

**Compliance Report**

Jurisdiction: Metropolitan Council  
390 North Robert Street

Report Year: 2019  
Case: 1 - 2019 DATA (Private (Jur Only))

St. Paul MN 55101-1805

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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**

	<b>Male Classes</b>	<b>Female Classes</b>	<b>Balanced Classes</b>	<b>All Job Classes</b>
# Job Classes	328	198	113	639
# Employees	1,823	371	2,179	4,373
Avg. Max Monthly Pay per employee	6,545.40	7,706.46		6,171.41

**II. STATISTICAL ANALYSIS TEST**

**A. Underpayment Ratio = 138.34 \***

	<b>Male Classes</b>	<b>Female Classes</b>
a. # At or above Predicted Pay	218	150
b. # Below Predicted Pay	110	48
c. TOTAL	328	198
d. % Below Predicted Pay (b divided by c = d)	33.54	24.24

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

**B. T-test Results**

Degrees of Freedom (DF) = 2,192	Value of T = -13.556
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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 = \$505

**III. SALARY RANGE TEST = 96.16 (Result is A divided by B)**

- A. Avg. # of years to max salary for male jobs = 5.61
- B. Avg. # of years to max salary for female jobs = 5.84

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

- A. % of male classes receiving ESP 7.62 \*
- B. % of female classes receiving ESP 5.56

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