

Compliance Report

Jurisdiction: Ramsey
7550 Sunwood Drive NW

Report Year: 2021
Case: 1 - 2021 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	1	47
# Employees	66	26	2	94
Avg. Max Monthly Pay per employee	7100.75	5663.66		6646.82

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 64.28572 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	11	1
b. # Below Predicted Pay	17	17
c. TOTAL	28	18
d. % Below Predicted Pay (b divided by c = d)	60.71	94.44

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

B. T-test Results

Degrees of Freedom (DF) = 90	Value of T = 6.149
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a. Avg. diff. in pay from predicted pay for male jobs = -26

b. Avg. diff. in pay from predicted pay for female jobs = -536

III. SALARY RANGE TEST = 120.71 (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 = 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: 2021 DATA

Ramsey

LGID: 963

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Building Maintenance	3	0	0	M	47	3336.17	4170.21	5.00	0.00	
2	Community Service Officer	1	1	0	B	48	3558.65	4448.31	5.00	0.00	
3	Fire Tech	0	1	0	F	55	3665.19	4581.49	5.00	0.00	
4	Police Tech	0	3	0	F	55	3665.19	4581.49	5.00	0.00	
5	Secretary/Receptionist	0	1	0	F	55	3665.19	4581.49	5.00	0.00	
6	Admin Assistant	0	6	0	F	55	3809.89	4762.36	5.00	0.00	
7	Recreation Specialist	0	1	0	F	55	3809.89	4762.36	5.00	0.00	
8	PW Maint Worker	12	0	0	M	55	3994.51	4993.14	5.00	0.00	
9	IT Tech	1	0	0	M	60	4022.75	5028.43	5.00	0.00	
11	Auto Mechanic	2	0	0	M	61	4339.38	5424.23	5.00	0.00	
10	Permit Tech	0	2	0	F	62	4065.83	5082.29	5.00	0.00	
18	Engr Tech IV	1	0	0	M	63	5422.40	6778.00	5.00	0.00	
12	Senior Acct Clerk	0	1	0	F	63	3954.88	4943.61	5.00	0.00	
13	Engr Tech II	0	1	0	F	63	4612.49	5765.61	5.00	0.00	
14	Police Tech LEAD	0	1	0	F	64	3954.88	4943.61	5.00	0.00	
15	Communications and Events Coor	0	1	0	F	64	4235.19	5293.98	5.00	0.00	
16	Comm Dev Assistant	0	1	0	F	64	4422.30	5527.87	5.00	0.00	
17	Public Works Lead Worker	2	0	0	M	64	4593.11	5741.39	5.00	0.00	
19	Building Maint Supervisor	1	0	0	M	68	4875.47	6094.33	5.00	0.00	
20	HR Generalist	0	1	0	F	69	4421.93	5527.41	5.00	0.00	
21	Accountant II	0	1	0	F	69	4898.28	6122.85	5.00	0.00	
22	Planning Technician	1	0	0	M	69	4938.92	6173.65	5.00	0.00	
23	Parks Supervisor	1	0	0	M	69	5709.55	7136.94	5.00	0.00	
24	City Planner	1	0	0	M	70	5564.86	6956.08	5.00	0.00	
25	Patrol	16	4	0	M	70	4735.03	7305.58	16.00	0.00	
27	Fire Inspector/Firefighter	1	0	0	M	70	5420.82	6776.03	5.00	0.00	
28	Civil Engr II	1	0	0	M	75	5865.87	7332.33	5.00	0.00	
26	Office Supervisor	0	1	0	F	75	5420.82	6776.03	5.00	0.00	
29	Civil Engr IV	1	0	0	M	85	6393.08	7991.35	5.00	0.00	
30	PW Utilities Supervisor	1	0	0	M	86	5709.55	7136.94	5.00	0.00	
31	Sergeants	4	0	0	M	86	7036.80	8609.71	12.00	0.00	
32	Senior Planner	0	1	0	F	86	6239.93	7799.91	5.00	0.00	

