



City Council Memorandum

To: Mayor Fasbender & City Councilmembers
From: Kelly Murtuagh, Assistant City Administrator
Date: January 16, 2024
Item: 2023 Pay Equity Report

Council Action Requested

Approve 2023 Pay Equity Report

Background Information:

In 1984, the Local Government Pay Equity Law was passed which requires all public jurisdictions such as cities, counties, and school districts to eliminate any sex-based wage inequities in compensation by 1992. A policy to establish pay equity usually means: 1) that all jobs will be evaluated and given points according to the level of knowledge and responsibility required to do the job; and 2) that salary adjustments will be made if it is discovered that women are consistently paid less than men for jobs with similar points. The City has reported as required since 1992 and has always remained in compliance with the pay equity requirements.

In 2022, the City engaged in a Compensation and Classification Study with Abdo, LLC. Using the Hay Methodology, position responsibilities and job values were reviewed. As a part of the study, Abdo confirmed the City was in compliance with pay equity standards within the updated classification system.

We are required to report once every three years to Minnesota Management and Budget office at the State of Minnesota. The 2023 report has been prepared and submitted, and the City continues to remain in compliance with pay equity law. Additionally, an implementation report will be posted in the front window at City Hall and will be forwarded to the Pleasant Hill Library and the business agents for each of the City's five unions as required by the Minnesota Management and Budget office; it will also be on the City's Intranet for employee access.

Financial Impact:

None

Advisory Commission Discussion:

N/A

Council Committee Discussion:

N/A

Attachments:

Compliance Report

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: Hastings
 101 - 4th Street East

 Hastings, MN 55033

Jurisdiction Type: City

| | | |
|-------------------------|-----------------------|-----------------------------------|
| Contact: Megan Schlei | Phone: (651) 480-6159 | E-Mail: MSchlei@hastingsmn.gov |
| Contact: Kelly Murtaugh | Phone: (651) 480-2355 | E-Mail: Kmurtraugh@hastingsmn.gov |

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system was used:

Description:

Hay Methodology
 Internal Scoring system

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

 There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:
Hastings City Hall Bulletin Board
 (prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

City Council
 (governing body)
Mary Fasbender
 (chief elected official)
Mayor
 (title)

Part C: Total Payroll

\$12620325.61

is the annual payroll for the calendar year just ended December 31.

- Checking this box indicates the following:
- signature of chief elected official
 - approval by governing body
 - all information is complete and accurate, and
 - all employees over which the jurisdiction has final budgetary authority are included
- Date Submitted: 1/9/2024