

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: Waite Park
 19 - 13th Avenue North
 PO Box 339
 Waite Park, MN 56387

Jurisdiction Type: City

Contact: Shaunna Johnson

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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-same as last submittal

- 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:
 Waite Park City Hall 19 13th Avenue North
 Waite Park, MN

(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:

January 21, 2025

(governing body)

Governing Body

(chief elected official)

Mayor Ken Schmitt

(title)

Part C: Total Payroll

\$5266085.36

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: 1/15/2025

Compliance Report

Jurisdiction: Waite Park
 19 - 13th Avenue North

 PO Box 339
 Waite Park, MN 56387

Report Year: 2025
 Case: 1 - 2025 Report (Private (Jur Only))

Contact: Shaunna Johnson

Phone: (320) 252-6822

E-Mail: shaunna.johnson@ci.waitepark.mn.us

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	11	13	0	24
# Employees	32	13	0	45
Avg. Max Monthly Pay per employee	8054.57	8107.50		8069.86

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 196.9697 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	6	10
b. # Below Predicted Pay	5	3
c. TOTAL	11	13
d. % Below Predicted Pay (b divided by c = d)	45.45	23.08

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

B. T-test Results

Degrees of Freedom (DF) = 43	Value of T = -3.383
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a. Avg. diff. in pay from predicted pay for male jobs = -13

b. Avg. diff. in pay from predicted pay for female jobs = 236

III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 9.00

B. Avg. # of years to max salary for female jobs = 9.00

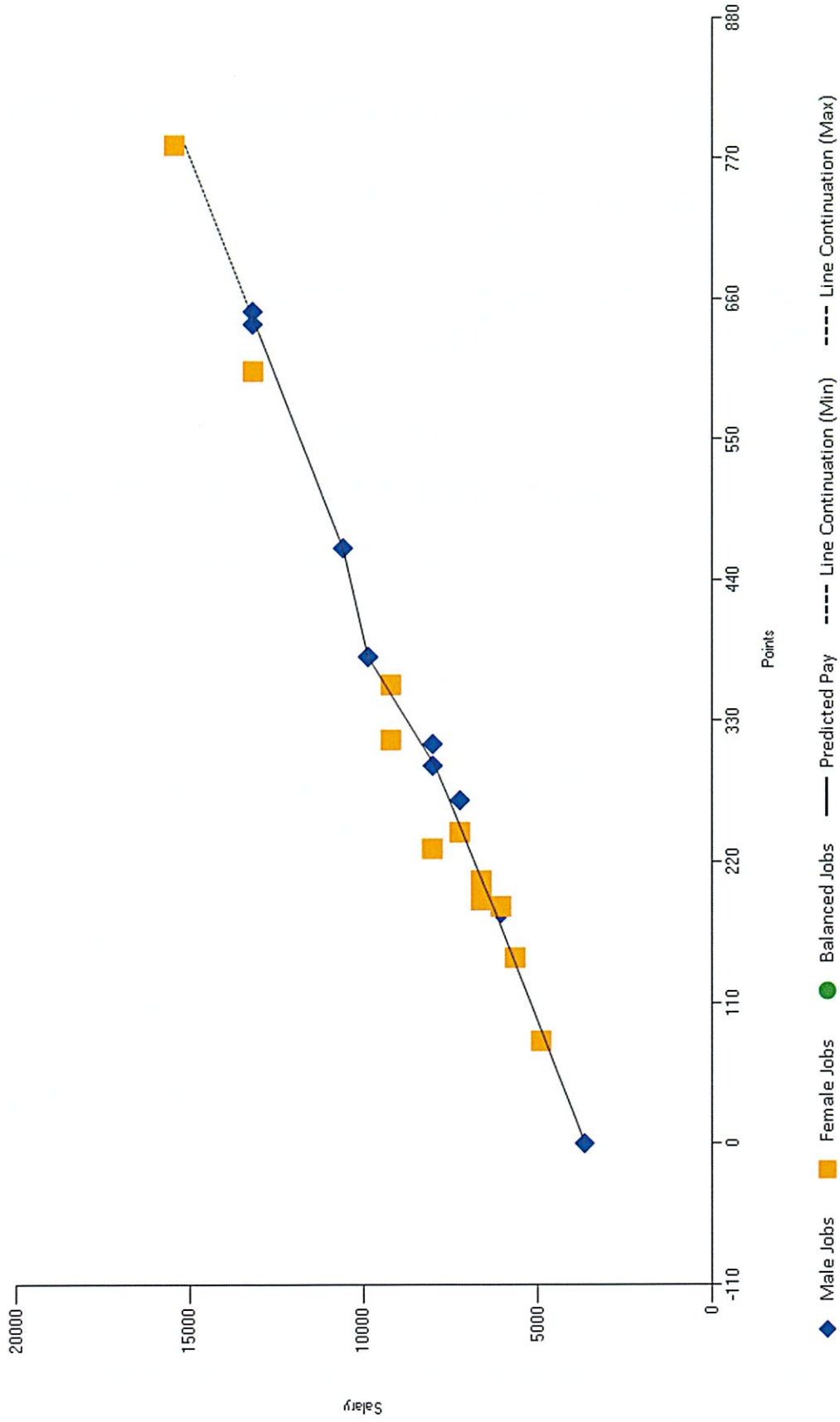
IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

