



CITY OF
LONG LAKE

City Council Agenda Report

City of Long Lake

450 Virginia Avenue, PO Box 606
Long Lake, MN 55356

MEETING DATE / January 6, 2026

SUBJECT: Approve the 2026 Pay Equity Report

Prepared By: Amanda Nowezki, City Administrator

Report Date: 12/31/2025

Recommended City Council Action

Staff recommends the following:

Motion to approve the 2026 Pay Equity Report and authorize its submittal by the City Administrator.

Overview / Background

Every three years the City is required to submit a Pay Equity Report to the State Department of Employee Relations (DOER) to demonstrate compliance with the requirements of the State Pay Equity Act. The Pay Equity Act requires that reasonable pay relationships be maintained between job classes regardless of the gender of the incumbents of those job classes. The City's Pay Equity Report is attached.

Minnesota Management and Budget requires the Pay Equity Implementation Report to be submitted electronically using their pay equity software. The software also computes compliance data based on information entered by the local jurisdiction. Based on the State's criteria and reports generated by the pay equity software, it appears the City is in compliance with the requirements of the Pay Equity Act. After formal review of the Pay Equity Implementation Report, the City will receive a notice of compliance.

Supporting Information

- 2026 Pay Equity Compliance Report
- 2026 Pay Equity Job Entry List