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January 27, 2021

Ms. Sharon Payne  
City Clerk/Treasurer  
City of Stacy  
30955 Forest Blvd.  
Stacy, MN 55079

Dear Ms. Payne:

Baker Tilly has prepared the City's Pay Equity Implementation Report and utilized the Minnesota Management and Budget web-based pay equity reporting system to analyze the City's 2020 wage information. There are four tests for compliance with the State of Minnesota Local Government Pay Equity Act. Following are the tests and the results:

1. **Completeness and Accuracy Test:** The City will pass this test if the report is submitted electronically by January 31, 2021. Baker Tilly will submit the report for the City upon approval of the report by the City Council.
2. **Statistical Analysis Test:** To pass this test the City must have 6 or more male classes and at least one class with an established salary range or 4 or 5 male classes and an underpayment ratio of 80 or more. The City's underpayment ratio is 50 which is well below the established standard. If the underpayment ratio is below 80, the T-Test results are reviewed. To pass the test, this result must be below 1.697. The City's T-Test result is 2.475 which is above the established and does not pass and indicates that the City would **not** be in compliance with this test.
3. **Salary Range Test:** For organizations with established salary ranges for positions, this measures whether male classes are reaching the top of their salary range faster than female classes. This result must either be 0 or above 80 to be found in compliance. The results of the salary range test for the City is 0, indicates that the City would pass this test.
4. **Exceptional Service Pay Test:** This test analyzes whether there is a larger percentage of male classes receiving longevity or performance pay than female classes. For this test the result must either be 0 if less than 25% of male classes receive exceptional service pay or be above 80. The results of this test are 0 as no employees are receiving longevity of performance pay and indicates that the City also passes this test.

Please review the enclosed information and if there are no changes please have the report reviewed and approved by the City Council prior to January 31, 2021. Baker Tilly will submit the report to the Department of Management and Budget upon notification of approval by the City Council.

Please let me know if you have any questions or concerns.

Sincerely,

*Ann Antonsen*

Ann Antonsen  
Director

## Compliance Report

Jurisdiction: Stacy  
30955 Forest Blvd.

Report Year: 2021  
Case: 1 - 2020 Data (Private (Jur  
Only))

Stacy, MN 55079

Contact: Sharon Payne

Phone: (651) 462-4486

E-Mail: cityclerk@stacymn.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	6	6	1	13
# Employees	6	27	10	43
Avg. Max Monthly Pay per employee	5460.57	2388.83		2947.04

### II. STATISTICAL ANALYSIS TEST

#### A. Underpayment Ratio = 50 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	3	0
b. # Below Predicted Pay	3	6
c. TOTAL	6	6
d. % Below Predicted Pay (b divided by c = d)	50.00	100.00

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

#### B. T-test Results

Degrees of Freedom (DF) = 31	Value of T = 2.475
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a. Avg. diff. in pay from predicted pay for male jobs = 12

