

Compliance Report

Jurisdiction: Blaine
10801 Town Square Drive

Report Year: 2016
Case: 1 - 2015 DATA (Private (Jur Only))

Blaine MN 55449

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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	46	40	4	90
# Employees	152	46	10	208
Avg. Max Monthly Pay per employee	7,057.43	6,268.63		6,868.12

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 90.30 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	19	14
b. # Below Predicted Pay	27	26
c. TOTAL	46	40
d. % Below Predicted Pay (b divided by c = d)	58.70	65.00

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

B. T-test Results

Degrees of Freedom (DF) = 196	Value of T = 0.716
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$1)
b. Avg. diff. in pay from predicted pay for female jobs = (\$36)

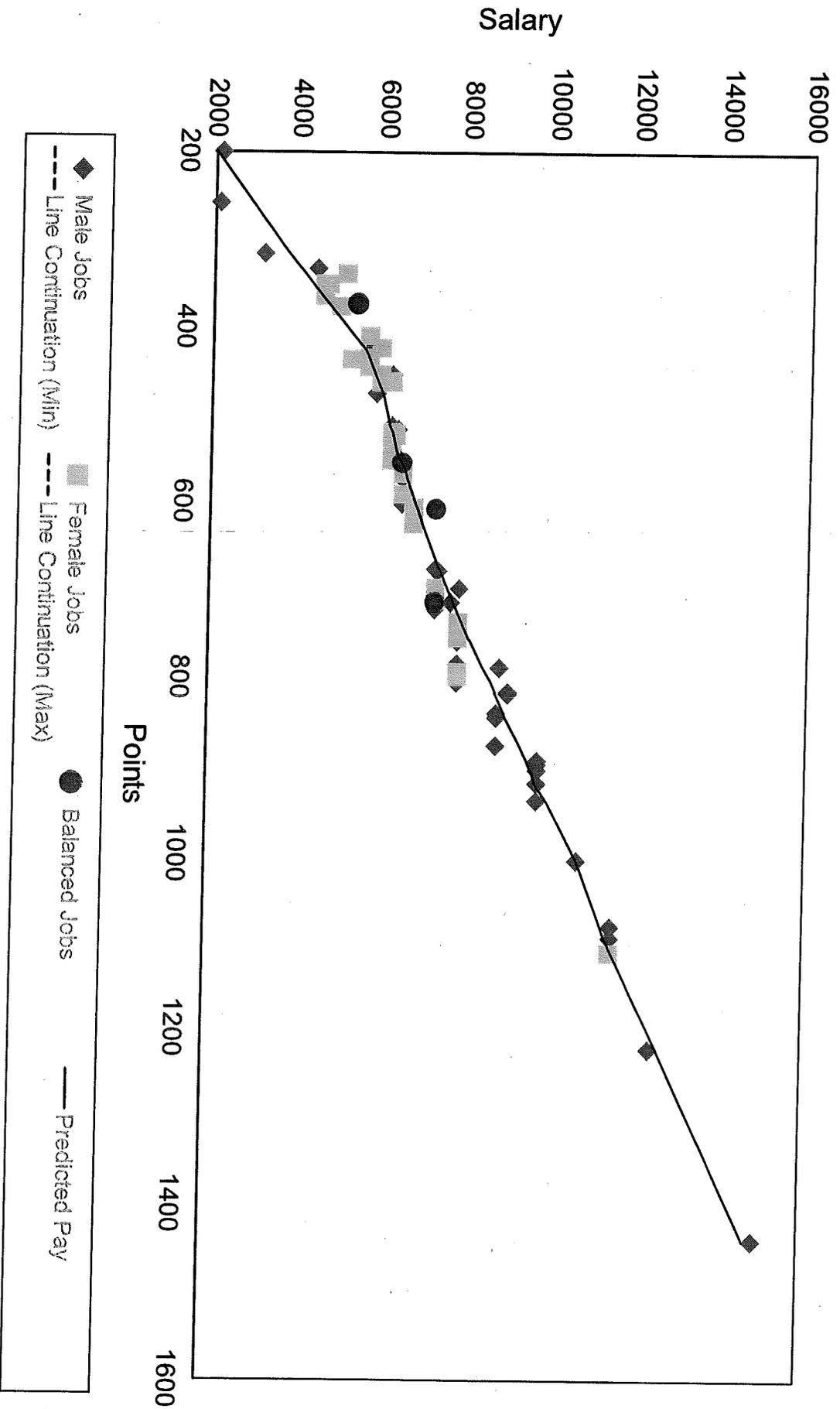
III. SALARY RANGE TEST = 103.17 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 3.10
B. Avg. # of years to max salary for female jobs = 3.00

