January 2021

Minnesota
Local Government
Pay Equity
Compliance Report

Submitted to the Minnesota Legislature by
Minnesota Management and Budget

400 Centennial Office Building
658 Cedar Street
St. Paul, MN  55155
Executive Summary

Minnesota Management and Budget (MMB) is responsible for the enforcement of the Local Government Pay Equity Act (Minnesota Statutes 471.991 - 471.999 and Minnesota Rules Chapter 3920).

The Local Government Pay Equity Act (LGPEA) examines local government pay structures for evidence of gender inequity. The act applies to about 1,700 local governments in Minnesota, and affects a total of about 220,000 local government employees. These totals have increased as additional local governments began reporting.

Overall, local governments have achieved a high level of compliance, both in meeting reporting requirements and implementing pay equity under the LGPEA, for their employees. The success of this program is largely attributable to the commitment on the part of local governments and to the ongoing assistance and monitoring by the MMB Pay Equity Coordinator.

In January 2020, 556 local governments were required to submit reports to MMB. As of December 15, 2020, a total of 550 (98.9 %) of the jurisdictions were in compliance, six jurisdictions remained out of compliance.

As a result of the COVID-19 pandemic many work environments experienced changes in staffing, roles and responsibilities. In 2020 there was an increase in the number of jurisdictions that requested a longer grace period to achieve compliance.
About This Report

Minnesota Management and Budget staff prepared the 2020 Annual Minnesota Local Government Pay Equity Report as part of routine work assignments. This report is based on local jurisdiction pay equity reports provided to MMB in 2020.

Please contact us if you need this report in alternate formats such as large print, braille or audio.

Questions? Contact John Pollard at 651-201-8039.
Section One
Background Information

Requirements of the Law

The Local Government Pay Equity Act (LGPEA) of 1984 (M.S. 471.991 to 471.999) required local governments to “establish equitable compensation relationships” by December 31, 1991. Other common terms for “equitable compensation relationships” are “comparable worth” or “pay equity.”

The purpose of the LGPEA is “to eliminate sex-based wage disparities in public employment in this state.” Equitable compensation relationships are achieved when “the compensation for female-dominated classes is not consistently below the compensation for male-dominated classes of comparable work value...within the political subdivision.”

The LGPEA requires jurisdictions to be periodically evaluated and be in compliance. The law requires Minnesota Management and Budget (MMB) to determine whether local governments have achieved pay equity, based on implementation reports submitted by local governments.

Jurisdictions report pay equity data on three-year reporting cycle with more than 550 jurisdictions reporting every year. It is important for local governments to continually review their pay structure and submit reports every three years to the state for review and analysis. This ongoing requirement to report prevents regression into inequitable compensation practices and reduces sex-based wage disparities in public employment throughout Minnesota.

Ensuring Compliance

A. Pay Equity Rule Adopted

In 1991, the Legislature authorized MMB to adopt rules under the Administrative Procedures Act to assure compliance with the LGPEA.

That same year, MMB asked employer organizations, unions, and women's groups to name representatives to serve on a rulemaking advisory committee. This 30-member group met to discuss and review compliance guidelines and advise the department on the pay equity rule. MMB adopted the rule MCAR 3920, October 1992.

B. Assistance to Local Governments

In 1989, MMB established a full-time Pay Equity Coordinator position. The Coordinator assists local governments through extensive training, consulting, and analyzing their pay equity reports.

MMB regularly communicates through various means with the approximately 1,700 local government jurisdictions required to comply with the law. The department has produced numerous technical assistance publications available at no cost to the jurisdictions.
MMB has periodically offered training sessions and delivered presentations at various conferences. MMB has also developed instructional material explaining reporting requirements, compliance requirements, and job evaluation methodology.

In 2010, MMB developed and launched a new, highly efficient web-based software program to help jurisdictions submit reports, determine the underpayment of female job classes, and calculate the results for several of the compliance tests. As part of our continuous improvement efforts, we have made several enhancements to the program since that time.

Section Two
Tests for Compliance

Pay Inequity

A complete description of the tests for compliance and the specific actions MMB recommends to each jurisdictions to achieve compliance can be found in the appendix of this report.

Inequities exist when females are paid less than males even though their job evaluation ratings indicated that the females should be paid at least equal to the males, and when the jurisdiction cannot account for the disparities by length of service or performance differences.

