

## Legislation Details (With Text)

**File #:** 21-047      **Version:** 1      **Name:**

**Type:** Motion      **Status:** Passed

**File created:** 1/7/2021      **In control:** City Council

**On agenda:** 1/19/2021      **Final action:**

**Title:** Consider Approval of 2020 Pay Equity Report

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 1- LMC3 - LocalGovernmentPayEquityAct, 2. 2- 2017 compliance report approved 1.2018, 3. 3- 2020 Compliance

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

**City Council Meeting Date:** January 19, 2021

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

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

Consider Approval of 2020 Pay Equity Report

### Action Requested:

The Northfield City Council approves and directs staff to submit the 2020 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, 2021.

### Summary Report:

The Northfield City Council will find the results of the 2020 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.

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 2023. To show compliance with the State law 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, 2021.

#### Statistical Analysis Test - Underpayment Ratio

The underpayment ratio must be greater than 80 to pass this test. The City has a score of 125.641.

**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%.

**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%

**Alternative Options:**

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

**Financial Impacts:** N/A

**Tentative Timelines:**

The report must be submitted by January 31, 2021. It is recommended the City Council acknowledge submission of the Report to the State.