

# Local Government Pay Equity

**MCHRMA**  
**April 20, 2017**

# Agenda

- Purpose
- Overview of Counties
- Communicating Changes



## Purpose of Pay Equity Laws

To correct the historical pattern of underpaying job classes occupied by women despite the fact that those job classes require a comparable level of skill, effort, responsibility and working conditions as job classes occupied by men.

# Pay Equity

## - Definition in LGPEA

..."Equitable compensation relationship means that compensation for female dominated classes is not consistently below the compensation for male dominated classes of comparable work value..."

# Overview

## County Report Demographics 2014-2016

	By Class Type	Average Max Monthly Salary by Class Type	By Gender
Balanced	782 9%	\$6,027	
Female	4,640 53%	\$5,268	23,100 61%
Male	3,387 38%	\$6,094	15,000 39%
Total	8,809	\$5,653	38,100

# Overview

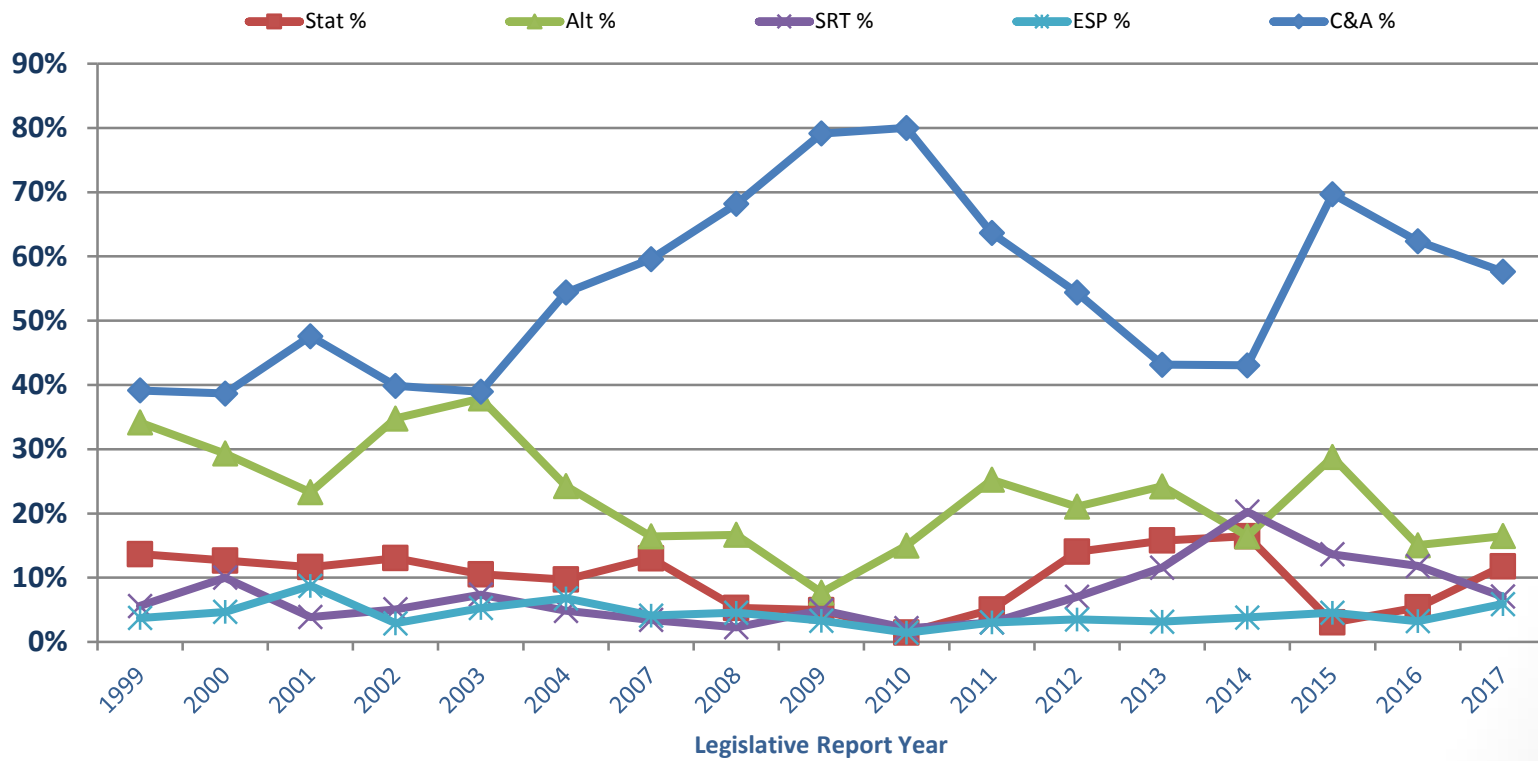
## Tests for Compliance

- **Completeness and Accuracy**  
(Submitted on time, monthly salary info, etc.)
- **Statistical or Alternative Analysis**  
(Salary Comparison)
- **Salary Range**  
(Years to Max)
- **Exceptional Service Pay**  
(Longevity or Performance)

