



STAFF REPORT

DATE: 1/17/17
REGULAR
ITEM #: 14
MOTION

TO: Mayor and City Council
FROM: Julie Johnson, City Clerk
AGENDA ITEM: Pay Equity Report
REVIEWED BY: Kristina Handt, City Administrator

BACKGROUND: The City is required to submit a Pay Equity Report to the State of Minnesota every three years. The current report is due by January 31, 2017 and requires review and approval of the governing body prior to submission.

ISSUE BEFORE COUNCIL: Should the Council approve the Pay Equity Report?

PROPOSAL DETAILS/ANALYSIS: The Council is asked to approve the attached Pay Equity Report for submission to the State of Minnesota. The current report was prepared using data and analysis from the firm hired to perform the job classification and compensation study, David Drown and Associates. The purpose of the reporting is for the City to analyze its pay structure for evidence of inequities and to report the information to the Department of Management and Budget. The current report has been entered into the state's online pay equity reporting site and the City is in compliance.

FISCAL IMPACT: None

OPTIONS: Approve the Pay Equity Report, or recommend changes and then approve the Pay Equity Report.

RECOMMENDATION:
Motion to approve the Pay Equity Report

ATTACHMENTS:

- Pay Equity Report

Minnesota Pay Equity Management System - Lake Elmo(17-No Submission)

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Jurisdiction: Lake Elmo

Report Year: 2017

Case:1 - Private (Jur Only)

Contact:	Name	Title	Phone	Email
	Cathy Bendel	Finance Director	651-747-3909	cbendel@lakeelmo.org
	Julie Johnson	City Clerk	651-747-3914	jjohnson@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 guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	14	4	0	18
# Employees	14	4	0	18
Avg.Max Monthly Pay Per Employee	5,253.86	4,021.00		4,979.89

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 38.10 *	Male Classes	Female Classes
a. # at or above Predicted Pay	10	1
b. # Below Predicted Pay	4	3
c. TOTAL	14	4
d. % Below Predicted Pay (b divided by c = d)	28.57	75.00

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

B. T-test Results

Degrees of Freedom (DF) = 16	Value of T = 1.601
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- a. Avg.diff.in pay from predicted pay for male jobs = (\$36)
b. Avg.diff.in pay from predicted pay for female jobs = (\$424)

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)

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