

Compliance Report

Jurisdiction: St. Paul
25 West Fourth Street

200 City Hall Annex
St. Paul, MN 55102

Report Year: 2021
Case: 5 - 2021 Pay Equity Report

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	221	164	104	489
# Employees	1677	527	920	3124
Avg. Max Monthly Pay per employee	7937.54	7251.45		7779.75

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 93.73661 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	101	69
b. # Below Predicted Pay	120	95
c. TOTAL	221	164
d. % Below Predicted Pay (b divided by c = d)	54.30	57.93

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

B. T-test Results

Degrees of Freedom (DF) = 2202	Value of T = 9.277
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a. Avg. diff. in pay from predicted pay for male jobs = 46

b. Avg. diff. in pay from predicted pay for female jobs = -137

III. SALARY RANGE TEST = 98.68 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.92

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

IV. EXCEPTIONAL SERVICE PAY TEST = 144.69 (Result is B divided by A)

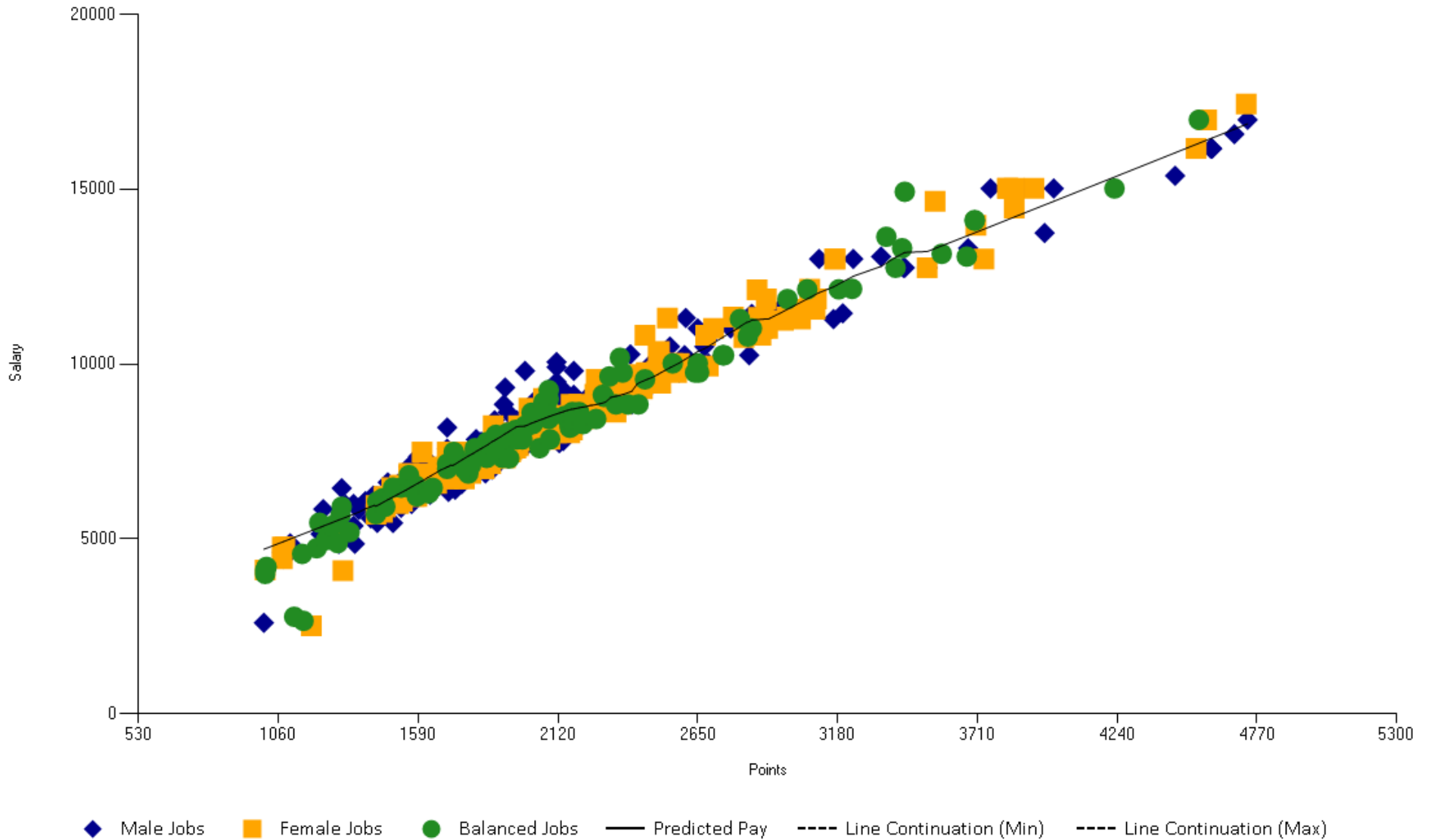
A. % of male classes receiving ESP = 42.99 *

B. % of female classes receiving ESP = 62.20

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

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report



Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	RIGHT TRACK WORKER	1	0	0	1	Male	1005	2599.5000	4702.4828	-2102.9828
2	REFECTORY ATTENDANT	5	2	0	7	Balanced	1010	3998.2900	4716.7996	-718.5096
3	ZOO AND CONSERVATORY ATTENDANT	3	5	0	8	Balanced	1010	4104.0000	4716.7996	-612.7996
4	ZOO AND CONSERVATORY ATTNDT	2	5	0	7	Female	1010	4104.0000	4716.7996	-612.7996
5	LIBRARY AIDE	1	1	0	2	Balanced	1015	4197.5900	4731.6670	-534.0770
6	CLERICAL TRAINEE	0	1	0	1	Female	1075	4435.0100	4908.9751	-473.9651
7	OFFICE ASSISTANT I	0	4	0	4	Female	1075	4762.5400	4908.9751	-146.4351
8	SERVICE WORKER	1	0	0	1	Male	1075	4604.8400	4908.9751	-304.1351
9	MAINTENANCE TRAINEE	2	0	0	2	Male	1080	4435.0100	4923.8426	-488.8326
10	LIBRARY CUSTOMER SRV ASST I	11	29	0	40	Female	1085	4762.5400	4938.1594	-175.6194
11	CUSTODIAN I	1	0	0	1	Male	1105	4873.4600	4997.6292	-124.1692
12	CAPITAL CITY INTERN	1	1	0	2	Balanced	1120	2772.8000	5041.6809	-2268.8809
13	LIFE GUARD-YEAR ROUND	9	8	0	17	Balanced	1150	4570.1800	5130.3349	-560.1549
14	PARKS WORKER I-COMO	10	3	0	13	Balanced	1155	2654.9500	5145.2024	-2490.2524
15	EMS CADET	0	3	0	3	Female	1185	2512.8500	5233.8565	-2721.0065
16	COMMUNITY RECREATION LEADER	60	48	0	108	Balanced	1205	4733.0800	5292.7756	-559.6956
17	ASST AQUA FAC SUPV-YR RND	1	1	0	2	Balanced	1215	5462.6800	5322.5105	140.1695
18	LEAD LIFEGUARD-YEAR ROUND	1	0	0	1	Male	1220	5142.0700	5336.8273	-194.7573
19	GROUNDWORKER	2	0	0	2	Male	1230	5850.8700	5366.5622	484.3078
20	PARKS WORKER II	14	5	0	19	Balanced	1240	4961.8400	5396.2971	-434.4571
21	PARK SECURITY OFFICER	4	0	0	4	Male	1260	5020.7600	5455.2163	-434.4563
22	ACCOUNTING CLERK I	2	4	0	6	Balanced	1265	5381.2200	5470.0837	-88.8637
23	OFFICE ASSISTANT II	5	27	0	32	Female	1270	5287.6400	5484.4005	-196.7605
24	LIBRARY CUSTOMER SRV ASST II	3	11	0	14	Female	1275	5287.6400	5499.2680	-211.6280
25	FIRE MEDIC CADET	6	2	0	8	Balanced	1285	4880.3900	5529.0029	-648.6129
26	SPRWS SAFETY & SECURITY OFFCR	2	0	0	2	Male	1285	5424.5500	5529.0029	-104.4529
27	ASSISTANT GARDENER	1	0	0	1	Male	1290	4859.5900	5543.8703	-684.2803
28	COMMUNITY YOUTH WORKER	4	2	0	6	Balanced	1295	5670.6400	5558.1871	112.4529
30	METER READER	1	1	0	2	Balanced	1300	5920.1900	5573.0546	347.1354
31	OPERATIONS & LABORER TRAINEE	2	0	0	2	Male	1300	5263.3800	5573.0546	-309.6746
29	CUSTODIAN-ENGR I	8	0	0	8	Male	1300	6448.7500	5573.0546	875.6954
32	ENGINEERING AIDE I	0	1	0	1	Female	1305	4089.8800	5587.9220	-1498.0420

