

Minnesota Pay Equity Management System - Minneapolis(15-No Submission)

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Compliance Report

Jurisdiction: Minneapolis

Report Year: 2015

Case:1 - 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 guidebook.

I. GENERAL JOB CLASS INFORMATION

Table with 5 columns: Job Classes, Male Classes, Female Classes, Balanced Classes, All Job Classes. Rows include # Job Classes, # Employees, and Avg. Max Monthly Pay Per Employee.

II. STATISTICAL ANALYSIS TEST

Table for A. UNDERPAYMENT RATIO = 80.96 \*. Columns: Male Classes, Female Classes. Rows: # at or above Predicted Pay, # Below Predicted Pay, TOTAL, % Below Predicted Pay.

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

B. T-test Results

Table with 2 columns: Degrees of Freedom (DF) = 3405, Value of T = 22.027

a. Avg.diff.in pay from predicted pay for male jobs = (\$17)

b. Avg.diff.in pay from predicted pay for female jobs = (\$301)

**III. SALARY RANGE TEST = 85.87% (Result is A divided by B)**

- A. Avg.# of years to max salary for male jobs = 4.88
- B. Avg.# of years to max salary for female jobs = 5.68

**IV. EXCEPTIONAL SERVICE PAY TEST = 81.85% (Result is B divided by A)**

- A. % of male classes receiving ESP      63.85 \*
  - B. % of female classes receiving ESP      52.26
- \*(If 20% or less, test result will be 0.00)

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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](mailto:pay.equity@state.mn.us) so that we can follow up. Thank you.