

To: MVTA Board

Date: January 24, 2011

From: Lois Spear

Re: Approval of Pay Equity Report

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Requested Action

Approve the 2011 Pay Equity Report for submission to the Minnesota Department of Employee Relations as required by law.

Background

Minnesota Statutes 471.991 to 471.999, Local Government Pay Equity Act, requires government jurisdictions to submit a pay equity implementation report every three years. Minnesota Valley Transit Authority's report is due January 31, 2011 based on data as of December 31, 2010.

The completed report is attached. Once submitted, the Minnesota Department of Employee Relations will review the report and issue an official compliance letter. The Board is being asked to approve the Pay Equity Report for submission to the State.

Impact

If the report is not approved, the MVTA will be found out of compliance with the Act.

Recommendation

It is recommended that the Board approve the 2011 Pay Equity Report for submission to the Minnesota Department of Employee Relations as required by law.

**Minnesota Pay Equity Management System - Minnesota Valley Transit Authority(11-No Submission)**

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**Pay Equity Implementation Form**

Information entered on this page is not saved until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

**Part A: Jurisdiction Identification**

Jurisdiction: Minnesota Valley Transit Authority` Jurisdiction Type: OTH - Other

100 East Highway 13  
Burnsville

Contact:	Name	Title	Phone	Email
	Lois Spear		952-882-7500	lspear@mvta.com

**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:

Describe:

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

and female classes are not at a disadvantage.

3. An official notice has been posted at:

(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:

(governing body)

(chief elected official)

(title)

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

**Part C: Total Payroll**

is the annual payroll for the calendar year just ended December 31.

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We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at [pay.equity@state.mn.us](mailto:pay.equity@state.mn.us) so that we can follow up.  
Thank you.

**Compliance Report**

Jurisdiction: Minnesota Valley Transit Authority  
 100 East Highway 13  
 Burnsville MN 55337-2866

Report Year: 2011  
 Case: 1 - 2011 DATA (Private (Jur Only))

Contact: Lois Spear Phone: (952) 882-7500 E-Mail: lspear@mvt.com

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**

	<b>Male Classes</b>	<b>Female Classes</b>	<b>Balanced Classes</b>	<b>All Job Classes</b>
# Job Classes	4	5	1	10
# Employees	4	5	2	11
Avg. Max Monthly Pay per employee	8,193.50	7,870.40		7,434.73

**II. STATISTICAL ANALYSIS TEST**

**A. Underpayment Ratio = 0.00 \***

	<b>Male Classes</b>	<b>Female Classes</b>
a. # At or above Predicted Pay	4	2
b. # Below Predicted Pay	0	3
c. TOTAL	4	5
d. % Below Predicted Pay (b divided by c = d)	0.00	60.00

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

**B. T-test Results**

Degrees of Freedom (DF) = 7	Value of T = 0.783
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- a. Avg. diff. in pay from predicted pay for male jobs = \$1
- b. Avg. diff. in pay from predicted pay for female jobs = (\$535)

