

Compliance Report

Jurisdiction: Marshall
344 West Main Street

Report Year: 2024
Case: 5 - 2023Data (Shared (Jur and MMB))

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	40	16	3	59
# Employees	71	19	8	98
Avg. Max Monthly Pay per employee	7001.99	6963.37		6846.25

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 93.33334 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	12	4
b. # Below Predicted Pay	28	12
c. TOTAL	40	16
d. % Below Predicted Pay (b divided by c = d)	70.00	75.00

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

B. T-test Results

Degrees of Freedom (DF) = 88	Value of T = -0.851
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a. Avg. diff. in pay from predicted pay for male jobs = 1

b. Avg. diff. in pay from predicted pay for female jobs = 77

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

A. Avg. # of years to max salary for male jobs = 9.00

B. Avg. # of years to max salary for female jobs = 9.00

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: 2023Data

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
1	Building Custodian	1	2	0	B	112	3034.00	4036.00	9.00	0.00	
2	Liquor Checkout Clerk	4	1	0	M	112	3034.00	4036.00	9.00	0.00	
3	Liquor Sales Associate	2	1	0	B	113	3494.00	4646.00	9.00	0.00	
4	Office Asst/Receptionist	0	2	0	F	113	3494.00	4646.00	9.00	0.00	
5	Office Specialist	0	1	0	F	221	4131.00	5495.00	9.00	0.00	
6	Program Specialist	0	1	0	F	221	4131.00	5495.00	9.00	0.00	
7	Community Services Officer	2	0	0	M	221	4131.00	5495.00	9.00	0.00	
8	WW Maintenance Operator	1	0	0	M	221	4131.00	5495.00	9.00	0.00	
9	WW Plant Operator I	1	0	0	M	221	4131.00	5495.00	9.00	0.00	
10	Maintenance Worker--Parks	3	0	0	M	221	4131.00	5495.00	9.00	0.00	
11	Maintenance Worker--Streets	2	0	0	M	221	4131.00	5495.00	9.00	0.00	
12	Accounting Specialist	1	0	0	M	222	4449.00	5915.00	9.00	0.00	
13	Assessing Tech/EDA Assistant	0	1	0	F	222	4449.00	5915.00	9.00	0.00	
14	Media Production Technician	1	0	0	M	222	4449.00	5915.00	9.00	0.00	
15	Administrative Assistant	0	3	0	F	222	4449.00	5915.00	9.00	0.00	
16	Police Records Technician	0	1	0	F	222	4449.00	5915.00	9.00	0.00	
17	Building Inspector I	1	0	0	M	222	4449.00	5915.00	9.00	0.00	
18	Senior Maintenance Worker	5	0	0	M	222	4449.00	5915.00	9.00	0.00	
19	WW Laboratory Specialist	0	1	0	F	222	4449.00	5915.00	9.00	0.00	
20	WW Plant Operator II	2	0	0	M	222	4449.00	5915.00	9.00	0.00	
21	WW Senior Maintenance Operator	2	0	0	M	222	4449.00	5915.00	9.00	0.00	
22	Adult Community Center Coord	0	1	0	F	223	4762.00	6334.00	9.00	0.00	
23	Appraiser	0	1	0	F	223	4762.00	6334.00	9.00	0.00	
24	Building Maintenance Superviso	1	0	0	M	223	4762.00	6334.00	9.00	0.00	
25	Maintenance Technician	3	0	0	M	223	4762.00	6334.00	9.00	0.00	
26	Mechanic	1	0	0	M	223	4762.00	6334.00	9.00	0.00	
27	Payroll/Benefits Specialist	0	1	0	F	223	4762.00	6334.00	9.00	0.00	
28	Recreation Coordinator	1	0	0	M	223	4762.00	6334.00	9.00	0.00	
29	Training Facility Coordinator	0	1	0	F	223	4762.00	6334.00	9.00	0.00	
30	WW Technical Operator	1	0	0	M	224	4762.00	6334.00	9.00	0.00	
31	City Clerk	1	0	0	M	224	5159.00	6859.00	9.00	0.00	
32	Engineering Specialist	3	0	0	M	224	5159.00	6859.00	9.00	0.00	