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: Waite Park Case: 2025 Report





Predicted Pay Report for: Waite Park Case: 2025 Report

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
25	Part-time Public Works Worker	2	0			Male	0	3661.8300	3650.4317	11.3983
20	Part-Time Records Technician	0	1			Female	80	4915.8900	4813.1910	102.6990
1	Administrative Associate	0	1			Female	145	5655.6400	5742.1054	-86.4654
22	Community Service Officer	1	0			Male	180	6065.6700	6214.6321	-148.9621
2	Administrative Building & Plan	0	1			Female	185	6065.6700	6289.9889	-224.3189
27	Accounting Clerk	0	1			Female	190	6626.7400	6365.3457	261.3943
5	Community Outreach Specialist	0	1			Female	193	6626.7400	6468.4625	158.2775
13	Records & Evidence Technician	0	1			Female	195	6626.7400	6490.1603	136.5797
9	Public Works Technician	7	0			Male	203	6626.7400	6575.6999	51.0401
18	Utility Billing/Media Publicat	0	1			Female	205	6626.7400	6596.9805	29.7595
21	Human Resource Generalist	0	1			Female	230	8017.9900	6969.3776	1048.6124
10	Police Administrative Asst	0	1			Female	243	7239.7200	7159.6004	80.1196
19	Utility Operator	3	0			Male	268	7239.7200	7535.7913	-296.0713
12	Police Officer	8	1			Male	295	8017.9900	7955.8710	62.1190
26	Mechanic Foreman	1	0			Male	312	8017.9900	8330.6764	-312.6864
6	City Clerk	0	1			Female	315	9195.8000	8397.5242	798.2758
23	Facility Events Supervisor	0	1			Female	358	9195.8000	9365.9065	-170.1065
16	PW Supervisor	2	0			Male	380	9862.4900	9858.6367	3.8533
14	Police Sergeant	4	0			Male	380	9856.7100	9858.6367	-1.9267
3	Planning & Community Developme	1	0			Male	465	10577.5200	10577.5200	0.0000
7	Finance Director	0	1			Female	603	13170.6300	12564.8805	605.7495
15	Public Works Director	1	0			Male	640	13170.6300	13096.8838	73.7462
11	Police Chief	1	0			Male	650	13170.6300	13240.3958	-69.7658
4	City Administrator	0	1			Female	780	15433.4300	15109.4148	324.0152

Job Number Count: 24



Job Class Data Entry Verification List

Case: 2025 Report

Waite Park

LGID: 1378

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
25	Part-time Public Works Worker	2	0		M	0	2772.80	3661.83	9.00		
20	Part-Time Records Technician	0	1		F	80	3661.83	4915.89	9.00		
1	Administrative Associate	0	1		F	145	4212.86	5655.64	9.00		
22	Community Service Officer	1	0		M	180	4518.29	6065.67	9.00		
2	Administrative Building & Plan	0	1		F	185	4518.29	6065.67	9.00		
27	Accounting Clerk	0	1		F	190	4936.23	6626.74	9.00		
5	Community Outreach Specialist	0	1		F	193	4936.23	6626.74	9.00		
13	Records & Evidence Technician	0	1		F	195	4936.23	6626.74	9.00		
9	Public Works Technician	7	0		M	203	4936.23	6626.74	9.00		
18	Utility Billing/Media Publicat	0	1		F	205	4936.23	6626.74	9.00		
21	Human Resource Generalist	0	1		F	230	5972.56	8017.99	9.00		
10	Police Administrative Asst	0	1		F	243	5392.83	7239.72	9.00		
19	Utility Operator	3	0		M	268	5392.83	7239.72	9.00		
12	Police Officer	8	1		M	295	5972.56	8017.99	9.00		
26	Mechanic Foreman	1	0		M	312	5972.56	8017.99	9.00		
6	City Clerk	0	1		F	315	6849.91	9195.80	9.00		
23	Facility Events Supervisor	0	1		F	358	6849.91	9195.80	9.00		
16	PW Supervisor	2	0		M	380	7346.52	9862.49	9.00		
14	Police Sergeant	4	0		M	380	7342.22	9856.71	9.00		
3	Planning & Community Developme	1	0		M	465	7879.15	10577.52	9.00		
7	Finance Director	0	1		F	603	9810.72	13170.63	9.00		
15	Public Works Director	1	0		M	640	9810.72	13170.63	9.00		
11	Police Chief	1	0		M	650	9810.72	13170.63	9.00		
4	City Administrator	0	1		F	780	11496.29	15433.43	9.00		

Job Number Count: 24