

Compliance Report

Jurisdiction: ISD No. 877 - Buffalo
214 1st Ave NE

Report Year: 2014
Case: 1 - 2014 DATA (Private (Jur Only))

Buffalo MN 55313

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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	4	21	7	32
# Employees	18	612	60	690
Avg. Max Monthly Pay per employee	5,250.10	8,066.31		7,921.22

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 350.00 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	18
b. # Below Predicted Pay	2	3
c. TOTAL	4	21
d. % Below Predicted Pay (b divided by c = d)	50.00	14.29

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

B. T-test Results

Degrees of Freedom (DF) = 628	Value of T = -3.151
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$37)
b. Avg. diff. in pay from predicted pay for female jobs = \$913

III. SALARY RANGE TEST = 90.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 6.00
B. Avg. # of years to max salary for female jobs = 6.67

IV. EXCEPTIONAL SERVICE PAY TEST = 114.29 (Result is B divided by A)

- A. % of male classes receiving ESP 75.00 *
B. % of female classes receiving ESP 85.71

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