Job Class Data Entry Verification List

Case: 2023Data

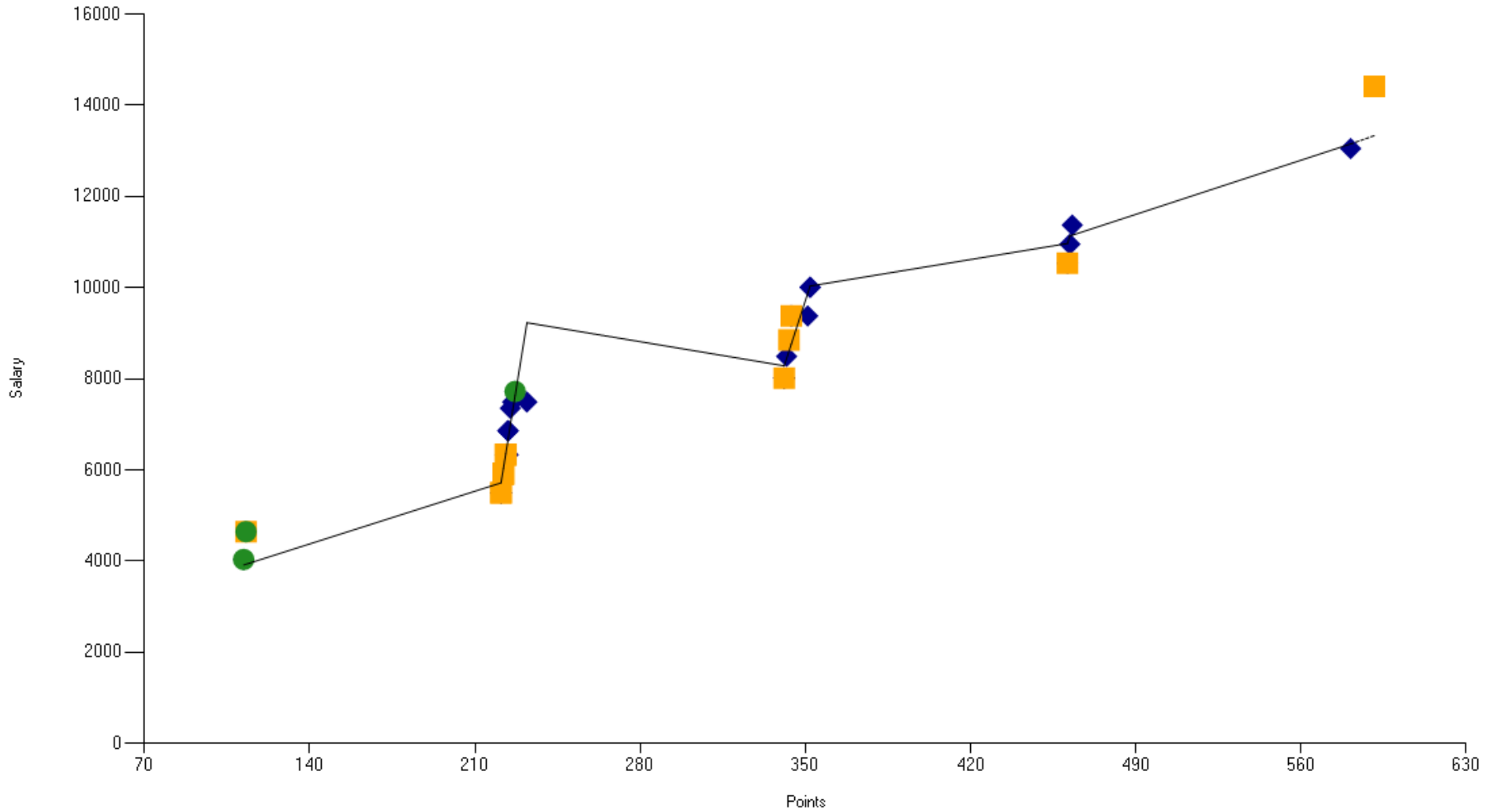
Marshall

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	
33	Lead Maintenance Worker	2	0	0	M	224	5159.00	6859.00	9.00	0.00		
34	Police Officer	10	1	0	M	225	5528.00	7353.00	9.00	0.00		
35	Plans Examiner/Asst Zoning Adm	1	0	0	M	226	5632.00	7490.00	9.00	0.00		
36	Police Corporal	3	0	0	M	227	5806.00	7721.00	9.00	0.00		
37	Police Detective	1	1	0	B	227	5806.00	7721.00	9.00	0.00		
38	Building Services Coordinator	1	0	0	M	232	5632.00	7490.00	9.00	0.00		
39	Community Education Coord	0	1	0	F	341	6026.00	8015.00	9.00	0.00		
40	Facility Maintenance Superviso	1	0	0	M	341	6026.00	8015.00	9.00	0.00		
41	Media Communications Specialis	1	0	0	M	341	6026.00	8015.00	9.00	0.00		
42	Senior Engineering Specialist	1	0	0	M	341	6026.00	8015.00	9.00	0.00		
43	WW Assistant Plant Supt	1	0	0	M	341	6026.00	8015.00	9.00	0.00		
44	WW Coll System Asst Supt	1	0	0	M	341	6026.00	8015.00	9.00	0.00		
45	Police Sergeant	1	0	0	M	342	6383.00	8492.00	9.00	0.00		
46	Finance Director	0	1	0	F	343	6656.00	8854.00	9.00	0.00		
47	Assistant City Engineer	1	0	0	M	344	7052.00	9379.00	9.00	0.00		
48	Human Resource Manager	0	1	0	F	344	7052.00	9379.00	9.00	0.00		
49	Liquor Store Manager	1	0	0	M	344	7052.00	9379.00	9.00	0.00		
50	Public Ways Superintendent	1	0	0	M	344	7052.00	9379.00	9.00	0.00		
51	WW Plant Superintendent	1	0	0	M	351	7052.00	9379.00	9.00	0.00		
52	Park and Recreation Superinten	1	0	0	M	352	7525.00	10008.00	9.00	0.00		
53	Police Captain	1	0	0	M	352	7525.00	10008.00	9.00	0.00		
54	City Assessor	1	0	0	M	461	7920.00	10533.00	9.00	0.00		
55	Economic Development Director	0	1	0	F	461	7920.00	10533.00	9.00	0.00		
56	Director of Administrative Ser	1	0	0	M	462	8233.00	10953.00	9.00	0.00		
57	Director of Public Safety	1	0	0	M	463	8551.00	11372.00	9.00	0.00		
58	Director of Public Works/City	1	0	0	M	581	9814.00	13051.00	9.00	0.00		
59	City Administrator	0	1	0	F	591	10838.0	14415.00	9.00	0.00		
							0					

Job Number Count: 59

Predicted Pay Report for: Marshall Case: 2023Data



◆ Male Jobs ■ Female Jobs ● Balanced Jobs — Predicted Pay - - - - Line Continuation (Min) - - - - Line Continuation (Max)

Predicted Pay Report for: Marshall

Case: 2023Data

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 Custodian	1	2	0	3	Balanced	112	4036.0000	3915.4202	120.5798