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

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33	CUSTODIAN II	13	3	0	16	Male	1315	5975.6400	5617.6569	357.9831
34	PARKING ENFORCEMENT OFFICER	7	3	0	10	Balanced	1330	5192.3300	5661.7086	-469.3786
35	HORTICULTURIST I	2	0	0	2	Male	1345	5372.5600	5706.3110	-333.7510
36	WATER UTILITY WORKER I	43	1	0	44	Male	1345	5999.9100	5706.3110	293.5990
37	LANDSCAPE WORKER	1	0	0	1	Male	1350	4859.5900	5720.6278	-861.0378
38	VEHICLE TECHNICIAN TRAINEE	2	0	0	2	Male	1365	5830.0700	5765.2301	64.8399
39	DRIVER OPERATOR-WATER	2	0	0	2	Male	1390	6070.9600	5863.5771	207.3829
40	DRIVER-OPERATOR	1	0	0	1	Male	1390	6070.9600	5863.5771	207.3829
41	REFECTORY SUPERVISOR	2	0	0	2	Male	1410	5585.7200	5918.9795	-333.2595
42	PARKS AND REC WORKER	9	2	0	11	Male	1420	6238.8000	5947.2921	291.5079
43	VIDEO PRODUCTION TECH	4	0	0	4	Male	1425	6218.2600	5958.9663	259.2937
46	PROPERTY CLERK	7	9	0	16	Balanced	1430	5705.3000	5933.6049	-228.3049
47	STORES ASSISTANT	0	2	0	2	Female	1430	5705.3000	5933.6049	-228.3049
48	WORKERS COMP CLAIMS PROC	0	1	0	1	Female	1430	5958.3100	5933.6049	24.7051
44	DATA RELEASE TECHNICIAN	4	1	0	5	Male	1430	5946.1800	5933.6049	12.5751
45	DUPLICATING EQUIP OPR	1	0	0	1	Male	1430	6013.7700	5933.6049	80.1651
51	ENGINEERING AIDE II	8	3	0	11	Balanced	1435	6070.9600	5954.2495	116.7105
49	AQUATICS FAC SUPV-YEAR ROUND	1	0	0	1	Male	1435	6211.3300	5954.2495	257.0805
50	EMERGENCY MEDICAL TECHNICIAN	10	1	0	11	Male	1435	5457.4800	5954.2495	-496.7695
52	TRAFF MAINT WKR-AFTER 7/1/91	9	0	0	9	Male	1445	6065.7600	5995.1375	70.6225
53	COMMUNITY LIAISON OFFICER	0	2	0	2	Female	1455	5755.5500	6035.5839	-280.0339
54	WATER UTILITY WORKER II	3	1	0	4	Balanced	1455	6155.8800	6035.5839	120.2961
55	DSI FIRE SAFETY INSP I	0	1	0	1	Female	1460	6218.2600	6056.1651	162.0949
56	DSI INSPECTOR I	7	1	0	8	Male	1460	6218.2600	6056.1651	162.0949
57	ACCOUNTING CLERK II	0	4	0	4	Female	1465	5920.1900	6078.8011	-158.6111
58	LIBRARY CUSTOMER SRV ASST III	1	2	0	3	Balanced	1465	5920.1900	6078.8011	-158.6111
59	OFFICE ASSISTANT III	6	47	0	53	Female	1465	5920.1900	6078.8011	-158.6111
60	NATURAL RESOURCES TECHNICIAN	0	2	0	2	Female	1470	6070.9600	6099.2606	-28.3006
61	WATER PLANT WORKER	5	0	0	5	Male	1475	6615.1200	6120.2895	494.8305
62	DIGITAL EVIDENCE TECHNICIAN	1	0	0	1	Male	1480	5946.1800	6138.5817	-192.4017
63	IS SYSTEMS SUPPORT SPEC II	2	0	0	2	Male	1485	6301.4500	6159.3782	142.0718
64	REAL ESTATE & ASSESS TECH I	0	1	0	1	Female	1490	6464.3500	6179.6706	284.6794

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66	WATER UTILITY TECHNICIAN I	3	2	0	5	Balanced	1495	6464.3500	6199.9631	264.3869
65	FIREFIGHTER TRAINEE	21	2	0	23	Male	1495	5454.0100	6199.9631	-745.9531
67	PUBLIC WORKS TECHNICIAN I	7	0	0	7	Male	1510	6464.3500	6260.1502	204.1998
69	CUSTOMER SERVICE REP	2	10	0	12	Female	1515	6013.7700	6280.5152	-266.7452
68	ANIMAL CONTROL OFFICER	4	0	0	4	Male	1515	6582.1900	6280.5152	301.6748
70	GIS SPECIALIST I	1	0	0	1	Male	1515	6464.3500	6280.5152	183.8348
71	LAW CLERK	0	1	0	1	Female	1520	6528.4700	6300.7296	227.7404
72	COMMUNITY RECREATION SPEC	16	9	0	25	Balanced	1525	6464.3500	6320.8512	143.4988
73	PARK SECURITY OFFICER LEAD	1	0	0	1	Male	1525	5888.9900	6320.8512	-431.8612
74	EDUCATION SPECIALIST	0	5	0	5	Female	1530	6528.4700	6340.9697	187.5003
75	WIC NUTRITION EDUCATOR	0	2	0	2	Female	1530	6070.9600	6340.9697	-270.0097
76	WIC NUTRITION EDUC-HMONG	0	1	0	1	Female	1530	6070.9600	6340.9697	-270.0097
77	PARKS WORKER III	28	5	0	33	Male	1535	5999.9100	6360.3545	-360.4445
79	CHILD CARE ENRICHMENT INST	0	3	0	3	Female	1545	6237.3300	6400.6936	-163.3636
78	BRIDGE MAINTENANCE WORKER	3	0	0	3	Male	1545	6140.2800	6400.6936	-260.4136
80	TRADES LABORER	1	0	0	1	Male	1545	6320.2500	6400.6936	-80.4436
81	BUYER I	0	3	0	3	Female	1555	6823.0800	6445.5532	377.5268
83	PAYROLL SPECIALIST	0	5	0	5	Female	1555	6868.1400	6445.5532	422.5868
84	VOLUNTEER COORDINATOR	1	2	0	3	Balanced	1555	6823.0800	6445.5532	377.5268
82	CEMENT FINISHER	1	0	0	1	Male	1555	7063.7000	6445.5532	618.1468
85	PLAN REVIEW EXAMINER I	1	2	0	3	Balanced	1560	6464.3500	6466.5103	-2.1603
86	SEWER SERVICES WORKER	11	0	0	11	Male	1560	6095.2200	6466.5103	-371.2903
87	MANAGEMENT ASSISTANT I	0	6	0	6	Female	1565	6823.0800	6488.2342	334.8458
88	STREET SERVICES WORKER	54	3	0	57	Male	1565	5999.9100	6488.2342	-488.3242
89	WATER SYSTEM WORKER II	17	0	0	17	Male	1570	6384.6300	6509.9528	-125.3228
90	HORTICULTURIST II	1	6	0	7	Female	1575	6218.2600	6531.6714	-313.4114
91	LEGAL ASSISTANT I	0	1	0	1	Female	1575	6528.4700	6531.6714	-3.2014
92	PROJECT MANAGEMENT TECH	1	2	0	3	Balanced	1575	6464.3500	6531.6714	-67.3214
93	CHILD CARE PROGRAM COORD	1	2	0	3	Balanced	1580	6528.4700	6553.3900	-24.9200
94	CULTURAL LIAISON	0	4	0	4	Female	1585	6218.2600	6574.3042	-356.0442
95	LIBRARY ASSOCIATE	22	48	0	70	Balanced	1585	6218.2600	6574.3042	-356.0442
96	LIBRARY SPECIALIST	0	2	0	2	Female	1585	6528.4700	6574.3042	-45.8342

