

**Clear Lake / Clearwater Sewer Authority
Meeting Agenda
Thursday, January 11, 2024
5:30 p.m. at Clearwater City Hall**

- 1. Call to Order; Roll Call**
- 2. Review/Approve Pay Equity Report**
- 3. Adjournment**

Job Class Data Entry Verification List

Case: 2024 DATA

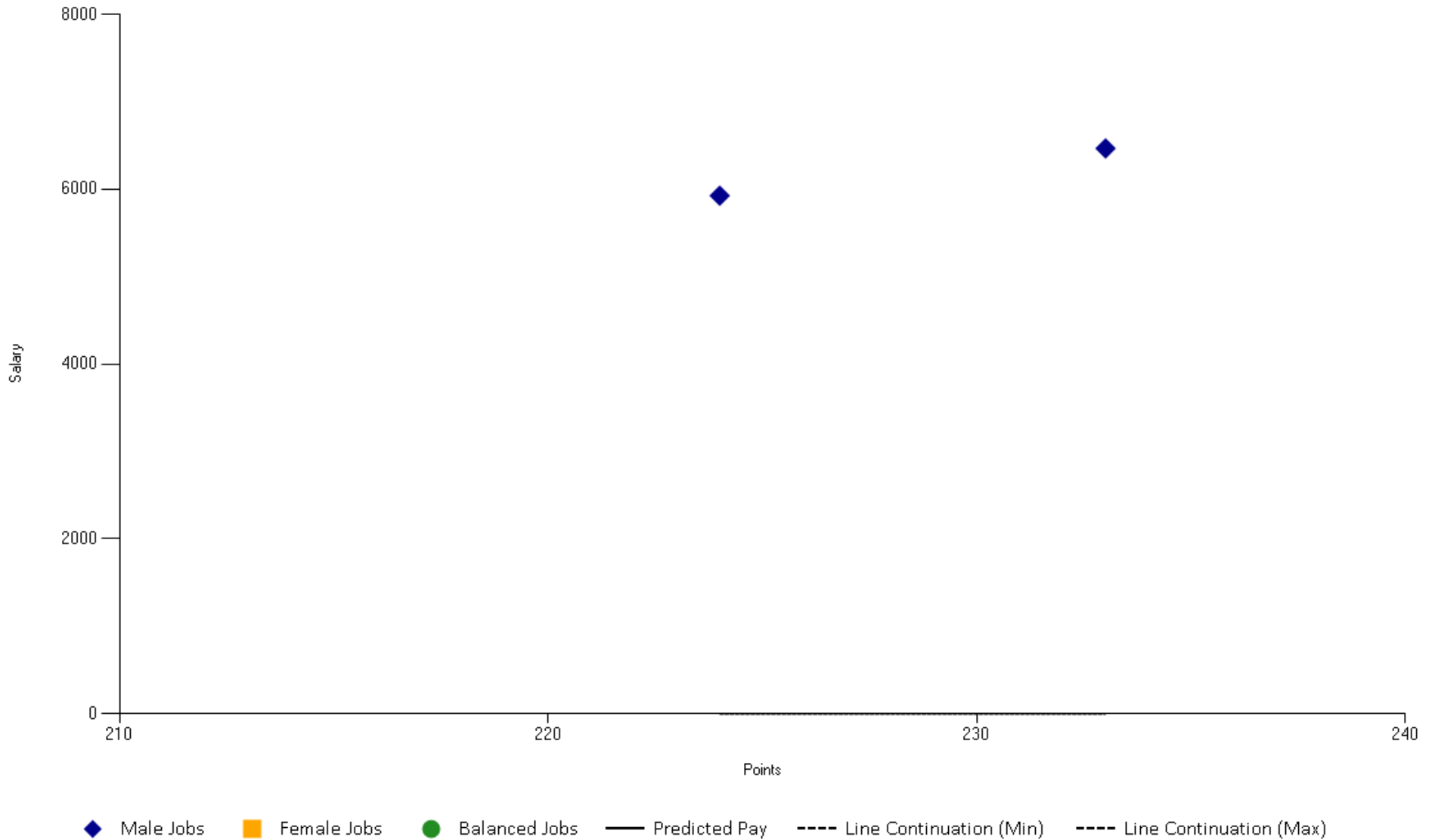
Clear Lake/Clearwater Sewer Authority

LGID: 2355

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
1	WWTF Plant Operator	1	0	0	M	224	4330.00	5926.00	9.00		
2	WWTF Chief Plant Operator	1	0	0	M	233	4725.00	6466.00	9.00		

Job Number Count: 2

Predicted Pay Report for: Clear Lake/Clearwater Sewer Authority Case: 2024 DATA



Predicted Pay Report for: Clear Lake/Clearwater Sewer Authority

Case: 2024 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non- Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	WWTF Plant Operator	1	0	0	1	Male	224	5926.0000	0.0000	0.0000
2	WWTF Chief Plant Operator	1	0	0	1	Male	233	6466.0000	0.0000	0.0000

Job Number Count: 2

Compliance Report

Jurisdiction: Clear Lake/Clearwater Sewer Authority
6491 RIVER ROAD SOUTH

Report Year: 2024
Case: 1 - 2024 DATA (Private (Jur Only))

Clear Lake, MN 55319

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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	2	0	0	2
# Employees	2	0	0	2
Avg. Max Monthly Pay per employee	6196.00	0.00		6196.00

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 0 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	0
b. # Below Predicted Pay	0	0
c. TOTAL	2	0
d. % Below Predicted Pay (b divided by c = d)	0.00	0.00

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

B. T-test Results

Degrees of Freedom (DF) = 0	Value of T = 0.000
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a. Avg. diff. in pay from predicted pay for male jobs = 0

b. Avg. diff. in pay from predicted pay for female jobs = 0

III. SALARY RANGE TEST = 0.00 (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 = 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)