2	Liquor Checkout Clerk	4	1	0	5	Male	112	4036.0000	3915.4202	120.5798
3	Liquor Sales Associate	2	1	0	3	Balanced	113	4646.0000	3938.2904	707.7096
4	Office Asst/Receptionist	0	2	0	2	Female	113	4646.0000	3938.2904	707.7096
5	Office Specialist	0	1	0	1	Female	221	5495.0000	5714.8297	-219.8297
6	Program Specialist	0	1	0	1	Female	221	5495.0000	5714.8297	-219.8297
7	Community Services Officer	2	0	0	2	Male	221	5495.0000	5714.8297	-219.8297
8	WW Maintenance Operator	1	0	0	1	Male	221	5495.0000	5714.8297	-219.8297
9	WW Plant Operator I	1	0	0	1	Male	221	5495.0000	5714.8297	-219.8297
10	Maintenance Worker--Parks	3	0	0	3	Male	221	5495.0000	5714.8297	-219.8297
11	Maintenance Worker--Streets	2	0	0	2	Male	221	5495.0000	5714.8297	-219.8297
13	Assessing Tech/EDA Assistant	0	1	0	1	Female	222	5915.0000	6028.8895	-113.8895
15	Administrative Assistant	0	3	0	3	Female	222	5915.0000	6028.8895	-113.8895
16	Police Records Technician	0	1	0	1	Female	222	5915.0000	6028.8895	-113.8895
19	WW Laboratory Specialist	0	1	0	1	Female	222	5915.0000	6028.8895	-113.8895
12	Accounting Specialist	1	0	0	1	Male	222	5915.0000	6028.8895	-113.8895
14	Media Production Technician	1	0	0	1	Male	222	5915.0000	6028.8895	-113.8895
17	Building Inspector I	1	0	0	1	Male	222	5915.0000	6028.8895	-113.8895
18	Senior Maintenance Worker	5	0	0	5	Male	222	5915.0000	6028.8895	-113.8895
20	WW Plant Operator II	2	0	0	2	Male	222	5915.0000	6028.8895	-113.8895
21	WW Senior Maintenance Operator	2	0	0	2	Male	222	5915.0000	6028.8895	-113.8895
22	Adult Community Center Coord	0	1	0	1	Female	223	6334.0000	6350.6093	-16.6093
23	Appraiser	0	1	0	1	Female	223	6334.0000	6350.6093	-16.6093
27	Payroll/Benefits Specialist	0	1	0	1	Female	223	6334.0000	6350.6093	-16.6093
29	Training Facility Coordinator	0	1	0	1	Female	223	6334.0000	6350.6093	-16.6093
28	Recreation Coordinator	1	0	0	1	Male	223	6334.0000	6350.6093	-16.6093
24	Building Maintenance Superviso	1	0	0	1	Male	223	6334.0000	6350.6093	-16.6093
25	Maintenance Technician	3	0	0	3	Male	223	6334.0000	6350.6093	-16.6093
26	Mechanic	1	0	0	1	Male	223	6334.0000	6350.6093	-16.6093
30	WW Technical Operator	1	0	0	1	Male	224	6334.0000	6672.3291	-338.3291
31	City Clerk	1	0	0	1	Male	224	6859.0000	6672.3291	186.6709
32	Engineering Specialist	3	0	0	3	Male	224	6859.0000	6672.3291	186.6709

