

WRIGHT COUNTY REQUEST FOR BOARD ACTION

REQ. AGENDA TIME: _____ **BOARD MEETING DATE:** January 23, 2018 **CONSENT AGENDA:** X

AMT. OF TIME REQUIRED: _____ **ITEM FOR CONSIDERATION:** _____

<p><u>ADMINISTRATION</u> ORIGINATING DEPARTMENT/SERVICE</p> <p>X <u>Schawn Johnson</u> REQUESTOR'S SIGNATURE</p> <p><u>January 16, 2018</u> REVIEWED BY/DATE</p>	<p>BOARD ACTION REQUESTED:</p> <p>Approve the Pay Equity implementation Report for 2017</p>
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BACKGROUND/JUSTIFICATION:

The 1984 Local Government Pay Equity Act requires that Wright County files a pay equity report with the State of Minnesota. The law was instituted to eliminate any sex-based wage inequities in compensation for local governments. Per the Local Government Pay Equity Act, Wright County is required to submit a report to the State of Minnesota every three years. Wright County is required to submit a pay equity report for the 2017 calendar year. The attached report reflects the salaries of full-time and permanent part-time employees as of December 31, 2017. The law requires that the County Commission approve the report prior to sending it to the State of Minnesota for further review. Upon approval by the County Commission, the attached report will be submitted to the State Department of Management and Budget by January 31, 2018.

Attached is Wright County's Pay Equity Report to be submitted no later than January 31, 2018. This report will indicate to the Minnesota Management & Budget Department that Wright County is in compliance with the State of Minnesota Pay Equity Act.

	<p>COUNTY ATTORNEY REVIEW DATE:</p>	<p>FINANCIAL IMPLICATIONS: \$ _____</p>
<p>COUNTY COORDINATOR/DATE:</p>	<p>ADMINISTRATIVE RECOMMENDATION:</p> <p><input type="checkbox"/> APPROVAL</p> <p><input type="checkbox"/> DENIAL</p> <p><input type="checkbox"/> NO RECOMMENDATION</p>	<p>BUDGETED: _____</p> <p style="text-align: right;"> YES NO</p> <p>FUNDING: _____</p> <p style="text-align: right;"> LEVY OTHER</p>

<p>COMMENTS:</p>	<p>COMMENTS:</p>
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Minnesota Pay Equity Management System - Wright County(18-No Submission)

Home

Utilities Go To

Log Out

Pay Equity Implementation Form

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: Wright County

Jurisdiction Type: CTY - County

10 N.W. 2nd Street

Buffalo

Contact:	Name	Title	Phone	Email
	Judy Brown	Human Resources Rep.	763-682-7353	Judy.Brown@co.wright.mn.us
	Schawn Johnson	Human Resources Dire	763-682-8450	Schawn.Johnson@co.wright.mn.us

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was:

Consultant's System (specify)

Describe: (*less than 240 characters)

job point factor analysis

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

Wright County Intranet and Main Bulletin Board (prominent location) (*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

Wright County Board of Commissioners (governing body) (*less than 60 characters)

Mark Daleiden (chief elected official)(*less than 60 characters)

Wright County Board Chairman (title) (*less than 60 characters)

Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Part C: Total Payroll

\$44,433,751.81 is the annual payroll for the calendar year just ended December 31.

Compliance Report

Jurisdiction: Wright County
10 N.W. 2nd Street
Room 235
Buffalo MN 55313

Report Year: 2018
Case: 2 - 2018 DATA (Private (Jur Only))

Contact: Judy Brown

Phone: (763) 682-7353

E-Mail: Judy.Brown@co.wright.mn.us

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	66	60	16	142
# Employees	264	332	114	710
Avg. Max Monthly Pay per employee	5,843.47	5,185.51		5,477.03

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 112.55 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	40	39
b. # Below Predicted Pay	26	21
c. TOTAL	66	60
d. % Below Predicted Pay (b divided by c = d)	39.39	35.00

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 594	Value of T = -4.306
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- a. Avg. diff. in pay from predicted pay for male jobs = \$10
b. Avg. diff. in pay from predicted pay for female jobs = \$68

III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 0.00
B. Avg. # of years to max salary for female jobs = 0.00

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP 0.00 *
B. % of female classes receiving ESP 0.00

*(If 20% or less, test result will be 0.00)

Case : 2018 DATA

