



Notice of Pay Equity Compliance

Presented to

City of Minneapolis

for successfully meeting the requirements of the Local Government Pay Equity Act M.S. 471.991 - 471.999 and Minnesota rules Chapter 3920. This notice is a result of an official review by the Minnesota Department of Employee Relations and your 2006 pay equity report.

Your cooperation in complying with the local government pay equity requirements is greatly appreciated.

____ November 15, 2006 ____

Date

Matt Kramer
Commissioner

Results of Tests for Pay Equity Compliance

Date: November 15, 2006

Jurisdiction: City of Minneapolis

ID#: 780

1. Completeness and Accuracy Test

Passed. Required information was submitted accurately and on time.

2. Statistical Analysis Test

Passed. Jurisdiction had more than three male classes and an underpayment ratio of 80% or more.

Passed. Jurisdiction had at least six male classes, at least one class with a salary range, an underpayment ratio below 80% but a t-test that was not statistically significant.

3. Salary Range Test

Passed. Too few classes had an established number of years to move through a salary range.

Passed. Salary range test showed a score of 80% or more.

4. Exceptional Service Pay Test

Passed. Too few classes received exceptional service pay.

Passed. Exceptional service pay test showed a score of 80% or more.

The enclosed material describes compliance requirements in more detail. If you have questions, contact Faith Zwemke, Pay Equity Coordinator, at (651) 259-3761.

Compliance Report

11/15/2006

Jurisdiction: Minneapolis

Contact: Pamela K. Nelms

Phone: 6126733344

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	257	153	108	518
# Employees	2352	694	886	3932
Avg. Max Monthly Pay per Employee	\$4,731.53	\$4,362.75		\$4,707.16

II. STATISTICAL ANALYSIS TEST

	Male Classes	Female Classes
A. UNDERPAYMENT RATIO = 85.1 *		
a. # at or above Predicted Pay	121	58
b. # Below Predicted Pay	136	95
c. TOTAL	257	153
d. % Below Predicted Pay (b divided by c = d)	52.92	62.09

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

B. T -TEST RESULTS

Degrees of Freedom (DF) =	3044	Value of T =	15.093
a. Avg. diff. in pay from predicted pay for male jobs =			-\$22
b. Avg. diff. in pay from predicted pay for female jobs =			-\$205

III. SALARY RANGE TEST = **82.83** % (Result is A divided by B)

A. Avg. # of years to max salary for male jobs =	6.04
B. Avg. # of years to max salary for female jobs =	7.30

IV. EXCEPTIONAL SERVICE PAY TEST **81.69**

A. % of male classes receiving ESP	56.81
B. % of female classes receiving ESP	46.41

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