



To: *St. James City Council*
From: *Amanda Knoll, City Manager*
Subject: *Pay Equity*
Date: *January 21, 2025*

Enclosed is a copy of the pay equity compliance report based upon current wages ending 2024. Please note that the underpayment ratio is 122.22%, the T-Test Results are Value of T = 1.915 with the Degree of Freedom at 32, the Salary Range Test is 100.00%, and the Exceptional Service Pay Test is 0.00%.

The minimum requirement to pass the statistical analysis test is an underpayment ratio of 80% or higher.

City of St. James = 122.22% - PASSED

The T-Test and Degrees of Freedom are used only if the underpayment ratio is less than 80%, which in our case is at 293.33%, therefore we comply.

The Salary Range test must be either 0% or more than 80% to pass this test.

City of St. James = 100.00% - PASSED

The Exceptional Service Pay Test must be either 0% or more than 80% to pass this test.

City of St. James = 0% - PASSED

The City of St. James has met all requirements to comply with pay equity standards. The underpayment ratio exceeds 80%, the salary range test exceeds 80%, and the exceptional service pay test met the 0% requirement. This data proves that female classes are not underpaid.

In 2022, the underpayment ratio did not exceed 80% but showed no statistical significance to female classes being underpaid provided by the T-test and degree of freedom data range.

In 2019, the city was out of compliance due to the failure to report. The underpayment ratio did not exceed 80% and there was statistical significance to female classes being underpaid provided by the T-test and degree of freedom data range, therefore the pay for select female classes had to increase in order to comply.