



Memorandum

To: Mayor Nelson and Members of the City Council

From: Daniel R. Buchholtz, MMC, Administrator, Clerk/Treasurer

Date: December 30, 2023

Subject: Pay Equity Submittal

In 1984, the Minnesota Legislature passed a bill extending pay equity to local governments in the State. The law requires each local government to analyze its pay structure to evidence of inequities and to report this information to the Minnesota Department of Management and Budget. The City is required to file a pay equity implementation report every three years.

The City's pay structure was developed by Baker Tilly in 2021 and implemented in 2022. The schedule has been adjusted annually for cost of living increases as well as position reclassifications.

The pay equity implementation report is attached for the Council's approval. Once approved, the report will be submitted to the Minnesota Department of Management and Budget.

If you have any questions, please don't hesitate to contact me at 763-784-6491.