



## CITY COUNCIL AGENDA REPORT

---

**TO:** Kate Thunstrom, City Administrator  
**FROM:** Darcy Mulvihill, Finance Director  
**SUBJECT:** Pay Equity Report  
**DATE:** January 21, 2025

---

### **OVERVIEW:**

Every city must comply with the 1984 Local Government Pay Equity Act. This report is due every three years. This report is required by the Local Government Pay Equity Act, Minnesota Legislature enacted Chapter 471.99-471.999 and Minnesota Rules, Chapter 3920. This Act required every political subdivision of the state to establish equitable compensation relationships between female-dominated, male-dominated, and balanced classes of employees to eliminate sex-based wage disparities in public employment. The Act further required that a job evaluation system meeting the specified statutory criteria be used to determine comparable work value of employee classes.

The Act requires St. Francis to submit pay equity report for the year ending 2024 by January 31, 2025.

### **ACTION TO BE CONSIDERED:**

Approve the report

### **BUDGET IMPLICATION:**

None

Attachments:

- Pay Equity Report for Council-2024