**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

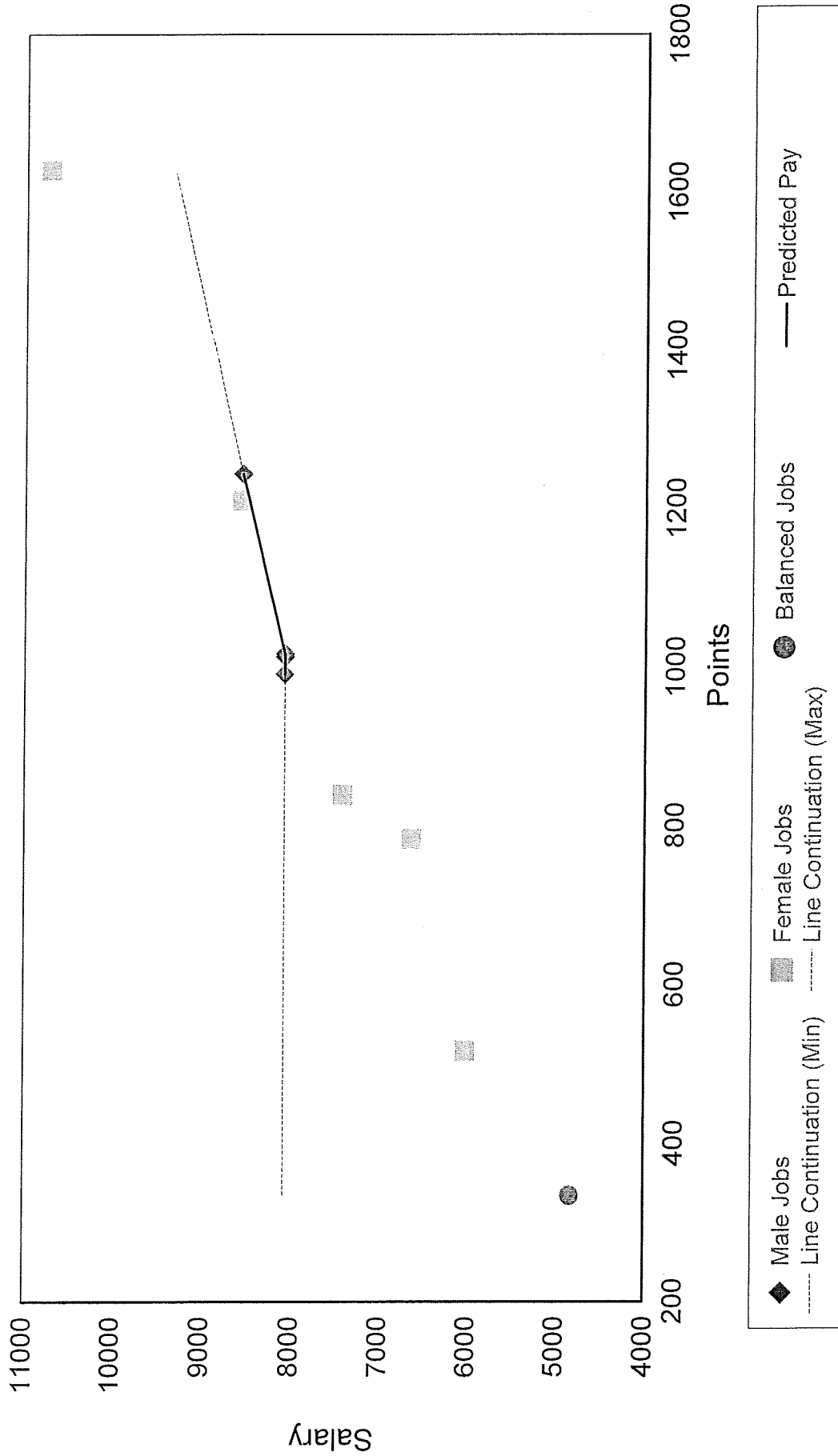
\*(If 20% or less, test result will be 0.00)

Job Class Data Entry Verification List

Case: 2011 DATA

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
1	Administrative Assistant	1	1	B	334	\$3,426.00	\$4,828.00	0.00	0.00	
2	Accountant	0	1	F	516	\$3,536.00	\$6,012.00	0.00	0.00	
3	Customer Relations Manag	0	1	F	783	\$4,604.00	\$6,636.00	0.00	0.00	
4	Operations Manager	0	1	F	839	\$5,363.00	\$7,417.00	0.00	0.00	
5	Facilities Maintenance Mar	1	0	M	991	\$5,005.00	\$8,073.00	0.00	0.00	
10	Transit Planner	1	0	M	1,013	\$5,005.00	\$8,073.00	0.00	0.00	
6	Fleet Maintenance Manag	1	0	M	1,017	\$5,005.00	\$8,073.00	0.00	0.00	
7	Finance Officer	0	1	F	1,210	\$5,306.00	\$8,555.00	0.00	0.00	
8	Manager of Planning	1	0	M	1,244	\$5,306.00	\$8,555.00	0.00	0.00	
9	Executive Director	0	1	F	1,628	\$7,700.00	\$10,732.00	0.00	0.00	

Job Number Count: 10



Predicted Pay Report for Minnesota Valley Transit Authority  
Case: 2011 DATA

1/24/2011

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Administrative Assistant	1	1	2	Balanced	334	\$4,828.00	\$8,073.00	(\$3,245.00)
2	Accountant	0	1	1	Female	516	\$6,012.00	\$8,073.00	(\$2,061.00)
3	Customer Relations Manager	0	1	1	Female	783	\$6,636.00	\$8,073.00	(\$1,437.00)
4	Operations Manager	0	1	1	Female	839	\$7,417.00	\$8,073.00	(\$656.00)
5	Facilities Maintenance Manager	1	0	1	Male	991	\$8,073.00	\$8,073.00	\$0.00
10	Transit Planner	1	0	1	Male	1,013	\$8,073.00	\$8,073.00	\$0.00
6	Fleet Maintenance Manager	1	0	1	Male	1,017	\$8,073.00	\$8,073.00	\$0.00
7	Finance Officer	0	1	1	Female	1,210	\$8,555.00	\$8,483.21	\$71.79
8	Manager of Planning	1	0	1	Male	1,244	\$8,555.00	\$8,551.67	\$3.33
9	Executive Director	0	1	1	Female	1,628	\$10,732.00	\$9,325.63	\$1,406.38

Job Number Count: 10