b. Avg. diff. in pay from predicted pay for female jobs = -970

### III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 0.00

B. Avg. # of years to max salary for female jobs = 0.00

### 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: 2020 Data

Stacy

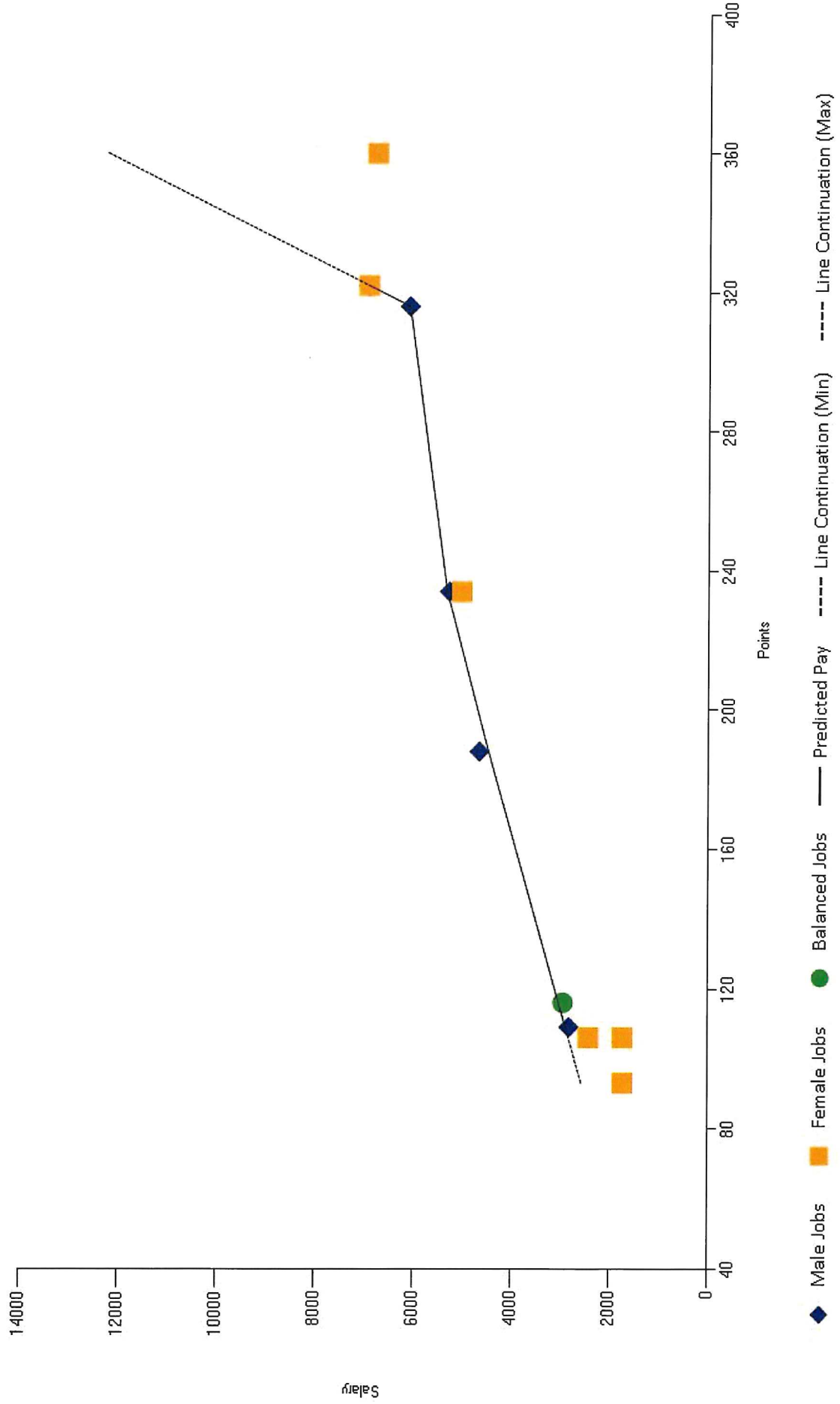
LGID: 1300

b 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	Wait Staff	1	6	0	F	93	1733.00	1733.00	0.00	2.00	
2	Bartender	2	9	0	F	106	1733.00	1733.00	0.00	2.00	
3	Retail Liquor Clerk	0	6	0	F	106	1708.74	2426.20	0.00	5.00	
4	Custodian	1	0	0	M	109	1810.99	2824.79	0.00	6.00	
5	Grill Cook	7	3	0	B	116	1906.30	2946.10	0.00	5.00	
6	Public Works Maintenance Worke	1	0	0	M	188	2859.45	4661.64	0.00	0.50	
7	Assistant Manager - Off-Sale	1	0	0	M	234	2914.91	5282.05	0.00	4.00	
8	Assistant Manager - On-Sale	0	1	0	F	234	3119.40	5032.50	0.00	6.00	
9	Public Works Supervisor	1	0	0	M	316	3878.45	6106.96	0.00	10.00	
10	Off-Sale Manager	1	0	0	M	322	4166.13	6949.20	0.00	4.00	
11	On-Sale Manager	1	0	0	M	322	4159.20	6938.80	0.00	2.00	
12	Finance Director	0	1	0	F	322	4159.20	6938.80	0.00	1.00	
13	City Clerk/Treasurer	0	1	0	F	360	4207.72	6775.90	0.00	19.00	

**b Number Count: 13**

# Predicted Pay Report for: Stacy

Case: 2020 Data



## Predicted Pay Report for: Stacy

Case: 2020 Data

b Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
	Wait Staff	1	6	0	7	Female	93	1733.0000	2572.1457	-839.1457
	Bartender	2	9	0	11	Female	106	1733.0000	2832.5768	-1099.5768
	Retail Liquor Clerk	0	6	0	6	Female	106	2426.2000	2832.5768	-406.3768
	Custodian	1	0	0	1	Male	109	2824.7900	2892.7998	-68.0098
	Grill Cook	7	3	0	10	Balanced	116	2946.1000	3033.0526	-86.9526
	Public Works Maintenance Worker	1	0	0	1	Male	188	4661.6400	4476.7993	184.8407
	Assistant Manager - On-Sale	0	1	0	1	Female	234	5032.5000	5326.7958	-294.2958
	Assistant Manager - Off-Sale	1	0	0	1	Male	234	5282.0500	5326.7958	-44.7458
	Public Works Supervisor	1	0	0	1	Male	316	6106.9600	6106.9600	0.0000
	Finance Director	0	1	0	1	Female	322	6938.8000	6944.0000	-5.2000
	Off-Sale Manager	1	0	0	1	Male	322	6949.2000	6944.0000	5.2000
	On-Sale Manager	1	0	0	1	Male	322	6938.8000	6944.0000	-5.2000
	City Clerk/Treasurer	0	1	0	1	Female	360	6775.9000	12251.4674	-5475.5674

Number Count: 13