



To: City Council

Agenda Item #: IV. G.

From: Lisa Schaefer, HR Director

Action

Date: February 5, 2013

Discussion

Subject: Approval of 2013 Minnesota Pay Equity Implementation Report

Information

Action Requested:

Approve the 2013 Minnesota Pay Equity Implementation Report

Information / Background:

State law requires that all units of local government submit a Pay Equity Implementation Report to the state every three years. The report for the City of Edina must be filed for 2013. Every city must use a job evaluation system to determine the comparable worth value of the work performed by each class of its employees, and ensure that female-dominated jobs are not systematically paid less than male-dominated jobs of comparable worth. In 2012, the City retained TruSight to conduct a job classification study. Human Resources has worked with TruSight to compile and submit the required information. The tests ran by TruSight indicate the City is in compliance.

Compliance Report

Jurisdiction: Edina
4801 West 50th Street

Report Year: 2013
Case: 1 - 2013 DATA (Submitted)

Edina MN 55424-1330

Contact: Lisa Schaefer

Phone: (952) 826-0404

E-Mail: lschaefer@EdinaMN.gov

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 | 83 | 59 | 6 | 148 |
| # Employees | 224 | 80 | 29 | 333 |
| Avg. Max Monthly Pay per employee | 6,024.25 | 5,390.20 | | 5,649.27 |

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 109.59 *

| | Male Classes | Female Classes |
|--|-------------------------|---------------------------|
| a. # At or above Predicted Pay | 46 | 35 |
| b. # Below Predicted Pay | 37 | 24 |
| c. TOTAL | 83 | 59 |
| d. % Below Predicted Pay (b divided by c = d) | 44.58 | 40.68 |

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

B. T-test Results

| | |
|-------------------------------|---------------------|
| Degrees of Freedom (DF) = 302 | Value of T = -4.082 |
|-------------------------------|---------------------|

- a. Avg. diff. in pay from predicted pay for male jobs = \$23
- b. Avg. diff. in pay from predicted pay for female jobs = \$247

III. SALARY RANGE TEST = 95.87 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 5.27
- B. Avg. # of years to max salary for female jobs = 5.50

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

- A. % of male classes receiving ESP 8.43 *
- B. % of female classes receiving ESP 1.69

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

Part A: Jurisdiction Identification

Jurisdiction: Edina
4801 West 50th Street

Jurisdiction Type: City

Edina MN 55424-1330

Contact: Lisa Schaefer

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Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was: Consultant's System

Description: MRA Trusight (Formerly called Employers Association)

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

Official Bulletin Boards

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

City Council (pending for 2/5/2013 resolution)

(governing body)

Jim Hovland

(chief elected official)

Mayor

(title)

Part C: Total Payroll

\$25,928,169.19

is the annual payroll for the calendar year just ended December 31.

- Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted: 01/31/2013