Interpreting Results of Compliance Tests

Your jurisdiction is required to pass four tests to be in compliance.

1. Completeness and Accuracy Test
   - Report is submitted on time
   - Data is correct
   - Required information has been provided
   For more information, refer to the Guide to Understanding Pay Equity Compliance

2. Statistical or Alternative Test
   - Compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). The Minnesota Pay Equity Management System will generate results applying the Statistical Analysis Test. Underpayment ratio results of 80 and above are passing. In some cases, the Alternative Analysis is required and consists of a manual review of the data. Refer to the following page to determine which test applies to your report. For more information, refer to the Guide to Understanding Pay Equity Compliance.

3. Salary Range Test
   - Compares the average number of years required for female classes to move through a salary range consisting of a time-phased step progression to the average number of years required for male classes. Results of 0 or 80 and above are passing scores. (Test does not apply if years to achieve maximum salary are not defined or if salary ranges are not defined). For more information, refer to the Guide to Understanding Pay Equity Compliance.

4. Exceptional Service Pay Test
   - Compares the percentage of female classes receiving longevity or performance pay to the percentage of male classes receiving longevity or performance pay. In noting exceptional service pay, recipients must exceed the maximum salary reported. Results of 0 or 80 and above are passing scores. (Test does not apply if exceptional service pay is not available in your jurisdiction). For more information, refer to the Guide to Understanding Pay Equity Compliance.
Interpreting Results of Compliance Tests

When to use Statistical and Alternative Analysis Tests

- **Statistical Analysis**
  - Yes: Compliance
  - No: Alternative Analysis

- **At least 6 male classes & at least one salary range**
  - Yes: T-Test results equal to or less than Value of T
  - No: Refer to T-Test Table

- **T-Test results equal to or less than Value of T**
  - Yes: Compliance
  - No: Out of Compliance

**Alternative Analysis**
- More than 20% female classes are at a disadvantage
  - Yes: Out of Compliance
  - No: Compliance

A disadvantage occurs when a female job class:
- has more points and less pay than a male class and there are no male classes with more points
- has the same points as a male class and less pay
- has points between two male classes and less pay than either
- rated lower than all male classes and pay is not reasonably proportionate to points as other classes

AND the difference cannot be explained by years of service or performance