



February 3, 2025

Senator Tou Xiong  
Senate State and Local Government Committee  
3203 Minnesota Senate Bldg.  
St. Paul, MN 55155

Senator Andrew Lang  
Senate State and Local Government Committee  
2205 Minnesota Senate Bldg.  
St. Paul, MN 55155

Representative Ginny Klevorn  
House State Government Committee  
5<sup>th</sup> Floor, Centennial Office Building  
St. Paul, MN 55155

Representative Jim Nash  
House State Government Committee  
2<sup>nd</sup> Floor, Centennial Office Building  
St. Paul, MN 55155

Dear Senators and Representatives:

Minnesota Statute (M.S.) 471.999 directs Minnesota Management and Budget to prepare the attached annual report and submit to the chairs and ranking members of each of the Senate and House committees having responsibility for local government pay equity compliance.

Questions regarding this report may be directed to Erik Anderson at [erik.anderson@state.mn.us](mailto:erik.anderson@state.mn.us) or (651) 201-8030.

Sincerely,

Erin Campbell  
Commissioner

Enclosures

cc: Eric Nauman  
Emily Adriaens  
Andrew Erickson  
Helen Roberts

January 2025

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# Minnesota Local Government Pay Equity Compliance Report

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Submitted to the Minnesota Legislature by  
Minnesota Management and Budget

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## Executive Summary

Minnesota Management and Budget (MMB) is responsible for the enforcement of the Local Government Pay Equity Act ([Minnesota Statutes 471.991 - 471.999](#) and [Minnesota Rules Chapter 3920](#)).

The Local Government Pay Equity Act (LGPEA) examines local government pay structures for evidence of gender inequity. The act applies to about 1,700 local governments in Minnesota and affects a total of about 220,000 local government employees. These totals have increased as additional local governments began reporting.

Overall, local governments have achieved a high level of compliance, both in meeting reporting requirements and implementing pay equity under the LGPEA for their employees. The success of this program is largely attributable to the commitment on the part of local governments and to the ongoing assistance and monitoring by the MMB pay equity coordinator.

In January 2024, 545 local governments were required to submit reports to MMB. As of January 8, 2025, a total of 541 (99%) of the jurisdictions were in compliance. The pay equity coordinator position remained vacant from early August 2024 until late November 2024. Since the position has been filled, the new staff member has been actively working with jurisdictions to ensure compliance. Many jurisdictions experienced staff turnover during this period and were not aware of the requirement to report until recently.

## About This Report

Minnesota Management and Budget staff prepared the 2024 Annual Minnesota Local Government Pay Equity Report as part of routine work assignments. This report is based on local jurisdiction pay equity reports provided to MMB in 2024.

Please contact us if you need this report in alternate formats such as large print, braille, or audio.

Contact Dori Leland at 651-335-4085 with questions.

## Section One Background Information

### Requirements of the Law

The Local Government Pay Equity Act (LGPEA) of 1984 ([M.S. 471.991 to 471.999](#)) required local governments to “establish equitable compensation relationships” by December 31, 1991. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.”

The purpose of the LGPEA is *“to eliminate sex-based wage disparities in public employment in this state.” Equitable compensation relationships are achieved when “the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value, within the political subdivision.”*

The LGPEA requires jurisdictions to be periodically evaluated and be in compliance. The law requires Minnesota Management and Budget (MMB) to determine whether local governments have achieved pay equity, based on implementation reports submitted by local governments.

Jurisdictions report pay equity data on a three-year reporting cycle with more than 550 jurisdictions reporting every year. It is important for local governments to continually review their pay structure and submit reports every three years to the state for review and analysis. This ongoing requirement to report prevents regression into inequitable compensation practices and reduces sex-based wage disparities in public employment throughout Minnesota.

### Ensuring Compliance

#### A. Pay Equity Rule Adopted

In 1991, the Legislature authorized MMB to adopt rules under the Administrative Procedures Act to assure compliance with the LGPEA.