For example, when a female in the position of city clerk-treasurer rating of 275 points, is paid less than a male in a public works/maintenance position with a rating of 213 points, there is an inequity between city clerks and maintenance workers.

In schools, we tend to find the greatest potential for inequities when considering the number of years to achieve maximum salary for licensed staff (teachers) in comparison to the non-licensed or support staff.

Examples of Pay Inequity

<table>
<thead>
<tr>
<th>Position</th>
<th>Job Points</th>
<th>Class Type</th>
<th>Hourly Wage &quot;Out of Compliance&quot;</th>
<th>Hourly Wage &quot;In Compliance&quot;</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk-Treasurer</td>
<td>275</td>
<td>Female</td>
<td>$16.00</td>
<td>$17.34</td>
<td>$1.34</td>
</tr>
<tr>
<td>Public Works/Maintenance</td>
<td>213</td>
<td>Male</td>
<td>$17.34</td>
<td>--</td>
<td>----</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position</th>
<th>Job Points</th>
<th>Class Type</th>
<th>Min Monthly Salary</th>
<th>Max Monthly Salary</th>
<th>Years to Max Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plant Maintenance</td>
<td>260</td>
<td>Male</td>
<td>$3,007.00</td>
<td>$4,750.00</td>
<td>11</td>
</tr>
<tr>
<td>Teacher</td>
<td>282</td>
<td>Female</td>
<td>$3,270.83</td>
<td>$5,468.75</td>
<td>30</td>
</tr>
</tbody>
</table>
## Summary of Tests Failed After Initial Analysis

The following is a summary of 556 reports submitted by jurisdictions for the reporting year 2020. 202 or 36% of the reports were initially found out of compliance. Below is a breakdown of each test:

<table>
<thead>
<tr>
<th>Test</th>
<th>Number of Jurisdictions Failing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completeness and Accuracy Test</td>
<td>159</td>
</tr>
<tr>
<td>Statistical Analysis Test</td>
<td>17</td>
</tr>
<tr>
<td>Alternative Analysis Test</td>
<td>9</td>
</tr>
<tr>
<td>Salary Range Test</td>
<td>9</td>
</tr>
<tr>
<td>Exceptional Service Pay Test</td>
<td>7</td>
</tr>
<tr>
<td>Two or more tests</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>202</td>
</tr>
</tbody>
</table>
Section Three  
Summary of Compliance Status of Local Governments

2021 Summary of Compliance Status by Jurisdictional Type as of December 15, 2020-
Pay Equity Database for Local Governments

<table>
<thead>
<tr>
<th>Jurisdiction Type</th>
<th>In Compliance</th>
<th>Out of Compliance</th>
<th>Total</th>
<th>% In Compliance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cities</td>
<td>278</td>
<td>3</td>
<td>281</td>
<td>98.9%</td>
</tr>
<tr>
<td>Counties</td>
<td>35</td>
<td>0</td>
<td>35</td>
<td>100%</td>
</tr>
<tr>
<td>Schools</td>
<td>103</td>
<td>0</td>
<td>103</td>
<td></td>
</tr>
<tr>
<td>Soil &amp; Water Conservation Districts</td>
<td>28</td>
<td>0</td>
<td>28</td>
<td>28%</td>
</tr>
<tr>
<td>Other Districts</td>
<td>33</td>
<td>0</td>
<td>33</td>
<td></td>
</tr>
<tr>
<td>Housing and Redevelopment Authorities</td>
<td>19</td>
<td>0</td>
<td>19</td>
<td>19%</td>
</tr>
<tr>
<td>Townships</td>
<td>28</td>
<td>3</td>
<td>31</td>
<td>90%</td>
</tr>
<tr>
<td>Utilities</td>
<td>13</td>
<td>0</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Health Care Facilities</td>
<td>13</td>
<td>0</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>550</td>
<td>6</td>
<td>556</td>
<td>98.9%</td>
</tr>
</tbody>
</table>
Compliance Status of 2020 Reports

In January 2020, there were 556 local governments required to submit a report to MMB. The following chart depicts progress-to-date.

