

Compliance Report

01/06/2012

Jurisdiction: City of Minneapolis

Human Resources

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Insurance Added? Y

Job Evaluation System Used: State Job Match

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 guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	294	175	99	568
# Employees	2296	621	866	3783
Avg. Max Monthly Pay per Employee	\$5,527.08	\$5,295.90		\$5,494.90

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 87.6 *

	Male Classes	Female Classes
a. # at or above Predicted Pay	82	31
b. # Below Predicted Pay	212	144
c. TOTAL	294	175
d. % Below Predicted Pay (b divided by c = d)	72.11	82.29

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

B. T -TEST RESULTS

Degrees of Freedom (DF) = 2915 Value of T = 3.947

a. Avg. diff. in pay from predicted pay for male jobs = -\$18

b. Avg. diff. in pay from predicted pay for female jobs = -\$77

III. SALARY RANGE TEST = 84.51 % (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.22

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

IV. EXCEPTIONAL SERVICE PAY TEST 90.76

A. % of male classes receiving ESP 59.18

B. % of female classes receiving ESP 53.71

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