That same year, MMB asked employer organizations, unions, and women's groups to name representatives to serve on a rulemaking advisory committee. This 30-member group met to discuss and review compliance guidelines and advise the department on the pay equity rule. MMB adopted the rule Minnesota Rules Chapter 3920 (1992).

#### B. Assistance to Local Governments

In 1989, MMB established a full-time pay equity coordinator position. The pay equity coordinator assists local governments through extensive training, consulting, and analyzing their pay equity reports.

MMB regularly communicates through various means with the approximately 1,700 local government jurisdictions required to comply with the law. The department has produced numerous technical assistance publications available at no cost to the jurisdictions.

MMB has periodically offered training sessions and delivered presentations at various conferences. MMB has also developed instructional material explaining reporting requirements, compliance requirements, and job evaluation methodology.

In 2010, MMB developed and launched a new, highly efficient web-based software program to help jurisdictions submit reports, determine the underpayment of female job classes, and calculate the results for several of the compliance tests. As part of our continuous improvement efforts, we have made several enhancements to the program since that time.

## Section Two Tests for Compliance

### Pay Inequity

A complete description of the tests for compliance and the specific actions MMB recommends to each jurisdiction to achieve compliance can be found in the [appendix](#) of this report.

Inequities exist when females are paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males, and when the jurisdiction cannot account for the disparities by length of service or performance differences.

For example, when a female in the position of city clerk-treasurer, rating of 275 points, is paid less than a male in a public works/maintenance position with a rating of 213 points, there is an inequity between city clerks and maintenance workers.

In schools, we tend to find the greatest potential for inequities when considering the number of years to achieve maximum salary for licensed staff (teachers) in comparison to the non-licensed or support staff.

### Examples of Pay Inequity

Position	Job Points	Class Type	Hourly Wage "Out of Compliance"	Hourly Wage "In Compliance"	Difference
Clerk-Treasurer	275	Female	\$16.00	\$17.34	\$1.34
Public Works/ Maintenance	213	Male	\$17.34	----	

Position	Job Points	Class Type	Min Monthly Salary	Max Monthly Salary	Years to Max Salary
Plant Maintenance	260	Male	\$3,007.00	\$4,750.00	11
Teacher	282	Female	\$3,270.83	\$5,468.75	30

### Summary of Tests Failed After Initial Analysis

The following is a summary of 545 reports submitted by jurisdictions for the reporting year 2024. The data show 194, or 36%, of the reports were initially found out of compliance. Below is a breakdown of each test:

Test	Number of Jurisdictions Failing
Completeness and Accuracy Test	160
Statistical Analysis Test	6
Alternative Analysis Test	13
Salary Range Test	12
Exceptional Service Pay Test	2
Two or more tests	1
Total	194

