



Request for City Council Committee Action from the Department of Human Resources

Date: November 28, 2006

To: Ways and Means Committee

Subject: Receive and file Notice of Pay Equity Compliance

Recommendation:

1. Receive and file the 2006 Notice of Pay Equity Compliance

Previous Directives: January, 2006; In compliance with the requirements of the Local Government Pay Equity Act M.S. 471.991 – 471.999 and Minnesota rules chapter 3920, the City council directed the Human Resources Department to submit the city's 2006 Pay Equity Report.

Prepared or Submitted by: Timothy Giles, Director of Employee Services; 673-3341

Approved by: _____

Pam French
Director of Human Resources

Steven Bosacker
City Coordinator

Permanent Review Committee (PRC) - Not Applicable
Policy Review Group (PRG) - Not Applicable

Presenters in Committee: Tim Giles, Director Employee Services 673-3344

Financial Impact

No financial impact

Background/Supporting Information

Dear Mayor Rybak:

The local Government Pay Equity Act MN Statutes 471.991-471.999 and Minnesota Rules Chapter 3920 require that local governments submit a Pay Equity Report to the Minnesota Department of Employee Relations (DOER) every three years. The City of Minneapolis submitted a pay equity report in January, 2006.

The Pay Equity law establishes the following tests for compliance:

The Underpayment Ratio test determines if males and females are paid comparably for work of similar "value". A percentage of at least 80% is required to pass this test. The City has a ratio of 85.1.

The Salary Range test compares the number of years it takes females and males to reach the maximum salary for the position. A percentage of at least 80% is required to pass this test. The City passes the test with a score of 82.83%.

The Exceptional Service Pay test compares the number of female classifications receiving Exceptional Service Pay (longevity, merit pay) to the number of male classes receiving the pay. A percentage of at least 80% is required to pass this test. The City passes the test with a score of 81.69%.

Attached:

- 1. Notice of Pay Equity Compliance certificate from the Minnesota Department of Employee Relations.**
- 2. Results of Tests for Pay Equity Compliance**
- 3. Compliance Report**