

## Pay Equity Implementation Report

### Part A: Jurisdiction Identification

Jurisdiction: Arden Hills  
 1245 West Highway 96  
  
 Arden Hills, MN 55112

Jurisdiction Type: City

Contact: Gayle Bauman

Phone: (651) 792-7816

E-Mail: gbauman@cityofardenhills.org

### 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 - Springsted

- 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 and PW Employee Bulletin Board  
 (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:

Arden Hills City Council

(governing body)

David Grant

(chief elected official)

Mayor

(title)

### Part C: Total Payroll

\$2,205,070.00

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:

# Compliance Report

Jurisdiction: Arden Hills  
1245 West Highway 96

Report Year: 2023  
Case: 1 - 2022 DATA (Private (Jur  
Only))

Arden Hills, MN 55112

Contact: Gayle Bauman

Phone: (651) 792-7816

E-Mail: gbauman@cityofarden  
hills.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	8	10	0	18
# Employees	15	12	0	27
Avg. Max Monthly Pay per employee	7177.20	7002.08		7099.37

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 125 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	5	7
b. # Below Predicted Pay	3	3
c. TOTAL	8	10
d. % Below Predicted Pay (b divided by c = d)	37.50	30.00

\*(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 = -1.087
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a. Avg. diff. in pay from predicted pay for male jobs = -3

b. Avg. diff. in pay from predicted pay for female jobs = 38

## III. SALARY RANGE TEST = 94.64 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 6.63

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)

