City Council Action Item

Subject:

Meeting Date: June 13, 2022
Submitted/Presented by/Department: Debra Gieseke, HR Director/Administration

Action Type
☒ Consent Item ☐ Discussion/Direction
☐ Public Hearing ☐ Informational Only
☒ Action/Motion ☐ Report
☐ Resolution ☐ Other: Click or tap here to enter text.

Action
Approve the 2022 Pay Equity Report Plan.

Background
A Pay Equity Report is required to be submitted every 3 years to the Employee Relations Division of the Department of Management and Budget. This is under the Minnesota Local Government Pay Equity Act. A Pay Equity Report is due in 2022. We must pass four tests to be determined to be in compliance. There was an initial late submission of the report, with a 90 day extension provided to complete.

Preliminary Findings for 2022 report [2021 information] shows we will not be in compliant in the Exceptional Service Pay Test. The City Policy states who is eligible for the Exceptional [Merit] pay. The city also failed the pay equity test for at least the last two reporting periods.

The city will not be penalized for non-compliance, since we have already begun a compensation and classification study. This study should resolve any future pay equity issues and the city should be in compliance going forward.

Attachments
* Compliance Report results
* Job Class Data Entry Verification List.

Previous Relevant Actions

Alternatives

Financial
Budgeted: ☐ Yes ☒ No Financial Impact
Fund: Click or tap here to enter text. Click or tap here to enter text.
Department: varied
Account: Click or tap here to enter text.
Amount: Click or tap here to enter text.