### Status of Reports as of December 15, 2020

<table>
<thead>
<tr>
<th></th>
<th>As of Dec 15, 2020</th>
<th>Initial Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pending Clarification</td>
<td>0</td>
<td>85</td>
</tr>
<tr>
<td>Out of Compliance</td>
<td>6</td>
<td>202</td>
</tr>
<tr>
<td>In Compliance</td>
<td>550</td>
<td>263</td>
</tr>
</tbody>
</table>
Section Four

Jurisdictions Not in Compliance

Jurisdictions Not in Compliance – First Notice of Non-Compliance

The jurisdictions listed below have all received a “first notice of non-compliance” but at this time no penalties have been assessed. Some of the jurisdictions on this list have recently submitted second reports yet to be reviewed. Any jurisdiction on this list could receive a penalty notice at a later time if they fail to submit a new report that passes all compliance tests.

<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Test Failed*</th>
<th>Est. Monthly Cost to Achieve Compliance</th>
<th>Cost as % of Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Warba</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Wilton</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Woodland</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Townships</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mayhew Lake</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Minden Township</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>Sauk Rapids</td>
<td>CA</td>
<td>*</td>
<td>*</td>
</tr>
</tbody>
</table>

*The abbreviations for the tests for compliance used in this section can be found in section VI, beginning on page 16. A complete description of each of these tests and the specific actions MMB recommended to each jurisdiction to achieve compliance can be found in Section Six - Appendix of this report.

- CA – Completeness and Accuracy

*Unable to estimate monthly cost to achieve compliance because reports were not submitted.

Jurisdictions Not in Compliance – Second Notice of Non-Compliance

At this time there are no jurisdictions that have received a second notice of non-compliance with the Local Government Pay Equity Act.

Jurisdictions Not in Compliance – Penalties Resolved

MMB has resolved a total of 96 penalty cases over the past 20 years resulting in $1,267,851 in total restitution paid to approximately 1,300 employees for past inequities. The state has collected a total of $210,233 in penalty fees. The penalty fees go to the general fund and not to MMB. There were no penalties assessed in 2020.
## Section Five
### Jurisdictions in Compliance

