

### Pay Equity Implementation Form

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

#### Part A: Jurisdiction Identification

Jurisdiction: Marshall

Jurisdiction Type: CITY - City

344 West Main Street

Marshall

Contact:	Name	Title	Phone	Email
	Sharon Hanson	City Administrator	507-537-6760	Sharon.Hanson@ci.marshall.mn.us
	Sheila Dubs	Human Resource Mgr	507-537-6790	Sheila.dubs@ci.marshall.mn.us

#### Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was:

Other (specify)

Describe below if the job evaluation system used is: "The same as last year", "A new system", "A substantially modified system from last year", or another descriptor not listed here: (\*less than 240 characters)

Hay Point Factor Method. This is the same system used in the 2018 report.

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

There is no difference  and female classes are not at a disadvantage.

3. An official notice has been posted at:

Marshall City Hall Bulletin Board

(prominent location) (\*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

City Council

(governing body) (\*less than 60 characters)

Robert Byrnes

(chief elected official)(\*less than 60 characters)

Mayor

(title) (\*less than 60 characters)

Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

#### Part C: Total Payroll

\$8,061,222.52 is the annual payroll for the calendar year just ended December 31.

# Compliance Report

Jurisdiction: Marshall  
344 West Main Street

Report Year: 2021  
Case: 4 - 2021 DATA FINAL TEST  
(Private (Jur Only))

Marshall, MN 56258

Contact: Sheila Dubs

Phone: (507) 537-6790

E-Mail: Sheila.dubs@ci.marshall.mn.us

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	38	17	3	58
# Employees	58	21	23	102
Avg. Max Monthly Pay per employee	6080.00	6329.67		5890.44

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 74.5614 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	18	5
b. # Below Predicted Pay	20	12
c. TOTAL	38	17
d. % Below Predicted Pay (b divided by c = d)	52.63	70.59

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

### B. T-test Results

Degrees of Freedom (DF) = 77	Value of T = 0.677
------------------------------	--------------------

a. Avg. diff. in pay from predicted pay for male jobs = 20

b. Avg. diff. in pay from predicted pay for female jobs = -33

## III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 5.00

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 FINAL TEST

Marshall

LGID: 734

Job Nbr	Class Title	Nbr		Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
		Males	Females								
58	Building Custodian	2	0	0	M	108	1957.00	2608.00	5.00	0.00	
57	Liquor Checkout Clerk	3	3	0	B	126	1957.00	2608.00	5.00	0.00	
56	Building Maintenance Worker	0	1	0	F	132	3329.00	4438.00	5.00	0.00	
55	Liquor Sales Associate	1	2	0	B	149	3397.00	4528.00	5.00	0.00	
54	Community Service Officer	1	0	0	M	153	3397.00	4528.00	5.00	0.00	
53	Office Assistant/Receptionist	0	3	0	F	171	3563.00	4750.00	5.00	0.00	
52	Maintenance Worker	6	0	0	M	172	3563.00	4750.00	5.00	0.00	
51	Maintenance Technician	3	0	0	M	181	3852.00	5137.00	5.00	0.00	
50	WWT Plant Operator I	2	0	0	M	192	3852.00	5137.00	5.00	0.00	
49	Media Production Technician	1	0	0	M	199	3852.00	5137.00	5.00	0.00	
47	Senior Maintenance Worker	4	0	0	M	200	3852.00	5137.00	5.00	0.00	
48	WWT Maintenance Operator	2	0	0	M	200	3852.00	5137.00	5.00	0.00	
46	Police Records Clerk	0	1	0	F	203	3852.00	5137.00	5.00	0.00	
45	Building Inspector I	1	0	0	M	206	4047.00	5395.00	5.00	0.00	
44	Mechanic	1	0	0	M	237	4047.00	5395.00	5.00	0.00	
42	WWT Laboratory Specialist	0	1	0	F	238	4047.00	5395.00	5.00	0.00	
43	WWT Senior Maintenance Operato	1	0	0	M	238	4047.00	5395.00	5.00	0.00	
41	WWT Plant Operator II	2	0	0	M	239	4047.00	5395.00	5.00	0.00	
40	Administrative Assistant	0	3	0	F	247	4047.00	5395.00	5.00	0.00	
39	WWT Technical Operator	1	0	0	M	251	4157.00	5544.00	5.00	0.00	
38	Assessing Technician	0	1	0	F	252	4047.00	5395.00	5.00	0.00	
36	Building Maintenance Superviso	1	0	0	M	261	4157.00	5544.00	5.00	0.00	
37	Recreation Coordinator	1	0	0	M	261	4157.00	5544.00	5.00	0.00	
34	Accounting Specialist	0	1	0	F	275	4157.00	5544.00	5.00	0.00	
35	Payroll/Benefits Specialist	0	1	0	F	275	4157.00	5544.00	5.00	0.00	
33	Community Education Coordinato	0	1	0	F	282	4157.00	5544.00	5.00	0.00	
31	Engineering Specialist	3	0	0	M	289	4421.00	5894.00	5.00	0.00	
32	City Clerk	1	0	0	M	289	4421.00	5894.00	5.00	0.00	
30	Adult Community Center Coordin	0	1	0	F	298	4421.00	5894.00	5.00	0.00	
29	Media Communications Specialis	1	0	0	M	308	4421.00	5894.00	5.00	0.00	
28	Appraiser	0	1	0	F	310	4421.00	5894.00	5.00	0.00	
27	Police Officer	11	3	0	B	317	4627.00	6145.00	5.00	0.00	



