

Job Evaluation

“Every political subdivision shall use a job evaluation system in order to determine the comparable work value of the work performed by each class of its employees.... “ ([Minn. Stat. Sec. 471.994](#))

The Local Government Pay Equity Law requires that female classes not be paid consistently below male classes of “comparable value.” Comparable value is determined by the job evaluation rating or points assigned to a job class. Once established, job points generally do not change unless the content of a job changes or a different evaluation system is adopted. This is an ongoing process and requires ongoing compliance.

Establishing job evaluation ratings is the **first step** in the pay equity process. It is important to remember that comparable value or a job evaluation rating does not include seniority or performance or salary; rather it is an evaluation of job content.

Job content is measured by the skill, effort, responsibility and working conditions required of the job class. In addition, job evaluation should not be interpreted strictly as a rigid “pay for points” system where each point is worth “x” dollars. Pay equity can be achieved and requirements of the law met even though some jobs with the same points do not receive exactly the same pay.

“It’s often been said that comparing the value of different jobs is like comparing “apples and oranges.” Actually different fruits can be compared by measuring common characteristics of a fruit, such as number of calories or weight.”

Can Apples and Oranges Be Compared?

				
150g		Weight		150g
87		Calories		73
21.7g		Carbohydrates		18.3g
0.3g		Protein		1.5g
1.5g		Fiber		0.8g
140 I.U.		Vitamin A		300 I.U.

Source: *Pay Equity: The Minnesota Experience*, Sixth Edition, February 2016, p.25
Legislative Office on the Economic Status of Women

The [State Job Match System](#) of job evaluation is intended as a straightforward, simple tool to help local governments effectively analyze the jobs in their jurisdictions. More information can be found on our [Local Government Pay Equity webpage](#).