

Compliance Report

Jurisdiction: Ramsey 7550 Sunwood Drive NW
 Report Year: 2018
 Case: 2 - 2018 DATA (Private (Jur Only))

Ramsey MN 55303
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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 | 28 | 18 | 2 | 48 |
| # Employees | 112 | 20 | 7 | 139 |
| Avg. Max Monthly Pay per employee | 4,565.83 | 5,338.85 | | 4,593.12 |

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 115.71 *

| | Male Classes | Female Classes |
|---|--------------|----------------|
| a. # At or above Predicted Pay | 19 | 13 |
| b. # Below Predicted Pay | 9 | 5 |
| c. TOTAL | 28 | 18 |
| d. % Below Predicted Pay (b divided by c = d) | 32.14 | 27.78 |

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

B. T-test Results

| | | |
|---------------------------|-----|---------------------|
| Degrees of Freedom (DF) = | 130 | Value of T = -3.362 |
|---------------------------|-----|---------------------|

a. Avg. diff. in pay from predicted pay for male jobs = (\$125)
 b. Avg. diff. in pay from predicted pay for female jobs = \$380

III. SALARY RANGE TEST = 97.14 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.86
 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

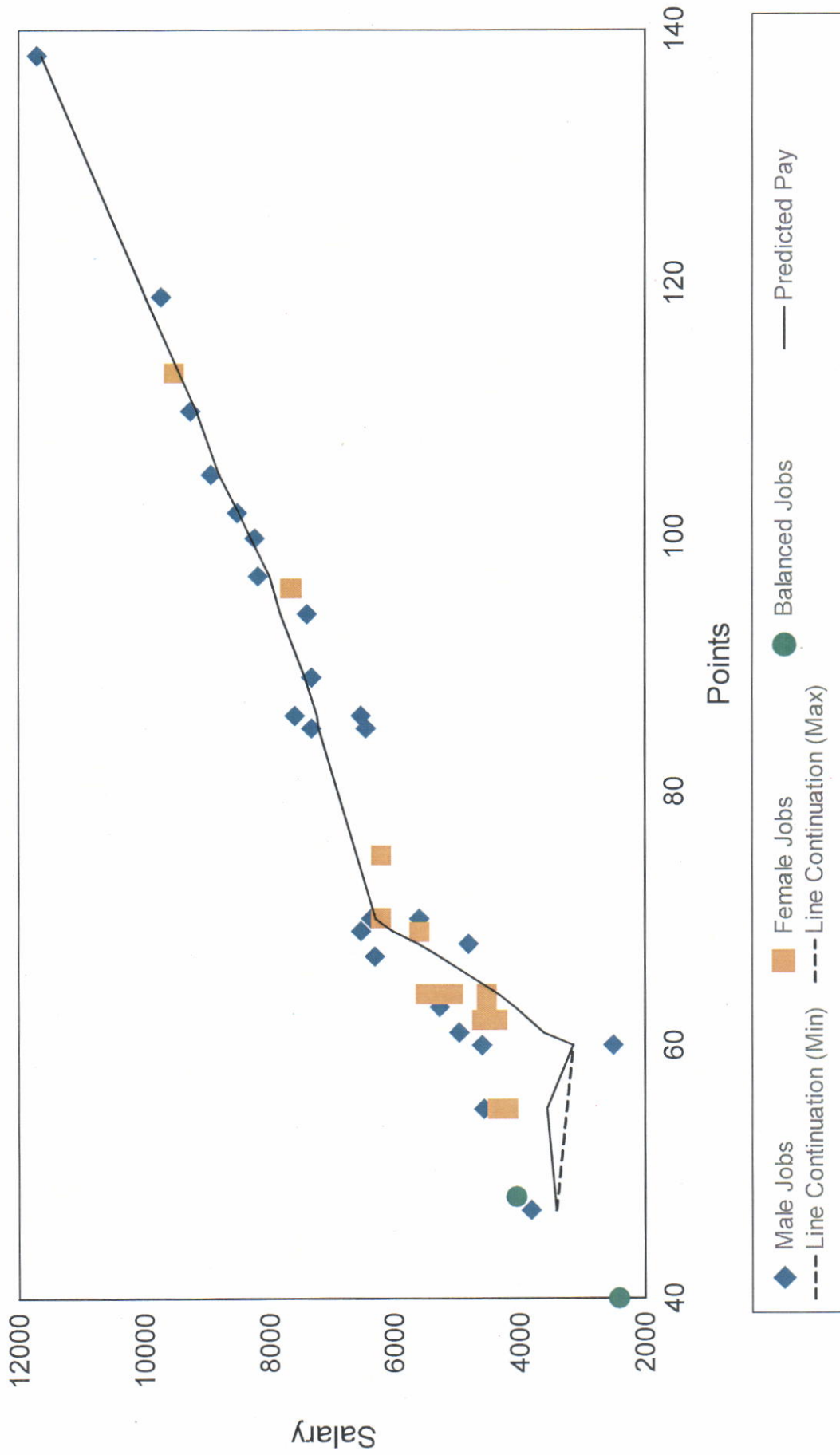
*(If 20% or less, test result will be 0.00)

