



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: June 25, 2025

AGENDA ITEM: Consider a motion to approve the revised Minnesota Pay Equity Compliance Report and authorize submission to the Minnesota Office of Management and Budget to address and resolve the previously identified noncompliance.

PREPARED BY: Megan Sjostrand, Executive/HR Assistant

BACKGROUND:

In accordance with the Local Government Pay Equity Act (Minnesota Statutes 471.991 – 471.999 and Minnesota Rules, Chapter 3920), the Grand Rapids Public Utilities (GRPU) is required to submit a pay equity report to the Minnesota Office of Management and Budget (MMB) every three years.

GRPU submitted its most recent report prior to the January 31, 2024 deadline, using pay data as of December 31, 2023. This report was submitted by the former Human Resources Officer and was initially believed to be in compliance with state requirements.

However, in February 2025, GRPU received formal notice from MMB that the submitted report did not meet compliance standards. GRPU has reviewed and updated its internal pay structure which has addressed the areas of noncompliance. The revised pay structure aligns with the requirements outlined in the Local Government Pay Equity Act and is being submitted as part of the updated compliance response.

RECOMMENDATION:

Approve the revised Minnesota Pay Equity Compliance Report and authorize submission to the Minnesota Office of Management and Budget to address and resolve the previously identified noncompliance.