

Posting date: 01/28/2020

Jurisdiction Name: City of Breezy Point

NOTICE

2020 Pay Equity Report

This jurisdiction is submitting a pay equity implementation report to Minnesota Management & Budget as required by the Local Government Pay Equity Act, Minnesota Statutes 471.991 to 471.999. The report must be submitted to the department by January 31, 2020.

The report is public data under the Minnesota Government Data Practices Act, Minnesota Statutes, and Chapter 13. That means that the report is available to anyone requesting this information.

This notice is being sent to all union representatives (if any) in this jurisdiction. In addition, this notice must remain posted in a prominent location for at least 90 days from the date the report was submitted.

For more information about this jurisdiction's pay equity program, or to request a copy of the implementation report, please contact:

Patrick Wussow
8319 County Rd 11, Breezy Point MN 56472
218-562-4441
(local contact person's name, address, telephone)

For more information about the state pay equity law, you may contact the Pay Equity Office at:

pay.equity@state.mn.us

Pay Equity Office
Minnesota Management & Budget
400 Centennial Office Building
658 Cedar Street
St. Paul, MN 55155

Compliance Report

Jurisdiction: Breezy Point
8319 County Road 11

Report Year: 2020
Case: 1 - 2020 Data (Submitted)

Breezy Point, MN 56472

Contact: Patrick Wussow

Phone: (218) 656-1318

E-Mail: pwussow@cityofbreezy
pointmn.us

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	3	0	11
# Employees	12	3	0	15
Avg. Max Monthly Pay per employee	5546.33	4553.67		5347.80

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 74.99999 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	6	2
b. # Below Predicted Pay	2	1
c. TOTAL	8	3
d. % Below Predicted Pay (b divided by c = d)	25.00	33.33

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

B. T-test Results

Degrees of Freedom (DF) = 13	Value of T = -0.139
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a. Avg. diff. in pay from predicted pay for male jobs = 24

b. Avg. diff. in pay from predicted pay for female jobs = 31

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

A. Avg. # of years to max salary for male jobs = 10.00

B. Avg. # of years to max salary for female jobs = 10.00

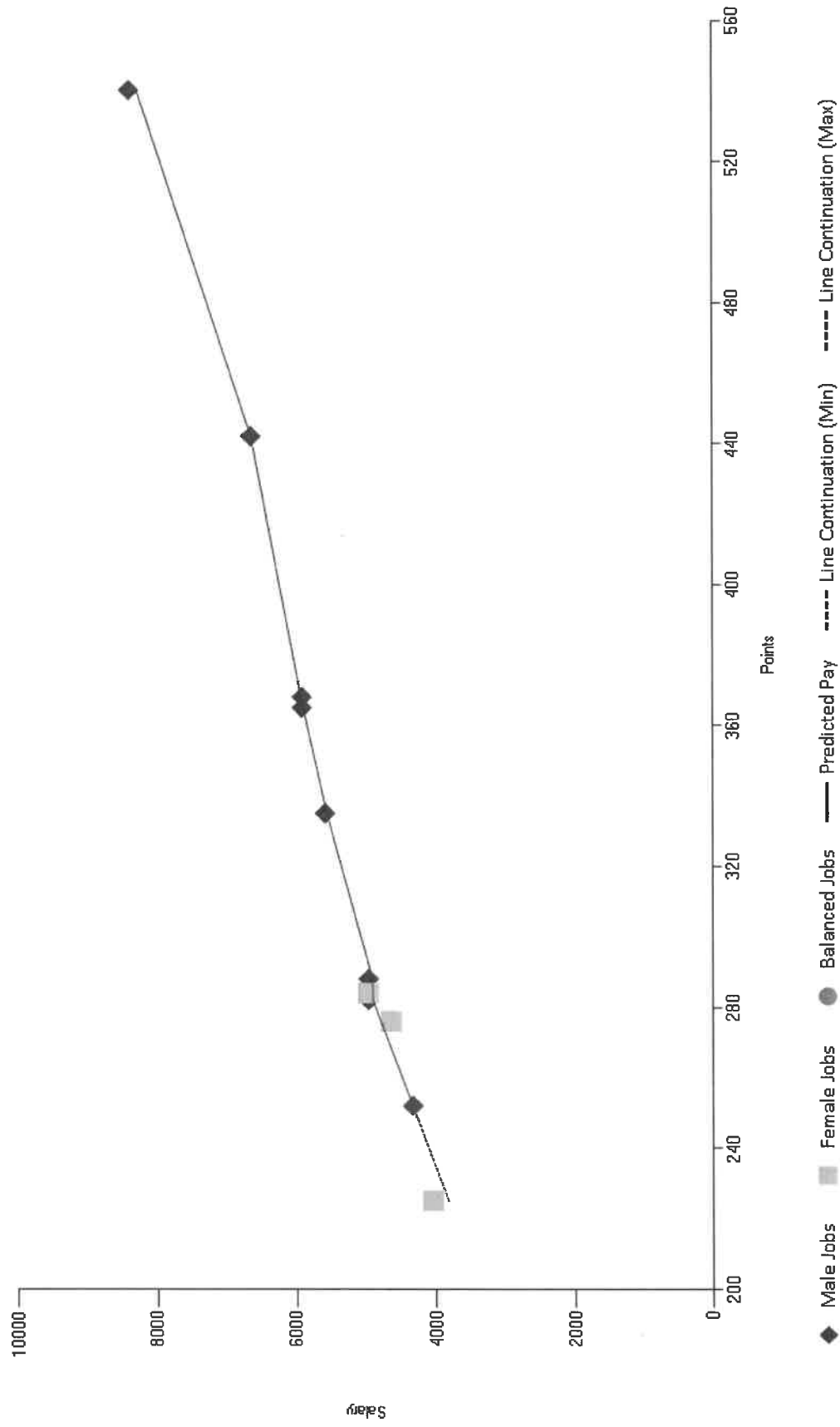
IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

