
Results of Tests for Pay Equity Compliance

Date: November 14, 2023

Jurisdiction: Washington Conservation District (WCD)

ID#: 1852

1. Completeness and Accuracy Test

☒ Passed. Required information was submitted accurately and on time.

2. Alternative Analysis Test

☒ Passed. Jurisdiction had three or fewer male classes and there was no compensation disadvantage for at least 80% of female classes compared to male classes.

☐ Passed. Jurisdiction had four or five male classes, an underpayment ratio below 80%, but no compensation disadvantage for at least 80% of female classes compared to male classes. Jurisdictions in this category started in the statistical analysis but moved to the alternative analysis because of the combination of factors listed.

☐ Passed. Jurisdiction had at least six male classes, no classes with a salary range, an underpayment ratio below 80%, but no compensation disadvantage for at least 80% of female classes compared to male classes. Jurisdictions in this category started in the statistical analysis but moved to the alternative analysis because of the combination of factors listed.

3. Salary Range Test

☒ Passed. Too few classes had an established number of years to move through a salary range.

☐ Passed. Salary range test showed a score of 80% or more.

4. Exceptional Service Pay Test

☒ Passed. Too few classes received exceptional service pay.

☐ Passed. Exceptional service pay test showed a score of 80% or more.

If you have questions or need assistance, please contact Dominique Murray at (651) 259-3805, or by email: pay.equity@state.mn.us