

M Management Committee

Meeting date: January 24, 2007

Council date: January 24, 2007

ADVISORY INFORMATION

Date:	January 22, 2007
Subject:	Approval of Pay Equity Implementation Report
District(s), Member(s):	All
Policy/Legal Reference:	M.S. 471.991-999, MN Rules Chapter 3920
Staff Prepared/Presented:	Irene Koski, Director, Human Resources, 651-602-1398; Jennifer Tvedten, Deputy Director, Human Resources, 651-602-1057; Lynnette Taugner, Manager, Human Resources, 651-602-1677.
Division/Department:	Human Resources

Proposed Action/Motion

That the Metropolitan Council: (1) approve the Council's 2006 Pay Equity Implementation Report to the State of Minnesota; and (2) authorize its Chair to submit the 2006 implementation report to the Minnesota Department of Employee Relations.

Issue(s)

The report is due at the end of January and must include data through year end. Because the state deadline is so close to year end, final data is being compiled. The report will be distributed at the meeting.

Overview and Funding

The Local Government Pay Equity Act (LGPEA) of 1984 (M.S. 471.991 to 471.999) requires the Metropolitan Council to establish and maintain equitable compensation relationships. DOER monitors compliance with the pay equity act and requires local jurisdictions to file pay equity reports every three years.

The purpose of the law is "to eliminate sex-based wage disparities in public employment in this state." Equitable compensation relationships are achieved when "the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value...within the political subdivision."

Compliance is demonstrated by passing four tests:

1. Completeness and accuracy test - determines whether jurisdictions have filed reports on time, included correct data and supplied all required information.
2. Statistical analysis test - compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). Software is used to calculate this test.
3. Salary range test - compares the average number of years it takes for individuals in male and female classes to reach the top of a salary range. This test only applies to classes where there are an established number of years to move through salary ranges.
4. Exceptional service pay test - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

The Council's data passes the statistical analysis, salary range and exceptional service pay tests. Our report is complete and will be filed by the deadline so we anticipate passing the completeness and accuracy test.