

Ramsey
LGID 963

Job Class Data Entry Verification List

Case: 2015 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
43	Seasonal Public Works	5	3	B	35	\$1,560.00	\$2,080.00	1.00	0.00	
45	Intern	5	2	B	40	\$2,253.33	\$2,426.67	1.00	0.00	
1	Building Maintenance Wor	3	0	M	47	\$2,882.68	\$3,603.09	5.00	0.00	
2	Community Service Officer	0	1	F	48	\$3,074.10	\$3,843.38	5.00	0.00	
4	Police Technician	0	3	F	55	\$3,166.77	\$3,958.46	5.00	0.00	
5	Secretary	0	1	F	55	\$3,229.14	\$4,036.40	5.00	0.00	
7	Public Works Maint Worke	10	0	M	55	\$3,417.00	\$4,271.35	5.00	0.00	
48	Receptionist/Secretary	0	1	F	55	\$3,166.77	\$3,958.46	5.00	0.00	
46	Firefighter	50	1	M	60	\$2,232.00	\$2,232.00	1.00	0.00	
47	IT Support Technician	1	0	M	60	\$3,509.77	\$4,366.59	5.00	0.00	
11	Auto Mechanic	1	0	M	61	\$3,749.03	\$4,686.56	5.00	0.00	
3	Administrative Clerk	0	1	F	62	\$3,291.79	\$4,114.72	5.00	0.00	
6	Accounting Clerk	0	1	F	62	\$3,291.79	\$4,114.72	5.00	0.00	
49	Administrative Assistant-H	0	1	F	62	\$3,291.79	\$4,114.72	5.00	0.00	
9	Engineering Tech II	1	0	M	63	\$3,690.03	\$4,612.47	5.00	0.00	
8	Building Inspections Techr	0	1	F	64	\$3,701.52	\$4,626.89	5.00	0.00	
39	Public Infor. & Events Spe	0	1	F	64	\$3,659.32	\$4,574.15	5.00	0.00	
20	Engineering Tech IV	1	0	M	65	\$4,637.36	\$5,997.54	5.00	0.00	
15	Crime Prevention Specialis	0	1	F	67	\$3,969.81	\$4,962.22	5.00	0.00	
12	Building Maint Supervisor	1	0	M	68	\$3,783.00	\$4,730.00	5.00	0.00	
13	Accountant I	0	1	F	68	\$3,949.56	\$4,936.91	5.00	0.00	
14	Public Works Leadperson	2	0	M	68	\$3,968.51	\$4,960.60	5.00	0.00	
17	City Planner	1	0	M	70	\$4,614.32	\$5,767.94	5.00	0.00	
18	City Clerk	0	1	F	70	\$4,683.62	\$5,854.53	5.00	0.00	
23	Patrol Officer	13	3	M	70	\$3,981.74	\$5,729.13	5.00	0.00	
19	Office Supervisor	0	1	F	75	\$4,683.62	\$5,854.53	5.00	0.00	
22	Civil Engineer II	1	0	M	83	\$4,920.83	\$6,151.05	5.00	0.00	
21	Fire Marshal	1	0	M	85	\$4,873.13	\$6,091.44	5.00	0.00	
25	Utilities Supervisor	1	0	M	86	\$4,933.14	\$6,166.36	5.00	0.00	
30	Police Sergeant	4	0	M	86	\$5,566.41	\$6,958.13	5.00	0.00	
31	Building Official	1	0	M	89	\$5,523.66	\$6,904.57	5.00	0.00	
34	IT Manager	1	0	M	94	\$5,577.59	\$6,972.01	5.00	0.00	
26	Human Resources Managi	0	1	F	96	\$5,769.01	\$7,211.26	5.00	0.00	
27	Assistant Finance Director	0	1	F	96	\$5,769.01	\$7,211.26	5.00	0.00	
24	PW Parks Sup./PW Asst S	1	0	M	97	\$6,165.27	\$7,707.48	5.00	0.00	
35	Police Captain	2	0	M	100	\$6,204.63	\$7,755.80	5.00	0.00	
32	Public Works Superintend	1	0	M	102	\$6,416.95	\$8,021.23	5.00	0.00	
33	Assist. C.A. / Econ. Dev. M	1	0	M	102	\$6,416.95	\$8,021.23	5.00	0.00	
36	City Engineer	1	0	M	105	\$6,730.97	\$8,413.71	5.00	0.00	
28	Community Dev. Director	1	0	M	110	\$6,978.53	\$8,723.23	5.00	0.00	
37	Fire Chief	1	0	M	110	\$6,978.53	\$8,723.23	5.00	0.00	
40	Finance Director	0	1	F	113	\$7,183.40	\$8,979.25	5.00	0.00	
41	Police Chief	1	0	M	119	\$7,332.77	\$9,165.94	5.00	0.00	
42	City Administrator	1	0	M	138	\$8,827.42	\$11,034.27	5.00	0.00	

Job Number Count: 44

Compliance Report

Jurisdiction: Ramsey
 7550 Sunwood Drive NW
 Ramsey MN 55303

Report Year: 2015
 Case: 1 - 2015 DATA (Shared (Jur and MMB))