# Overview

## Local Government Non-Compliance

LGPE Non-Compliance by Reason

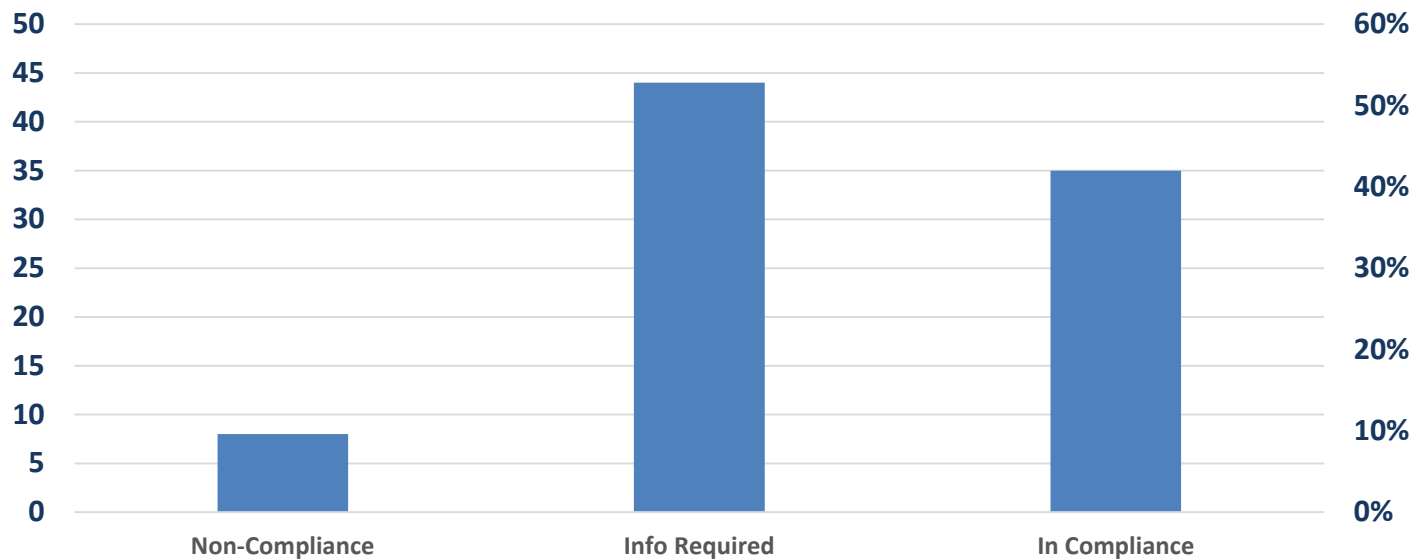


# Overview

## County Reports

### Initial Review

#### County Reports Submitted 2014-2016





# Completeness and Accuracy Test

- **Submitted On Time**
- **Report is complete**
- **Data is reasonable**
- **Changes are documented**
  - Job Evaluation System
  - Job Points and Titles

# **Completeness and Accuracy Test - How to Communicate Changes**

- I. Briefly Explain Job Point Changes**
- II. Identify Changes in Job Titles**
- III. List New Jobs**
- IV. List Job Titles Omitted**  
Eliminated/Abolished/Inactive

# Completeness and Accuracy Test - Samples to Communicate Changes

Email to [pay.equity@state.mn.us](mailto:pay.equity@state.mn.us) when report is submitted:

## Part I – Briefly Explain Job Point Changes /

- If a new evaluation method was applied to every position, simply identify the new system.
- If job points changed for a few positions, briefly explain what changed. For example:

Title	Old points	New points	Reason for Change:
Accounting Tech	198	213	Added payroll processing previously contracted

## Part II – Cross-reference changes to job titles. For example:

2014	2017
Office Specialist	Admin Assistant
IT Systems Administrator	IT Systems Analyst

## Part III – List new jobs not on previous report

Accountant

## Part IV – List job titles eliminated/abolished/inactive

Maintenance Worker

# Completeness and Accuracy Test - Communicating Changes Continued

Another option is to compare current and the previous report in spreadsheet format

Email to [pay.equity@state.mn.us](mailto:pay.equity@state.mn.us) when report is submitted.

2017 Title	Job Points	2014 Title	Job Points	Point Changes	Explanation:
GIS/Website Administrator	289				New
Financial Specialist	236	Financial Assistant	236		Title Change
		Office Support Specialist	162		Elim
		Dir, Human Services	411		Elim - Joint Powers
		Case Aide - Human Serv	205		Elim - Joint Powers
Veterans Service Officer	322	Veterans Service Officer	290	32	Assumed supervisory responsibilities
Asst Veterans Serv Officer	290				New

# Additional Resources

- [Minnesota Statute 471.991-999](#)  
Municipal Rights, Powers, Duties, Equitable Compensation Relationship
- [Minnesota Rules Chapter 3920](#)  
Local Government Pay Equity
- [Local Government Pay Equity Webpage](#)
- [Pay Equity: The Minnesota Experience](#)  
Sixth Edition, February 2016,  
Legislative Office on the Economic Status of Women
- Contact Pay Equity Coordinator  
[pay.equity@state.mn.us](mailto:pay.equity@state.mn.us) or 651-259-3623