



## REQUEST FOR COUNCIL ACTION

**AGENDA DATE:** January 26, 2026

**AGENDA ITEM:** Consider approving Pay Equity Implementation Report.

**PREPARED BY:** Chery Pierzina, Human Resources Officer

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### **BACKGROUND:**

The Local Government Pay Equity Act, Minnesota Statutes § 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. The City of Grand Rapids' pay equity report is due January 31, 2026.

Human Resources submitted the City's pay equity implementation report prior to the January 31, 2026 deadline, using payroll data as of December 31, 2025. Based on this submission, the City of Grand Rapids is following Minnesota Statutes.

### **REQUESTED COUNCIL ACTION:**

Consider approving the 2026 Pay Equity Implementation Form and authorize electronic signature and filing of the report with the Minnesota Office of Management and Budget.