

Committee Report

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

Proposed Action

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

Summary of Management Committee Discussion/Questions

The 2024 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. Details were presented in a PowerPoint slide.

Motion by Cederberg, seconded by Pacheco. Motion carried.



Business Item

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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.



Compliance Report

Jurisdiction: Metropolitan Council
390 North Robert Street

Report Year: 2025
Case: 1 - 2025 DATA (Shared (Jur and MMB))

St. Paul, MN 55101-1805

Contact: Kevin Pogatchnik

Phone: (651) 602-1578

E-Mail: kevin.pogatchnik@metc.state.mn.us

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	338	200	137	675
# Employees	3015	419	929	4363
Avg. Max Monthly Pay per employee	7882.18	10859.90		8493.71

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 119.5034 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	235	149
b. # Below Predicted Pay	103	51
c. TOTAL	338	200
d. % Below Predicted Pay (b divided by c = d)	30.47	25.50

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 3432	Value of T = -21.210
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a. Avg. diff. in pay from predicted pay for male jobs = 22

b. Avg. diff. in pay from predicted pay for female jobs = 969

III. SALARY RANGE TEST = 95.26 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 7.28

B. Avg. # of years to max salary for female jobs = 7.64

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

A. % of male classes receiving ESP = 0.00 *

B. % of female classes receiving ESP = 0.00

*(If 20% or less, test result will be 0.00)