Compliance Report

Jurisdiction: Spring Lake Park

1301 - 81st Avenue N.E.

Report Year: 2024

Case: 2 - 2024 DATA (Shared (Jur and MMB))

Spring Lake Park, MN 55432

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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	9	8	2	19
# Employees	19	9	4	32
Avg. Max Monthly Pay per employee	7740.30	5746.03		7186.83

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 148.1482 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	4	5
b. # Below Predicted Pay	5	3
c. TOTAL	9	8
d. % Below Predicted Pay (b divided by c = d)	55.56	37.50

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

B. T-test Results

Degrees of Freedom (DF) = 26	Value of T = 0.234

a. Avg. diff. in pay from predicted pay for male jobs = 3

b. Avg. diff. in pay from predicted pay for female jobs = -15

III. SALARY RANGE TEST = 126.67   (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 6.33

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 = 22.22 *

B. % of female classes receiving ESP = 0.00

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