#### Cities

<table>
<thead>
<tr>
<th>Ada</th>
<th>Carlton</th>
<th>Evansville</th>
<th>Hutchinson</th>
<th>Mentor</th>
<th>Pease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>Centerville</td>
<td>Evelth</td>
<td>International Falls</td>
<td>Milan</td>
<td>Pennock</td>
</tr>
<tr>
<td>Albert Lea</td>
<td>Ceylon</td>
<td>Excelsior</td>
<td>Iona</td>
<td>Millerville</td>
<td>Pine Island</td>
</tr>
<tr>
<td>Alberta</td>
<td>Chisago City</td>
<td>Falcon Heights</td>
<td>Ironon</td>
<td>Millville</td>
<td>Pine Springs</td>
</tr>
<tr>
<td>Alden</td>
<td>Clara City</td>
<td>Faribault</td>
<td>Ivanhoe</td>
<td>Minnesota</td>
<td>Porter</td>
</tr>
<tr>
<td>Aldrich</td>
<td>Clarkfield</td>
<td>Farmington</td>
<td>Kasson</td>
<td>Minnesota City</td>
<td>Prior Lake</td>
</tr>
<tr>
<td>Apple Valley</td>
<td>Clarks Grove</td>
<td>Felton</td>
<td>Keewatin</td>
<td>Minnetonka Beach</td>
<td>Racine</td>
</tr>
<tr>
<td>Arden Hills</td>
<td>Climax</td>
<td>Fertil</td>
<td>Kennedy</td>
<td>Montevideo</td>
<td>Randall</td>
</tr>
<tr>
<td>Arlington</td>
<td>Clinton</td>
<td>Flensburg</td>
<td>Kettle River</td>
<td>Monticello</td>
<td>Redwood Falls</td>
</tr>
<tr>
<td>Ashby</td>
<td>Cohasset</td>
<td>Frazee</td>
<td>Kiester</td>
<td>Montrose</td>
<td>Revere</td>
</tr>
<tr>
<td>Avoca</td>
<td>Cokato</td>
<td>Freeborn</td>
<td>Kilkenny</td>
<td>Moorhead</td>
<td>Rockford</td>
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<tr>
<td>Avon</td>
<td>Coleraine</td>
<td>Garfield</td>
<td>Kimball</td>
<td>Moose Lake</td>
<td>Rogers</td>
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<tr>
<td>Babbitt</td>
<td>Cook</td>
<td>Garrison</td>
<td>Lake Bronson</td>
<td>Mora</td>
<td>Rollingstone</td>
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<tr>
<td>Backus</td>
<td>Cottonwood</td>
<td>Garvin</td>
<td>Lake Crystal</td>
<td>Morris</td>
<td>Rose Creek</td>
</tr>
<tr>
<td>Barnesville</td>
<td>Courtland</td>
<td>Gem Lake</td>
<td>Lake Park</td>
<td>Morristown</td>
<td>Rush City</td>
</tr>
<tr>
<td>Barnum</td>
<td>Cromwell</td>
<td>Ghent</td>
<td>Lake Park</td>
<td>Morton</td>
<td>Sandborn</td>
</tr>
<tr>
<td>Beaver Creek</td>
<td>Cuyuna</td>
<td>Gibson</td>
<td>Lake Shore</td>
<td>Morton</td>
<td>Sandstone</td>
</tr>
<tr>
<td>Bellingham</td>
<td>Cyrus</td>
<td>Glencoe</td>
<td>Lake St.Croix Beach</td>
<td>Sargeant</td>
<td>Sargeant</td>
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<tr>
<td>Bigelow</td>
<td>Dakota</td>
<td>Glyndon</td>
<td>Lake Wilson</td>
<td>Sartell</td>
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<td>Bingham Lake</td>
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<td>Golden Valley</td>
<td>Lakeville</td>
<td>Sauk Rapids</td>
<td>Seaforth</td>
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<td>Darwin</td>
<td>Grand Marais</td>
<td>Landfall Village</td>
<td>Nerstrand</td>
<td>Shafer</td>
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<td>Dassel</td>
<td>Grasson</td>
<td>Lauderdale</td>
<td>New Auburn</td>
<td>Shakopec</td>
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<td>Bowlus</td>
<td>Dayton</td>
<td>Hackensack</td>
<td>Le Sueur</td>
<td>New Germany</td>
<td>Shelvin</td>
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<td>Braham</td>
<td>Deer River</td>
<td>Ham Lake</td>
<td>Lexington</td>
<td>New Prague</td>
<td>Sherburn</td>
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<td>Hampton</td>
<td>Lilydale</td>
<td>New Richland</td>
<td>Skyline</td>
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<td>Breezy Point</td>
<td>Dent</td>
<td>Hanley Falls</td>
<td>Lindstrom</td>
<td>New York Mills</td>
<td>Spring Grove</td>
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<tr>
<td>Brook Park</td>
<td>Dover</td>
<td>Hanover</td>
<td>Little Canada</td>
<td>Nielsville</td>
<td>Spring Park</td>
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<td>Brooklyn Center</td>
<td>Dovray</td>
<td>Hardwick</td>
<td>Long Lake</td>
<td>Nisswa</td>
<td>Squaw Lake</td>
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<td>Brooklyn Park</td>
<td>Duluth</td>
<td>Harmony</td>
<td>Longville</td>
<td>North St. Paul</td>
<td>St. Joseph</td>
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<td>Norwood Young</td>
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<td>Henderson</td>
<td>Lucan</td>
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<td>St. Martin</td>
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<td>Brooten</td>
<td>Dundee</td>
<td>Hendricks</td>
<td>Lyle</td>
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<td>St. Mary's Point</td>
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<td>Browerville</td>
<td>Eagle Bend</td>
<td>Henning</td>
<td>Magnolia</td>
<td>Oakdale</td>
<td>St. Michael</td>
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<td>Browns Valley</td>
<td>Echo</td>
<td>Henriette</td>
<td>Mahtomedi</td>
<td>Ogilvie</td>
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<td>Hitterdal</td>
<td>Marble</td>
<td>Ormsby</td>
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<td>Buffalo Lake</td>
<td>Elizabeth</td>
<td>Howard Lake</td>
<td>Marine on St. Croix</td>
<td>Orr</td>
<td>Steen</td>
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<td>Oronoco</td>
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<td>Ely</td>
<td>Hugo</td>
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<td>Sturgeon Lake</td>
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<td>Campbell</td>
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<td>Walker</td>
<td>Wendell</td>
<td>Wrenshall</td>
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<td>Tauton</td>
<td>Twin Lakes</td>
<td>Villard</td>
<td>Waltham</td>
<td>Willernie</td>
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<td>Tenstrike</td>
<td>Urbank</td>
<td>Virginia</td>
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<td>Willmar</td>
<td>Zumbrota</td>
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<td>Thief River Falls</td>
<td>Utica</td>
<td>Wabasha</td>
<td>Watkins</td>
<td>Willow River</td>
<td>Winger</td>
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<td>Vaudnais Heights</td>
<td>Wabasso</td>
<td>Waubun</td>
<td>Woodbury</td>
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<tr>
<td>Trimont</td>
<td>Vermillion</td>
<td>Wahkon</td>
<td>Wells</td>
<td></td>
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</tr>
</tbody>
</table>
School Districts

