



## Legislation Details (With Text)

**File #:** 17-0121R **Name:**  
**Type:** Resolution **Status:** Passed  
**File created:** 2/1/2017 **In control:** Personnel  
**On agenda:** 2/13/2017 **Final action:** 2/13/2017  
**Title:** RESOLUTION AUTHORIZING THE CITY COUNCIL TO APPROVE A PAY EQUITY IMPLEMENTATION REPORT.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Pay Equity Implementation Report, 2. Predicted Pay Chart, 3. Compliance Report

| Date      | Ver. | Action By    | Action  | Result |
|-----------|------|--------------|---------|--------|
| 2/13/2017 | 1    | City Council | adopted |        |

RESOLUTION AUTHORIZING THE CITY COUNCIL TO APPROVE A PAY EQUITY IMPLEMENTATION REPORT.

### CITY PROPOSAL:

The council finds:

(a) The city is required to submit a pay equity implementation report to Minnesota management and budget by January 31, 2017; and

(b) Such report is required to be approved by the Duluth city council.

THEREFORE, BE IT RESOLVED, that the city's pay equity implementation report has been submitted to the city council and the council has received such report.

**STATEMENT OF PURPOSE:** As required by the Local Government Pay Equity Act, M.S. 471.991-471.999 and Minnesota Rules, Chapter 3920, the city is required to submit a pay equity implementation report for pay equity compliance determination. This report is due every three years.

Pay equity is a method of eliminating discrimination against women who are paid less than men for jobs requiring comparable levels of expertise and is designed to address the problem of a wage structure in which there is one pay pattern for jobs performed mostly by men and another pay pattern for jobs performed mostly by women.

City compliance is determined by the implementation of four tests: completeness and accuracy of the report, statistical analysis of comparable work value, salary range progression, and exceptional service pay comparison.

To determine compliance, the city is required to submit the following information:

- A list of all job classes;
- The number of employees in each class;
- The number of female employees in each class;
- An identification of each class as male-dominated, female-dominated, or balanced;

- The comparable work value of each class as determined by the city's job evaluation system;
- The minimum and maximum salary for each class and the amount of time in employment required to qualify for the maximum;
- Any additional cash compensation.

The city was found to be in compliance based on our 2014 report and our next report date was due January 31, 2017. There were no significant differences between the 2014 and 2017 implementation reports. Although the final determination of compliance has not been finalized by the state for 2017, the preliminary results of the four testing areas indicate the city of Duluth is in compliance with a passing score for each test.