Contact: Colleen Lasher Phone: (763) 433-9867 E-Mail: clasher@cityoframsey.com

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	26	16	2	44
# Employees	107	18	15	140
Avg. Max Monthly Pay per employee	4,154.61	5,014.93		4,060.27

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 184.62 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	14	12
b. # Below Predicted Pay	12	4
c. TOTAL	26	16
d. % Below Predicted Pay (b divided by c = d)	46.15	25.00

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

B. T-test Results

Degrees of Freedom (DF) = 123	Value of T = -3.847
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$249)
- b. Avg. diff. in pay from predicted pay for female jobs = \$372

III. SALARY RANGE TEST = 96.92 (Result is A divided by B)

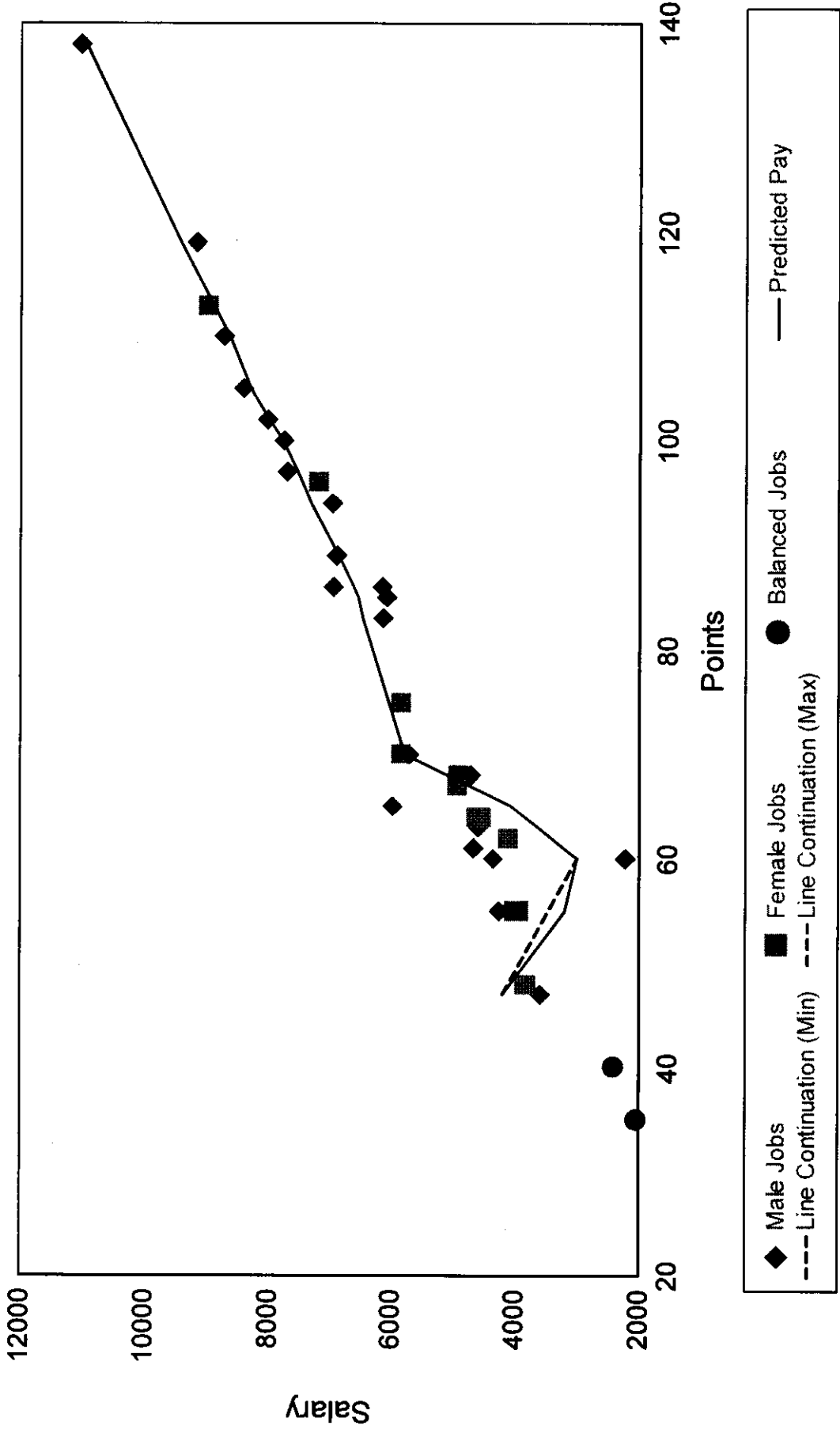
- A. Avg. # of years to max salary for male jobs = 4.85
- B. Avg. # of years to max salary for female jobs = 5.00

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP 0.00 *
- B. % of female classes receiving ESP 0.00

