

## Compliance Report

Jurisdiction: Lake Elmo  
3800 Laverne Avenue North

Report Year: 2014  
Case: 1 - 2013 Data

Lake Elmo MN 55042

Contact: Cathy Bendel

Phone: (651) 233-5403

E-Mail: cbendel@lakeelmo.org

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	13	7	0	20
# Employees	13	7	0	20
Avg. Max Monthly Pay per employee	5,074.54	3,469.29		4,512.70

### II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 64.62 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	7	2
b. # Below Predicted Pay	6	5
c. TOTAL	13	7
d. % Below Predicted Pay (b divided by c = d)	46.15	71.43

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

### B. T-test Results

Degrees of Freedom (DF) = 18	Value of T = 1.429
------------------------------	--------------------

- a. Avg. diff. in pay from predicted pay for male jobs = (\$13)  
b. Avg. diff. in pay from predicted pay for female jobs = (\$491)

III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 0.00  
B. Avg. # of years to max salary for female jobs = 0.00

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)

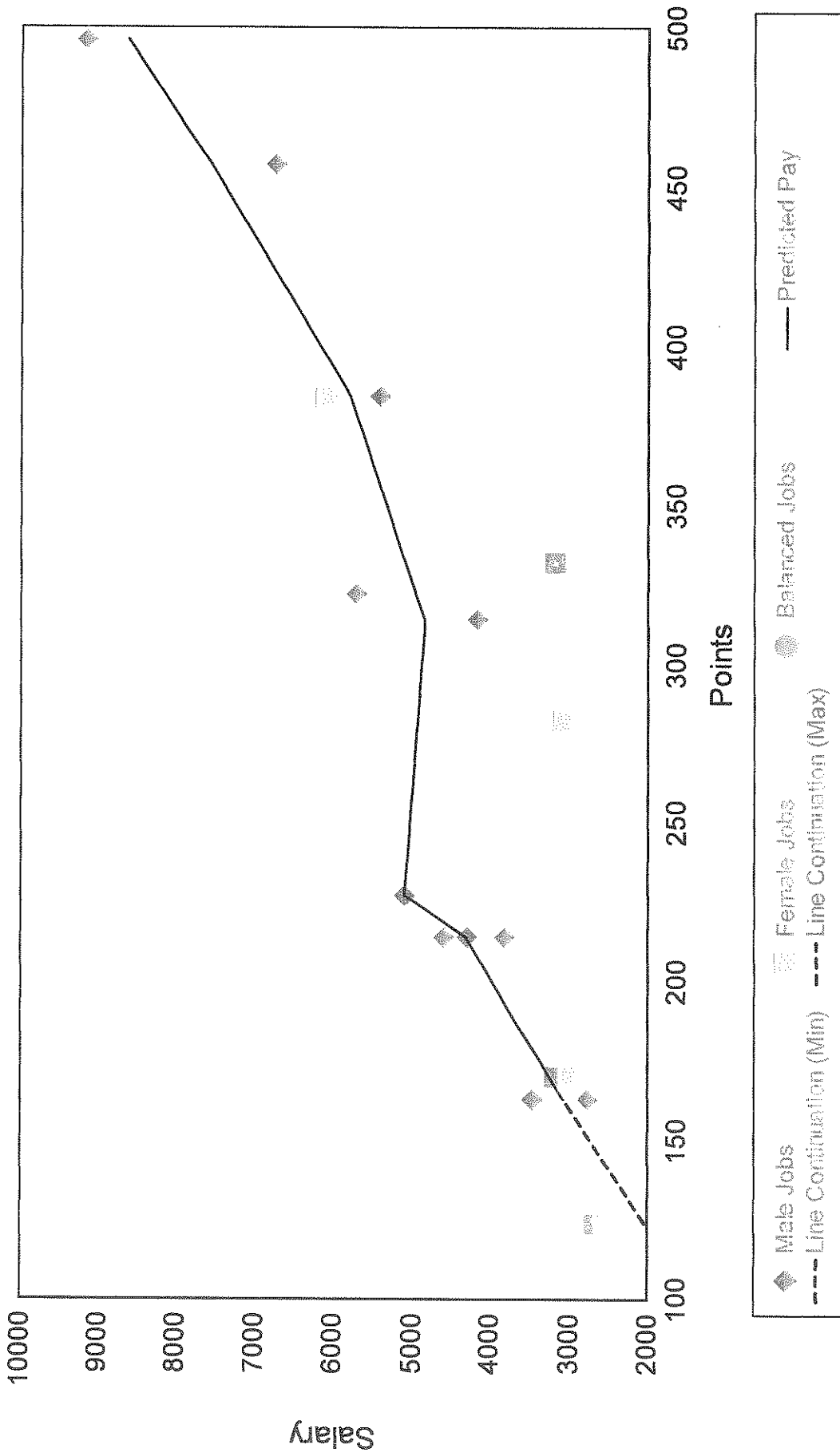
Lake Elmo  
LGID 606

**Job Class Data Entry Verification List**

Case: 2013 Data

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
19	Receptionist	0	1	F	124	\$2,687.00	\$2,687.00	0.00	1.00	
17	Park Maintainer	1	0	M	163	\$3,467.00	\$3,467.00	0.00	1.00	
18	Water/Fire support	1	0	M	163	\$2,773.00	\$2,773.00	0.00	1.00	
1	Program Support Assistan	0	1	F	170	\$3,188.00	\$3,188.00	0.00	1.00	
14	Planning Assistant	0	1	F	170	\$3,007.00	\$3,007.00	0.00	1.00	
15	Accounting Clerk	0	1	F	170	\$3,007.00	\$3,007.00	0.00	1.00	
2	Heavy Equipment Operato	1	0	M	214	\$3,813.00	\$3,813.00	0.00	3.00	
3	Heavy Equipment Operato	1	0	M	214	\$4,593.00	\$4,593.00	0.00	6.00	
4	Heavy Equipment Operato	1	0	M	214	\$4,593.00	\$4,593.00	0.00	8.00	
5	Heavy Equipment Operato	1	0	M	214	\$4,297.00	\$4,297.00	0.00	22.00	
6	Building Inspector	1	0	M	227	\$5,099.00	\$5,099.00	0.00	2.00	
16	Librarian	0	1	F	282	\$3,090.00	\$3,090.00	0.00	1.00	
7	City Planner	1	0	M	314	\$4,167.00	\$4,167.00	0.00	1.00	
8	Fire Chief	1	0	M	322	\$5,718.00	\$5,718.00	0.00	8.00	
20	Taxpayer Relations	0	1	F	332	\$3,188.00	\$3,188.00	0.00	2.00	
9	Finance Director	0	1	F	384	\$6,118.00	\$6,118.00	0.00	2.00	
10	City Clerk	1	0	M	384	\$5,417.00	\$5,417.00	0.00	2.00	
11	Maintenance Supervisor	1	0	M	384	\$6,110.00	\$6,110.00	0.00	27.00	
12	Community Development I	1	0	M	457	\$6,755.00	\$6,755.00	0.00	6.00	
