



Management Committee

Meeting date: February 24, 2010

Metropolitan Council Meeting Date: February 24, 2010

ADVISORY INFORMATION

Date:	December 3, 2009
Subject:	Approval of Pay Equity Implementation Report
District(s), Member(s):	All M.S. 471.991-.999
Policy/Legal Reference:	MN Rules Chapter 3920 Gloria Heinz, Director of Human Resources (651-602-1398); Sandi Blaeser, Deputy Director of Human Resources (651-602-1582); Mark
Staff Prepared/Presented:	Goldberg, Compensation Analyst (651-602-1046)
Division/Department:	Human Resources

Proposed Action/Motion

That the Metropolitan Council approve the Council's 2010 Pay Equity Implementation Report. (The report will be provided at the meeting.)

Issue(s)

The Metropolitan Council is required to file a Pay Equity Implementation Report with the State of Minnesota's Department of Management & Budget (formerly DOER) no later than January 31, 2010. Approval by the Metropolitan Council must be sent no later than February 28, 2010.

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. The Department of Management & Budget 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 gender-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.

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.