



Legislation Details (With Text)

**File #:** 18-045      **Version:** 1      **Name:**  
**Type:** Motion      **Status:** Passed  
**File created:** 12/4/2017      **In control:** City Council  
**On agenda:** 1/16/2018      **Final action:** 1/16/2018  
**Title:** Consider Approval of 2017 Pay Equity Report

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 1 - compliance report, 2. 2 - 2014 compliance report, 3. 3 - LocalGovernmentPayEquityAct

Date	Ver.	Action By	Action	Result
1/16/2018	1	City Council	approve	

**City Council Meeting Date:** January 16, 2018

**To:** Mayor and City Council  
City Administrator

**From:** Communications & Human Resources Director Michelle Mahowald

Consider Approval of 2017 Pay Equity Report

**Action Requested:**

The Northfield City Council approves and directs staff to submit the 2017 pay equity analysis prepared for Minnesota Management and Budget (MMB) through the Minnesota Pay Equity Management System as shown on the attached compliance report by January 31, 2018.

**Summary Report:**

The Northfield City Council will find the results of the 2017 pay equity analysis prepared for MMB on the attached compliance report. This report shows compliance with pay equity using the McGrath Human Resources Group job classification and compensation study. The Council City Employment Committee (DeLong, Pownell, Colby) reviewed this at their regular meeting of December 21 and understood it was coming to the City Council planned as a consent agenda item.

Cities are required to file a pay equity implementation report every three years. It has been three years since the City has submitted a pay equity report, and will be required to submit this report for the year 2020. To show compliance with the State laws regarding pay equity, the City must pass the following tests:

**Compliance and Accuracy Test**

The City will pass this test if the report is submitted electronically by January 31, 2018.

**Statistical Analysis Test - Underpayment Ratio**

The underpayment ratio must be greater than 80 to pass this test. The City has a score of 135.94.

**Salary Range Test**

The Salary Range Test must be either 0% or 80% or more to pass this test. The City has a passing score of 100.00%.

**Exceptional Service Pay Test**

The Exceptional Service Pay Test was used for past reporting when the City of Northfield had longevity pay. The City eliminated longevity pay with the implementation of the job classification and compensation study and has a score of 0.00%.

**Alternate Action:**

Request removal from consent agenda to raise any questions or clarifications.

**Timelines:**

- ✓ December 21 - Council City Employment Committee - Detailed presentation and review.
- The report must be submitted by January 31, 2018. It is recommended the City Council acknowledge submission of the Report to the State.