

**TO: MAYOR AND CITY COUNCIL**

**FROM: JON RADERMACHER, City Administrator**

**SUBJECT: Pay Equity Report 2025**

**MEETING DATE: December 2, 2025**

**BACKGROUND**

The State of Minnesota requires cities to submit a pay equity report every 3 years. Pay Equity is an evaluation system to ensure that classification of pay structures do not discriminate pay based on gender. Our report is due this year, and in the Job Classification and Compensation study in 2023, our position evaluation system, JET, was changed from the previous submission.

Staff reviewed the job classification and points from the study and concluded they would still apply for this pay equity report. In future years, it will be valuable to continually review and revise positions and points as they may change from year to year depending on the operations of the department and the position.

During the reporting tests were conducted on the wages and points assigned to each position, and based on the test reports, the City is in compliance with the pay equity standards on Minnesota.

**STAFF RECOMMENDATION**

Approve the submittal of the pay equity to the Office of Management and Budget for 2025.

**REQUESTED COUNCIL ACTION**

Motion to approve the submission of the pay equity report.