Job Class Data Entry Verification List

Case: 2021 DATA

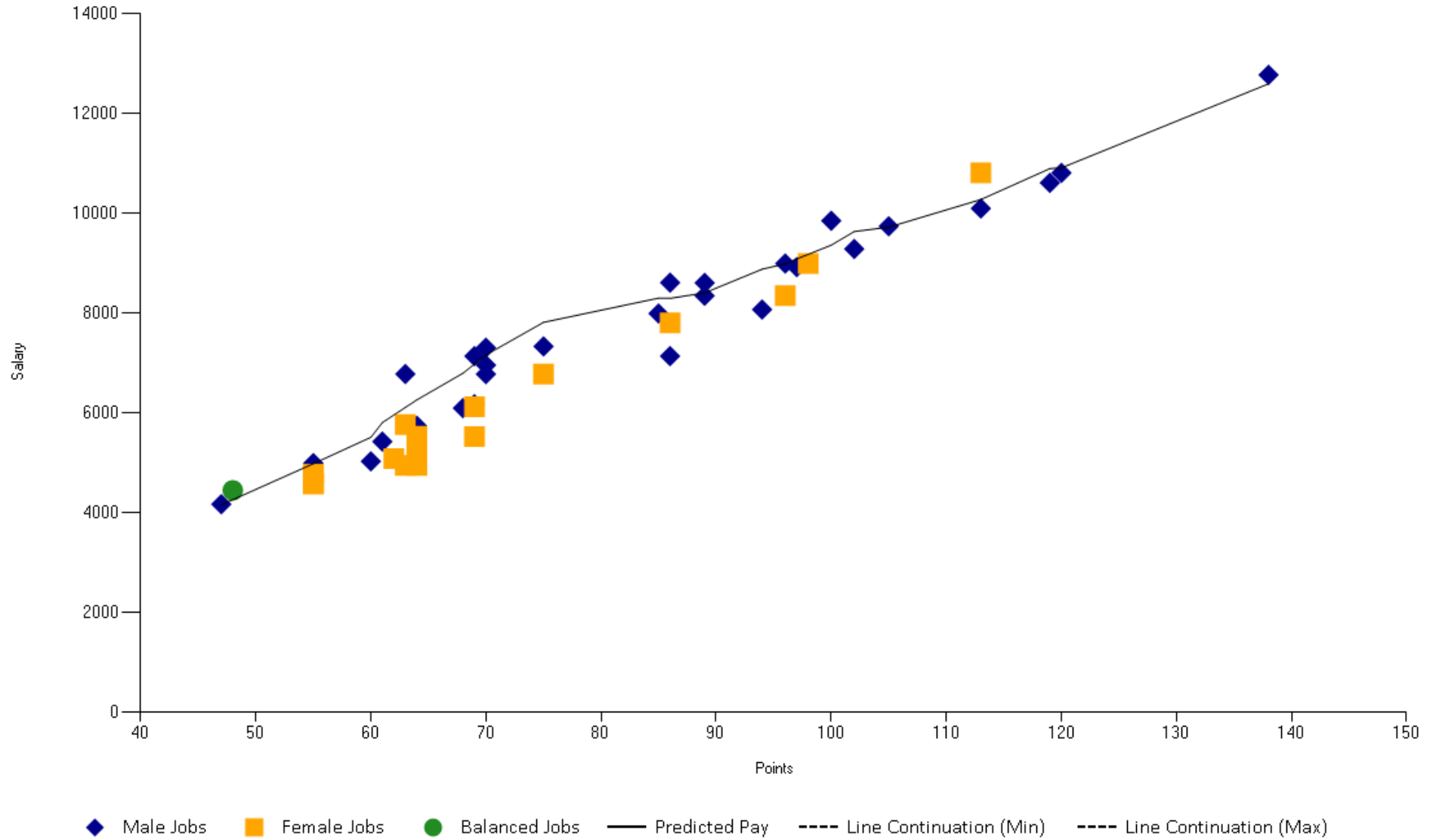
Ramsey

LGID: 963

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay	
33	Building Official	1	0	0	M	89	6677.05	8346.31	5.00	0.00		
34	Assistant Fire Chief/FireMarsh	1	0	0	M	89	6883.41	8604.27	5.00	0.00		
35	IT Manager	1	0	0	M	94	6455.52	8069.40	5.00	0.00		
36	Asst Finance Officer	0	1	0	F	96	6677.05	8346.31	5.00	0.00		
37	Econ Dev Manager	1	0	0	M	96	7193.01	8991.26	5.00	0.00		
38	Parks and Asst PW Superintende	1	0	0	M	97	7136.51	8920.64	5.00	0.00		
39	Adm Services Director	0	1	0	F	98	7193.01	8991.26	5.00	0.00		
40	Captains	2	0	0	M	100	7575.84	9848.60	16.00	0.00		
41	Public Works Superintendent	1	0	0	M	102	7427.02	9283.77	5.00	0.00		
42	City Engr	1	0	0	M	105	7790.42	9738.02	5.00	0.00		
43	Fire Chief / EMD	1	0	0	M	113	8077.01	10096.27	5.00	0.00		
44	Finance Director	0	1	0	F	113	8646.63	10808.28	5.00	0.00		
46	Police Chief	1	0	0	M	119	8486.92	10608.65	5.00	0.00		
45	Dep. City AdmCD Director	1	0	0	M	120	8646.63	10808.28	5.00	0.00		
47	City Administrator	1	0	0	M	138	10216.8	12771.06	5.00	0.00		
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Job Number Count: 47