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

- A. % of male classes receiving ESP 17.39 *
B. % of female classes receiving ESP 47.50

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



Predicted Pay Report for Blaine
Case : 2015 DATA

1/27/2016

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Planning Intern	1	0	1	Male	200	\$2,166.00	\$2,005.99	\$160.01
2	Seasonal Maintenance	6	0	6	Male	258	\$2,123.00	\$2,883.37	(\$760.37)
78	Building Inspection Intern	1	0	1	Male	316	\$3,186.00	\$3,760.74	(\$574.74)
4	CSO	4	1	5	Male	333	\$4,430.00	\$4,018.80	\$411.20
5	Receptionist	0	1	1	Female	339	\$5,112.00	\$4,108.88	\$1,003.12
81	Evidence Assistant	0	1	1	Female	351	\$4,704.00	\$4,290.92	\$413.08
82	Utility Billing Assistant	0	1	1	Female	351	\$4,602.00	\$4,290.92	\$311.08
6	PW Clerk-Typist II	0	1	1	Female	364	\$4,602.00	\$4,487.98	\$114.02
3	Custodian	1	1	2	Balanced	372	\$5,384.00	\$4,609.03	\$774.97
83	Inspections Clerk	0	1	1	Female	376	\$4,976.00	\$4,669.09	\$306.91
7	Police Receptionist	0	1	1	Female	410	\$5,657.00	\$5,155.31	\$501.69
8	Accounting Specialist	0	1	1	Female	423	\$5,929.00	\$5,291.99	\$637.01
9	Public Services Worker	33	0	33	Male	426	\$5,701.00	\$5,564.24	\$136.76
10	Maintenance/Custodian Coord	1	0	1	Male	432	\$5,657.00	\$5,625.77	\$31.23
11	Records Tech II	0	3	3	Female	435	\$5,657.00	\$5,657.18	(\$0.18)
12	Imaging Specialist	0	1	1	Female	437	\$5,657.00	\$5,668.48	(\$11.48)
14	Senior PW Clerk	0	2	2	Female	437	\$5,657.00	\$5,668.48	(\$11.48)
15	Accounts Payable Specialist	0	1	1	Female	437	\$5,657.00	\$5,668.48	(\$11.48)
16	Parks & Rec Secretary	0	1	1	Female	437	\$5,657.00	\$5,668.48	(\$11.48)
17	Senior Inspections Clerk	0	2	2	Female	437	\$5,249.00	\$5,668.48	(\$419.48)
88	Rental License Clerk	0	1	1	Female	437	\$5,657.00	\$5,668.48	(\$11.48)
19	Residential Utility Bill Spec	0	1	1	Female	446	\$5,657.00	\$5,772.96	(\$115.96)
13	Comm Standards Admin Asst	0	1	1	Female	453	\$5,929.00	\$5,813.63	\$115.37
20	Planning Admin Asst	0	1	1	Female	453	\$5,929.00	\$5,813.63	\$115.37
21	Engineering Admin Asst	0	1	1	Female	453	\$5,929.00	\$5,813.63	\$115.37
22	Payroll Specialist	1	0	1	Male	454	\$6,202.00	\$5,821.72	\$380.28
23	Senior Center Coordinator	0	1	1	Female	460	\$5,929.00	\$5,897.08	\$31.92
18	Property Evidence Tech	0	1	1	Female	462	\$5,929.00	\$5,908.53	\$20.47
24	Commercial Utility Bill Spec	0	1	1	Female	462	\$6,202.00	\$5,908.53	\$293.47
25	Mechanic	4	0	4	Male	475	\$5,838.00	\$5,975.33	(\$137.33)
89	Residential Building Inspector	2	0	2	Male	512	\$6,202.00	\$6,168.47	\$33.53
26	Working Foreperson	4	0	4	Male	516	\$6,354.00	\$6,189.78	\$164.22
27	GIS/GPS Tech	1	0	1	Male	519	\$6,202.00	\$6,206.10	(\$4.10)
28	Deputy City Clerk	0	1	1	Female	520	\$6,202.00	\$6,211.43	(\$9.43)
29	Lead Records Tech	0	1	1	Female	522	\$6,302.00	\$6,222.08	\$79.92