13	City Administrator	1	0	M	496	\$9,167.00	\$9,167.00	0.00	2.00	

Job Number Count: 20



Predicted Pay Report for Lake Elmo  
Case : 2013 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
19	Receptionist	0	1	1	Female	124	\$2,687.00	\$2,047.14	\$639.86
17	Park Maintainer	1	0	1	Male	163	\$3,467.00	\$3,078.17	\$388.83
18	Water/Fire support	1	0	1	Male	163	\$2,773.00	\$3,078.17	(\$305.17)
1	Program Support Assistant	0	1	1	Female	170	\$3,188.00	\$3,263.62	(\$75.62)
14	Planning Assistant	0	1	1	Female	170	\$3,007.00	\$3,263.62	(\$256.62)
15	Accounting Clerk	0	1	1	Female	170	\$3,007.00	\$3,263.62	(\$256.62)
2	Heavy Equipment Operator	1	0	1	Male	214	\$3,813.00	\$4,324.00	(\$511.00)
3	Heavy Equipment Operator	1	0	1	Male	214	\$4,593.00	\$4,324.00	\$269.00
4	Heavy Equipment Operator	1	0	1	Male	214	\$4,593.00	\$4,324.00	\$269.00
5	Heavy Equipment Operator	1	0	1	Male	214	\$4,297.00	\$4,324.00	(\$27.00)
6	Building Inspector	1	0	1	Male	227	\$5,099.00	\$5,099.00	\$0.00
16	Librarian	0	1	1	Female	282	\$3,090.00	\$4,998.03	(\$1,908.03)
7	City Planner	1	0	1	Male	314	\$4,167.00	\$4,843.80	(\$676.80)
8	Fire Chief	1	0	1	Male	322	\$5,718.00	\$4,953.88	\$764.12
20	Taxpayer Relations	0	1	1	Female	332	\$3,188.00	\$5,091.36	(\$1,903.36)
9	Finance Director	0	1	1	Female	384	\$6,118.00	\$5,791.50	\$326.50
10	City Clerk	1	0	1	Male	384	\$5,417.00	\$5,791.50	(\$374.50)
11	Maintenance Supervisor	1	0	1	Male	384	\$6,110.00	\$5,791.50	\$318.50
12	Community Development Director	1	0	1	Male	457	\$6,755.00	\$7,580.90	(\$825.90)
13	City Administrator	1	0	1	Male	496	\$9,167.00	\$8,628.70	\$538.30

Job Number Count: 20

Part A: Jurisdiction Identification

Jurisdiction: Lake Elmo  
3800 Laverne Avenue North

Jurisdiction Type: City

Lake Elmo MN 55042

Contact: Cathy Bendel

Phone: (651) 233-5403

E-Mail: cbendel@lakeelmo.org

Part B: Official Verification

- 1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was: State Job Match

Description:

- 2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

- 3. An official notice has been posted at:

Lake Elmo City Hall Bulletin Board

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

Lake Elmo City Council

(governing body)

Mike Pearson

(chief elected official)

Mayor

(title)

Part C: Total Payroll

\$1,043,865.90

is the annual payroll for the calendar year just ended December 31.

Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted: 02/04/2014