## Job Class Data Entry Verification List

Case: 2022 DATA

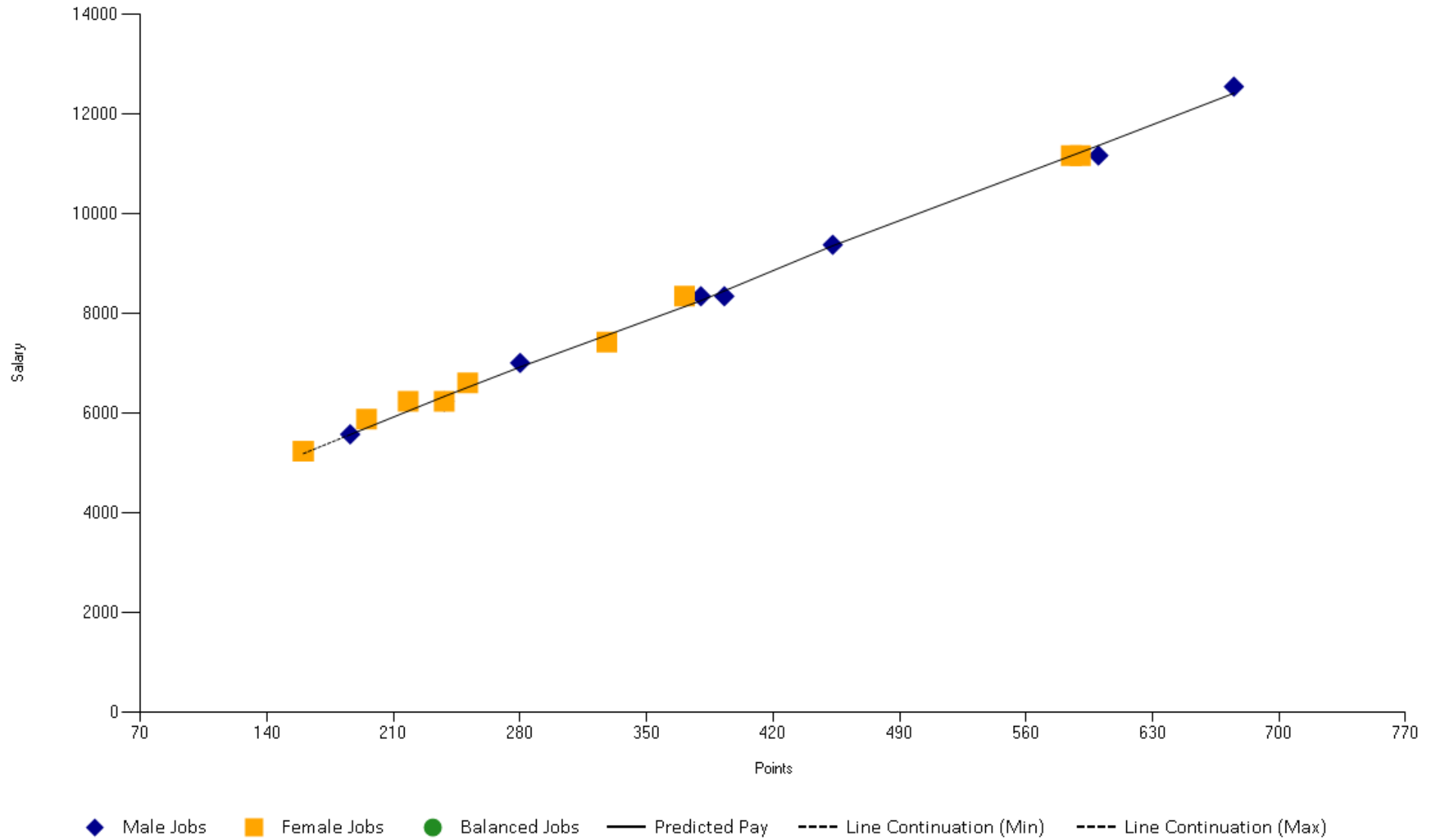
Arden Hills

LGID: 378

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Customer Service Specialist	0	2	0	F	160	4134.00	5236.00	7.00	0.00	
2	Office Support Specialist	0	2	0	F	160	4134.00	5236.00	7.00	0.00	
4	PW Maintenance Worker	8	0	0	M	186	4392.00	5578.00	4.00	0.00	
3	Accounting Clerk	0	1	0	F	195	4645.00	5884.00	7.00	0.00	
20	Deputy Clerk	0	1	0	F	218	4923.00	6237.00	7.00	0.00	
21	Communications Coordinator	0	1	0	F	238	4923.00	6237.00	7.00	0.00	
16	Recreation Supervisor	1	0	0	M	238	4923.00	6237.00	7.00	0.00	
6	Accounting Analyst	0	1	0	F	251	5219.00	6611.00	7.00	0.00	
5	Building Inspector	1	0	0	M	280	5532.00	7008.00	7.00	0.00	
27	Senior Planner	0	1	0	F	328	5864.00	7428.00	7.00	0.00	
18	City Clerk/Asst to City Admini	0	1	0	F	371	6589.00	8346.00	7.00	0.00	
10	Building Official	1	0	0	M	380	6589.00	8346.00	7.00	0.00	
8	PW Superintendent	1	0	0	M	393	6589.00	8346.00	7.00	0.00	
28	Asst City Engineer	1	0	0	M	453	7403.00	9378.00	7.00	0.00	
24	Comm Dev Director	0	1	0	F	585	8817.00	11169.00	7.00	0.00	
12	Finance Director	0	1	0	F	590	8817.00	11169.00	7.00	0.00	
26	Public Works Dir/City Engineer	1	0	0	M	600	8817.00	11169.00	7.00	0.00	
25	City Administrator	1	0	0	M	675	9907.00	12550.00	7.00	0.00	

**Job Number Count: 18**

## Predicted Pay Report for: Arden Hills Case: 2022 DATA



## Predicted Pay Report for: Arden Hills

### Case: 2022 DATA

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	2	0	2	Female	160	5236.0000	5190.9078	45.0922
2	Office Support Specialist	0	2	0	2	Female	160	5236.0000	5190.9078	45.0922
4	PW Maintenance Worker	8	0	0	8	Male	186	5578.0000	5572.4547	5.5453
3	Accounting Clerk	0	1	0	1	Female	195	5884.0000	5704.8050	179.1950
20	Deputy Clerk	0	1	0	1	Female	218	6237.0000	6042.4873	194.5127
21	Communications Coordinator	0	1	0	1	Female	238	6237.0000	6336.3049	-99.3049
16	Recreation Supervisor	1	0	0	1	Male	238	6237.0000	6336.3049	-99.3049
6	Accounting Analyst	0	1	0	1	Female	251	6611.0000	6526.8893	84.1107
5	Building Inspector	1	0	0	1	Male	280	7008.0000	6926.1403	81.8597
27	Senior Planner	0	1	0	1	Female	328	7428.0000	7614.2742	-186.2742
18	City Clerk/Asst to City Admini	0	1	0	1	Female	371	8346.0000	8195.5403	150.4597
10	Building Official	1	0	0	1	Male	380	8346.0000	8257.5014	88.4986
8	PW Superintendent	1	0	0	1	Male	393	8346.0000	8453.6796	-107.6796
28	Asst City Engineer	1	0	0	1	Male	453	9378.0000	9358.8190	19.1810
24	Comm Dev Director	0	1	0	1	Female	585	11169.0000	11158.1139	10.8861
12	Finance Director	0	1	0	1	Female	590	11169.0000	11228.3924	-59.3924
26	Public Works Dir/City Engineer	1	0	0	1	Male	600	11169.0000	11368.2287	-199.2287
25	City Administrator	1	0	0	1	Male	675	12550.0000	12418.0820	131.9180

**Job Number Count: 18**