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97	LIBRARY SPECIALIST I	0	1	0	1	Female	1585	6823.0800	6574.3042	248.7758
98	ZOO KEEPER	5	14	0	19	Female	1585	6452.2200	6574.3042	-122.0842
101	VICTIM WITNESS ASSISTANT	0	1	0	1	Female	1590	6528.4700	6595.9902	-67.5202
99	MAINTENANCE WORKER	7	0	0	7	Male	1590	6933.9900	6595.9902	337.9998
100	SEWER PUMPING STATION OPR	2	0	0	2	Male	1590	7355.1100	6595.9902	759.1198
102	FIRE BUILDING REPAIRER	2	0	0	2	Male	1595	6500.7400	6616.6908	-115.9508
103	WATER METER TECHNICIAN	7	1	0	8	Male	1595	6464.3500	6616.6908	-152.3408
104	BUILDING PERMIT CLERK	0	2	0	2	Female	1600	6717.3700	6638.3251	79.0449
105	FORESTRY ARBORIST	26	0	0	26	Male	1600	6327.4400	6638.3251	-310.8851
106	ACCOUNTING TECHNICIAN I	1	4	0	5	Female	1605	6464.3500	6656.5307	-192.1807
107	FORENSIC SCIENTIST I	1	3	0	4	Female	1605	7488.5500	6656.5307	832.0193
108	IS INFO/TECHNICAL ANALYST I	0	1	0	1	Female	1605	6724.3000	6656.5307	67.7693
109	PRACTICAL NURSE~S~	0	1	0	1	Female	1605	6724.3000	6656.5307	67.7693
110	WATER LABORATORY TECH II	1	0	0	1	Male	1605	6585.6600	6656.5307	-70.8707
111	OFFICE ASSISTANT IV	0	14	0	14	Female	1610	6452.2200	6677.4982	-225.2782
112	PROCUREMENT SPECIALIST	0	1	0	1	Female	1610	6868.1400	6677.4982	190.6418
113	LICENSE CLERK	0	2	0	2	Female	1615	6717.3700	6699.2723	18.0977
114	DUPLICATING EQUIPMENT OPERATOR	1	0	0	1	Male	1620	6344.7700	6721.0463	-376.2763
115	WELDER	1	0	0	1	Male	1620	7126.3600	6721.0463	405.3137
116	HUMAN RIGHTS TECHNICIAN	0	1	0	1	Female	1625	6464.3500	6749.3926	-285.0426
117	PUMPING ENGINEER II	5	0	0	5	Male	1625	7135.0200	6749.3926	385.6274
118	STOREKEEPER	2	1	0	3	Balanced	1630	6301.4500	6767.4562	-466.0062
119	BRIDGE CREW LEADER	3	0	0	3	Male	1635	6585.6600	6790.2041	-204.5441
120	GROUND CREW LEADER	11	0	0	11	Male	1635	6263.3200	6790.2041	-526.8841
121	RECORDS MANAGEMENT SPEC	0	6	0	6	Female	1640	6582.1900	6811.3376	-229.1476
122	WATER TREATMENT PLANT OPER II	4	0	0	4	Male	1640	7135.0200	6811.3376	323.6824
123	ASSISTANT GOLF COURSE SUPT	1	1	0	2	Balanced	1645	6460.8800	6832.9858	-372.1058
124	WATER SERVICE WKR-CONTROL DESK	5	0	0	5	Male	1645	6460.8800	6832.9858	-372.1058
125	EDUCATION COORDINATOR	1	5	0	6	Female	1650	6823.0800	6871.4533	-48.3733
126	CITY COUNCIL EXECUTIVE ASST I	0	3	0	3	Female	1660	6717.3700	6917.4854	-200.1154
127	LEGAL SECRETARY	0	2	0	2	Female	1660	6582.1900	6917.4854	-335.2954
128	CUSTOMER SERVICE SENIOR REP	0	5	0	5	Female	1665	7022.3800	6938.2614	84.1186

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

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129	BENEFITS SPECIALIST	0	3	0	3	Female	1670	7058.7700	6961.2431	97.5269
130	SENIOR WORKER COMP CLMS PROC	1	0	0	1	Male	1675	6753.7600	6967.3127	-213.5527
131	HEAVY EQUIP OPERATOR	8	0	0	8	Male	1695	6873.3400	7035.5339	-162.1939
132	HEAVY EQUIP OPERATOR-WATER	8	0	0	8	Male	1695	6873.3400	7035.5339	-162.1939
133	ACCOUNTANT I	3	4	0	7	Balanced	1700	7150.6200	7059.0066	91.6134
135	BUYER II	0	1	0	1	Female	1700	7488.5500	7059.0066	429.5434
137	PUBLIC WORKS TECHNICIAN II	12	5	0	17	Balanced	1700	6999.8500	7059.0066	-59.1566
134	BRICKLAYER	1	0	0	1	Male	1700	8184.9500	7059.0066	1125.9434
138	WATER UTILITY TECHNICIAN II	4	0	0	4	Male	1700	6999.8500	7059.0066	-59.1566
136	PAINTER	7	0	0	7	Male	1700	7576.6700	7059.0066	517.6634
140	DSI CUSTOMER SERVICE SPEC	0	4	0	4	Female	1705	6717.3700	7067.5611	-350.1911
139	CITY PLANNING TECH	2	0	0	2	Male	1705	6344.7700	7067.5611	-722.7911
141	VEH TECH-HEAVY TRUCK & EQUIP	24	0	0	24	Male	1710	7126.3600	7089.9080	36.4520
142	VEHICLE MECHANIC	3	0	0	3	Male	1710	7126.3600	7089.9080	36.4520
144	PAYROLL AUDITOR	0	1	0	1	Female	1715	7211.2700	7112.2895	98.9805
143	HEAVY EQUIP OPERATOR-SEWER	2	0	0	2	Male	1715	6873.3400	7112.2895	-238.9495
145	JET SEWER CLEANER OPER	1	0	0	1	Male	1720	6873.3400	7090.0985	-216.7585
147	HEALTH LAB TECH II	0	1	0	1	Female	1725	7148.8800	7114.5553	34.3247
148	LANDSCAPE DESIGN APPRENTICE	1	1	0	2	Balanced	1725	7488.5500	7114.5553	373.9947
146	BUDGET ASSISTANT	1	0	0	1	Male	1725	7150.6200	7114.5553	36.0647
151	RECYCLING PROGRAMS SPECIALIST	0	2	0	2	Female	1730	7316.9900	7137.8268	179.1632
149	LEAD LANDSCAPER	1	0	0	1	Male	1730	6405.4300	7137.8268	-732.3968
150	MECHANIC WELDER	1	0	0	1	Male	1730	7126.3600	7137.8268	-11.4668
152	COMPLIANCE SPECIALIST	1	1	0	2	Balanced	1735	7316.9900	7161.2967	155.6933
153	EXECUTIVE ASSISTANT I	0	14	0	14	Female	1735	6717.3700	7161.2967	-443.9267
154	LABOR STANDARDS INVESTIGATOR I	0	1	0	1	Female	1735	7316.9900	7161.2967	155.6933
155	CUSTODIAN-ENGR II	6	0	0	6	Male	1745	6615.1200	7206.5304	-591.4104
156	LIFE SUPPORT OPERATOR	1	0	0	1	Male	1755	6999.8500	7253.2976	-253.4476
157	SEWER CREW LEADER	8	0	0	8	Male	1755	6564.8600	7253.2976	-688.4376
158	HOUSING REHAB ADVISOR I	1	0	0	1	Male	1760	6724.3000	7276.8212	-552.5212
159	METER TECHNICIAN LEAD WORKER	1	0	0	1	Male	1760	6999.8500	7276.8212	-276.9712
160	OPERATING ENGINEER	5	0	0	5	Male	1760	7135.0200	7276.8212	-141.8012

