

Management Committee

For the Metropolitan Council meeting of February 23, 2022

Subject: Approval of preliminary 2022 Pay Equity Implementation Report

Proposed Action

That the Metropolitan Council approve the preliminary 2022 Pay Equity Implementation Report.

Summary of Committee Discussion/Questions

The 2022 Pay Equity submission resulted in compliance for the Metropolitan Council. Details regarding how Minnesota Management & Budget (MMB) analyzes pay structure relationships among male and female-dominated job classifications were reviewed and discussed. It was clarified that this is an analysis of pay structure relationships among male and female-dominated job classifications rather than a review of individual pay rates. Details were presented in a PowerPoint slide.

A motion for approval was made by Barber and seconded Lee; the motion carried.

Management Committee

Meeting date: February 9, 2022

For the Metropolitan Council meeting of February 23, 2022

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 preliminary 2022 Pay Equity Implementation Report.

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 of them reporting each year beginning in January of 1994. This is an analysis of pay structure relationships among male and female-dominated job classifications at the Council.

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, 2022

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 supports the Council's Equity outcome by ensuring gender pay equity.