# Job Class Data Entry Verification List

Case: 2021 DATA FINAL TEST

Marshall

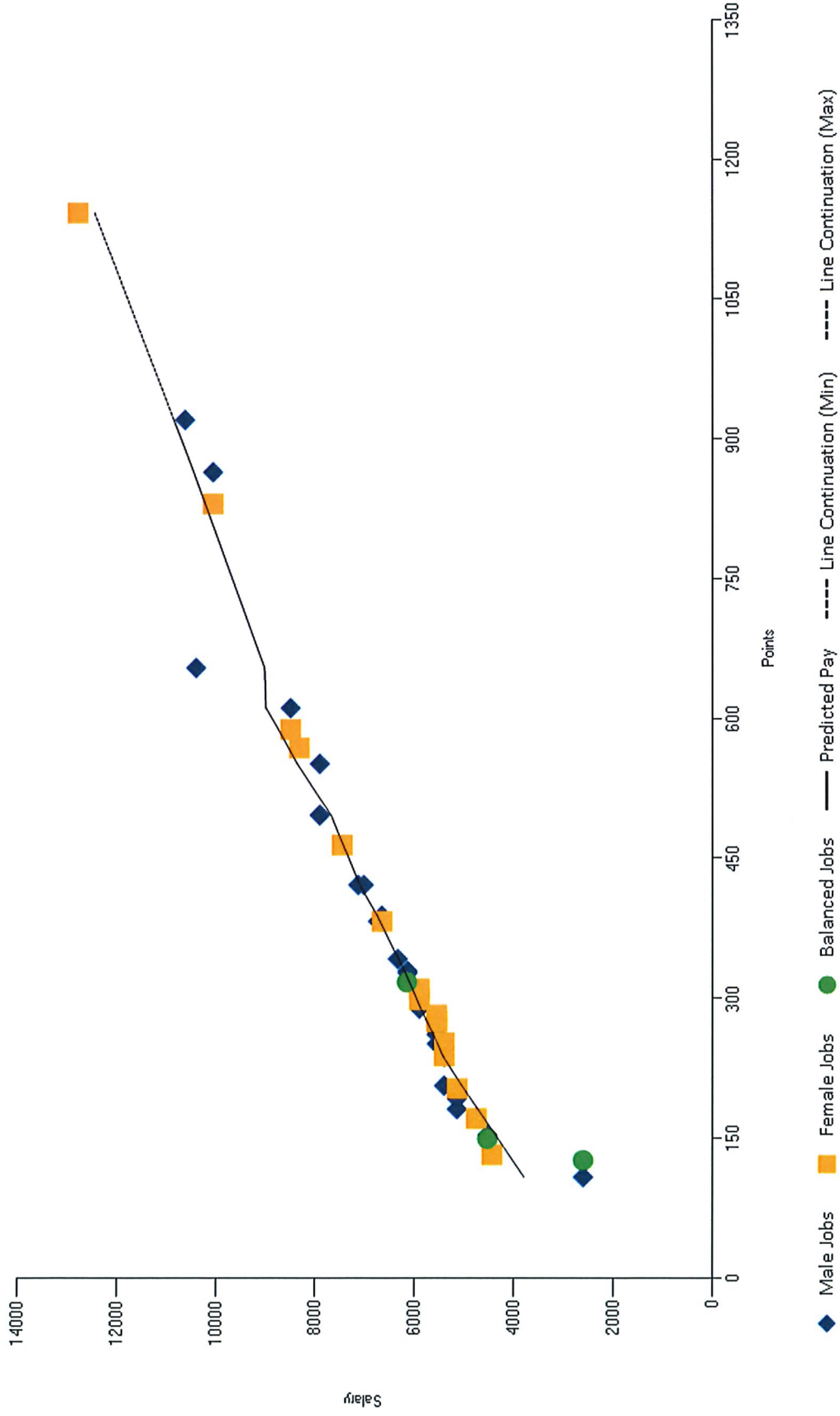
LGID: 734

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
26	Lead Maintenance Worker	2	0	0	M	327	4599.00	6133.00	5.00	0.00	
25	Collection Sys. Asst. Superint	1	0	0	M	329	4599.00	6133.00	5.00	0.00	
24	Facility Maintenance Superviso	1	0	0	M	342	4748.00	6331.00	5.00	0.00	
18	Training Facility Coordinator	0	1	0	F	382	4988.00	6650.00	5.00	0.00	
19	Senior Engineering Specialist	1	0	0	M	382	4988.00	6650.00	5.00	0.00	
20	Plans Examiner/Asst Zoning Adm	1	0	0	M	382	4988.00	6650.00	5.00	0.00	
21	Building Services Coordinator	1	0	0	M	382	4988.00	6650.00	5.00	0.00	
22	Police Corporal	3	0	0	M	382	5060.00	6722.00	5.00	0.00	
23	Police Detective	1	0	0	M	382	5060.00	6722.00	5.00	0.00	
17	WWT Facility Asst. Superintend	1	0	0	M	388	4988.00	6650.00	5.00	0.00	
15	Police Sergeant	2	0	0	M	421	5374.00	7124.00	5.00	0.00	