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161	GIS SPECIALIST II	1	1	0	2	Balanced	1765	6999.8500	7298.0493	-298.1993
162	HUMAN RESOURCES ADMIN COORD	0	1	0	1	Female	1765	7211.2700	7298.0493	-86.7793
163	METER READER COORDINATOR	0	1	0	1	Female	1765	6717.3700	7298.0493	-580.6793
164	HUMAN RES CONSULTANT I	0	2	0	2	Female	1775	7150.6200	7343.3571	-192.7371
165	MANAGEMENT ASSISTANT II	0	1	0	1	Female	1775	7488.5500	7343.3571	145.1929
167	STOREROOM SUPERVISOR	1	2	0	3	Balanced	1780	6868.1400	7366.8688	-498.7288
166	PRINT PRODUCTION LEAD WKR	1	0	0	1	Male	1780	6999.8500	7366.8688	-367.0188
171	LIBRARY VOLUNTEER COORD	0	1	0	1	Female	1785	7150.6200	7390.2022	-239.5822
169	EXECUTIVE ASSISTANT II	0	6	0	6	Female	1785	7174.8800	7390.2022	-215.3222
168	BUILDING MAINTENANCE ENG	2	0	0	2	Male	1785	6942.6600	7390.2022	-447.5422
170	FORESTRY CREW LEADER	4	0	0	4	Male	1785	6895.8700	7390.2022	-494.3322
172	ECC TELECOMMUNICATOR	1	2	0	3	Balanced	1790	7102.0900	7413.6849	-311.5949
173	REAL ESTATE SPECIALIST	0	1	0	1	Female	1790	7301.3900	7413.6849	-112.2949
174	SECRETARY STENOGRAPHER	0	1	0	1	Female	1790	6868.1400	7413.6849	-545.5449
175	IS SYSTEMS SUPPORT SPEC III	7	1	0	8	Male	1795	7301.3900	7428.7517	-127.3617
176	FIREFIGHTER	216	19	0	235	Male	1800	7649.7200	7449.3122	200.4078
177	ASSISTANT TO THE MAYOR I	1	2	0	3	Balanced	1805	7595.1300	7471.2551	123.8749
178	PROCEDURES COORDINATOR	1	1	0	2	Balanced	1805	7492.0200	7471.2551	20.7649
179	CIVIL ENGINEER I	5	0	0	5	Male	1810	7845.5500	7498.9187	346.6313
180	CIVIL ENGINEER I-SPRWS	1	0	0	1	Male	1810	7845.5500	7498.9187	346.6313
182	WATER QUALITY SPEC I	0	1	0	1	Female	1815	7488.5500	7522.7477	-34.1977
181	CHEMICAL FEED SYSTEM REPAIRER	2	0	0	2	Male	1815	7398.4400	7522.7477	-124.3077
183	SUPPLY SYSTEMS SUPV I	2	0	0	2	Male	1825	7765.8300	7566.5463	199.2837
184	TRAFFIC MAINT SUPERVISOR I	1	0	0	1	Male	1830	7765.8300	7587.6450	178.1850
185	WATER PRODUCTION SUPV I	2	0	0	2	Male	1830	7765.8300	7587.6450	178.1850
186	CARPENTER	4	0	0	4	Male	1835	7427.6300	7608.1800	-180.5500
187	DSI FIRE SAFETY INSP II	12	2	0	14	Male	1835	7301.3900	7608.1800	-306.7900
188	DSI INSPECTOR II	6	0	0	6	Male	1835	7301.3900	7608.1800	-306.7900
189	ACCOUNTING TECHNICIAN II	0	4	0	4	Female	1840	6999.8500	7632.0693	-632.2193
190	SENIOR ZOO KEEPER	2	1	0	3	Balanced	1840	7507.6200	7632.0693	-124.4493
191	ASPHALT PLANT OPERATOR	3	0	0	3	Male	1845	6873.3400	7655.1425	-781.8025
192	PROJECT MGR PARKS AND REC	1	2	0	3	Balanced	1850	7316.9900	7674.7167	-357.7267

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
193	WATER DISTRIBUTION SUPV I	2	1	0	3	Balanced	1850	7765.8300	7674.7167	91.1133
194	VEHICLE MECHANIC LEAD WORKER	5	0	0	5	Male	1855	7313.5200	7698.6824	-385.1624
195	PUBLIC INFORMATION SPEC I	0	2	0	2	Female	1865	7150.6200	7745.2923	-594.6723
196	CUSTODIAN-ENGR III	2	0	0	2	Male	1870	6980.7800	7779.4614	-798.6814
197	IS INFO/TECHNICAL ANALYST II	1	0	0	1	Male	1870	7594.2700	7779.4614	-185.1914
198	ADAPTIVE RECREATION DIRECTOR	0	1	0	1	Female	1875	7301.3900	7801.2240	-499.8340
199	DESIGN ASSOCIATE II	0	1	0	1	Female	1875	8233.7400	7801.2240	432.5160
200	PARK MAINTENANCE SUPV I	2	1	0	3	Balanced	1875	7765.8300	7801.2240	-35.3940
201	PUBLIC WORKS SUPERVISOR I	8	0	0	8	Male	1875	7765.8300	7801.2240	-35.3940
202	SENIOR ANIMAL CONTROL OFFICER	1	0	0	1	Male	1875	7022.3800	7801.2240	-778.8440
203	SEWER SUPERVISOR I	2	0	0	2	Male	1875	7765.8300	7801.2240	-35.3940
206	VICTIM WITNESS COORDINATOR	0	3	0	3	Female	1880	7488.5500	7819.7068	-331.1568
204	PIPEFITTER	2	0	0	2	Male	1880	8392.9100	7819.7068	573.2032
205	REAL ESTATE & ASSESS TECH II	1	0	0	1	Male	1880	7148.8800	7819.7068	-670.8268
208	HORTICULTURE SUPERVISOR	1	1	0	2	Balanced	1885	7975.5300	7840.9457	134.5843
209	LEGAL ASSISTANT II	1	1	0	2	Balanced	1885	7488.5500	7840.9457	-352.3957
207	COMMUNICATION EQUIPMENT TECHN	4	0	0	4	Male	1885	7443.4900	7840.9457	-397.4557
210	CIRCULATION COORDINATOR	0	1	0	1	Female	1890	7975.5300	7862.5672	112.9628
211	IMPOUND LOT SUPERVISOR	0	1	0	1	Female	1890	7642.7900	7862.5672	-219.7772
212	OFFICE MANAGER	0	3	0	3	Female	1890	7975.5300	7862.5672	112.9628
213	SURVEY CREW LEADER	1	0	0	1	Male	1890	7301.3900	7862.5672	-561.1772
214	TOOLMAKER-SPRWS	1	0	0	1	Male	1890	7563.0700	7862.5672	-299.4972
215	PARKS SAFETY AND SEC SUPV	1	0	0	1	Male	1900	7975.5300	7908.4417	67.0883
216	EMERGENCY PLAN & SECURITY SUPV	0	1	0	1	Female	1905	7975.5300	7931.7032	43.8268
217	HEALTH AND FITNESS SPECIALIST	0	1	0	1	Female	1910	7661.8500	7959.4861	-297.6361
218	LIBRARIAN I	6	8	0	14	Balanced	1910	7316.9900	7959.4861	-642.4961
219	CITY PLANNER	1	1	0	2	Balanced	1915	7661.8500	7982.3632	-320.5132
220	FORENSIC SCIENTIST II	1	0	0	1	Male	1915	8845.4900	7982.3632	863.1268
221	BUSINESS ASSISTANCE SPECIALIST	0	1	0	1	Female	1920	7316.9900	8005.5068	-688.5168
223	NUTRITIONIST I-WIC	0	1	0	1	Female	1920	7661.8500	8005.5068	-343.6568
222	ELECTRICIAN	18	1	0	19	Male	1920	9327.7800	8005.5068	1322.2732
224	PROJECT MANAGER	1	7	0	8	Female	1925	7661.8500	8027.5144	-365.6644

