

To: **Mayor and City Council**
Through: **Ryan Schroeder, City Manager**
From: **Sherrie Le, Assistant City Manager**
Date: **July 22, 2019**

Approve updated 2019 Pay Equity Report for Submission to the State

BACKGROUND INFORMATION:

In January, staff submitted a Pay Equity report to the City Council for approval using data from December 31, 2018. The report is required by the Minnesota Local Government Pay Equity Act. As discussed at the January meeting, we did not meet one of the tests, the Exceptional Service Pay Test.

We recently received our formal notice of non-compliance and are now required to resubmit our report with current data. When using current data, we are in compliance with the Pay Equity Act.

Because cities our size have a great deal of single incumbent jobs in management, one change can result in being either in or out of compliance. We had employees leave and others were hired since December 31, 2018. The new data meets the requirements, so there is no need to appeal the determination or to request the formal reconsideration process. We just need Council approval of our current report and to resubmit it.

FISCAL IMPACT:

Now that we will be in compliance upon submission, there is no fiscal impact.

STAFF RECOMMENDATION:

Request approval of attached report to meet required deadline.