

Compliance Report

Jurisdiction: Coon Rapids
11155 Robinson Drive

Report Year: 2013
Case: 1 - 2013 Data (Private (Jur Only))

Coon Rapids MN 55433

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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	64	38	2	104
# Employees	234	50	5	289
Avg. Max Monthly Pay per employee	5,412.44	5,068.00		5,379.85

The minimum requirement to pass this
statistical analysis test is an
underpayment ratio of 80%.
Coon Rapids passed.

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = **88.04 ***

	Male Classes	Female Classes
a. # At or above Predicted Pay	21	9
b. # Below Predicted Pay	43	29
c. TOTAL	64	38
d. % Below Predicted Pay (b divided by c = d)	67.19	76.32

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

B. T-test Results

Degrees of Freedom (DF) = 282	Value of T = 4.517
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- a. Avg. diff. in pay from predicted pay for male jobs = \$8
- b. Avg. diff. in pay from predicted pay for female jobs = (\$232)

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

- A. Avg. # of years to max salary for male jobs = 5.00
- B. Avg. # of years to max salary for female jobs = 0.00

The Salary Range Test result must be
0% or 80% or more to pass.
Coon Rapids passed.

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP 10.94 *
- B. % of female classes receiving ESP 0.00

The Exceptional Service Pay Test result
must be 0% or 80% or more to pass.
Coon Rapids passed.

*(If 20% or less, test result will be 0.00)

