

Compliance Report

Jurisdiction: St. James
1205 6th Avenue South

P.O. Box 70
St. James, MN 56081

Report Year: 2025
Case: 2 - 2024 DATA (Shared (Jur and MMB))

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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	15	11	2	28
# Employees	23	11	10	44
Avg. Max Monthly Pay per employee	6499.74	6459.92		6107.04

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 122.2222 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	5	5
b. # Below Predicted Pay	10	6
c. TOTAL	15	11
d. % Below Predicted Pay (b divided by c = d)	66.67	54.55

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

B. T-test Results

Degrees of Freedom (DF) = 32	Value of T = 1.915
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a. Avg. diff. in pay from predicted pay for male jobs = -25

b. Avg. diff. in pay from predicted pay for female jobs = -647

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

A. Avg. # of years to max salary for male jobs = 8.00

B. Avg. # of years to max salary for female jobs = 8.00

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)