

Compliance Report

Jurisdiction: Northfield
801 Washington Street

Report Year: 2015
Case: 2 - 2014 DATA (Shared (Jur and MMB))

Northfield MN 55057

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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	32	24	3	59
# Employees	62	33	9	104
Avg. Max Monthly Pay per employee	5,295.61	4,884.94		5,018.94

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 80.36 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	17	10
b. # Below Predicted Pay	15	14
c. TOTAL	32	24
d. % Below Predicted Pay (b divided by c = d)	46.88	58.33

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

B. T-test Results

Degrees of Freedom (DF) = 93	Value of T = 1.837
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- a. Avg. diff. in pay from predicted pay for male jobs = \$7
- b. Avg. diff. in pay from predicted pay for female jobs = (\$39)

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

- A. Avg. # of years to max salary for male jobs = 11.00
- B. Avg. # of years to max salary for female jobs = 11.00

IV. EXCEPTIONAL SERVICE PAY TEST = 124.44 (Result is B divided by A)

- A. % of male classes receiving ESP 46.88 *
- B. % of female classes receiving ESP 58.33

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