Management Committee

Meeting date: February 10, 2016

For the Metropolitan Council meeting of February 24, 2016

Subject: Approval of Pay Equity Implementation Report

District(s), Member(s): All

Policy/Legal Reference: M.S. 471.991-.999 – MN Rules Chapter 3920

Staff Prepared/Presented: Marcy Syman, Director of Human Resources (651-602-1417); Kevin Pogatchnik, Compensation Analyst (651-602-1578)

Division/Department: Human Resources

Proposed Action

That the Metropolitan Council approve the Council's 2016 Pay Equity Implementation Report. The report will be provided at the meeting.

Background

In 1984, the Minnesota Legislature passed the Local Government Pay Equity Act (M.S. 471.991 -.999). Local governments were given until December 31, 1991 to comply with the law and were required to file reports with Minnesota Management & Budget (MMB) by January 31, 1992. All jurisdictions were then placed on a three year reporting cycle with a third or them reporting each year beginning in January of 1994.

Rationale

The Metropolitan Council is required to file a Pay Equity Implementation Report with the State of Minnesota's Department of Management & Budget no later than January 31, 2016

Funding

The Local Government Pay Equity Act requires the Metropolitan Council to establish and maintain equitable compensation relationships. The purpose of the law is "to eliminate gender-based wage disparities in public employment in this state." Equitable compensation relationships are achieved when "the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value... within the political subdivision."

Compliance is demonstrated by passing four tests.
1. Completeness and accuracy test
2. Statistical analysis test
3. Salary range test
4. Exceptional service pay test

The Council's data passes the statistical analysis, salary range and exceptional service pay tests. Our report is complete and was filed by the deadline so will pass the completeness and accuracy test.

Known Support / Opposition
None known.