

Business Item

Management Committee



Committee Meeting Date: January 22, 2025

For the Metropolitan Council: February 12, 2025

Business Item: 2025-29

2025 preliminary Pay Equity Implementation report

District(s), Member(s):	All
Policy/Legal Reference:	M.S. 471.991.99-99 – MN Rules Chapter 3920
Staff Prepared/Presented:	Sheri Chesness, Deputy Human Resources Officer (651) 602-1418
Division/Department:	Human Resources

Proposed Action

That the Metropolitan Council approve the preliminary 2025 Pay Equity Implementation report.

Background

In 1984, the Minnesota Legislature passed the Local Government Pay Equity Act (M.S. 471.991 – .999), requiring all public employers to analyze its pay structure for evidence of inequities between male and female dominated job classifications of similar value. The law requires each jurisdiction to submit a Pay Equity Implementation report to the Minnesota Department of Management and Budget every three years.

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, 2025.

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 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. Upon full approval of this business item, the Council passes the completeness and accuracy test for full compliance.

Thrive Lens Analysis

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

Funding

None

Small Business Inclusion

There are no direct impacts to small business with this action.

