



MEMORANDUM

DATE: January 9, 2023

TO: Honorable Mayor and City Councilmembers
Dave Perrault, City Administrator

FROM: Gayle Bauman, Finance Director

SUBJECT: Pay Equity Report

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

Council Should Consider

- Motion(s) to approve, table or deny the following:
- Arden Hills Pay Equity report due January 2023

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 February 2020 which was for salary data as of December 31, 2019.

Discussion

Using the State of Minnesota’s compensation software and the City’s payroll data, we have calculated the compliance report based on salary data as of December 31, 2022. The results indicate that the City is currently in compliance with the Local Government Pay Equity Act.

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