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
225	COMPLIANCE COORDINATOR	1	2	0	3	Balanced	1930	8034.4500	8049.5638	-15.1138
226	EVENTS COORDINATOR	0	2	0	2	Female	1930	7975.5300	8049.5638	-74.0338
228	LABOR STANDARDS INVESTIGATOR I	0	1	0	1	Female	1930	8034.4500	8049.5638	-15.1138
229	PLUMBER	2	0	0	2	Male	1930	8619.9400	8049.5638	570.3762
227	HOUSING REHAB ADVISOR II	1	0	0	1	Male	1930	7301.3900	8049.5638	-748.1738
231	COMMUNITY RECREATION DIR	4	9	0	13	Balanced	1935	7301.3900	8073.8487	-772.4587
230	BRIDGE MAINTENANCE SUPV I	1	0	0	1	Male	1935	8117.6300	8073.8487	43.7813
232	LIBRARY COMM SERVICES COORD	0	3	0	3	Female	1940	7488.5500	8109.3791	-620.8291
233	POLICE DISPATCHER-ECC	0	1	0	1	Female	1945	7547.4700	8132.1427	-584.6727
234	COMMUNITY RECREATION COORD	1	3	0	4	Female	1960	7594.2700	8191.7410	-597.4710
235	FIRE DISPATCHER-ECC	7	8	0	15	Balanced	1960	7935.6700	8191.7410	-256.0710
236	PUBLIC WORKS SUPERVISOR II	2	1	0	3	Balanced	1960	8117.6300	8191.7410	-74.1110
237	SEWER SUPERVISOR II	1	0	0	1	Male	1960	8117.6300	8191.7410	-74.1110
239	EMERGENCY MANAGEMENT SPEC	2	1	0	3	Balanced	1965	7845.5500	8211.1146	-365.5646
238	ACCOUNTANT II	4	1	0	5	Male	1965	7845.5500	8211.1146	-365.5646
240	FIRE PROTECTIVE SYSTEMS INSP	2	0	0	2	Male	1965	8388.1100	8211.1146	176.9954
241	BUYER III	0	1	0	1	Female	1970	8233.7400	8216.3214	17.4186
242	RESEARCH ANALYST II	0	2	0	2	Female	1970	7661.8500	8216.3214	-554.4714
243	HUMAN RES CONSULTANT II	2	4	0	6	Balanced	1985	7845.5500	8195.1238	-349.5738
245	WATER QUALITY SPEC II	2	1	0	3	Balanced	1995	8233.7400	8225.8957	7.8443
244	ELECTRICAL INSPECTOR	6	0	0	6	Male	1995	9802.7100	8225.8957	1576.8143
246	FORESTRY SUPERVISOR I	1	0	0	1	Male	2000	7765.8300	8240.7932	-474.9632
247	URBAN FORESTER	4	1	0	5	Male	2000	7661.8500	8240.7932	-578.9432
248	VEHICLE MECHANIC SUPV I	4	0	0	4	Male	2000	8117.6300	8240.7932	-123.1632
249	MANAGEMENT ASSISTANT III	1	2	0	3	Balanced	2005	8233.7400	8255.1454	-21.4054
250	PAYROLL SYSTEM TECHNICIAN II	0	1	0	1	Female	2005	7821.2900	8255.1454	-433.8554
251	PCIARC COORDINATOR	1	0	0	1	Male	2005	8233.7400	8255.1454	-21.4054
252	POLICY ANALYST	0	1	0	1	Female	2010	8731.9800	8276.5922	455.3878
254	HISTORIC PRESERVATION SR PLNR	0	1	0	1	Female	2015	8427.8400	8291.1276	136.7124
253	GOLF COURSE SUPERINTENDENT	1	0	0	1	Male	2015	8117.6300	8291.1276	-173.4976
256	POLICE TRAINEE	31	8	0	39	Balanced	2020	8608.0700	8307.3936	300.6764
255	POLICE OFFICER	369	51	0	420	Male	2020	8608.0700	8307.3936	300.6764

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
258	PLAN REVIEW EXAMINER II	2	2	0	4	Balanced	2025	8284.0000	8323.0223	-39.0223
257	BUILDING INSPECTOR	10	0	0	10	Male	2025	8895.4800	8323.0223	572.4577
259	WATER CONTROL SYS INFO TECH	1	0	0	1	Male	2025	7933.9300	8323.0223	-389.0923
260	IS SYSTEMS SUPPORT SPEC IV	7	0	0	7	Male	2035	7933.9300	8350.1501	-416.2201
261	WATER DISTRIBUTION SUPV II	5	0	0	5	Male	2035	8117.6300	8350.1501	-232.5201
263	WATER UTILITY TECHNICIAN III	3	1	0	4	Balanced	2050	7594.2700	8393.2937	-799.0237
262	PUBLIC WORKS TECHNICIAN III	12	3	0	15	Male	2050	7594.2700	8393.2937	-799.0237
264	GOLF PRO/MANAGER	1	0	0	1	Male	2060	8162.6900	8420.7009	-258.0109
265	ASSISTANT TO THE MAYOR II	0	1	0	1	Female	2065	9012.7200	8434.8584	577.8616
266	ELEVATOR INSPECTOR	1	1	0	2	Balanced	2065	8910.6000	8434.8584	475.7416
267	LEGAL ASSISTANT III	0	6	0	6	Female	2065	8233.7400	8434.8584	-201.1184
268	SHEET METAL INSPECTOR	4	0	0	4	Male	2065	8751.6500	8434.8584	316.7916
269	ACCOUNTING TECHNICIAN III	0	1	0	1	Female	2070	7933.9300	8450.5751	-516.6451
270	FIRE EQUIPMENT OPERATOR	78	5	0	83	Male	2073	8131.5000	8458.7587	-327.2587
271	LEGISLATIVE AIDE	1	6	0	7	Female	2080	9012.7200	8478.4850	534.2350
272	GIS ANALYST	2	1	0	3	Balanced	2085	8427.8400	8492.7739	-64.9339
273	MECHANICAL INSPECTOR	3	1	0	4	Balanced	2085	8997.7300	8492.7739	504.9561
274	OFFICE ADMINISTRATOR	0	1	0	1	Female	2085	8339.4600	8492.7739	-153.3139
276	PLUMBING INSPECTOR-RWS	2	1	0	3	Balanced	2085	9255.9500	8492.7739	763.1761
277	YOUTH SERVICES COORDINATOR	0	1	0	1	Female	2085	8427.8400	8492.7739	-64.9339
275	PLUMBING INSPECTOR	6	0	0	6	Male	2085	9255.9500	8492.7739	763.1761
279	COMMUNITY ENGAGEMENT SPEC	3	1	0	4	Balanced	2090	7845.5500	8505.7615	-660.2115
280	CRIME PREVENTION COORDINATOR	0	2	0	2	Female	2090	7845.5500	8505.7615	-660.2115
281	RECYCLING PROGRAMS SUPERVISOR	1	1	0	2	Balanced	2090	8535.2800	8505.7615	29.5185
278	BUILDING & FACILITY SUPV	1	0	0	1	Male	2090	8339.4600	8505.7615	-166.3015
282	BRIDGE MAINTENANCE SUPV II	1	0	0	1	Male	2100	8712.0500	8532.2112	179.8388
283	INTELLIGENCE ANALYST-OPERATNS	4	0	0	4	Male	2100	8628.8700	8532.2112	96.6588
285	HUMAN RIGHTS SPECIALIST	0	1	0	1	Female	2115	8034.4500	8572.4042	-537.9542
284	HUMAN RIGHTS SPEC-BILINGUAL	1	0	0	1	Male	2115	8034.4500	8572.4042	-537.9542
286	SENIOR BUILDING INSPECTOR	1	0	0	1	Male	2115	9911.0200	8572.4042	1338.6158
287	SENIOR ELEC INSPECTOR	1	0	0	1	Male	2115	10057.5100	8572.4042	1485.1058
288	SENIOR MECH INSP-SHEET METAL	1	0	0	1	Male	2115	9108.6400	8572.4042	536.2358