Predicted Pay Report for Blaine
Case : 2015 DATA

1/27/2016

Job Nbr	Job Title	Nbr		Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
		Males	Females						
30	Special Assessment Clerk	0	1	1	Female	525	\$6,202.00	\$6,238.06	(\$36.06)
31	Crime Prevention Specialist	0	2	2	Female	535	\$6,202.00	\$6,292.00	(\$90.00)
32	Lead Mechanic	1	0	1	Male	548	\$6,354.00	\$6,361.59	(\$7.59)
33	HR Technician	0	1	1	Female	551	\$6,202.00	\$6,380.63	(\$178.63)
34	Neighborhood Services Spec	1	1	2	Balanced	553	\$6,475.00	\$6,428.55	\$46.45
36	Engineering Tech II	1	0	1	Male	560	\$6,475.00	\$6,519.14	(\$44.14)
35	CSO Supervisor	0	1	1	Female	561	\$6,475.00	\$6,526.11	(\$51.11)
37	Police Admin Asst	0	1	1	Female	561	\$6,475.00	\$6,526.11	(\$51.11)
85	City Clerk/Admin Tech	0	1	1	Female	566	\$6,475.00	\$6,561.37	(\$86.37)
38	Fire Inspector I/FF	2	0	2	Male	572	\$6,475.00	\$6,603.59	(\$128.59)
39	IS Specialist	0	1	1	Female	590	\$6,475.00	\$6,729.50	(\$254.50)
40	Communications Tech	1	0	1	Male	596	\$6,475.00	\$6,776.19	(\$301.19)
41	IS Network Specialist	1	0	1	Male	601	\$6,475.00	\$6,814.46	(\$339.46)
42	Senior Center Director	0	1	1	Female	605	\$6,748.00	\$6,845.19	(\$97.19)
87	Utility Billing Supervisor	1	0	1	Male	605	\$6,748.00	\$6,845.19	(\$97.19)
43	Building Inspector	1	2	3	Balanced	606	\$7,294.00	\$6,852.75	\$441.25
45	Support Services Manager	0	1	1	Female	623	\$6,748.00	\$6,982.27	(\$234.27)
44	Fire Inspector II/FF	2	0	2	Male	624	\$6,748.00	\$6,989.83	(\$241.83)
46	Sr. Eng Tech	3	0	3	Male	675	\$7,294.00	\$7,384.04	(\$90.04)
47	Police Officer	30	5	35	Male	677	\$7,368.00	\$7,405.30	(\$37.30)
48	Web Coordinator	0	1	1	Female	697	\$7,294.00	\$7,578.76	(\$284.76)
49	Detective	6	1	7	Male	697	\$7,868.00	\$7,578.76	\$289.24
50	IS Network Admin	0	1	1	Female	712	\$7,294.00	\$7,728.26	(\$434.26)
84	Recreation Manager	2	1	3	Balanced	712	\$7,294.00	\$7,728.26	(\$434.26)
51	K-9 Officer	2	0	2	Male	713	\$7,668.00	\$7,738.15	(\$70.15)
52	Deputy Fire Marshall/FF	1	0	1	Male	721	\$7,294.00	\$7,808.73	(\$514.73)
53	HR Coordinator	0	1	1	Female	735	\$7,840.00	\$7,944.02	(\$104.02)
54	Budget/Fiscal Analyst	1	0	1	Male	754	\$7,840.00	\$8,103.48	(\$263.48)
55	Finance Supv/Treasury	0	1	1	Female	754	\$7,840.00	\$8,103.48	(\$263.48)
56	Finance Supv/Acct	0	1	1	Female	754	\$7,840.00	\$8,103.48	(\$263.48)
57	Senior Building Inspector	2	0	2	Male	757	\$7,840.00	\$8,130.51	(\$290.51)
58	Project Coordinator	1	0	1	Male	783	\$7,840.00	\$8,422.76	(\$582.76)
59	Police Sergeant	8	0	8	Male	787	\$8,851.00	\$8,461.43	\$389.57
60	City Clerk	0	1	1	Female	792	\$7,840.00	\$8,510.38	(\$670.38)
61	Associate Planner	0	2	2	Female	798	\$7,840.00	\$8,569.10	(\$729.10)

