

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: Arden Hills
 1245 West Highway 96

 Arden Hills, MN 55112

Jurisdiction Type: City

Contact: Joua Yang	Phone: (651) 792-7816	E-Mail: jyang@cityofardenhills.org
Contact:	Phone:	E-Mail:
Contact: Tessia Melvin	Phone: () -	E-Mail: Tessia@daviddrown.com

Part B: Official Verification

- 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 was used: Consultant

Description:

SAFE System

- 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.

- An official notice has been posted at:

City Hall

(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:

Council

(governing body)

City Administrator

(chief elected official)

Mayor

(title)

Part C: Total Payroll

\$2675899.00

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: 1/6/2026

Compliance Report

Jurisdiction: Arden Hills
 1245 West Highway 96

 Arden Hills, MN 55112

Report Year: 2026
 Case: 1 - 2025 DATA (Submitted)

Contact: Joua Yang Phone: (651) 792-7816 E-Mail: jyang@cityofardenhills.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	9	11	0	20
# Employees	15	12	0	27
Avg. Max Monthly Pay per employee	8861.13	9250.08		9034.00

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 97.77778 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	5	6
b. # Below Predicted Pay	4	5
c. TOTAL	9	11
d. % Below Predicted Pay (b divided by c = d)	44.44	45.45

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

B. T-test Results

Degrees of Freedom (DF) = 25	Value of T = -2.351
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- a. Avg. diff. in pay from predicted pay for male jobs = -2
- b. Avg. diff. in pay from predicted pay for female jobs = 309

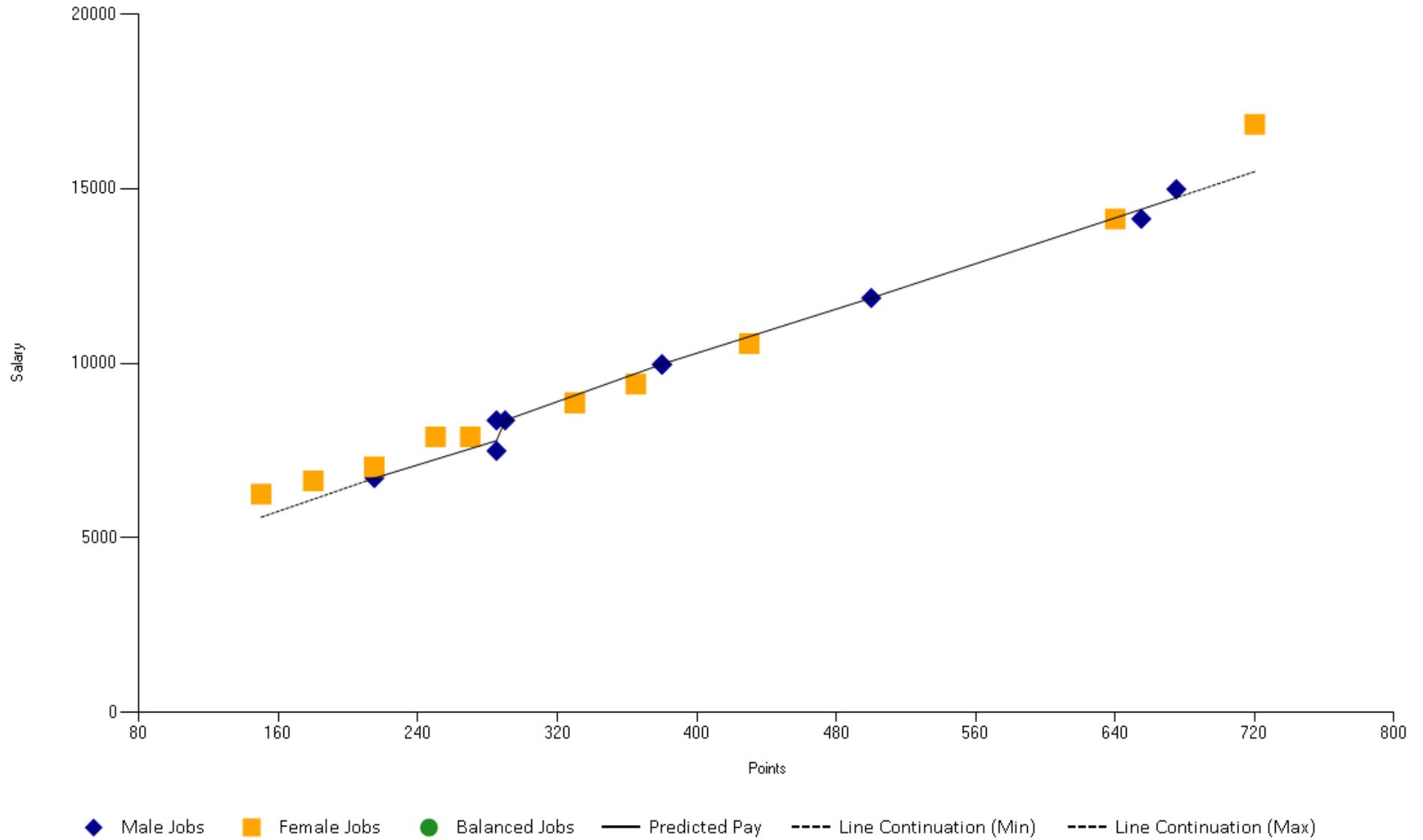
III. SALARY RANGE TEST = 90.48 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 6.33
- B. Avg. # of years to max salary for female jobs = 7.00

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)

Predicted Pay Report for: Arden Hills Case: 2025 DATA



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Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Customer Service Specialist	0	1			Female	150	6252.1300	5590.7185	661.4115
2	Office Support Specialist	0	2			Female	180	6628.2700	6106.6114	521.6586
3	Accounting Clerk	0	1			Female	215	7025.2000	6708.8135	316.3865
4	PW Maintenance Worker	6	0			Male	215	6713.2000	6708.8135	4.3865
20	Deputy Clerk	0	1			Female	250	7893.6000	7311.0155	582.5845
6	Accounting Analyst	0	1			Female	270	7893.6000	7655.2711	238.3289
5	Building Inspector	1	0			Male	285	8366.6000	7782.0200	584.5800
30	PW Maintenance Lead	2	0			Male	285	7489.7300	7782.0200	-292.2900
16	Recreation Supervisor	1	0			Male	290	8366.8000	8366.8000	0.0000
21	Communications Coordinator	0	1			Female	330	8869.4700	8881.1917	-11.7217
27	Senior Planner	0	1			Female	330	8869.4700	8881.1917	-11.7217
29	Parks and Rec Manager	0	1			Female	365	9401.6000	9647.3843	-245.7843
8	PW Superintendent	1	0			Male	380	9966.6700	9976.1982	-9.5282
10	Building Official	1	0			Male	380	9966.6700	9976.1982	-9.5282
18	City Clerk/Asst to City Admini	0	1			Female	430	10564.6700	10759.5947	-194.9247
28	Asst City Engineer	1	0			Male	500	11869.8700	11869.8700	0.0000
12	Finance Director	0	1			Female	640	14137.0700	14161.3242	-24.2542
24	Comm Dev Director	1	0			Male	655	14137.0700	14410.5241	-273.4541
26	Public Works Dir/City Engineer	1	0			Male	675	14984.6700	14742.4754	242.1946
25	City Administrator	0	1			Female	720	16837.6000	15489.1295	1348.4705

Job Number Count: 20