### Section Three

## Summary of Compliance Status of Local Governments

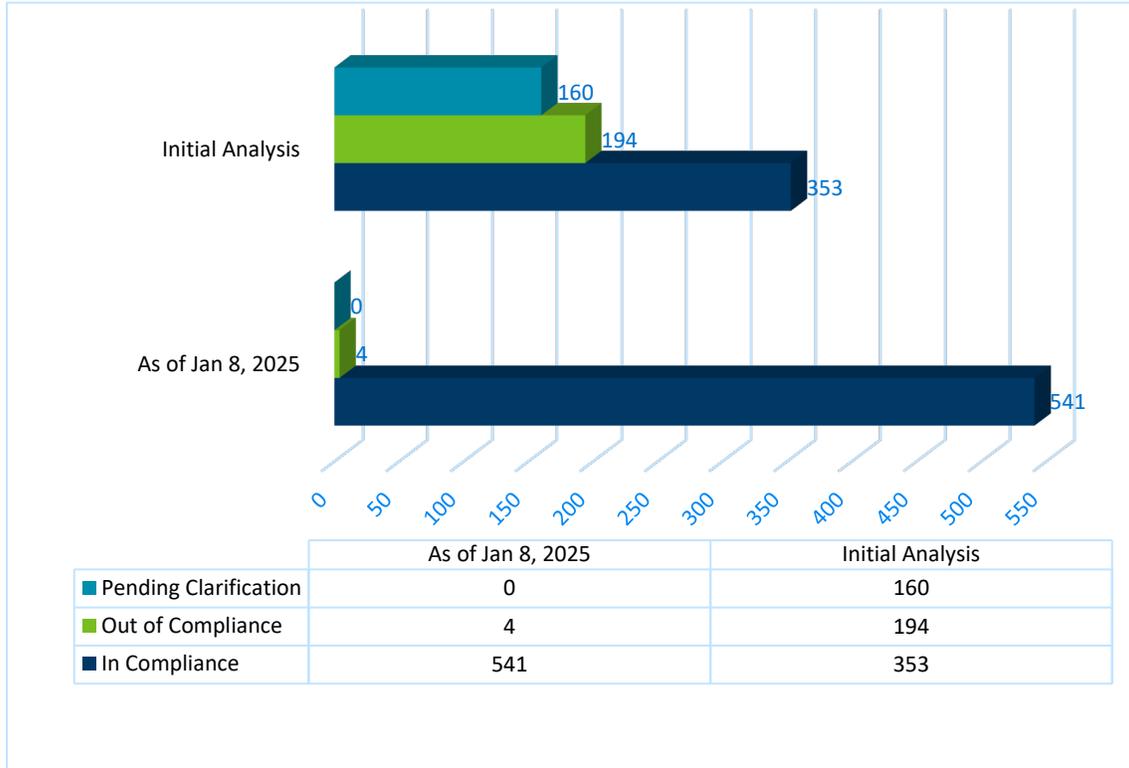
2024 Summary of Compliance Status by Jurisdictional Type as of January 8, 2025—Pay Equity Database for Local Governments

Jurisdiction Type	In Compliance	Out of Compliance	Total	% In Compliance
Cities	242	2	244	99%
Counties	26	0	26	100%
Schools	124	1	125	99%
Soil & Water Conservation Districts	28	0	28	100%
Other Districts	53	1	54	98%
Housing and Redevelopment Authorities	27	0	27	100%
Townships	18	0	18	100%
Utilities	16	0	16	100%
Health Care Facilities	7	0	7	100%
<b>TOTAL</b>	<b>541</b>	<b>4</b>	<b>545</b>	<b>99%</b>

**Compliance Status of 2024 Reports**

In January 2024, there were 545 local governments required to submit a report to MMB. The following chart depicts progress-to-date.

**Status of Reports as of January 8, 2025**



**Section Four**  
**Jurisdictions Not in Compliance**

**Jurisdictions Not in Compliance – First Notice of Non-Compliance**

The jurisdictions listed below have all received a “first notice of non-compliance,” but at this time no penalties have been assessed. Some of the jurisdictions on this list have recently submitted second reports yet to be reviewed. Any jurisdiction on this list could receive a penalty notice at a later date if they fail to submit a new report that passes all compliance tests.

Jurisdiction	Test Failed*	Est. Monthly Cost to Achieve Compliance	Cost as % of Payroll
<b>Cities</b>			
Goodridge	CA	N/A	N/A
Holland	CA	N/A	N/A
<b>School Districts</b>			
ISD No. 482 - Little Falls	CA	N/A	N/A
<b>Other</b>			
Duluth Entertainment & Convention Center Authority	CA	N/A	N/A

PLEASE NOTE: The cities of Goodridge and Holland are actively working on their reports and will make submissions by the end of January 2025. ISD No. 482 – Little Falls will submit its report after it receives approval from its board meeting on February 10, 2025. Duluth Entertainment and Convention Center Authority is training new staff to complete the report and will submit it in February.

\*The abbreviations for the tests for compliance and the specific actions MMB recommended to each jurisdiction can be found in [Appendix – Compliance Tests](#), page 18.

**Jurisdictions Not in Compliance – Second Notice of Non-Compliance**

Currently there are no jurisdictions that have received a second notice of non-compliance with the Local Government Pay Equity Act.