16	Parks Superintendent	1	0	0	M	421	5260.00	7013.00	5.00	0.00	
14	Human Resource Manager	0	1	0	F	464	5587.00	7448.00	5.00	0.00	
12	Public Ways Superintendent	1	0	0	M	496	5920.00	7894.00	5.00	0.00	
13	Assistant City Engineer	1	0	0	M	496	5920.00	7894.00	5.00	0.00	
11	Liquor Store Manager	1	0	0	M	551	5920.00	7894.00	5.00	0.00	
10	Economic Development Director	0	1	0	F	568	6232.00	8310.00	5.00	0.00	
7	City Assessor	1	0	0	M	588	6364.00	8485.00	5.00	0.00	
8	Finance Director	0	1	0	F	588	6364.00	8485.00	5.00	0.00	
9	Police Captain	1	0	0	M	588	6364.00	8485.00	5.00	0.00	
6	WWT Plant Superintendent	1	0	0	M	611	6364.00	8485.00	5.00	0.00	
5	Director of Community Services	1	0	0	M	654	7795.00	10393.00	5.00	0.00	
4	Director of Administrative Ser	0	1	0	F	830	7537.00	10050.00	5.00	0.00	
3	Director of Public Safety	1	0	0	M	864	7537.00	10050.00	5.00	0.00	
2	Dir. of Public Works/City Engi	1	0	0	M	920	7963.00	10616.00	5.00	0.00	
1	City Administrator	0	1	0	F	1142	9570.00	12760.00	5.00	0.00	