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
289	SENIOR PLUMBING INSPECTOR	1	0	0	1	Male	2115	9489.9000	8572.4042	917.4958
290	LEAD PAINTER	1	0	0	1	Male	2125	7737.8400	8598.6543	-860.8143
291	MEDICAL TECHNOLOGIST	0	1	0	1	Female	2135	8233.7400	8623.6602	-389.9202
292	LEAD CARPENTER	1	0	0	1	Male	2140	7798.5000	8636.1451	-837.6451
293	LEAD PIPEFITTER	1	0	0	1	Male	2140	8997.7300	8636.1451	361.5849
294	LEAD PLUMBER	1	0	0	1	Male	2140	9255.9500	8636.1451	619.8049
295	SAFETY OFFICER	1	0	0	1	Male	2140	8233.7400	8636.1451	-402.4051
296	FACILITY/PROGRAM SUPERVISOR	0	1	0	1	Female	2145	8535.2800	8648.5312	-113.2512
298	PARK MAINTENANCE SUPV II	1	1	0	2	Balanced	2145	8514.4900	8648.5312	-134.0412
297	FORESTRY SUPERVISOR II	1	0	0	1	Male	2145	8514.4900	8648.5312	-134.0412
299	WATER CUST SVC & BILLING SUPV	1	0	0	1	Male	2145	8725.9100	8648.5312	77.3788
300	PUBLIC WORKS SUPERVISOR III	2	0	0	2	Male	2155	8712.0500	8673.1848	38.8652
301	ACCESSIBILITY COORDINATOR	0	1	0	1	Female	2165	8034.4500	8696.3766	-661.9266
302	BUDGET AND MGMT ANALYST	2	1	0	3	Balanced	2165	8178.2900	8696.3766	-518.0866
303	IS INFO/TECHNICAL ANALYST III	2	2	0	4	Balanced	2165	8284.0000	8696.3766	-412.3766
304	PUBLIC INFORMATION SPEC II	1	1	0	2	Balanced	2165	8233.7400	8696.3766	-462.6366
305	HEALTH EDUCATOR II	0	1	0	1	Female	2170	8845.4900	8707.7542	137.7358
306	WATER PRODUCTION SUPV II	2	0	0	2	Male	2170	8514.4900	8707.7542	-193.2642
307	ANIMAL CONTROL SUPERVISOR	0	1	0	1	Female	2175	8117.6300	8705.0726	-587.4426
308	GRANTS SPECIALIST	2	1	0	3	Balanced	2175	8233.7400	8705.0726	-471.3326
309	LANDSCAPE ARCHITECT	2	2	0	4	Balanced	2175	8628.8700	8705.0726	-76.2026
310	ACCOUNTANT III	2	7	0	9	Female	2180	8628.8700	8715.7356	-86.8656
312	DSI INSPECTOR III	11	4	0	15	Balanced	2180	8284.0000	8715.7356	-431.7356
314	SENIOR CITY PLANNER	3	1	0	4	Balanced	2180	8427.8400	8715.7356	-287.8956
311	BUILDING MAINT SUPV-FIRE	1	0	0	1	Male	2180	9119.3100	8715.7356	403.5744
313	LEAD ELECTRICIAN	4	0	0	4	Male	2180	9802.7100	8715.7356	1086.9744
315	MARKETING AND PUB REL MGR	1	4	0	5	Female	2190	8725.9100	8731.8494	-5.9394
317	CIVIL ENGINEER II-SPRWS	3	1	0	4	Balanced	2200	8628.8700	8748.9924	-120.1224
318	LABOR STANDARDS INVEST II	0	1	0	1	Female	2200	8845.4900	8748.9924	96.4976
319	PARKING SYSTEMS SUPERVISOR	1	0	0	1	Male	2200	8712.0500	8748.9924	-36.9424
320	SENIOR COMPLIANCE COORDINATOR	1	0	0	1	Male	2200	8845.4900	8748.9924	96.4976
316	CIVIL ENGINEER II	6	0	0	6	Male	2200	8628.8700	8748.9924	-120.1224

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
321	DSI FIRE SAFETY INSP III	3	1	0	4	Balanced	2215	8284.0000	8768.8455	-484.8455
323	HUMAN RES CONSULTANT III	0	2	0	2	Female	2215	8628.8700	8768.8455	-139.9755
324	LIBRARIAN II	1	7	0	8	Female	2215	8427.8400	8768.8455	-341.0055
322	EMERGENCY MEDICAL SERV COORD	2	0	0	2	Male	2215	8734.5800	8768.8455	-34.2655
325	DIGITAL SERVICES COORDINATOR	1	0	0	1	Male	2230	8427.8400	8789.2239	-361.3839
326	HISTORIC PRESERVATION SPEC	0	1	0	1	Female	2235	8628.8700	8807.7299	-178.8599
328	ENVIRONMENTAL HLTH SPEC II	0	1	0	1	Female	2240	8628.8700	8814.7518	-185.8818
327	BUILDING MAINT SUPV-POLICE	1	0	0	1	Male	2240	9119.3100	8814.7518	304.5582
329	SENIOR SAFETY OFFICER	1	0	0	1	Male	2245	8535.2800	8819.3002	-284.0202
330	ENGINEERING TECH SUPV-WATER	2	0	0	2	Male	2250	8920.0100	8820.4423	99.5677
331	ENGINEERING TECHNICIAN SUPV	7	1	0	8	Male	2250	8920.0100	8820.4423	99.5677
332	AQUATICS AND SPECIAL SERVICES	0	1	0	1	Female	2260	9131.4400	8829.1639	302.2761
333	EDUCATION & CONSVTN CURATOR	0	1	0	1	Female	2265	9562.9500	8833.6386	729.3114
334	RESEARCH ANALYST III	1	1	0	2	Balanced	2265	8427.8400	8833.6386	-405.7986
335	PUBLIC WORKS FIELD SUPV	1	0	0	1	Male	2280	9354.9900	8864.6583	490.3317
336	PARK MAINTENANCE SUPV III	1	1	0	2	Balanced	2290	9119.3100	8877.9902	241.3198
337	WATER QUALITY SPEC III	0	1	0	1	Female	2290	9290.8700	8877.9902	412.8798
338	EMERGENCY MANAGEMENT COORD	2	1	0	3	Balanced	2295	9060.3800	8902.0850	158.2950
339	URBAN FORESTER SUPERVISOR	0	1	0	1	Female	2295	9131.4400	8902.0850	229.3550
340	WATER SUPPLY FIELD SUPERVISOR	1	0	0	1	Male	2300	9354.9900	8909.6169	445.3731
341	ECC SHIFT SUPERVISOR	1	5	0	6	Female	2310	8738.0500	8933.1691	-195.1191
342	SERGEANT	130	34	0	164	Balanced	2315	9644.4000	9031.1559	613.2441
343	SUPERVISOR OF TRAFFIC MAINT	1	0	0	1	Male	2320	9342.8600	9042.4491	300.4109
344	WATER DISTRIBUTION FIELD SUPER	2	0	0	2	Male	2320	9354.9900	9042.4491	312.5409
345	PHYSICAL FITNESS COORDINATOR	1	0	0	1	Male	2325	8845.4900	9052.0163	-206.5263
346	WATER RESOURCE COORDINATOR	1	0	0	1	Male	2335	9524.8300	9071.0321	453.7979
347	ADMINSTRATIVE ASSISTANT	3	6	0	9	Balanced	2340	8845.4900	9079.3517	-233.8617
350	RISK ANALYST	0	1	0	1	Female	2340	8628.8700	9079.3517	-450.4817
348	COMM SERV & MNT SUPV	1	0	0	1	Male	2340	9030.9200	9079.3517	-48.4317
349	IS INFO/TECHNICAL ANALYST IV	12	3	0	15	Male	2340	9053.4500	9079.3517	-25.9017
351	ENERGY COORDINATOR	1	0	0	1	Male	2345	9060.3800	9088.4579	-28.0779
352	VIDEO PRODUCTION SUPERVISOR	1	0	0	1	Male	2345	9131.4400	9088.4579	42.9821