Job Class Data Entry Verification List

Case: 2018 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 |
|---------|-----------------------------|-----------|-------------|------------|-------------|---------------|---------------|-------------------|----------------|-------------------------|
| 45 | Intern | 3 | 2 | B | 40 | \$2,166.60 | \$2,426.67 | 1.00 | 0.00 | |
| 1 | Building Maintenance Wor | 3 | 0 | M | 47 | \$3,060.34 | \$3,825.15 | 5.00 | 0.00 | |
| 2 | Community Service Officer | 1 | 1 | B | 48 | \$3,263.57 | \$4,080.26 | 5.00 | 0.00 | |
| 4 | Police Technician | 0 | 2 | F | 55 | \$3,361.95 | \$4,202.43 | 5.00 | 0.00 | |
| 5 | Secretary (Adm. Assistant) | 0 | 2 | F | 55 | \$3,494.68 | \$4,368.32 | 5.00 | 0.00 | |
| 7 | Public Works Maint Works | 10 | 1 | M | 55 | \$3,663.88 | \$4,579.95 | 5.00 | 0.00 | |
| 48 | Receptionist/Secretary | 0 | 1 | F | 55 | \$3,361.95 | \$4,202.43 | 5.00 | 0.00 | |
| 55 | Fire Technician | 0 | 1 | F | 55 | \$3,361.95 | \$4,202.43 | 5.00 | 0.00 | |
| 46 | Firefighter | 51 | 1 | M | 60 | \$2,513.33 | \$2,513.33 | 1.00 | 0.00 | |
| 47 | IT Support Technician | 1 | 0 | M | 60 | \$3,681.91 | \$4,612.36 | 5.00 | 0.00 | |
| 11 | Auto Mechanic | 2 | 0 | M | 61 | \$3,980.09 | \$4,975.41 | 5.00 | 0.00 | |
| 3 | Administrative Clerk | 0 | 1 | F | 62 | \$3,494.68 | \$4,368.32 | 5.00 | 0.00 | |
| 49 | Administrative Assistant-H | 0 | 1 | F | 62 | \$3,494.68 | \$4,368.32 | 5.00 | 0.00 | |
| 57 | Permit Technician | 0 | 1 | F | 62 | \$3,692.69 | \$4,615.83 | 5.00 | 0.00 | |
| 6 | Senior Accounting Clerk | 0 | 1 | F | 63 | \$3,627.60 | \$4,534.60 | 5.00 | 0.00 | |
| 9 | Engineering Tech II | 1 | 0 | M | 63 | \$4,230.85 | \$5,288.49 | 5.00 | 0.00 | |
| 8 | Building Inspections Techn | 0 | 1 | F | 64 | \$4,273.08 | \$5,341.30 | 5.00 | 0.00 | |
| 14 | Public Works Leadperson | 0 | 0 | M | 64 | \$4,213.10 | \$5,266.33 | 5.00 | 0.00 | |
| 39 | Public Infor. & Events Spe | 0 | 1 | F | 64 | \$4,404.89 | \$5,506.12 | 5.00 | 0.00 | |
| 50 | Lead Police Records Tech | 0 | 1 | F | 64 | \$3,627.60 | \$4,534.60 | 5.00 | 0.00 | |
| 58 | Community Dev. Assistant | 0 | 1 | F | 64 | \$4,056.43 | \$5,070.56 | 5.00 | 0.00 | |
| 51 | Senior Engineering Techni | 1 | 0 | M | 67 | \$5,059.55 | \$6,324.42 | 5.00 | 0.00 | |
