

Compliance Report

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

Report Year: 2015
Case: 5 - 2014 DATA-Final (Private (Jur Only))

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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	214	149	97	460
# Employees	1,827	513	802	3,142
Avg. Max Monthly Pay per employee	6,711.32	6,025.34		6,313.10

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 102.74 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	93	67
b. # Below Predicted Pay	121	82
c. TOTAL	214	149
d. % Below Predicted Pay (b divided by c = d)	56.54	55.03

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

B. T-test Results

Degrees of Freedom (DF) = 2,338	Value of T = 7.300
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- a. Avg. diff. in pay from predicted pay for male jobs = \$31
b. Avg. diff. in pay from predicted pay for female jobs = (\$110)

III. SALARY RANGE TEST = 98.67 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 4.93
B. Avg. # of years to max salary for female jobs = 5.00

IV. EXCEPTIONAL SERVICE PAY TEST = 137.10 (Result is B divided by A)

- A. % of male classes receiving ESP 41.12 *
B. % of female classes receiving ESP 56.38

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