**Jurisdictions Not in Compliance – Penalties Resolved**

MMB has resolved a total of 96 penalty cases over the past 20 years resulting in \$1,267,851 in total restitution paid to approximately 1,300 employees for past inequities. The state has collected a total of \$210,233 in penalty fees. The penalty fees go to the general fund and not to MMB. There were no penalties assessed in 2024.

**Section Five**  
**Jurisdictions in Compliance**

**Cities**

Ada	Canton	Emmons	Jordan
Afton	Carlos	Fairfax	Kandiyohi
Aitkin	Cass Lake	Fergus Falls	Kellogg
Albany	Center City	Finlayson	Kenyon
Albertville	Chandler	Foley	Kinney
Alexandria	Chanhassen	Forest Lake	La Prairie
Alpha	Chisholm	Foreston	Lake Benton
Altura	City of Hadley	Franklin	Lakefield
Amboy	Claremont	Fulda	Lamberton
Arco	Clarissa	Gary	Lancaster
Argyle	Clearbrook	Gaylord	Lewisville
Audubon	Clearwater	Gilbert	Littlefork
Austin	Cloquet	Gilman	Lonsdale
Bagley	Coates	Glenville	Luverne
Balaton	Comfrey	Gonvick	Lynd
Baudette	Conger	Goodhue	Madelia
Baxter	Corcoran	Goodview	Madison
Bayport	Crookston	Grand Meadow	Madison Lake
Bellechester	Crosby	Green Isle	Mahnomen
Belview	Crosslake	Greenfield	Maple Grove
Bemidji	Danube	Grey Eagle	Maple Lake
Benson	Dawson	Grygla	Maplewood
Bertha	De Graff	Hamburg	Marietta
Big Lake	Deephaven	Hancock	Marshall
Bigfork	Deerwood	Harris	McGregor
Birchwood Village	Delavan	Hartland	McIntosh
Bird Island	Dennison	Hastings	Meadowlands
Biscay	Detroit Lakes	Hayward	Medina
Biwabik	Dodge Center	Heron Lake	Menahga
Blue Earth	Donnelly	Hilltop	Mendota Heights
Bovey	Eagle Lake	Hoffman	Middle River
Boyd	East Bethel	Hokah	Milaca
Brainerd	East Grand Forks	Holdingford	Minneapolis
Brandon	East Gull Lake	Isanti	Minnesota Lake
Brewster	Eden Prairie	Jackson	Minnetrissa
Brownsdale	Elbow Lake	Janesville	Montrose
Butterfield	Elko New Market	Jasper	Moose Lake
Callaway	Elysian	Jeffers	Mound
Calumet	Emily	Jenkins	Nashwauk

New Munich	Richfield	Spring Valley	Waldorf
Newport	Robbinsdale	Springfield	Walnut Grove
Northfield	Rochester	Spring Grove	Walters
Oak Grove	Rockford	Spring Valley	Warba
Okabena	Rose Creek	St. Augusta	Warren
Olivia	Roseau	St. Charles	Watertown
Osakis	Roseville	St. Paul	Waterville
Osseo	Rothsay	Stephen	Watson
Otsego	Royalton	Stewartville	Waverly
Ottertail	Rushford	Storden	Welcome
Pequot Lakes	Rushmore	Taylor Falls	Westbrook
Perham	Ruthton	Tintah	White Bear Lake
Pierz	Sabin	Tonka Bay	Williams
Pillager	Sauk Centre	Tracy	Wilmont
Pine River	Scandia	Trosky	Winnebago
Pipestone	Scanlon	Twin Valley	Wolf Lake
Plummer	Shelly	Tyler	Wolverton
Plymouth	Shorewood	Ulen	Worthington
Proctor	Silver Lake	Underwood	Wyoming
Ramsey	Slayton	Upsala	Zumbro Falls
Red Wing	South Haven	Vernon Center	
Renville	Spring Lake Park	Vesta	