| 12 | Building Maint Supervisor | 1 | 0 | M | 68 | \$3,957.55 | \$4,825.35 | 5.00 | 0.00 | |
| 52 | Accountant II | 0 | 1 | F | 69 | \$4,493.00 | \$5,616.25 | 5.00 | 0.00 | |
| 54 | Parks Supervisor | 1 | 0 | M | 69 | \$5,237.19 | \$6,546.41 | 5.00 | 0.00 | |
| 17 | City Planner | 1 | 0 | M | 70 | \$5,104.41 | \$6,380.51 | 5.00 | 0.00 | |
| 18 | City Clerk | 0 | 1 | F | 70 | \$4,972.29 | \$6,215.36 | 5.00 | 0.00 | |
| 23 | Patrol Officer | 14 | 3 | M | 70 | \$4,343.25 | \$6,352.00 | 5.00 | 0.00 | |
| 56 | Engineering Tech. 3 | 1 | 0 | M | 70 | \$4,492.99 | \$5,616.24 | 5.00 | 0.00 | |
| 19 | Office Supervisor | 0 | 1 | F | 75 | \$4,972.29 | \$6,215.36 | 5.00 | 0.00 | |
| 21 | Fire Marshal | 1 | 0 | M | 85 | \$5,173.48 | \$6,466.87 | 5.00 | 0.00 | |
| 53 | Civil Engineer 4 | 1 | 0 | M | 85 | \$5,684.09 | \$7,330.12 | 5.00 | 0.00 | |
| 25 | Utilities Supervisor | 1 | 0 | M | 86 | \$5,237.19 | \$6,546.41 | 5.00 | 0.00 | |
| 30 | Police Sergeant | 4 | 0 | M | 86 | \$6,454.56 | \$7,593.56 | 5.00 | 0.00 | |
| 31 | Building Official | 1 | 0 | M | 89 | \$5,864.09 | \$7,330.12 | 5.00 | 0.00 | |
| 34 | IT Manager | 1 | 0 | M | 94 | \$5,921.35 | \$7,401.71 | 5.00 | 0.00 | |
| 26 | Human Resources Managr | 0 | 1 | F | 96 | \$6,124.57 | \$7,655.71 | 5.00 | 0.00 | |
| 27 | Assistant Finance Director | 0 | 1 | F | 96 | \$6,124.57 | \$7,655.71 | 5.00 | 0.00 | |
| 24 | PW Parks Sup./PW Asst S | 1 | 0 | M | 97 | \$6,545.25 | \$8,182.51 | 5.00 | 0.00 | |
| 35 | Police Captain | 2 | 0 | M | 100 | \$6,587.03 | \$8,233.81 | 5.00 | 0.00 | |
| 32 | Public Works Superintendi | 1 | 0 | M | 102 | \$6,812.50 | \$8,515.60 | 5.00 | 0.00 | |
| 33 | Assist. C.A. / Econ. Dev. M | 1 | 0 | M | 102 | \$6,812.50 | \$8,515.60 | 5.00 | 0.00 | |
| 36 | City Engineer | 1 | 0 | M | 105 | \$7,145.81 | \$8,932.27 | 5.00 | 0.00 | |
| 28 | Community Dev. Director | 1 | 0 | M | 110 | \$7,408.64 | \$9,260.87 | 5.00 | 0.00 | |
| 37 | Fire Chief | 1 | 0 | M | 110 | \$7,408.64 | \$9,260.87 | 5.00 | 0.00 | |
| 40 | Finance Director | 0 | 1 | F | 113 | \$7,626.13 | \$9,532.67 | 5.00 | 0.00 | |
| 41 | Police Chief | 1 | 0 | M | 119 | \$7,784.71 | \$9,730.86 | 5.00 | 0.00 | |
| 42 | City Administrator | 1 | 0 | M | 138 | \$9,371.47 | \$11,714.34 | 5.00 | 0.00 | |

