



City Council Action Item

Subject: Pay Equity Report

Meeting Date: April 8, 2025	
Submitted/Presented by/Department: Char Stark/Treasurer	
Action Type	
☐ Consent Item	☐ Discussion/Direction
☐ Public Hearing	☐ Informational Only
☐ Action/Motion	☐ Report
☐ Resolution	☐ Other: Click or tap here to enter text.
Action	
Accept Pay Equity Report	
Background	
Every three years the city treasurer files a pay equity report with the State of Minnesota. Since the city has no employees that fit the requirements of an employee working 14 hours a week and 67 days. We have no employees that fit those criteria. The city administrator/city clerk is salaried and the treasurer works less than 14 hours a week. Upon Council acceptance of this report the treasurer will submit the report to the State. The city will be in compliance for three years.	
Attachments	
Pay equity report.	
Previous Relevant Actions	
Alternatives	
Financial	
Budgeted: ☐ Yes	☒ No Financial Impact
Fund	Click or tap here to enter text.
Department: Click or tap here to enter text.	
Account: Click or tap here to enter text.	
Amount: Click or tap here to enter text.	

Compliance Report

Jurisdiction: Sunfish Lake
PO Box 18281

West St. Paul, MN 55118

Report Year: 2025
Case: 1 - 2025 data (Private (Jur
Only))

Contact: Char Stark

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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	0	0	0	1
# Employees	0	0	0	0
Avg. Max Monthly Pay per employee	0.00	0.00		0.00

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 0 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	0	0
b. # Below Predicted Pay	0	0
c. TOTAL	0	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) = -2	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 = 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)