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
353	ASSISTANT TO THE MAYOR III	1	2	0	3	Balanced	2355	10179.0300	9107.3708	1071.6592
354	FIRE CAPTAIN	90	1	0	91	Male	2355	8734.5800	9107.3708	-372.7908
355	PROGRAM COORDINATOR	1	4	0	5	Female	2360	8845.4900	9116.8272	-271.3372
356	CIVIL ENGINEER III	4	3	0	7	Balanced	2365	9757.0500	9126.2837	630.7663
358	SENIOR PUBLIC HLTH NURSE	0	1	0	1	Female	2365	9342.8600	9126.2837	216.5763
357	CIVIL ENGINEER III-SPRWS	1	0	0	1	Male	2365	9757.0500	9126.2837	630.7663
359	WATER CONTROL SYS INFO SUPV	1	0	0	1	Male	2370	9342.8600	9138.2857	204.5743
360	MANAGEMENT ASSISTANT IV	2	4	0	6	Balanced	2385	8845.4900	9184.0281	-338.5381
363	HEALTH & WELLNESS COORDINATOR	0	1	0	1	Female	2395	9290.8700	9206.0296	84.8404
361	CONTRACT COMP SUPERVISOR	1	0	0	1	Male	2395	9562.9500	9206.0296	356.9204
362	GENERAL LEAD ELEC IN CHRG	1	0	0	1	Male	2395	10276.1300	9206.0296	1070.1004
364	BUYER IV	1	0	0	1	Male	2400	8845.4900	9221.5043	-376.0143
365	LIBRARIAN III	0	4	0	4	Female	2415	9562.9500	9276.6639	286.2861
366	COMPENSATION ANALYST	1	0	0	1	Male	2420	9698.9900	9427.0087	271.9813
367	SENIOR PROJECT MANAGER	4	3	0	7	Balanced	2425	8845.4900	9453.1153	-607.6253
370	LABOR RELATIONS SPECIALIST I	0	1	0	1	Female	2430	9698.9900	9473.0684	225.9216
368	ARCHITECT	1	0	0	1	Male	2430	9757.0500	9473.0684	283.9816
369	FIRE ARSON INVESTIGATOR	2	0	0	2	Male	2430	9197.2900	9473.0684	-275.7784
371	EPIDEMIOLOGIST	0	1	0	1	Female	2440	9290.8700	9512.7433	-221.8733
372	PARK AND REC PROGRAM SUPV	4	3	0	7	Balanced	2450	9562.9500	9545.3318	17.6182
373	SENIOR POLICY ANALYST	0	2	0	2	Female	2450	10821.9800	9545.3318	1276.6482
374	FIRE PROTECTION ENGINEER	0	1	0	1	Female	2455	9757.0500	9564.9683	192.0817
375	PARKING MANAGER	1	0	0	1	Male	2460	9290.8700	9567.6525	-276.7825
376	REAL ESTATE SUPERVISOR	1	0	0	1	Male	2475	10018.7300	9611.5220	407.2080
378	SUPERVISOR OF REHABILITATION	0	1	0	1	Female	2495	9791.7100	9685.8682	105.8418
377	STRUCTURAL ENGINEER	1	0	0	1	Male	2495	9757.0500	9685.8682	71.1818
380	REAL ESTATE & ASSESS SUPV	0	1	0	1	Female	2500	10254.4200	9708.7608	545.6592
379	CODE ENFORCEMENT SUPERVISOR	1	0	0	1	Male	2500	10018.7300	9708.7608	309.9692
381	BUSINESS IMPROVEMENT SUPERVISO	0	1	0	1	Female	2505	10018.7300	9730.0790	288.6510
382	HUMAN RES CONSULTANT IV	0	2	0	2	Female	2505	10357.5300	9730.0790	627.4510
384	SENIOR BUDGET AND MGMT ANALYST	0	4	0	4	Female	2510	9452.0400	9752.2172	-300.1772
383	MUNICIPAL GARAGE SUPV I	2	0	0	2	Male	2510	9562.9500	9752.2172	-189.2672

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
385	DESIGN SUPERVISOR	0	1	0	1	Female	2530	9791.7100	9829.8051	-38.0951
386	CITY CLERK	0	1	0	1	Female	2535	11317.6100	9852.4843	1465.1257
387	LICENSING MANAGER	1	0	0	1	Male	2545	10500.5100	9896.9502	603.5598
388	HISTORIC PRESERVATION SUPV	1	0	0	1	Male	2550	9791.7100	9912.5991	-120.8891
389	ACCOUNTANT IV	4	4	0	8	Balanced	2555	10018.7300	9917.8485	100.8815
390	HORTICULTURE MANAGER	0	1	0	1	Female	2555	10018.7300	9917.8485	100.8815
391	HEALTH INFO ADMINISTRATOR	0	1	0	1	Female	2570	9757.0500	9988.5919	-231.5419
392	PAYROLL MANAGER	0	1	0	1	Female	2570	9946.8100	9988.5919	-41.7819
393	LIBRARY TECHNOLOGY MANAGER	0	1	0	1	Female	2580	10018.7300	10030.5315	-11.8015
394	PRINCIPAL CITY PLANNER	4	1	0	5	Male	2580	9757.0500	10030.5315	-273.4815
395	CHIEF SURVEYOR	1	0	0	1	Male	2600	10254.4200	10121.9014	132.5186
396	PUBLIC INFORMATION MANAGER	1	0	0	1	Male	2605	11317.6100	10145.9491	1171.6609
397	LEAD LANDSCAPE ARCHITECT	1	1	0	2	Balanced	2640	9757.0500	10309.0113	-551.9613
399	PUBLIC SERVICE MANAGER	1	1	0	2	Balanced	2650	10018.7300	10359.0715	-340.3415
398	PARKS AND REC ASSET MANAGER	1	0	0	1	Male	2650	11018.6700	10359.0715	659.5985
400	IS SYSTEMS CONSULTANT II	6	4	0	10	Balanced	2655	9757.0500	10343.9536	-586.9036
401	PLAN REVIEW SUPERVISOR	1	0	0	1	Male	2675	10500.5100	10437.4630	63.0470
402	EMPLOYEE BENEFITS MANAGER	0	1	0	1	Female	2680	10825.4400	10458.9538	366.4862
403	FIRE DISTRICT CHIEF	10	0	0	10	Male	2685	10699.8000	10482.5073	217.2927
405	ASSOCIATE ATTORNEY	2	7	0	9	Female	2690	9937.2800	10503.2019	-565.9219
404	ANIMAL CURATOR	1	0	0	1	Male	2690	10018.7300	10503.2019	-484.4719
406	DSI FIRE SAFETY MANAGER	0	1	0	1	Female	2710	11018.6700	10593.6433	425.0267
408	IS SYSTEMS CONSULTANT III	4	3	0	7	Balanced	2745	10250.9500	10763.0618	-512.1118
407	IS INFO/TECHNICAL ANALYST V	4	1	0	5	Male	2745	10250.9500	10763.0618	-512.1118
409	PRINCIPAL PROJECT MANAGER	4	4	0	8	Balanced	2750	10250.9500	10785.9615	-535.0115
410	ZONING MANAGER	1	0	0	1	Male	2775	11018.6700	10909.5815	109.0885
411	BUSINESS OUTREACH COORDINATOR	0	2	0	2	Female	2785	11344.4800	10956.3896	388.0904
412	COMMANDER	21	5	0	26	Male	2790	11313.2800	10968.1809	345.0991
413	HOUSING AND CODE ENF MGR	1	0	0	1	Male	2800	11018.6700	11015.1717	3.4983
414	CIVIL ENGINEER IV	9	3	0	12	Balanced	2810	11285.5600	11071.9948	213.5652
415	CIVIL ENGINEER IV-SPRWS	2	0	0	2	Male	2810	11285.5600	11071.9948	213.5652
416	ACCOUNTANT V	1	3	0	4	Female	2825	10755.2600	11142.7614	-387.5014