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
62	PW Supervisor	3	0	3	Male	804	\$7,840.00	\$8,642.66	(\$802.66)
80	DTF Sergeant	1	0	1	Male	815	\$9,051.00	\$8,742.88	\$308.12
79	Detective Sgt	1	0	1	Male	817	\$9,051.00	\$8,754.94	\$296.06
63	GIS Coordinator	1	0	1	Male	839	\$8,793.00	\$8,944.11	(\$151.11)
64	Stormwater Manager	1	0	1	Male	844	\$8,793.00	\$8,996.86	(\$203.86)
90	IT Manager	1	0	1	Male	876	\$8,793.00	\$9,319.64	(\$526.64)
65	CS Director	1	0	1	Male	893	\$9,750.00	\$9,518.28	\$231.72
66	Chief Bldg Official	1	0	1	Male	897	\$9,750.00	\$9,566.53	\$193.47
67	Assistant City Engineer	2	0	2	Male	904	\$9,750.00	\$9,624.07	\$125.93
68	HR Director	1	0	1	Male	919	\$9,750.00	\$9,722.94	\$27.06
86	Economic Development Coordinat	1	0	1	Male	939	\$9,750.00	\$9,978.91	(\$228.91)
69	Lieutenant	3	0	3	Male	1,007	\$10,705.00	\$10,688.90	\$16.10
70	Captain	1	0	1	Male	1,082	\$11,524.00	\$11,299.86	\$224.14
71	PW Director	1	0	1	Male	1,095	\$11,524.00	\$11,400.60	\$123.40
72	City Engineer	0	1	1	Female	1,112	\$11,524.00	\$11,555.50	(\$31.50)
73	Finance Director	1	0	1	Male	1,222	\$12,476.00	\$12,653.07	(\$177.07)
74	Planning & Comm Devl Dir	1	0	1	Male	1,222	\$12,476.00	\$12,653.07	(\$177.07)
75	Public Services Manager	1	0	1	Male	1,222	\$12,476.00	\$12,653.07	(\$177.07)
76	Safety Services Manager	1	0	1	Male	1,222	\$12,476.00	\$12,653.07	(\$177.07)
77	City Manager	1	0	1	Male	1,440	\$14,946.00	\$14,759.50	\$186.50

