

## Pay Equity Implementation Report

### Part A: Jurisdiction Identification

Jurisdiction: Mille Lacs SWCD

Jurisdiction Type: Soil and Water  
Conservation District

635 2nd Street SE

Milaca, MN 56353

Contact: Susan Shaw

Phone: (320) 983-2160

E-Mail: Susan.Shaw@millelacs.  
mn.gov

### 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 was used: Consultant

Description:

George Gmach Compensation Consulting

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:

Mille Lacs SWCD official bulletin board

(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:

Mille Lacs SWCD Board

(governing body)

Jake Janski

(chief elected official)

Board Chair

(title)

### Part C: Total Payroll

\$223894.00

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

- [X] 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: 1/10/2024

## Job Class Data Entry Verification List

Case: 2024 DATA

Mille Lacs SWCD

LGID: 1247

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
3	financial specialist	0	1	0	F	266	4423.00	5662.00	3.00	0.60	
4	resource conservationist -ag	0	1	0	F	266	4423.00	5662.00	8.00	0.60	
5	resource conservationist - sho	0	1	0	F	266	4423.00	5662.00	0.00	18.00	
2	watershed organizer/coordinato	0	1	0	F	303	5017.00	6421.00	10.00	0.20	
1	district administrator	0	1	0	F	356	5712.00	7313.00	0.00	24.00	

**Job Number Count: 5**

## Compliance Report

Jurisdiction: Mille Lacs SWCD  
635 2nd Street SE

Milaca, MN 56353

Contact: Susan Shaw

Phone: (320) 983-2160

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

E-Mail: Susan.Shaw@millelacs.  
mn.gov

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	0	5	0	5
# Employees	0	5	0	5
Avg. Max Monthly Pay per employee	0.00	6144.00		6144.00

### II. STATISTICAL ANALYSIS TEST

#### A. Underpayment Ratio = 0 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	0	5
b. # Below Predicted Pay	0	0
c. TOTAL	0	5
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) = 3	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 = 0.00

B. Avg. # of years to max salary for female jobs = 7.00

### 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)