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
417	LIBRARY FACILITIES MANAGER	1	0	0	1	Male	2835	11285.5600	11190.5288	95.0312
418	IS INFO/TECHNICAL ANALYST VI	1	1	0	2	Balanced	2840	10786.4500	11216.0956	-429.6456
419	GIS SYSTEMS DEVELOPER	2	0	0	2	Male	2845	10250.9500	11207.6555	-956.7055
421	IS SYSTEMS CONSULTANT IV	3	1	0	4	Balanced	2855	11018.6700	11254.7675	-236.0975
420	ASSISTANT TO THE MAYOR IV	3	0	0	3	Male	2855	11433.7300	11254.7675	178.9625
422	CITY CNCL CHF BUDGET ANALYST	0	1	0	1	Female	2875	12123.4600	11194.1398	929.3202
423	LABOR RELATIONS SPECIALIST II	0	1	0	1	Female	2880	11329.7500	11197.6181	132.1319
424	HUMAN RES SENIOR CONSULTANT	0	4	0	4	Female	2890	10825.4400	11240.8310	-415.3910
425	COMM AND DIGITAL MEDIA MGR	0	1	0	1	Female	2895	11018.6700	11262.2294	-243.5594
427	INFORMATION SERVICES MGR-SPRWS	0	1	0	1	Female	2900	11285.5600	11281.9427	3.6173
426	IMPOUND LOT MANAGER	1	0	0	1	Male	2900	11018.6700	11281.9427	-263.2727
428	CLAIMS MANAGER	0	1	0	1	Female	2910	11858.3100	11252.8020	605.5080
429	SENIOR LANDSCAPE ARCHITECT	0	1	0	1	Female	2915	11018.6700	11272.5304	-253.8604
430	DEPUTY FIRE CHIEF	5	1	0	6	Male	2920	11450.1900	11292.9784	157.2116
431	MUNICIPAL GARAGE SUPV II	1	0	0	1	Male	2925	11285.5600	11312.0010	-26.4410
432	BUILDING OFFICIAL	1	0	0	1	Male	2960	11564.5700	11446.0005	118.5695
433	CHIEF BUDGET ANALYST	0	1	0	1	Female	2975	11247.4300	11507.7523	-260.3223
434	DEBT ADMINISTRATOR	0	2	0	2	Female	2990	11344.4800	11568.5921	-224.1121
435	PROGRAM ADMINISTRATOR	1	1	0	2	Balanced	2990	11858.3100	11568.5921	289.7179
436	WATER QUALITY SUPV	0	1	0	1	Female	3040	11285.5600	11788.8717	-503.3117
437	HEALTH ADMIN MANAGER	0	1	0	1	Female	3050	11564.5700	11831.0150	-266.4450
438	PARKS AND REC MANAGER	3	3	0	6	Balanced	3065	12136.4600	11892.2747	244.1853
439	PARKS AND REC DESIGN CONST MGR	0	1	0	1	Female	3075	12136.4600	11935.7231	200.7369
440	FORENSIC LAB MANAGER	0	1	0	1	Female	3095	11564.5700	12022.4459	-457.8759
441	HUMAN RES MANAGER	0	1	0	1	Female	3100	11858.3100	12043.4379	-185.1279
442	DEPUTY DIRECTOR-DSI	2	0	0	2	Male	3110	13005.5600	12039.9891	965.5709
443	REAL ESTATE MANAGER	1	0	0	1	Male	3165	11285.5600	12205.8510	-920.2910
444	DEPUTY DIRECTOR-HREEO	0	1	0	1	Female	3170	13005.5600	12225.5856	779.9744
445	DEPUTY DIRECTOR-LIBRARIES	0	2	0	2	Female	3170	13005.5600	12225.5856	779.9744
446	ADMINISTRATION MANAGER	2	2	0	4	Balanced	3185	12136.4600	12292.8009	-156.3409
447	DEPUTY TRAINING CHIEF	1	0	0	1	Male	3200	11450.1900	12351.8754	-901.6854
448	ATTORNEY	3	1	0	4	Balanced	3235	12150.3200	12493.2241	-342.9041

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
449	LABOR RELATIONS MANAGER	1	0	0	1	Male	3240	13005.5600	12512.4847	493.0753
450	ECONOMIC DEVELOPMENT MANAGER	1	0	0	1	Male	3345	13072.2800	12792.9415	279.3385
451	DEPUTY DIRECTOR-PARKS AND REC	1	1	0	2	Balanced	3365	13638.1000	12907.3252	730.7748
452	DEPUTY DIRECTOR-OTC	1	1	0	2	Balanced	3400	12753.4100	13053.7148	-300.3048
453	TREASURY MANAGER	1	0	0	1	Male	3400	12753.4100	13053.7148	-300.3048
454	ASSISTANT TO THE MAYOR V	1	2	0	3	Balanced	3425	13310.5600	13151.8642	158.6958
455	ASSISTANT CITY ENGINEER	6	0	0	6	Male	3430	12753.4100	13171.3257	-417.9157
456	DEPUTY CHIEF OF POLICE	2	2	0	4	Balanced	3435	14925.7200	13190.7871	1734.9329
457	ENGINEERING DIV MGR-SPRWS	1	0	0	1	Male	3435	12753.4100	13190.7871	-437.3771
458	BUSINESS DIV MGR-SPRWS	0	1	0	1	Female	3520	12753.4100	13216.9591	-463.5491
459	DISTRIBUTION DIV MGR-SPRWS	1	0	0	1	Male	3520	12753.4100	13216.9591	-463.5491
460	PRODUCTION DIV MGR-SPRWS	1	0	0	1	Male	3520	12753.4100	13216.9591	-463.5491
461	ASSISTANT TO THE MAYOR VI	0	1	0	1	Female	3550	14653.6400	13303.3161	1350.3239
462	SENIOR PROSECUTOR	5	4	0	9	Balanced	3575	13152.0000	13370.9418	-218.9418
463	PED MANAGER	1	1	0	2	Balanced	3670	13072.2800	13660.1561	-587.8761
464	EMERGENCY MANAGEMENT DIR	1	0	0	1	Male	3675	13310.5600	13675.3299	-364.7699
465	SENIOR ATTORNEY	5	10	0	15	Balanced	3700	14117.2800	13750.6372	366.6428
466	SUPERVISING ATTORNEY	2	3	0	5	Balanced	3700	14099.9500	13750.6372	349.3128
467	DEPUTY DIRECTOR-PED	0	1	0	1	Female	3705	13963.9100	13765.8110	198.0990
468	DIRECTOR OF CITY CNCL OPER	0	1	0	1	Female	3735	13005.5600	13856.2921	-850.7321
469	ASSISTANT CHIEF OF POLICE	1	0	0	1	Male	3760	15019.3000	13931.5994	1087.7006
470	DIRECTOR OF HREEO	0	1	0	1	Female	3825	15019.3000	14127.1734	892.1266
471	DIRECTOR OF TECH & COMM	0	1	0	1	Female	3825	15019.3000	14127.1734	892.1266
472	DEPUTY CITY ATTORNEY	0	3	0	3	Female	3850	14458.6800	14202.4806	256.1994
473	LIBRARY DIRECTOR	0	1	0	1	Female	3850	15019.3000	14202.4806	816.8194
474	ASSISTANT FIRE CHIEF	2	0	0	2	Male	3855	15019.3000	14217.6545	801.6455
475	ASSISTANT GENERAL MGR-SPRWS	1	0	0	1	Male	3885	15019.3000	14308.1356	711.1644
476	HUMAN RESOURCES DIRECTOR	0	1	0	1	Female	3925	15019.3000	14428.4024	590.8976
477	ASSOCIATE CITY ENGINEER	1	0	0	1	Male	3965	13748.1500	14549.2311	-801.0811
478	DIRECTOR OF SAFETY AND INSP	1	0	0	1	Male	4000	15019.3000	14654.3241	364.9759
479	CITY ENGINEER	1	1	0	2	Balanced	4230	15019.3000	15347.8251	-328.5251
480	PARKS AND RECREATION DIR	1	0	0	1	Male	4460	15384.9700	16040.7641	-655.7941

Predicted Pay Report for: St. Paul

Case: 2021 Pay Equity Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non- Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
481	DIRECTOR OF PED	0	1	0	1	Female	4540	16161.3500	16281.8597	-120.5097
482	ASSISTANT TO THE MAYOR VIII	1	1	0	2	Balanced	4550	16984.5200	16312.2074	672.3126
483	CITY ATTORNEY	0	1	0	1	Female	4580	16984.5200	16402.1265	582.3935
484	DIRECTOR OF FINANCIAL SERVICES	1	0	0	1	Male	4595	16161.3500	16447.6480	-286.2980
485	DIRECTOR OF PUBLIC WORKS	1	0	0	1	Male	4600	16161.3500	16462.8219	-301.4719
486	GENERAL MANAGER-SPRWS	1	0	0	1	Male	4600	16161.3500	16462.8219	-301.4719
487	FIRE CHIEF	1	0	0	1	Male	4685	16573.8000	16718.5293	-144.7293
488	EXECUTIVE ASST TO THE MAYOR	0	1	0	1	Female	4730	17438.5700	16854.5319	584.0381
489	CHIEF OF POLICE	1	0	0	1	Male	4735	16984.5200	16869.7058	114.8142

Job Number Count: 489