 8.00              |                         |

**Job Number Count: 500**