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: Breezy Point Case: 2020 Data





Predicted Pay Report for: Breezy Point

Case: 2020 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
3	Police Admin Secretary	0	1	1	Female	225	4054.0000	3832.9225	221.0775
1	Public Works Worker	3	0	3	Male	252	4337.0000	4340.4185	-3.4185
4	Deputy Clerk/Office Manager	0	1	1	Female	276	4641.0000	4791.6576	-150.6576
8	Assist Public Works Supervisor	1	0	1	Male	282	4966.0000	4904.4674	61.5326
5	Finance Specialist	0	1	1	Female	284	4966.0000	4942.0707	23.9293
6	Police Officer	1	0	1	Male	288	4966.0000	4910.5114	55.4886
7	Police Paramedic	3	0	3	Male	335	5580.0000	5557.0925	22.9075
10	Police Sergeant	1	0	1	Male	365	5914.0000	5897.3489	16.6511
9	Public Works Supervisor	1	0	1	Male	368	5914.0000	5929.1330	-15.1330
11	Police Chief	1	0	1	Male	442	6646.0000	6645.4196	0.5804
12	City Administrator	1	0	1	Male	540	8399.0000	8285.9820	113.0180

Job Number Count: 11



Job Class Data Entry Verification List

Case: 2020 Data

Breezy Point

LGID: 486

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
3	Police Admin Secretary	0	1	F	225	3243.00	4054.00	10.00	20.00	
1	Public Works Worker	3	0	M	252	3470.00	4337.00	10.00	20.00	
4	Deputy Clerk/Office Manager	0	1	F	276	3713.00	4641.00	10.00	20.00	
8	Assist Public Works Supervisor	1	0	M	282	3973.00	4966.00	10.00	20.00	
5	Finance Specialist	0	1	F	284	3973.00	4966.00	10.00	20.00	
6	Police Officer	1	0	M	288	3973.00	4966.00	10.00	20.00	
7	Police Paramedic	3	0	M	335	4463.00	5580.00	10.00	20.00	
10	Police Sergeant	1	0	M	365	4732.00	5914.00	10.00	20.00	
9	Public Works Supervisor	1	0	M	368	4732.00	5914.00	10.00	20.00	
11	Police Chief	1	0	M	442	5316.00	6646.00	10.00	20.00	
12	City Administrator	1	0	M	540	6720.00	8399.00	10.00	20.00	

Job Number Count: 11

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: Breezy Point
8319 County Road 11

Jurisdiction Type: City

Breezy Point, MN 56472

Contact: Patrick Wussow

Phone: (218) 656-1318

E-Mail: pwussow@cityofbreezy
pointmn.us

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

Description:

David Drown and Associates

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:
Bulliten Board at City Hall entrance
(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 of Breezy Point, city council

(governing body)

Tom Lillehei

(chief elected official)

Mayor

(title)

Part C: Total Payroll

931789.0000

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:1/28/2020