



Board of County Commissioners Agenda Request

2I
Agenda Item #

Requested Meeting Date: 1/24/2017

Title of Item: Pay Equity Report

- REGULAR AGENDA
- CONSENT AGENDA
- INFORMATION ONLY

- Action Requested:**
- Approve/Deny Motion
 - Adopt Resolution (attach draft)
**provide copy of hearing notice that was published*
 - Direction Requested
 - Discussion Item
 - Hold Public Hearing*

Submitted by:
Bobbie Danielson

Department:
Administration/HR

Presenter (Name and Title):
Bobbie Danielson, HR Director

Estimated Time Needed:
n/a

Summary of Issue:

State law requires a Pay Equity Report to be submitted every 3 years. Our next report is due on January 31, 2017. We have a uniform wage scale and the county has always historically been deemed to be in compliance with pay equity.

Alternatives, Options, Effects on Others/Comments:

Recommended Action/Motion:

Motion to approve and authorize the Chairman to sign the Pay Equity Report to be submitted by the deadline of January 31, 2017, as required.

Financial Impact:

Is there a cost associated with this request? Yes No

What is the total cost, with tax and shipping? \$

Is this budgeted? Yes No

Please Explain:

Part A: Jurisdiction Identification

Jurisdiction: Aitkin County
Room 134
217 - 2nd Street N.W.
Aitkin MN 56431

Jurisdiction Type: County

Contact: Bobbie Danielson Phone: (218) 927-7277 E-Mail: bobbie.danielson@co.aitkin.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

Description:

DBM System

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

There is a difference and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

3. An official notice has been posted at:

Courthouse Bulletin Board

(prominent location)

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:

Aitkin County Board

(governing body)

Mr. Mark Wedel

(chief elected official)

Chairperson

(title)

Part C: Total Payroll

\$

Pending at deadline,
requested from
payroee on 1/10/2017.

is the annual payroll for the calendar year just ended December 31.

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

Date Submitted: 1-31-17