

# City of South St. Paul

CITY COUNCIL

SPECIAL MEETING

125 3<sup>RD</sup> AVE NORTH

SOUTH ST. PAUL, MN 55075

Monday, January 24, 2022

Immediately following the conclusion of the Worksession Meeting

*(If you use the hearing assistance PA system, please remove your hearing aid so it does not cause a feedback problem.)*

**1. CALL TO ORDER:**

**2. ROLL CALL:**

**3. AGENDA:**

*A. Approval of Agenda*

*Action – Motion to Approve*

*Action – Motion to Approve as Amended*

**4. GENERAL BUSINESS:**

A. Approval of 2021 Pay Equity Report

**5. ADJOURNMENT:**



**City Council Agenda Report**  
 Date: January 24, 2022  
 Department: Administration  
 Prepared by: S. Anderson  
 Administrator: JRH

**Agenda Item: Approve Submission of 2021 Pay Equity Report**

**Action to be considered:**

Approve submission of 2021 Pay Equity Report to the Minnesota Department of Management and Budget.

**Overview:**

The City of South St. Paul was notified of its requirement to submit a pay equity implementation report for calendar year 2021 to Minnesota Management and Budget as required by the Local Government Pay Equity Act, M.S. 471.991-471.999 and Minnesota Rules, Chapter 3920. The attached report must be approved by City Council and submitted to the State by January 31, 2022.

The Pay Equity Report utilizes job points established for each position. The City uses the DCA, Inc. Stanton Group Position Evaluation System to establish job points for each job class that employs individuals who work at least an average of 14 hours per week and 67 days per year (100 days in the case of students).

The State will review the attached report to determine if the City of South St. Paul has met the required compliance tests. The State reviews three testing areas: Statistical Analysis Test, Salary Range Test, and Exceptional Service Pay Test. The minimum passing requirements and the City's results are listed below:

	<u>State Minimum Requirement</u>	<u>City of SSP Results</u>
Statistical Analysis Test:	Underpayment ratio of 80% or more	232.6923
Salary Range Test:	Result of 0%, or 80% or more	96.53
Exceptional Service Pay Test:	Result of 0%, or 80% or more	0.00

**Source of Funds:**

N/A

# Compliance Report

Jurisdiction: South St. Paul  
125 - 3rd Avenue North

Report Year: 2022  
Case: 1 - 2021 Data (Private (Jur  
Only))

South St. Paul, MN 55075

Contact: Shelly Anderson

Phone: (651) 554-3203

E-Mail: sanderson@sspmn.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 Guide to Pay Equity Compliance and Computer Reports.

## I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	26	22	3	51
# Employees	52	31	23	106
Avg. Max Monthly Pay per employee	7166.12	6469.29		6857.23

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 232.6923 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	15	18
b. # Below Predicted Pay	11	4
c. TOTAL	26	22
d. % Below Predicted Pay (b divided by c = d)	42.31	18.18

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

### B. T-test Results

Degrees of Freedom (DF) = 81	Value of T = 0.150
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a. Avg. diff. in pay from predicted pay for male jobs = 19

b. Avg. diff. in pay from predicted pay for female jobs = 4

## III. SALARY RANGE TEST = 96.53 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.30

B. Avg. # of years to max salary for female jobs = 4.45

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

A. % of male classes receiving ESP = 7.69 \*

B. % of female classes receiving ESP = 0.00

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