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

Predicted Pay Report for Ramsey
Case : 2015 DATA



Predicted Pay Report for Ramsey
Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
43	Seasonal Public Works	5	3	8	Balanced	35	\$2,080.00	\$5,671.27	(\$3,591.27)
45	Intern	5	2	7	Balanced	40	\$2,426.67	\$5,058.72	(\$2,632.05)
1	Building Maintenance Worker	3	0	3	Male	47	\$3,603.09	\$4,199.89	(\$596.80)
2	Community Service Officer	0	1	1	Female	48	\$3,843.38	\$4,077.38	(\$234.00)
4	Police Technician	0	3	3	Female	55	\$3,958.46	\$3,219.18	\$739.28
5	Secretary	0	1	1	Female	55	\$4,036.40	\$3,219.18	\$817.22
7	Public Works Maint Worker	10	0	10	Male	55	\$4,271.35	\$3,219.18	\$1,052.17
48	Receptionist/Secretary	0	1	1	Female	55	\$3,958.46	\$3,219.18	\$739.28
46	Firefighter	50	1	51	Male	60	\$2,232.00	\$3,005.93	(\$773.93)
47	IT Support Technician	1	0	1	Male	60	\$4,366.59	\$3,005.93	\$1,360.66
11	Auto Mechanic	1	0	1	Male	61	\$4,686.56	\$3,220.04	\$1,466.52
3	Administrative Clerk	0	1	1	Female	62	\$4,114.72	\$3,434.15	\$680.57
6	Accounting Clerk	0	1	1	Female	62	\$4,114.72	\$3,434.15	\$680.57
49	Administrative Assistant-HR	0	1	1	Female	62	\$4,114.72	\$3,434.15	\$680.57
9	Engineering Tech II	1	0	1	Male	63	\$4,612.47	\$3,648.26	\$964.21
8	Building Inspections Technicia	0	1	1	Female	64	\$4,626.89	\$3,863.48	\$763.41
39	Public Infor. & Events Special	0	1	1	Female	64	\$4,574.15	\$3,863.48	\$710.67
20	Engineering Tech IV	1	0	1	Male	65	\$5,997.54	\$4,077.59	\$1,919.95
15	Crime Prevention Specialist	0	1	1	Female	67	\$4,962.22	\$4,755.32	\$206.90
12	Building Maint Supervisor	1	0	1	Male	68	\$4,730.00	\$5,100.05	(\$370.05)
13	Accountant I	0	1	1	Female	68	\$4,936.91	\$5,100.05	(\$163.14)
14	Public Works Leadperson	2	0	2	Male	68	\$4,960.60	\$5,100.05	(\$139.45)
17	City Planner	1	0	1	Male	70	\$5,767.94	\$5,791.28	(\$23.34)
18	City Clerk	0	1	1	Female	70	\$5,854.53	\$5,791.28	\$63.25
23	Patrol Officer	13	3	16	Male	70	\$5,729.13	\$5,791.28	(\$62.15)
19	Office Supervisor	0	1	1	Female	75	\$5,854.53	\$5,826.30	\$28.23
22	Civil Engineer II	1	0	1	Male	83	\$6,151.05	\$6,492.05	(\$341.00)
21	Fire Marshal	1	0	1	Male	85	\$6,091.44	\$6,560.93	(\$469.49)
25	Utilities Supervisor	1	0	1	Male	86	\$6,166.36	\$6,627.71	(\$461.35)
30	Police Sergeant	4	0	4	Male	86	\$6,958.13	\$6,627.71	\$330.42
31	Building Official	1	0	1	Male	89	\$6,904.57	\$6,885.04	\$19.53
34	IT Manager	1	0	1	Male	94	\$6,972.01	\$7,314.86	(\$342.85)
26	Human Resources Manager	0	1	1	Female	96	\$7,211.26	\$7,524.10	(\$312.84)
27	Assistant Finance Director	0	1	1	Female	96	\$7,211.26	\$7,524.10	(\$312.84)
24	PW Parks Sup./PW Asst Sup Int.	1	0	1	Male	97	\$7,707.48	\$7,535.77	\$171.71

Predicted Pay Report for Ramsey
Case : 2015 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
35	Police Captain	2	0	2	Male	100	\$7,755.80	\$7,787.31	(\$31.51)
32	Public Works Superintendent	1	0	1	Male	102	\$8,021.23	\$7,987.95	\$33.28
33	Assist. C.A. / Econ. Dev. Man.	1	0	1	Male	102	\$8,021.23	\$7,987.95	\$33.28
36	City Engineer	1	0	1	Male	105	\$8,413.71	\$8,294.15	\$119.56
28	Community Dev. Director	1	0	1	Male	110	\$8,723.23	\$8,627.09	\$96.14
37	Fire Chief	1	0	1	Male	110	\$8,723.23	\$8,627.09	\$96.14
40	Finance Director	0	1	1	Female	113	\$8,979.25	\$8,855.22	\$124.03
41	Police Chief	1	0	1	Male	119	\$9,165.94	\$9,404.81	(\$238.87)
42	City Administrator	1	0	1	Male	138	\$11,034.27	\$10,954.81	\$79.46

Job Number Count: 44