Aitkin
Albany
Barnesville
Battle Lake
Belgrade- Broten-Elrosa
Benson
Bertha- Hewitt
Bold Bird Island-Olivia Lk. Lillian
Buffalo
Burnsville- Eagan- Savage
Butterfield- Odin
Caledonia
Campbell- Tintah
Cannon Falls
Cedar Mountain
Clearbrook- Gonvick
Cleveland
Clinton- Graceville- Beardsley
Cloquet
Cook County
Crosby- Ironton
Dawson- Boyd Schools
Ellsworth
Faribault
Farmington
Fergus Falls
Floodwood
Forest Lake
Frazee- Vergas Public Schools
Granada- Huntley- East Chain
Grand Meadow
Greenbush- Middle River
Hibbing
Hill City
Inver Grove Hghts
Kerkhoven- Murdock- Sunburg
Kimball
Lakeville
Lanesboro
Lester Prairie
Litchfield
Long Prairie- Grey Eagle
Luverne
Lyle
Marshall Co. Central
Menahga
Milaca
Milroy
Monticello
Moorhead
Moose Lake
Mounds View
Nashwauk Keewatin
New Prague
North St. Paul- Maplewood
Northland Community
Ogilvie
Onamia
Orono
Osakis
Parkers Prairie
Pelican Rapids
Pine Island
Pine Point
Pine River- Backus Schools
Prinsburg
Randolph
Red Lake
Red Rock Central
Redwood Area School District
Richfield
Rockford
Rosemount- Apple Valley- Eagan
Rushford- Peterson
Sauk Rapids
Springfield
St. Charles
Stephen- Argyle Central
Truman
United South Central
Warroad
Watertown- Mayer Public School
Waterville- Elysian- Morristown
Waubun- Ogema- White Earth Community
White Bear Lake
Windom
Win- e- mac
Winona
Worthington
Zumbrota- Mazeppa
Chisago- Lakes School District
Glenville- Emmons
Kellogg
Lake of the Woods
Leroy- Ostrander
Littlefork- Big Falls
Princeton
Round Lake- Brewster
Sartell- St. Stephen
Verndale
Virgina
Wayzata
Henning

12
Soil Water and Conservation Districts

Aitkin County SWCD  
Anoka Conservation District  
Becker SWCD  
Big Stone SWCD  
Brown SWCD  
Carlton County SWCD  
Carver County SWCD  
Cottonwood SWCD  
Dodge County SWCD  
Faribault County SWCD  
Goodhue SWCD  
Grant County SWCD  
Kanabec SWCD  
Kandiyohi SWCD  
Kittson SWCD  
Lac Qui Parle SWCD  
Lake County SWCD  
Lake Minnetonka SWCD  
Lincoln County SWCD  
Mower County SWCD  
Pine County SWCD  
Pope SWCD  
Roseau County SWCD  
Stearns County SWCD  
Stevens SWCD  
Washington Conservation District (WCD)  
Wright SWCD  
Yellow Medicine SWCD

Townships

Aitkin Township  
Albion Township  
Balsam Township  
Big Lake Township  
Breitung Township  
Cannon Falls Township  
Cascade Township  
Chisago Lake Township  
Clark Township  
Cornish Township  
Embarrass Township  
Fayal Township  
Fish Lake Township  
Fleming Township  
Gilmanton  
Greenway Township  
Hill Lake Township  
Hollywood Township  
Irondale Township  
Lakeview Township  
Langola Township  
Nashwauk Township  
Rice River Township  
Township Maintenance Association  
Vasa Township  
Watab Township  
Watertown Township  
White Pine Township

Utilities

Aitkin Public Utilities Commission  
Chisago Lakes Joint Sewage Treatment Commission  
Dover-Eyota-St. Charles Area Sanitary District  
Hutchinson Utilities  
Kittson-Marshall Rural Water Users  
North Branch Water & Light Municipal Utilities  
North Kittson Rural Water System  
Pope/Douglas Solid Waste Management  
Shakopee Public Utilities Commission  
Southern MN Municipal Power Agency  
Spring Valley Public Utilities Commission  
Springfield Public Utilities Commission  
Stillwater Board of Water Commissioners
Counties