### School Districts

ISD No. 2910 - Ada Borup Public Schools	ISD No. 12 - Centennial
ISD No. 511 - Adrian	ISD No. 227 - Chatfield
ISD No. 242 - Alden - Conger	ISD No. 771 - Chokio -Alberta
ISD No. 261 - Ashby	ISD No. 592 - Climax -Shelly
ISD No. 676 - Badger	ISD No. 593 – Crookston
ISD No. 162 - Bagley	ISD No. 317 - Deer River
ISD No. 91 - Barnum	ISD No. 22 - Detroit Lakes
ISD No. 31 - Bemidji	ISD No. 2164 - Dilworth -Glyndon -Felton
ISD No. 727 - Big Lake	ISD No. 709 - Duluth
ISD No. 2860 - Blue Earth Area Schools	ISD No. 2580 - East Central
ISD No. 314 - Braham	ISD No. 463 - Eden Valley Watkins
ISD No 2908 - Brandon Evansville Public Schools	ISD No 581 - Edgerton
ISD No. 846 - Breckenridge	ISD No. 273 - Edina
ISD No. 787 - Browerville	ISD No. 728 - Elk River
ISD No. 801 - Browns Valley	ISD No. 99 - Esko
ISD No. 2159 - Buffalo Lake -Hector- Stewart	ISD No. 599 - Fertile – Beltrami
ISD No. 531 - Byron	ISD No. 600 - Fisher
ISD No. 911 - Cambridge -Isanti	ISD No. 601- Fosston
ISD No. 891 - Canby	
ISD No. 115 - Cass Lake-Bena Schools	

ISD No. 505 - Fulda  
ISD No. 2365 - GFW Schools  
ISD No. 561 – Goodridge  
ISD No 447 – Grygla/Gatzke  
SD No. - 200 Hastings  
ISD No. - 203 Hayfield  
ISD No. - 402 Hendricks  
ISD No. 264 - Herman - Norcross  
ISD No. 700 - Hermantown  
ISD No. 330 - Heron Lake - Okabena  
ISD No. 671 - Hills -Beaver Creak  
ISD No. 2165 - Hinckley - Finlayson  
ISD No. 270 - Hopkins  
ISD No. 294 - Houston  
ISD No. 423 - Hutchinson  
ISD No. 403 - Ivanhoe  
ISD No. 2895 - Jackson County Central Schools  
ISD No. 2835 - Janesville- Waldorf-Pemberton  
ISD No. 717 - Jordan  
ISD No. 36 - Kelliher  
ISD No. 2137 - Kingsland Public Schools  
ISD No. 2171 - Kittson Central  
ISD No. 300- LaCrescent-Hokah  
ISD No. 404 - Lake Benton  
ISD No. 2071 - Lake Crystal Welcome Memorial School  
ISD No. 2167 – Lakeview  
ISD No. 356 - Lancaster  
ISD No. 306 - Laporte  
ISD No. 837 - Madelia  
ISD No. 432 - Mahnomon  
ISD No. 77 - Mankato  
ISD No. 2135 - Maple River  
ISD No. 413 – Marshall  
ISD No. 763 - Medford  
ISD No. 4 - McGregor  
ISD No. 414 - Minneota  
ISD No. 276 - Minnetonka  
ISD No. 2149 - Minnewaska Area Schools  
ISD No. 129 - Montevideo

ISD 332 - Mora Public Schools  
ISD No. 712 - Mountain Iron - Buhl  
ISD No. 707 - Nett Lake  
ISD No. 345 - New London - Spicer  
ISD No. 553 - New York Mills  
ISD No. 2215 - Norman County East  
ISD No. 138 - North Branch Area Schools  
ISD No. 659 - Northfield  
ISD No.6076 - Northland Learning Center  
ISD No. 108 - Norwood  
ISD No. 2168 - NRHEG  
ISD No. 761 – Owatonna  
ISD No. 2903 - Ortonville  
ISD No. 484 – Pierz  
ISD No. 116 - Pillager  
ISD No. 578 - Pine City  
ISD No. 2689 - Pipestone Area Schools  
ISD No. 2899 - Plainview - Elgin- Millville  
ISD No. 719 - Prior Lake- Savage  
ISD No. 630 - Red Lake Falls  
ISD No. 2890 - Renville County West  
ISD No. 281 - Robbinsdale  
ISD No. 682 - Roseau  
ISD No. 850 - Rothsay  
ISD No. 139 - Rush City  
ISD No 287 – School for Unique Learners  
ISD No. 820 - Sebeka  
ISD No. 363 - So. Koochiching/ Rainy River  
ISD No. 6 - South St. Paul  
ISD No. 288 – Southwest Metro  
ISD No. 742 - St. Cloud  
ISD No. 15 - St. Francis  
ISD No. 840 - St. James  
ISD No. 2170 - Staples-Motley  
St. Louis Park Public Schools  
ISD No. 508 - St. Peter  
ISD No. 534 - Stewartville  
ISD No. 834 – Stillwater

