

Management Committee

Meeting date: December 12, 2018

For the Metropolitan Council meeting of January 09, 2019

Subject: 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 preliminary 2018 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, 2019

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 has passed the initial MMB review. Council approval is needed prior to "official" submission. We are expected to pass the completeness and accuracy test for full compliance.

Thrive Lens Analysis

This action and result supports the Council's Equity outcome by ensuring gender pay equity.

Known Support / Opposition

None known.