

Compliance Report

Jurisdiction: Houston County
304 South Marshall Street
Personnel Office, Room 206
Caledonia MN 55921

Report Year: 2018
Case: 1 - 2018 (Submitted)

Contact: Theresa Arrick-Kruger

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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	30	34	2	66
# Employees	54	80	13	147
Avg. Max Monthly Pay per employee	4,955.28	4,333.75		4,549.18

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 107.37 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	12	15
b. # Below Predicted Pay	18	19
c. TOTAL	30	34
d. % Below Predicted Pay (b divided by c = d)	60.00	55.88

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

B. T-test Results

Degrees of Freedom (DF) = 132	Value of T = 1.460
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- a. Avg. diff. in pay from predicted pay for male jobs = \$10
b. Avg. diff. in pay from predicted pay for female jobs = (\$79)

III. SALARY RANGE TEST = 98.73 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 5.81
B. Avg. # of years to max salary for female jobs = 5.88

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)

Minnesota Pay Equity Management System - Houston County(18-Submitted)[Home](#)[Utilities](#) [Go To](#)[Log Out](#)[<--Jobs Page](#)[Reports-->](#)**Compliance Report**

Jurisdiction: Houston County

Report
Year: 2018

Case:1 - Submitted

Contact:	Name	Title	Phone	Email
	Theressa Arrick-Kruger	HR Director	507-725-5822	theressa.arrick-kruger@co.houston.mn.us

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[View Another Case](#)

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA.

We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.

Predicted Pay Report for Houston County

2/1/2018

Case : 2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Assistant Custodian	0	1	1	Female	1,000	\$2,616.83	\$2,614.05	\$2.78
2	Assistant Custodian II	1	0	1	Male	1,333	\$2,805.73	\$2,919.98	(\$114.25)
3	Technical Clerk I	1	7	8	Female	1,625	\$3,074.34	\$3,188.23	(\$113.89)
5	Building Maint. Specialist	1	0	1	Male	1,875	\$3,202.58	\$3,417.91	(\$215.33)
6	Case Aide	0	5	5	Female	1,875	\$3,202.58	\$3,417.91	(\$215.33)
7	Technical Clerk II	0	6	6	Female	1,875	\$3,202.58	\$3,417.91	(\$215.33)
8	Appraiser Trainee	1	1	2	Balanced	1,875	\$3,202.58	\$3,417.91	(\$215.33)
9	Accounting Clerk I	0	1	1	Female	1,875	\$3,202.58	\$3,417.91	(\$215.33)
10	Sec/Dispatcher/Matron	0	1	1	Female	2,125	\$4,157.47	\$3,685.87	\$471.60
12	Recycling Center Lead	3	0	3	Male	2,125	\$3,675.69	\$3,685.87	(\$10.18)
13	Accounting Clerk/Collections	0	4	4	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
14	Human Resources Technician	0	1	1	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
16	Financial Worker	0	8	8	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
17	Legal Secretary	0	2	2	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
18	Chief Deputy Recorder	0	1	1	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
20	Planning/Zoning Technician	0	1	1	Female	2,125	\$3,675.69	\$3,685.87	(\$10.18)
21	Jailer/Dispatcher	7	4	11	Balanced	2,375	\$4,367.16	\$3,885.28	\$481.88
22	Maintenance Op. Specialist	9	0	9	Male	2,375	\$3,968.57	\$3,885.28	\$83.29
23	Child Support Officer	0	2	2	Female	2,375	\$3,848.99	\$3,885.28	(\$36.29)
24	Commercial Property Appraiser	1	0	1	Male	2,375	\$3,848.99	\$3,885.28	(\$36.29)
66	Victims Services Officer	0	1	1	Female	2,375	\$3,848.99	\$3,885.28	(\$36.29)
25	Assistant Surveyor	0	1	1	Female	2,750	\$4,039.62	\$4,285.03	(\$245.41)
26	Sign Specialist	1	0	1	Male	2,750	\$4,084.68	\$4,285.03	(\$200.35)
27	Mechanic	1	0	1	Male	2,750	\$4,084.68	\$4,285.03	(\$200.35)
28	Engineering Technician	2	0	2	Male	2,750	\$4,084.68	\$4,285.03	(\$200.35)
29	Lead Jailer/Dispatcher	5	1	6	Male	3,250	\$4,890.53	\$4,615.92	\$274.61
72	Hwy. Maint. Spec. Sr. (Lead)	1	0	1	Male	3,250	\$4,464.21	\$4,615.92	(\$151.71)
30	Veterans' Service Officer	1	0	1	Male	3,625	\$4,847.20	\$4,897.61	(\$50.41)
31	PH Accounting Supervisor	0	1	1	Female	3,625	\$4,847.20	\$4,897.61	(\$50.41)
32	Social Worker	1	14	15	Female	3,625	\$4,235.45	\$4,897.61	(\$662.16)
33	Staff Nurse	0	2	2	Female	3,625	\$5,724.10	\$4,897.61	\$826.49
34	DOT Accountant	0	1	1	Female	3,625	\$4,847.20	\$4,897.61	(\$50.41)
36	Fiscal Supervisor	0	1	1	Female	3,625	\$4,847.20	\$4,897.61	(\$50.41)
67	Dietician	0	1	1	Female	3,625	\$5,724.10	\$4,897.61	\$826.49
35	Public Health Nurse	0	2	2	Female	3,875	\$6,051.64	\$4,981.37	\$1,070.27