ISD No. 486 - Swanville  
ISD No. 564 - Thief River Falls  
ISD No. 2358 - Tri County  
ISD No. 2125 - Triton  
ISD No. 914 - Ulen - Hitterdal

ISD No. 113 - Walker -Hackensack- Akeley  
ISD No. 829 – Waseca  
ISD No. 803 - Wheaton  
ISD No. 347 - Willmar

## **Soil Water and Conservation Districts**

Benton County SWCD  
Blue Earth County SWCD  
Clay SWCD  
Clearwater SWCD  
Crow Wing SWCD  
Dakota County SWCD  
Douglas SWCD  
East Polk SWCD  
Freeborn SWCD  
Hubbard County SWCD  
Mahnommen County SWCD  
Martin SWCD  
McLeod SWCD  
Mille Lacs SWCD  
Nicollet SWCD

Nobles SWCD  
Pipestone County SWCD  
Prairieland SWCD  
Red Lake County SWCD  
Rice SWCD  
Root River SWCD  
Sherburne SWCD  
Sibley County SWCD  
Steele County SWCD  
Swift County SWCD  
West Ottertail WWCD  
Wilkin SWCD  
Winona County SWCD

## **Townships**

Franklin Township  
Ideal Township  
Joint Powers Board Cascade/Rochester  
Township  
Karin Township  
LaGrand Township  
Laketown Township  
Linwood Township  
Maple Lake Township  
Marysville Township  
Middleville Township  
Northern Township  
Oaklawn Township  
Pokegama Township  
Rockford Township  
Silver Creek Township  
Solway Township

Stanford Township  
York Township

## Utilities

Alexandria Light & Power  
Austin Utilities  
Bagley Public Utilities Commission  
Bovey-Coleraine Water & Wastewater Commission  
Elk River Municipal Utilities  
Farwell Kensington Sanitary District  
Grand Rapids Public Utilities Commission  
Madelia Municipal Light & Power  
Marshall & Polk Rural Water System  
Moorhead Public Service  
Owatonna Public Utilities  
Ramsey-Washington Metro Watershed District  
Sauk Centre Public Utilities  
Sauk River Watershed District  
Western Lake Superior Sanitary District  
Wells Public Utilities Department

## Counties

Blue Earth County	Pennington County
Carlton County	Ramsey County
Clay County	Red Lake County
Dakota County	Rice County
Faribault County	Roseau County
Freeborn County	Stevens County
Houston County	Swift County
Hubbard County	Traverse County
Jackson County	Wabasha County
Kandiyohi County	Washington County
Koochiching County	Watonwan County
Le Sueur County	Winona County
Mille Lacs County	Wright County

## Health Care Facilities

CCM Health  
Cook-Orr Health Care District  
Douglas County Hospital

Heritage Living Center  
Lakewood Health System  
Ortonville Area Health Service  
Sleepy Eye Medical Center

### **Housing & Redevelopment Authorities**

Austin HRA  
Barnesville HRA  
Bemidji HRA  
Big Stone Country HRA  
Carver County CDA  
Chisholm HRA  
Cloquet HRA  
Duluth HRA  
Hibbing HRA  
International Falls HRA  
Koochiching County Housing & Redevelopment  
Authority  
Luverne HRA  
Minneapolis Public Housing  
Mora HRA

