

Local Government Pay Equity

State law requires all public jurisdictions such as cities, counties, and school districts to eliminate any gender-based wage inequities in compensation and submit reports to MMB. For information about reporting, refer to

- [Minnesota Statute 471.991-999 Municipal Rights, Powers, Duties; Equitable Compensation Relationship](#)
- [Minnesota Rules Chapter 3920 Local Government Pay Equity](#)

What does pay equity mean?

[About Pay Equity](#)

Pay Equity is a method of eliminating discrimination against women who are paid less than men for jobs requiring comparable levels of expertise. This goes beyond the familiar idea of equal pay for equal work where men and women with the same jobs must be paid equally. A policy to establish pay equity usually means: 1) that all jobs will be evaluated and given points according to the level of knowledge and responsibility required to do the job; and 2) that salary adjustments will be made if it is discovered that women are consistently paid less than men for jobs with similar points. The following example shows a typical gender-based wage disparity.

Job Title	Job Evaluation Rating	Salary
Delivery Van Driver (mostly men)	117 points	\$3125 per month
Office & Admin Specialist (mostly women)	117 points	\$2900 per month

***It is important to remember that pay equity laws in Minnesota address only gender-based wage disparities and not all types of wage disparities. Pay equity does not replace collective bargaining and does not address all compensation issues.*