Compliance Report

Jurisdiction: Metropolitan Council
390 North Robert Street

Report Year: 2025
Case: 1 - 2025 DATA (Shared (Jur and MMB))

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

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	338	200	137	675
# Employees	3015	419	929	4363
Avg. Max Monthly Pay per employee	7882.18	10859.90		8493.71

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 119.5034   *

	Male Classes	Female Classes
a. # At or above Predicted Pay	235	149
b. # Below Predicted Pay	103	51
c. TOTAL	338	200
d. % Below Predicted Pay (b divided by c = d)	30.47	25.50

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

B. T-test Results

Degrees of Freedom (DF) = 3432	Value of T = -21.210

a. Avg. diff. in pay from predicted pay for male jobs = 22
b. Avg. diff. in pay from predicted pay for female jobs = 969

III. SALARY RANGE TEST = 95.26   (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 7.28
B. Avg. # of years to max salary for female jobs = 7.64

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

A. % of male classes receiving ESP = 0.00   *
B. % of female classes receiving ESP = 0.00

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