Blue Earth County  Pennington County
Carlton County      Ramsey County
Chisago County      Red Lake County
Clay County         Rice County
Dakota County       Roseau County
Faribault County   Stevens County
Freeborn County     Swift County
Houston County      Traverse County
Jackson County      Wabasha County
Kandiyohi County    Washington County
Kittson County      Watonwan County
Koochiching County  Winona County
Le Sueur County     Wright County
Mille Lacs County

Health Care Facilities

Cook County Hospital District  Parkview Manor Nursing Home
Countryside Public Health Services  Pelican Valley Health Center
Glacial Ridge Hospital District  Perham Health
Inter-County Nursing Service  Quin Community Health Services
Itasca Nursing Home d.b.a. Grand Village  Renville County Hospital and Clinics
Mercy Hospital & Health Center  Sunnyside Care Center
Murray County Medical Center

Housing & Redevelopment Authorities

Aitkin County HRA  Little Falls HRA
Bagley Housing Authority  New Richland HRA
Benson HRA  Princeton HRA
Cass Lake HRA  Red Wing HRA
Chippewa County HRA  St. Cloud HRA
Clay County HRA  St. James HRA
Clearwater County HRA  Todd County HRA
Ely HRA  Wadena HRA
Fairmont HRA  Waseca HRA
Grand Rapids HRA

Other

Brainerd Lakes Regional Airport  East Central Regional Library
Cloquet Area Fire District  Headwaters Regional Development Commission
Comfort Lake - Forest Lake Watershed District
Lac qui Parle County Economic Development Authority
Lake Agassiz Education Cooperative #397
Lake Agassiz Regional Library
Lakes Country Service Cooperative
MAWSECO No. 0938-52
Middle Snake Tamarac Rivers Watershed District
Minnesota Counties Information Systems
Minnesota Prairie County Alliance
Minnesota Valley Education District #6027
Minnesota Valley Transit Authority
Northeast Service Cooperative
Northwest Suburbs Cable Communications Commission
Plum Creek Library System
PrimeWest Rural Minnesota Health Care Access Initiative
Quad Cities Cable Communications Commission
Red Lake Watershed District
Rock-Nobles Community Corrections
Sourcewell
Sourcewell Technology Formerly (TIES)
Southwest Regional Development Commission
Spirit Mountain Recreation Area
Stearns-Benton Employment and Training Council
Todd-Wadena Community Corrections
Tri-County Community Corrections
Appendix – Compliance Tests

Below is a summary of the tests that we conduct to determine compliance. The “recommended action” is a brief overview of the general advice MMB gives to jurisdictions that did not pass a particular test. MMB creates individualized reports for each jurisdiction which identifies specific problems and requirements to pass the compliance test(s). (See Minnesota Rules Chapter 3920 for details on each test.)

**Alternative Analysis T-Test (ALT)** - compares salary data to determine if female classes are paid below male classes even though the female classes have similar or greater work value (job points). Also evaluates the compensation for female classes rated lower than all other classes to see if it is as reasonably proportionate to points as other classes.

**Recommended action:** Eliminate the amount of the inequity identified between the salaries for female classes and male classes.

**Completeness and Accuracy Test (CA)** - determines whether jurisdictions have filed reports on time, included correct data and supplied all required information.

**Recommended action:** Supply any required information not included in the report, make certain all data is correct and submit report by the required date.

**Exceptional Service Pay Test (ESP)** - compares the number of male classes in which individuals receive longevity or performance pay above the maximum of the salary range to the number of female classes where this occurs. This test applies only to jurisdictions that provide exceptional service pay.

**Recommended action:** Bring more consistency to the number of male and female classes receiving exceptional service pay to meet the minimum standard for passing the test.

**Salary Range Test (SR)** - compares the average number of years it takes for male and female classes to reach the top of a salary range. This test only applies to jurisdictions that have classes where there are an established number of years to move through salary ranges.

**Recommended action:** Bring more consistency to the average number of years it takes to move through a salary range for male and female classes to meet the minimum standard for passing the test.

**Statistical Analysis Test (ST)** - compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). Software is used to calculate this test. For smaller jurisdictions, the alternative analysis is used instead of the statistical analysis.

**Recommended action:** Adjust salaries to reduce the number of female classes compensated below male classes of comparable value, or reduce the difference between the average compensation for male classes and female classes to the level where it is not statistically significant.