

Memorandum

TO: City Council
FROM: Charnelle Dengnoue , Human resources director
DATE: February 3, 2025
SUBJECT: Pay Equity report submission
ITEM NUMBER: 8.g
SECTION: CONSENT AGENDA

REQUESTED MOTION

Council to approve the 2025 Pay Equity Report submission.

INTRODUCTION

The City last submitted a Pay Equity Report in 2022, as required by state law. The Pay Equity Act mandates that this report be filed every three years to ensure compliance with state standards regarding equitable compensation practices across gender lines.

DISCUSSION

Importance of Pay Equity Compliance:

Legal Compliance: Submission of the Pay Equity Report is essential to comply with the Minnesota Pay Equity Act. Non-compliance can result in penalties, loss of state aid, and reputational harm.

Equity and Transparency: Filing the report demonstrates the City's commitment to equitable compensation practices, fostering trust and confidence among employees and residents.

Financial Responsibility: Maintaining compliance avoids potential financial penalties that could impact the City's budget and operations.

Current Status: I am pleased to report that the City's 2025 Pay Equity Report has been successfully submitted to the State of Minnesota as of January 29, 2025. The report reflects our continued compliance with the Pay Equity Act and reaffirms our commitment to equitable pay practices.

In accordance with statutory requirements, copies of the submitted report have been posted in the following locations to ensure accessibility and transparency:

City Hall Bulletin Board

Community Center Bulletin Board

Maintenance Center Bulletin Board

RECOMMENDATION

ATTACHMENTS

[Resolution 25-02.pdf](#)

[Results of Tests for Pay Equity Compliance.pdf](#)

[Compliance Report.pdf](#)

[Implementation.pdf](#)

[InComplianceLetter.pdf](#)

[JobEntryList graph.pdf](#)

[JobEntryList.pdf](#)

[Notice of Pay Equity Compliance.pdf](#)