



# Memorandum

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**To:** Mayor Nelson and Members of the City Council

**From:** Daniel R. Buchholtz, MMC, Administrator, Clerk/Treasurer

**Date:** December 30, 2020

**Subject:** Pau Equity Submittal

In 1984, the Minnesota Legislature passed a bill extending pay equity to local governments in the State. The law requires each local government to analyze its pay structure to evidence of inequities and to report this information to the Minnesota Department of Management and Budget. The City is required to file a pay equity implementation report every three years.

The City's pay structure was developed by a consultant in 1999 and implemented in 2000. The schedule has been adjusted annually for cost of living increases as well as position reclassifications. The City Council has approved a contract with Baker Tilly to review our pay structure, which will be completed in late 2021. However, the pay equity implementation report appears to show that the City is in compliance with the Pay Equity Law.

The pay equity implementation report is attached for the Council's approval. Once approved, the report will be submitted to the Minnesota Department of Management and Budget.

If you have any questions, please don't hesitate to contact me at 763-784-6491.

# Compliance Report

Jurisdiction: Spring Lake Park  
1301 - 81st Avenue N.E.

Report Year: 2021  
Case: 1 - 2021 DATA (Private (Jur  
Only))

Spring Lake Park, MN 55432

Contact: Daniel R. Buchholtz

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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	7	1	17
# Employees	20	9	2	31
Avg. Max Monthly Pay per employee	7077.81	5152.87		6421.52

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 194.4444 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	4	5
b. # Below Predicted Pay	5	2
c. TOTAL	9	7
d. % Below Predicted Pay (b divided by c = d)	55.56	28.57

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

### B. T-test Results

Degrees of Freedom (DF) = 27	Value of T = -4.937
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a. Avg. diff. in pay from predicted pay for male jobs = -20

b. Avg. diff. in pay from predicted pay for female jobs = 1276

## III. SALARY RANGE TEST = 113.33 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 5.67

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)