Morrison County HRA  
Mountain Lake HRA  
North Mankato HRA  
Northwest Multi-County HRA  
Pequot Lakes HRA  
Pine River HRA  
Red Lake Falls HRA  
Redwood Falls HRA  
SE Minnesota Multi-County HRA  
Sleepy Eye HRA  
Tracy HRA  
Warren HRA  
Worthington HRA

### **Other**

Arrowhead Library System  
Arrowhead Regional Development Commission  
Bemidji Regional Interdistrict Council  
Carnelian Marine St. Croix Watershed District  
Clear Lake/Clearwater Sewer Authority  
Dakota 911  
Des Moines Valley Health and Human Services  
East Central Regional Development  
Commission  
East Central Solid Waste Commission  
Excelsior Fire District  
Forest Lake Cable Commission  
Great River Regional Library  
Heron Lake Watershed District  
Horizon Public Health  
Human Services of Faribault and Martin  
Counties  
Kitchigami Regional Library  
L.O.G.I.S.

Lac Qui Parle-Yellow Bank Watershed District  
Marshall-Lyon County Library  
Metro Mosquito Control District  
Metronet  
Metropolitan Airports Commission  
Mid-Minnesota Development Commission  
Minnehaha Creek Watershed District  
Minnesota Sports Facilities Authority  
Minnesota State High School League  
Moose Lake Water and Light Commission  
Nine Mile Creek Watershed District  
Northern Lights Library Network (NLLN)  
Northwest Regional Development Commission  
Northwest Regional Inter-District Council No.  
382-  
Okabena-Ocheda Watershed District  
Pelican River Watershed District  
Pine to Prairie Cooperative Center  
Prior Lake - Spring Lake Watershed District

Ramsey/Washington Co. Suburban Cable  
Commission  
Ramsey-Washington Metro Watershed District  
Rice/Steele Consolidated PSAP  
Redwood-Cottonwood Rivers Control Area  
Region Nine Development Commission  
Region V Computer Service  
Resource Training and Solutions  
River Bend Education District #6049  
Sauk River Watershed District

Scott County Community Development Agency  
(CDA)  
South Central Service Cooperative  
South Lake Minnetonka Police Department  
South Washington Watershed District  
Southeast Service Cooperative  
Southwest Transit Commission  
St. Paul Public Housing Agency  
Viking Library System  
Washington County CDA

## Appendix – Compliance Tests

Below is a summary of the tests that we conduct to determine compliance. The “recommended action” is a brief overview of the general advice MMB gives to jurisdictions that did not pass a particular test. MMB creates individualized reports for each jurisdiction which identifies specific problems and requirements to pass the compliance test(s). (See [Minnesota Rules Chapter 3920](#) for details on each test.)

**Alternative Analysis T-Test (ALT)** - compares salary data to determine if female classes are paid below male classes even though the female classes have similar or greater work value (job points). Also evaluates the compensation for female classes rated lower than all other classes to see if it is as reasonably proportionate to points as other classes.

**Recommended action:** *Eliminate the amount of the inequity identified between the salaries for female classes and male classes.*

**Completeness and Accuracy Test (CA)** - determines whether jurisdictions have filed reports on time, included correct data, and supplied all required information.

**Recommended action:** *Supply any required information not included in the report, make certain all data is correct, and submit report by the required date.*

**Exceptional Service Pay Test (ESP)** - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

**Recommended action:** *Bring more consistency to the number of male and female classes*

*receiving exceptional service pay to meet the minimum standard for passing the test.*

**Salary Range Test (SR)** - compares the average number of years it takes for male and female classes to reach the top of a salary range. This test only applies to jurisdictions that have classes for which there is an established number of years to move through salary ranges.

**Recommended action:** *Bring more consistency to the average number of years it takes to move through a salary range for male and female classes to meet the minimum standard for passing the test.*

**Statistical Analysis Test (ST)** - compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). Software is used to calculate this test. For smaller jurisdictions, the alternative analysis is used instead of the statistical analysis.

**Recommended action:** *Adjust salaries to reduce the number of female classes compensated below male classes of comparable value or reduce the difference between the average compensation for male classes and female classes to the level where it is not statistically significant.*