

**Subject:**

<b>Meeting Date:</b> June 13, 2022	
<b>Submitted/Presented by/Department:</b> Debra Gieseke, HR Director/Administration	
<b>Action Type</b>	
<input checked="" type="checkbox"/> Consent Item	<input type="checkbox"/> Discussion/Direction
<input type="checkbox"/> Public Hearing	<input type="checkbox"/> Informational Only
<input checked="" type="checkbox"/> Action/Motion	<input type="checkbox"/> Report
<input type="checkbox"/> Resolution	<input type="checkbox"/> Other: <a href="#">Click or tap here to enter text.</a>
<b>Action</b>	
Approve the 2022 Pay Equity Report Plan.	
<b>Background</b>	
<p>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.</p> <p>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.</p> <p>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.</p>	
<b>Attachments</b>	
<ul style="list-style-type: none"> <li>* Compliance Report results</li> <li>* Job Class Data Entry Verification List.</li> </ul>	
<b>Previous Relevant Actions</b>	
<b>Alternatives</b>	
<b>Financial</b>	
Budgeted: <input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No Financial Impact
Fund: <a href="#">Click or tap here to enter text.</a>	<a href="#">Click or tap here to enter text.</a>
Department: varied	
Account: <a href="#">Click or tap here to enter text.</a>	
Amount: <a href="#">Click or tap here to enter text.</a>	