

# Pay Equity Results & Comparison 2022, 2019, 2016

Tests	Compliance Standards	2022 Report	2019 Report	2016 Report
<b>Completeness &amp; Accuracy Test</b>	Data complete; submitted on time	Will submit after Council approval	Yes	Yes
<b>Statistical Analysis Test (Underpayment Ratio) (T-Test)</b>	80% or higher DF>Value of T	119.05% DF = 2,131 T= -12.22	138.34% DF = 2,192, T= -13.56	110.46% DF=1,921, T= -11.26
<b>Salary Range Test</b>	80% or higher	97.21%	96.16%	97.06%
<b>Exceptional Service Test</b>	0% or 80% +	0%	0%	0%
<b>Status</b>		Compliant After Informal Review	Compliant	Compliant