Predicted Pay Report for: Marshall

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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
33	Lead Maintenance Worker	2	0	0	2	Male	224	6859.0000	6672.3291	186.6709
34	Police Officer	10	1	0	11	Male	225	7353.0000	6994.0489	358.9511
35	Plans Examiner/Asst Zoning Adm	1	0	0	1	Male	226	7490.0000	7308.1087	181.8913
37	Police Detective	1	1	0	2	Balanced	227	7721.0000	7629.8285	91.1715
36	Police Corporal	3	0	0	3	Male	227	7721.0000	7629.8285	91.1715
38	Building Services Coordinator	1	0	0	1	Male	232	7490.0000	9230.7674	-1740.7674
39	Community Education Coord	0	1	0	1	Female	341	8015.0000	8284.4279	-269.4279
40	Facility Maintenance Superviso	1	0	0	1	Male	341	8015.0000	8284.4279	-269.4279
41	Media Communications Specialis	1	0	0	1	Male	341	8015.0000	8284.4279	-269.4279
42	Senior Engineering Specialist	1	0	0	1	Male	341	8015.0000	8284.4279	-269.4279
43	WW Assistant Plant Supt	1	0	0	1	Male	341	8015.0000	8284.4279	-269.4279
44	WW Coll System Asst Supt	1	0	0	1	Male	341	8015.0000	8284.4279	-269.4279
45	Police Sergeant	1	0	0	1	Male	342	8492.0000	8444.6141	47.3859
46	Finance Director	0	1	0	1	Female	343	8854.0000	8604.8002	249.1998
48	Human Resource Manager	0	1	0	1	Female	344	9379.0000	8761.1724	617.8276
47	Assistant City Engineer	1	0	0	1	Male	344	9379.0000	8761.1724	617.8276
49	Liquor Store Manager	1	0	0	1	Male	344	9379.0000	8761.1724	617.8276
50	Public Ways Superintendent	1	0	0	1	Male	344	9379.0000	8761.1724	617.8276
51	WW Plant Superintendent	1	0	0	1	Male	351	9379.0000	9878.6616	-499.6616
52	Park and Recreation Superinten	1	0	0	1	Male	352	10008.0000	10035.0338	-27.0338
53	Police Captain	1	0	0	1	Male	352	10008.0000	10035.0338	-27.0338
55	Economic Development Director	0	1	0	1	Female	461	10533.0000	10967.9658	-434.9658
54	City Assessor	1	0	0	1	Male	461	10533.0000	10967.9658	-434.9658
56	Director of Administrative Ser	1	0	0	1	Male	462	10953.0000	11136.2065	-183.2065
57	Director of Public Safety	1	0	0	1	Male	463	11372.0000	11150.2848	221.7152
58	Director of Public Works/City	1	0	0	1	Male	581	13051.0000	13152.2882	-101.2882
59	City Administrator	0	1	0	1	Female	591	14415.0000	13335.3635	1079.6365

Job Number Count: 59

Minnesota Pay Equity Management System - Marshall(24-No Submission)

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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
 344 West Main Street
 Marshall

Jurisdiction Type: CITY - City

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:

Consultant's System (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)

A new system.
 Decision Band Method (DBM).
 Consultant: Gallagher

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 J 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

8,379,828 is the annual payroll
for the calendar year just ended
December 31.

Save Changes

Sign & Submit

Return to Test Results

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.