**Job Number Count: 58**

## Predicted Pay Report for: Marshall

Case: 2021 DATA FINAL TEST





# Predicted Pay Report for: Marshall

Case: 2021 DATA FINAL TEST

Job Nbr	Job Title	Nbr		Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
		Males	Females							
58	Building Custodian	2	0	0	2	Male	108	2608.0000	3791.5396	-1183.5396
57	Liquor Checkout Clerk	3	3	0	6	Balanced	126	2608.0000	4021.2831	-1413.2831
56	Building Maintenance Worker	0	1	0	1	Female	132	4438.0000	4097.8642	340.1358
55	Liquor Sales Associate	1	2	0	3	Balanced	149	4528.0000	4315.0643	212.9357
54	Community Service Officer	1	0	0	1	Male	153	4528.0000	4365.8983	162.1017
53	Office Assistant/Receptionist	0	3	0	3	Female	171	4750.0000	4595.6418	154.3582
52	Maintenance Worker	6	0	0	6	Male	172	4750.0000	4608.1853	141.8147
51	Maintenance Technician	3	0	0	3	Male	181	5137.0000	4723.0570	413.9430
50	WWT Plant Operator I	2	0	0	2	Male	192	5137.0000	4863.6759	273.3241
49	Media Production Technician	1	0	0	1	Male	199	5137.0000	4953.4607	183.5393
47	Senior Maintenance Worker	4	0	0	4	Male	200	5137.0000	4966.0042	170.9958
48	WWT Maintenance Operator	2	0	0	2	Male	200	5137.0000	4966.0042	170.9958
46	Police Records Clerk	0	1	0	1	Female	203	5137.0000	5004.2947	132.7053
45	Building Inspector I	1	0	0	1	Male	206	5395.0000	5042.5853	352.4147
44	Mechanic	1	0	0	1	Male	237	5395.0000	5414.6399	-19.6399
42	WWT Laboratory Specialist	0	1	0	1	Female	238	5395.0000	5422.7799	-27.7799
43	WWT Senior Maintenance Operato	1	0	0	1	Male	238	5395.0000	5422.7799	-27.7799
41	WWT Plant Operator II	2	0	0	2	Male	239	5395.0000	5432.7106	-37.7106
40	Administrative Assistant	0	3	0	3	Female	247	5395.0000	5499.5089	-104.5089
39	WWT Technical Operator	1	0	0	1	Male	251	5544.0000	5532.6926	11.3074
38	Assessing Technician	0	1	0	1	Female	252	5395.0000	5541.3118	-146.3118
36	Building Maintenance Superviso	1	0	0	1	Male	261	5544.0000	5617.2975	-73.2975
37	Recreation Coordinator	1	0	0	1	Male	261	5544.0000	5617.2975	-73.2975
34	Accounting Specialist	0	1	0	1	Female	275	5544.0000	5732.0573	-188.0573
35	Payroll/Benefits Specialist	0	1	0	1	Female	275	5544.0000	5732.0573	-188.0573
33	Community Education Coordinato	0	1	0	1	Female	282	5544.0000	5827.3136	-283.3136
31	Engineering Specialist	3	0	0	3	Male	289	5894.0000	5873.0437	20.9563
32	City Clerk	1	0	0	1	Male	289	5894.0000	5873.0437	20.9563
30	Adult Community Center Coordin	0	1	0	1	Female	298	5894.0000	5944.8026	-50.8026
29	Media Communications Specialis	1	0	0	1	Male	308	5894.0000	6023.5630	-129.5630
28	Appraiser	0	1	0	1	Female	310	5894.0000	6028.6417	-134.6417
27	Police Officer	11	3	0	14	Balanced	317	6145.0000	6090.7437	54.2563



## Predicted Pay Report for: Marshall Case: 2021 DATA FINAL TEST

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
26	Lead Maintenance Worker	2	0	0	2	Male	327	6133.0000	6187.3019	-54.3019
25	Collection Sys. Asst. Superint	1	0	0	1	Male	329	6133.0000	6205.6283	-72.6283
24	Facility Maintenance Superviso	1	0	0	1	Male	342	6331.0000	6322.7245	8.2755
18	Training Facility Coordinator	0	1	0	1	Female	382	6650.0000	6688.5967	-38.5967
19	Senior Engineering Specialist	1	0	0	1	Male	382	6650.0000	6688.5967	-38.5967
20	Plans Examiner/Asst Zoning Adm	1	0	0	1	Male	382	6650.0000	6688.5967	-38.5967
21	Building Services Coordinator	1	0	0	1	Male	382	6650.0000	6688.5967	-38.5967
22	Police Corporal	3	0	0	3	Male	382	6722.0000	6688.5967	33.4033
23	Police Detective	1	0	0	1	Male	382	6722.0000	6688.5967	33.4033
17	WWT Facility Asst. Superintend	1	0	0	1	Male	388	6650.0000	6743.5967	-93.5967
15	Police Sergeant	2	0	0	2	Male	421	7124.0000	7094.9485	29.0515
16	Parks Superintendent	1	0	0	1	Male	421	7013.0000	7094.9485	-81.9485
14	Human Resource Manager	0	1	0	1	Female	464	7448.0000	7421.3890	26.6110
12	Public Ways Superintendent	1	0	0	1	Male	496	7894.0000	7669.2925	224.7075
13	Assistant City Engineer	1	0	0	1	Male	496	7894.0000	7669.2925	224.7075
11	Liquor Store Manager	1	0	0	1	Male	551	7894.0000	8354.6815	-460.6815
10	Economic Development Director	0	1	0	1	Female	568	8310.0000	8532.9830	-222.9830
8	Finance Director	0	1	0	1	Female	588	8485.0000	8736.0402	-251.0402
7	City Assessor	1	0	0	1	Male	588	8485.0000	8736.0402	-251.0402
9	Police Captain	1	0	0	1	Male	588	8485.0000	8736.0402	-251.0402
6	WWT Plant Superintendent	1	0	0	1	Male	611	8485.0000	8983.8852	-498.8852
5	Director of Community Services	1	0	0	1	Male	654	10393.0000	9009.2574	1383.7426
4	Director of Administrative Ser	0	1	0	1	Female	830	10050.0000	10199.5459	-149.5459
3	Director of Public Safety	1	0	0	1	Male	864	10050.0000	10442.3354	-392.3354
2	Dir. of Public Works/City Engi	1	0	0	1	Male	920	10616.0000	10842.5502	-226.5502
1	City Administrator	0	1	0	1	Female	1142	12760.0000	12429.7361	330.2639

**Job Number Count: 58**