Job Number Count: 90

Job Class Data Entry Verification List

Case: 2015 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
1	Planning Intern	1	0	M	200	\$2,166.00	\$2,166.00	0.00	0.50	
2	Seasonal Maintenance	6	0	M	258	\$1,560.00	\$2,123.00	3.00	0.00	
78	Building Inspection Intern	1	0	M	316	\$2,166.00	\$3,186.00	0.00	0.50	
4	CSO	4	1	M	333	\$3,274.00	\$4,430.00	3.00	0.00	
5	Receptionist	0	1	F	339	\$3,546.00	\$5,112.00	3.00	0.00	LONGEVITY
81	Evidence Assistant	0	1	F	351	\$3,546.00	\$4,704.00	3.00	0.00	
82	Utility Billing Assistant	0	1	F	351	\$3,546.00	\$4,602.00	3.00	0.00	
6	PW Clerk-Typist II	0	1	F	364	\$3,546.00	\$4,602.00	3.00	0.00	
3	Custodian	1	1	B	372	\$3,683.00	\$5,384.00	3.00	0.00	
83	Inspections Clerk	0	1	F	376	\$3,683.00	\$4,976.00	3.00	0.00	
7	Police Receptionist	0	1	F	410	\$3,955.00	\$5,657.00	3.00	0.00	
8	Accounting Specialist	0	1	F	423	\$3,955.00	\$5,929.00	3.00	0.00	
9	Public Services Worker	33	0	M	426	\$4,275.00	\$5,701.00	2.00	0.00	
10	Maintenance/Custodian Cc	1	0	M	432	\$3,955.00	\$5,657.00	3.00	0.00	
11	Records Tech II	0	3	F	435	\$3,955.00	\$5,657.00	3.00	0.00	LONGEVITY
12	Imaging Specialist	0	1	F	437	\$3,955.00	\$5,657.00	3.00	0.00	LONGEVITY
14	Senior PW Clerk	0	2	F	437	\$3,955.00	\$5,657.00	3.00	0.00	LONGEVITY
15	Accounts Payable Speciali	0	1	F	437	\$3,955.00	\$5,657.00	3.00	0.00	LONGEVITY
16	Parks & Rec Secretary	0	1	F	437	\$3,955.00	\$5,657.00	3.00	0.00	
17	Senior Inspections Clerk	0	2	F	437	\$3,955.00	\$5,249.00	3.00	0.00	LONGEVITY
88	Rental License Clerk	0	1	F	437	\$3,955.00	\$5,657.00	3.00	0.00	
19	Residential Utility Bill Spec	0	1	F	446	\$3,955.00	\$5,657.00	3.00	0.00	
13	Comm Standards Admin A	0	1	F	453	\$4,229.00	\$5,929.00	3.00	0.00	LONGEVITY
20	Planning Admin Asst	0	1	F	453	\$4,229.00	\$5,929.00	3.00	0.00	
21	Engineering Admin Asst	0	1	F	453	\$4,229.00	\$5,929.00	3.00	0.00	
22	Payroll Specialist	1	0	M	454	\$4,364.00	\$6,202.00	3.00	0.00	
23	Senior Center Coordinator	0	1	F	460	\$4,229.00	\$5,929.00	3.00	0.00	LONGEVITY
18	Property Evidence Tech	0	1	F	462	\$4,229.00	\$5,929.00	3.00	0.00	
24	Commercial Utility Bill Spe	0	1	F	462	\$4,229.00	\$6,202.00	3.00	0.00	
25	Mechanic	4	0	M	475	\$4,818.00	\$5,838.00	0.00	19.00	
89	Residential Building Inspec	2	0	M	512	\$4,364.00	\$6,202.00	3.00	0.00	
26	Working Foreperson	4	0	M	516	\$5,334.00	\$6,354.00	0.00	15.00	
27	GIS/GPS Tech	1	0	M	519	\$4,364.00	\$6,202.00	3.00	0.00	
28	Deputy City Clerk	0	1	F	520	\$4,364.00	\$6,202.00	3.00	0.00	LONGEVITY
29	Lead Records Tech	0	1	F	522	\$4,364.00	\$6,302.00	3.00	0.00	LONGEVITY
30	Special Assessment Clerk	0	1	F	525	\$4,364.00	\$6,202.00	3.00	0.00	LONGEVITY
31	Crime Prevention Specialis	0	2	F	535	\$4,364.00	\$6,202.00	3.00	0.00	LONGEVITY
32	Lead Mechanic	1	0	M	548	\$5,334.00	\$6,354.00	0.00	8.00	
33	HR Technician	0	1	F	551	\$4,364.00	\$6,202.00	3.00	0.00	LONGEVITY
34	Neighborhood Services Spe	1	1	B	553	\$4,637.00	\$6,475.00	3.00	0.00	LONGEVITY
36	Engineering Tech II	1	0	M	560	\$4,637.00	\$6,475.00	3.00	0.00	
35	CSO Supervisor	0	1	F	561	\$4,637.00	\$6,475.00	3.00	0.00	
37	Police Admin Asst	0	1	F	561	\$4,637.00	\$6,475.00	3.00	0.00	LONGEVITY
85	City Clerk/Admin Tech	0	1	F	566	\$4,637.00	\$6,475.00	3.00	0.00	LONGEVITY
38	Fire Inspector I/FF	2	0	M	572	\$4,637.00	\$6,475.00	3.00	0.00	
39	IS Specialist	0	1	F	590	\$4,637.00	\$6,475.00	3.00	0.00	
40	Communications Tech	1	0	M	596	\$4,637.00	\$6,475.00	3.00	0.00	LONGEVITY
41	IS Network Specialist	1	0	M	601	\$4,637.00	\$6,475.00	3.00	0.00	
42	Senior Center Director	0	1	F	605	\$4,909.00	\$6,748.00	3.00	0.00	LONGEVITY
87	Utility Billing Supervisor	1	0	M	605	\$4,909.00	\$6,748.00	3.00	0.00	
43	Building Inspector	1	2	B	606	\$5,321.00	\$7,294.00	3.00	0.00	LONGEVITY
45	Support Services Manager	0	1	F	623	\$4,909.00	\$6,748.00	3.00	0.00	
44	Fire Inspector II/FF	2	0	M	624	\$4,909.00	\$6,748.00	3.00	0.00	
46	Sr. Eng Tech	3	0	M	675	\$5,321.00	\$7,294.00	3.00	0.00	LONGEVITY
47	Police Officer	30	5	M	677	\$3,887.00	\$7,368.00	8.00	0.00	LONG/PERF
48	Web Coordinator	0	1	F	697	\$5,321.00	\$7,294.00	3.00	0.00	LONGEVITY
49	Detective	6	1	M	697	\$6,848.00	\$7,868.00	0.00	11.00	LONG/PERF
50	IS Network Admin	0	1	F	712	\$5,321.00	\$7,294.00	3.00	0.00	

