

## Compliance Report

Jurisdiction: West St. Paul  
1616 Humboldt Avenue

Report Year: 2019  
Case: 3 - June 2019 Draft (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

	<b>Male Classes</b>	<b>Female Classes</b>	<b>Balanced Classes</b>	<b>All Job Classes</b>
# Job Classes	27	17	3	47
# Employees	62	20	9	91
Avg. Max Monthly Pay per employee	7,000.34	5,923.40		6,707.30

### II. STATISTICAL ANALYSIS TEST

#### A. Underpayment Ratio = 82.34 \*

	<b>Male Classes</b>	<b>Female Classes</b>
a. # At or above Predicted Pay	10	4
b. # Below Predicted Pay	17	13
c. TOTAL	27	17
d. % Below Predicted Pay (b divided by c = d)	62.96	76.47

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

#### B. T-test Results

Degrees of Freedom (DF) = 80	Value of T = 3.534
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$6)
- b. Avg. diff. in pay from predicted pay for female jobs = (\$315)

### 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 = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP 18.52 \*
- B. % of female classes receiving ESP 11.76

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