

Compliance Report

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

Report Year: 2012
Case: 6 - State Pay Equity Report 2011 (Private (Jur O

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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	204	132	89	425
# Employees	1,849	628	730	3,207
Avg. Max Monthly Pay per employee	6,499.60	5,838.24		6,169.11

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 101.93 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	89	59
b. # Below Predicted Pay	115	73
c. TOTAL	204	132
d. % Below Predicted Pay (b divided by c = d)	56.37	55.30

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

B. T-test Results

Degrees of Freedom (DF) = 2,475	Value of T = 10.107
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- a. Avg. diff. in pay from predicted pay for male jobs = \$27
b. Avg. diff. in pay from predicted pay for female jobs = (\$156)

III. SALARY RANGE TEST = 99.61 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 4.95
B. Avg. # of years to max salary for female jobs = 4.97

IV. EXCEPTIONAL SERVICE PAY TEST = 173.43 (Result is B divided by A)

- A. % of male classes receiving ESP 44.12 *
B. % of female classes receiving ESP 76.52

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