Job Class Data Entry Verification List

Case: 2015 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
84	Recreation Manager	2	1	B	712	\$5,321.00	\$7,294.00	3.00	0.00	
51	K-9 Officer	2	0	M	713	\$6,648.00	\$7,668.00	0.00	4.00	PERF
52	Deputy Fire Marshall/FF	1	0	M	721	\$5,321.00	\$7,294.00	3.00	0.00	
53	HR Coordinator	0	1	F	735	\$5,728.00	\$7,840.00	3.00	0.00	LONGEVITY
54	Budget/Fiscal Analyst	1	0	M	754	\$5,728.00	\$7,840.00	3.00	0.00	
55	Finance Supv/Treasury	0	1	F	754	\$5,728.00	\$7,840.00	3.00	0.00	
56	Finance Supv/Acct	0	1	F	754	\$5,728.00	\$7,840.00	3.00	0.00	
57	Senior Building Inspector	2	0	M	757	\$5,728.00	\$7,840.00	3.00	0.00	LONGEVITY
58	Project Coordinator	1	0	M	783	\$5,728.00	\$7,840.00	3.00	0.00	LONGEVITY
59	Police Sergeant	8	0	M	787	\$7,639.00	\$8,851.00	1.00	0.00	
60	City Clerk	0	1	F	792	\$5,728.00	\$7,840.00	3.00	0.00	
61	Associate Planner	0	2	F	798	\$5,728.00	\$7,840.00	3.00	0.00	LONGEVITY
62	PW Supervisor	3	0	M	804	\$5,728.00	\$7,840.00	3.00	0.00	LONGEVITY
80	DTF Sergeant	1	0	M	815	\$7,839.00	\$9,051.00	0.00	1.00	
79	Detective Sgt	1	0	M	817	\$7,839.00	\$9,051.00	0.00	1.00	
63	GIS Coordinator	1	0	M	839	\$6,548.00	\$8,793.00	0.00	15.00	
64	Stormwater Manager	1	0	M	844	\$6,548.00	\$8,793.00	0.00	10.00	
90	IT Manager	1	0	M	876	\$6,548.00	\$8,793.00	0.00	0.50	
65	CS Director	1	0	M	893	\$7,365.00	\$9,750.00	0.00	9.00	
66	Chief Bldg Official	1	0	M	897	\$7,365.00	\$9,750.00	0.00	3.00	
67	Assistant City Engineer	2	0	M	904	\$7,365.00	\$9,750.00	0.00	9.00	
68	HR Director	1	0	M	919	\$7,365.00	\$9,750.00	0.00	14.00	
86	Economic Development C	1	0	M	939	\$7,365.00	\$9,750.00	0.00	0.50	
69	Lieutenant	3	0	M	1,007	\$8,185.00	\$10,705.00	0.00	7.00	
70	Captain	1	0	M	1,082	\$8,865.00	\$11,524.00	0.00	2.00	
71	PW Director	1	0	M	1,095	\$8,865.00	\$11,524.00	0.00	14.00	
72	City Engineer	0	1	F	1,112	\$8,865.00	\$11,524.00	0.00	9.00	
73	Finance Director	1	0	M	1,222	\$9,685.00	\$12,476.00	0.00	12.00	
74	Planning & Comm Devl Dir	1	0	M	1,222	\$9,685.00	\$12,476.00	0.00	29.00	
75	Public Services Manager	1	0	M	1,222	\$9,685.00	\$12,476.00	0.00	24.00	
76	Safety Services Manager	1	0	M	1,222	\$9,685.00	\$12,476.00	0.00	7.00	
77	City Manager	1	0	M	1,440	\$10,776.00	\$14,946.00	0.00	7.00	

Job Number Count: 90