



PERSONNEL / BUDGET COMMITTEE MEETING STAFF REPORT

Meeting Date: January 13, 2025

Agenda Item: Pay Equity Reporting

Subject | Summary: Review of the completed Pay Equity Report for submittal.

Agenda Category: New Business

Submitted By: Michele Peterson

Recommended Motion: Provide recommendation for Council to approve submittal of the report as presented.

Community Engagement and Outreach:

FISCAL IMPACT:

Amount:

Ongoing Cost :

One-Time Cost :

Included in Current Budget?:

FISCAL DETAILS:

Fund Name(s) (Operations | Capital):

Account Code:

Background: Every three years the City is required to submit the Pay Equity Report to the State of Minnesota, Department of Management and Budget. Included in the reporting is the job title, job points, job type, and salary range. Job points are determined using the City's previously adopted scale. The Statistical Analysis test shows an underpayment ratio of 125, anything 80 and above is passing. Additionally, the Salary Range test shows a score of 100, with results of 0 or 80 and above considered passing.

Therefore based on the results of the tests run on the report as submitted the City is compliant. The City Council will need to formally approve the report before the report can be submitted.

Attachments:

[Pay Equity Report.pdf](#)