Job Number Count: 48



Predicted Pay Report for Ramsey
Case : 2018 DATA

| Job Nbr | Job Title | Nbr Males | Nbr Females | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------------------|-----------|-------------|-----------|----------|------------|---------------|---------------|----------------|
| 45 | Intern | 3 | 2 | 5 | Balanced | 40 | \$2,426.67 | \$3,549.96 | (\$1,123.29) |
| 1 | Building Maintenance Worker | 3 | 0 | 3 | Male | 47 | \$3,825.15 | \$3,415.15 | \$410.00 |
| 2 | Community Service Officer | 1 | 1 | 2 | Balanced | 48 | \$4,080.26 | \$3,395.89 | \$684.37 |
| 4 | Police Technician | 0 | 2 | 2 | Female | 55 | \$4,202.43 | \$3,568.85 | \$633.58 |
| 5 | Secretary (Adm. Assistant) | 0 | 2 | 2 | Female | 55 | \$4,368.32 | \$3,568.85 | \$799.47 |
| 7 | Public Works Maint Worker | 10 | 1 | 11 | Male | 55 | \$4,579.95 | \$3,568.85 | \$1,011.10 |
| 48 | Receptionist/Secretary | 0 | 1 | 1 | Female | 55 | \$4,202.43 | \$3,568.85 | \$633.58 |
| 55 | Fire Technician | 0 | 1 | 1 | Female | 55 | \$4,202.43 | \$3,568.85 | \$633.58 |
| 46 | Firefighter | 51 | 1 | 52 | Male | 60 | \$2,513.33 | \$3,157.25 | (\$643.92) |
| 47 | IT Support Technician | 1 | 0 | 1 | Male | 60 | \$4,612.36 | \$3,157.25 | \$1,455.11 |
| 11 | Auto Mechanic | 2 | 0 | 2 | Male | 61 | \$4,975.41 | \$3,614.64 | \$1,360.77 |
| 3 | Administrative Clerk | 0 | 1 | 1 | Female | 62 | \$4,368.32 | \$3,852.13 | \$516.19 |
| 49 | Administrative Assistant-HR | 0 | 1 | 1 | Female | 62 | \$4,368.32 | \$3,852.13 | \$516.19 |
| 57 | Permit Technician | 0 | 1 | 1 | Female | 62 | \$4,615.83 | \$3,852.13 | \$763.70 |
| 6 | Senior Accounting Clerk | 0 | 1 | 1 | Female | 63 | \$4,534.60 | \$4,089.63 | \$444.97 |
| 9 | Engineering Tech II | 1 | 0 | 1 | Male | 63 | \$5,288.49 | \$4,089.63 | \$1,198.86 |
| 8 | Building Inspections Technicia | 0 | 1 | 1 | Female | 64 | \$5,341.30 | \$4,327.12 | \$1,014.18 |
| 14 | Public Works Leadperson | 1 | 0 | 1 | Male | 64 | \$5,266.33 | \$4,327.12 | \$939.21 |
| 39 | Public Infor. & Events Special | 0 | 1 | 1 | Female | 64 | \$5,506.12 | \$4,327.12 | \$1,179.00 |
| 50 | Lead Police Records Technician | 0 | 1 | 1 | Female | 64 | \$4,534.60 | \$4,327.12 | \$207.48 |
| 58 | Community Dev. Assistant | 0 | 1 | 1 | Female | 64 | \$5,070.56 | \$4,327.12 | \$743.44 |
| 51 | Senior Engineering Technician | 1 | 0 | 1 | Male | 67 | \$6,324.42 | \$5,284.01 | \$1,040.41 |
| 12 | Building Maint Supervisor | 1 | 0 | 1 | Male | 68 | \$4,825.35 | \$5,659.29 | (\$833.94) |
| 52 | Accountant II | 0 | 1 | 1 | Female | 69 | \$5,616.25 | \$6,034.57 | (\$418.32) |
| 54 | Parks Supervisor | 1 | 0 | 1 | Male | 69 | \$6,546.41 | \$6,034.57 | \$511.84 |
| 17 | City Planner | 1 | 0 | 1 | Male | 70 | \$6,380.51 | \$6,300.87 | \$79.64 |
| 18 | City Clerk | 0 | 1 | 1 | Female | 70 | \$6,215.36 | \$6,300.87 | (\$85.51) |
| 23 | Patrol Officer | 14 | 3 | 17 | Male | 70 | \$6,352.00 | \$6,300.87 | \$51.13 |
| 56 | Engineering Tech. 3 | 1 | 0 | 1 | Male | 70 | \$5,616.24 | \$6,300.87 | (\$684.63) |
| 19 | Office Supervisor | 0 | 1 | 1 | Female | 75 | \$6,215.36 | \$7,272.14 | (\$1,056.78) |
| 21 | Fire Marshal | 1 | 0 | 1 | Male | 85 | \$6,466.87 | \$7,212.86 | (\$745.99) |
| 53 | Civil Engineer 4 | 1 | 0 | 1 | Male | 85 | \$7,330.12 | \$7,212.86 | \$117.26 |
| 25 | Utilities Supervisor | 1 | 0 | 1 | Male | 86 | \$6,546.41 | \$7,242.50 | (\$696.09) |
| 30 | Police Sergeant | 4 | 0 | 4 | Male | 86 | \$7,593.56 | \$7,242.50 | \$351.06 |
| 31 | Building Official | 1 | 0 | 1 | Male | 89 | \$7,330.12 | \$7,428.45 | (\$98.33) |

