

Compliance Report

Jurisdiction: West St. Paul
1616 Humboldt Avenue

Report Year: 2019
Case: 1 - January 2019 Data 4 (Private (Jur Only))

West St. Paul MN 55118

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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	28	19	2	49
# Employees	63	22	8	93
Avg. Max Monthly Pay per employee	8,062.49	6,892.72		7,745.09

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 83.52 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	12	6
b. # Below Predicted Pay	16	13
c. TOTAL	28	19
d. % Below Predicted Pay (b divided by c = d)	57.14	68.42

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

B. T-test Results

Degrees of Freedom (DF) = 83	Value of T = 2.202
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- a. Avg. diff. in pay from predicted pay for male jobs = \$2
b. Avg. diff. in pay from predicted pay for female jobs = (\$216)

III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 3.86
B. Avg. # of years to max salary for female jobs = 0.00

IV. EXCEPTIONAL SERVICE PAY TEST = 21.05 (Result is B divided by A)

- A. % of male classes receiving ESP 25.00 *
B. % of female classes receiving ESP 5.26

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