

Compliance Report

Jurisdiction: ISD No. 77 - Mankato
10 Civic Center Plaza, Suite 2

Report Year: 2021
Case: 1 - 2021 DATA (Submitted)

Mankato, MN 56001

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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	27	71	8	106
# Employees	52	1183	115	1350
Avg. Max Monthly Pay per employee	7890.54	9043.37		8722.47

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 126.9476 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	13	42
b. # Below Predicted Pay	14	29
c. TOTAL	27	71
d. % Below Predicted Pay (b divided by c = d)	51.85	40.85

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

B. T-test Results

Degrees of Freedom (DF) = 1233	Value of T = -4.968
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a. Avg. diff. in pay from predicted pay for male jobs = 82

b. Avg. diff. in pay from predicted pay for female jobs = 807

III. SALARY RANGE TEST = 80.60 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 5.40

B. Avg. # of years to max salary for female jobs = 6.70

IV. EXCEPTIONAL SERVICE PAY TEST = 123.59 (Result is B divided by A)

A. % of male classes receiving ESP = 44.44 *

B. % of female classes receiving ESP = 54.93

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