Predicted Pay Report for: Ramsey Case: 2021 DATA



Predicted Pay Report for: Ramsey

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Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Building Maintenance	3	0	0	3	Male	47	4170.2100	4156.9283	13.2817
2	Community Service Officer	1	1	0	2	Balanced	48	4448.3100	4259.6279	188.6821
3	Fire Tech	0	1	0	1	Female	55	4581.4900	4981.3391	-399.8491
4	Police Tech	0	3	0	3	Female	55	4581.4900	4981.3391	-399.8491
5	Secretary/Receptionist	0	1	0	1	Female	55	4581.4900	4981.3391	-399.8491
6	Admin Assistant	0	6	0	6	Female	55	4762.3600	4981.3391	-218.9791
7	Recreation Specialist	0	1	0	1	Female	55	4762.3600	4981.3391	-218.9791
8	PW Maint Worker	12	0	0	12	Male	55	4993.1400	4981.3391	11.8009
9	IT Tech	1	0	0	1	Male	60	5028.4300	5511.6001	-483.1701
11	Auto Mechanic	2	0	0	2	Male	61	5424.2300	5806.5600	-382.3300
10	Permit Tech	0	2	0	2	Female	62	5082.2900	5958.0796	-875.7896
12	Senior Acct Clerk	0	1	0	1	Female	63	4943.6100	6109.5991	-1165.9891
13	Engr Tech II	0	1	0	1	Female	63	5765.6100	6109.5991	-343.9891
18	Engr Tech IV	1	0	0	1	Male	63	6778.0000	6109.5991	668.4009
14	Police Tech LEAD	0	1	0	1	Female	64	4943.6100	6261.1187	-1317.5087
15	Communications and Events Coor	0	1	0	1	Female	64	5293.9800	6261.1187	-967.1387
16	Comm Dev Assistant	0	1	0	1	Female	64	5527.8700	6261.1187	-733.2487
17	Public Works Lead Worker	2	0	0	2	Male	64	5741.3900	6261.1187	-519.7287
19	Building Maint Supervisor	1	0	0	1	Male	68	6094.3300	6794.0078	-699.6778
20	HR Generalist	0	1	0	1	Female	69	5527.4100	6978.7107	-1451.3007
21	Accountant II	0	1	0	1	Female	69	6122.8500	6978.7107	-855.8607
22	Planning Technician	1	0	0	1	Male	69	6173.6500	6978.7107	-805.0607
23	Parks Supervisor	1	0	0	1	Male	69	7136.9400	6978.7107	158.2293
24	City Planner	1	0	0	1	Male	70	6956.0800	7161.0012	-204.9212
25	Patrol	16	4	0	20	Male	70	7305.5800	7161.0012	144.5788
27	Fire Inspector/Firefighter	1	0	0	1	Male	70	6776.0300	7161.0012	-384.9712
26	Office Supervisor	0	1	0	1	Female	75	6776.0300	7814.3847	-1038.3547
28	Civil Engr II	1	0	0	1	Male	75	7332.3300	7814.3847	-482.0547
29	Civil Engr IV	1	0	0	1	Male	85	7991.3500	8299.6954	-308.3454
32	Senior Planner	0	1	0	1	Female	86	7799.9100	8294.6845	-494.7745
30	PW Utilities Supervisor	1	0	0	1	Male	86	7136.9400	8294.6845	-1157.7445
31	Sergeants	4	0	0	4	Male	86	8609.7100	8294.6845	315.0255

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33	Building Official	1	0	0	1	Male	89	8346.3100	8404.5726	-58.2626
34	Assistant Fire Chief/FireMarsh	1	0	0	1	Male	89	8604.2700	8404.5726	199.6974
35	IT Manager	1	0	0	1	Male	94	8069.4000	8878.6139	-809.2139
36	Asst Finance Officer	0	1	0	1	Female	96	8346.3100	8986.4710	-640.1610
37	Econ Dev Manager	1	0	0	1	Male	96	8991.2600	8986.4710	4.7890
38	Parks and Asst PW Superintende	1	0	0	1	Male	97	8920.6400	9083.2699	-162.6299
39	Adm Services Director	0	1	0	1	Female	98	8991.2600	9179.6288	-188.3688
40	Captains	2	0	0	2	Male	100	9848.6000	9359.8305	488.7695
41	Public Works Superintendent	1	0	0	1	Male	102	9283.7700	9632.2580	-348.4880
42	City Engr	1	0	0	1	Male	105	9738.0200	9719.9494	18.0706
44	Finance Director	0	1	0	1	Female	113	10808.2800	10273.6003	534.6797
43	Fire Chief / EMD	1	0	0	1	Male	113	10096.2700	10273.6003	-177.3303
46	Police Chief	1	0	0	1	Male	119	10608.6500	10893.8448	-285.1948
45	Dep. City AdmCD Director	1	0	0	1	Male	120	10808.2800	10909.3516	-101.0716
47	City Administrator	1	0	0	1	Male	138	12771.0600	12593.3949	177.6651

Job Number Count: 47