Predicted Pay Report for Ramsey
Case : 2018 DATA

| Job Nbr | Job Title | Nbr Males | Nbr Females | Total Nbr | Job Type | Job Points | Max Mo Salary | Predicted Pay | Pay Difference |
|---------|--------------------------------|-----------|-------------|-----------|----------|------------|---------------|---------------|----------------|
| 34 | IT Manager | 1 | 0 | 1 | Male | 94 | \$7,401.71 | \$7,823.93 | (\$422.22) |
| 26 | Human Resources Manager | 0 | 1 | 1 | Female | 96 | \$7,655.71 | \$7,897.05 | (\$241.34) |
| 27 | Assistant Finance Director | 0 | 1 | 1 | Female | 96 | \$7,655.71 | \$7,897.05 | (\$241.34) |
| 24 | PW Parks Sup./PW Asst Sup Int. | 1 | 0 | 1 | Male | 97 | \$8,182.51 | \$8,000.27 | \$182.24 |
| 35 | Police Captain | 2 | 0 | 2 | Male | 100 | \$8,233.81 | \$8,287.64 | (\$53.83) |
| 32 | Public Works Superintendent | 1 | 0 | 1 | Male | 102 | \$8,515.60 | \$8,480.66 | \$34.94 |
| 33 | Assist. C.A. / Econ. Dev. Man. | 1 | 0 | 1 | Male | 102 | \$8,515.60 | \$8,480.66 | \$34.94 |
| 36 | City Engineer | 1 | 0 | 1 | Male | 105 | \$8,932.27 | \$8,805.40 | \$126.87 |
| 28 | Community Dev. Director | 1 | 0 | 1 | Male | 110 | \$9,260.87 | \$9,179.71 | \$81.16 |
| 37 | Fire Chief | 1 | 0 | 1 | Male | 110 | \$9,260.87 | \$9,179.71 | \$81.16 |
| 40 | Finance Director | 0 | 1 | 1 | Female | 113 | \$9,532.67 | \$9,400.91 | \$131.76 |
| 41 | Police Chief | 1 | 0 | 1 | Male | 119 | \$9,730.86 | \$9,983.19 | (\$252.33) |
| 42 | City Administrator | 1 | 0 | 1 | Male | 138 | \$11,714.34 | \$11,648.82 | \$65.52 |

Job Number Count: 48