Predicted Pay Report for Houston County

2/1/2018

Case : 2018

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
37	Financial Assistance Supervisor	0	1	1	Female	3,875	\$5,160.87	\$4,981.37	\$179.50
38	Zoning Officer	1	0	1	Male	3,875	\$5,160.87	\$4,981.37	\$179.50
40	Jail Administrator	1	0	1	Male	3,875	\$5,447.87	\$4,981.37	\$466.50
41	Survey Crew Chief	1	0	1	Male	3,875	\$4,842.00	\$4,981.37	(\$139.37)
42	Health Educator	0	1	1	Female	3,875	\$5,160.87	\$4,981.37	\$179.50
43	Engineering Assistant	2	0	2	Male	3,875	\$4,842.00	\$4,981.37	(\$139.37)
44	Hwy. Maintenance Foreman	1	0	1	Male	3,875	\$4,842.00	\$4,981.37	(\$139.37)
45	Bldg. Maintenance Foreman	1	0	1	Male	3,875	\$4,235.45	\$4,981.37	(\$745.92)
46	Financial Assistance Supervisor	0	1	1	Female	3,875	\$5,160.87	\$4,981.37	\$179.50
68	Lead Social Worker	0	2	2	Female	3,875	\$5,160.87	\$4,981.37	\$179.50
70	Network Administrator	1	0	1	Male	3,875	\$5,160.87	\$4,981.37	\$179.50
71	IT Support Technician	1	0	1	Male	3,875	\$5,160.87	\$4,981.37	\$179.50
47	Engineering Supervisor	1	0	1	Male	4,125	\$5,413.89	\$4,981.37	\$179.50
53	Long Term Care Lead	0	1	1	Female	4,125	\$6,398.24	\$5,257.25	\$156.64
50	County Surveyor	1	0	1	Male	4,375	\$5,576.79	\$5,257.25	\$1,140.99
51	Investigator	1	0	1	Male	4,375	\$5,786.49	\$5,584.22	(\$7.43)
52	Deputy Sheriff	7	0	7	Male	4,375	\$5,510.94	\$5,584.22	\$202.27
69	Emergency Mgt. Director	0	1	1	Female	4,375	\$5,576.79	\$5,584.22	(\$73.28)
54	Lieutenant	2	0	2	Male	4,667	\$6,062.13	\$5,584.22	(\$7.43)
55	Captain	1	0	1	Male	5,000	\$6,337.58	\$5,888.20	\$173.93
56	Social Services Supervisor	0	1	1	Female	5,000	\$6,058.57	\$6,489.13	(\$151.55)
57	County Assessor	1	0	1	Male	5,333	\$6,408.63	\$6,489.13	(\$430.56)
49	Asst. County Attorney	0	2	2	Female	5,667	\$7,788.10	\$7,011.99	(\$603.36)
58	Chief Deputy	1	0	1	Male	5,667	\$7,412.04	\$7,568.83	\$219.27
59	Environmental Services Director	1	0	1	Male	5,667	\$7,788.10	\$7,568.83	(\$156.79)
60	Pub. Health Director	0	1	1	Female	5,667	\$7,788.10	\$7,568.83	\$219.27
61	Personnel Director	0	1	1	Female	5,667	\$7,788.10	\$7,568.83	\$219.27
62	Info. Sys. Director	1	0	1	Male	5,667	\$7,788.10	\$7,568.83	\$219.27
63	Finance Director	0	1	1	Female	6,000	\$8,243.88	\$8,124.00	\$119.88
64	County Engineer	1	0	1	Male	6,000	\$8,243.88	\$8,124.00	\$119.88
65	Human Services Director	0	1	1	Female	6,000	\$8,243.88	\$8,124.00	\$119.88

Job Number Count: 66

