

# CONSENT ITEM – 8C



## MEMORANDUM

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**DATE:** January 12, 2026  
**TO:** Honorable Mayor and City Councilmembers  
Jessica Jagoe, City Administrator  
**FROM:** Joua Yang, Finance Director  
**SUBJECT:** Pay Equity Report - 2026

Budgeted Amount:	Actual Amount:	Funding Source:
N/A	N/A	N/A

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### **Council Should Consider**

Motion(s) to approve, table, or deny the following:

- Arden Hills Pay Equity report due January 31, 2026

### **Background**

The Local Government Pay Equity Act, M.S. 471.991-471.999, and Minnesota Rules, Chapter 3920, require local government jurisdictions to submit a pay equity report to the State of Minnesota every three years. This includes filing a compensation compliance report with the Minnesota Management and Budget Office (MMB). The Pay Equity Act was designed to ensure that local government jurisdictions do not compensate female job classes consistently below male job classes of comparable work value. Arden Hills last submitted a report in January 2023, which was for salary data as of December 31, 2022.

### **Discussion**

Using the State of Minnesota’s compensation software and the City’s payroll data, the City utilized David Drown & Associates (DDA) to calculate the compliance report based on salary data as of December 31, 2025. This service is included as part of their Ongoing Maintenance of the Job Classification and Compensation agreement with the City. The results indicate that the City is currently in compliance with the Local Government Pay Equity Act (Attachment C).

By approving the report, the Council is ensuring that the report has been filed with MMB and that a copy has been provided to each exclusive bargaining unit representative. It is available to anyone by request.

### **Budget Impact**

None

## **Attachments**

- A. Pay Equity Report
- B. Interpretation guide
- C. Compliance Report