



Title: Consider Pay Equity Implementation Report

Report From: Alisha Ely, City Clerk | HR Specialist

Action Requested:	<input type="checkbox"/> Informational	<input checked="" type="checkbox"/> Motion	<input type="checkbox"/> Public Hearing
Form of Action:	<input type="checkbox"/> Resolution	<input type="checkbox"/> Ordinance	<input type="checkbox"/> Contract/Agreement
	<input type="checkbox"/> Other	<input type="checkbox"/> NA	

Summary Statement

The City is required to comply with Minnesota's pay equity regulations. In accordance with state requirements, the City must submit a pay equity report every three years demonstrating compliance or outlining a corrective action plan, if necessary. The 2026 Pay Equity Report indicates that the City is in full compliance with state regulations. Staff recommends approval of the 2026 Pay Equity Implementation Report.

Recommended Action

1. Motion to approve the Pay Equity Implementation Report for 2026.
2. [Click or tap here to enter text.](#)
3. [Click or tap here to enter text.](#)

Core Strategies

- | | |
|---|---|
| <input type="checkbox"/> Comprehensive Services to meet needs | <input type="checkbox"/> Engage and Informed Community |
| <input type="checkbox"/> Maintain financial sustainability | <input checked="" type="checkbox"/> High-Performing team of public servants |
| <input type="checkbox"/> Conscientious asset/infrastructure mgmt. | <input type="checkbox"/> Safe and healthy community |
| <input type="checkbox"/> Sustainable and planned growth | <input type="checkbox"/> Maintain and protect community strengths |
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Background

Staff has prepared and submitted the 2026 Pay Equity Implementation Report in accordance with Minnesota pay equity requirements. The report is based on wages in effect at the end of 2025 and on employees employed at that time. The City utilizes the State Job Match system to evaluate each position to determine its appropriate class rating. Based on that rating, positions are assigned to a nine-step wage lane.

As part of the submission process, approval by the governing body (City Council) is required. A copy of the Pay Equity Implementation Report is posted in the City Hall lunch/break room for employee access.

Staff recommends approval of the 2026 Pay Equity Implementation Report.

Financial Consideration

Is there a financial consideration?

☒ No

☐ Yes

Financing Source:

☐ Budgeted

☐ Budget Modification

☐ New revenue source

☐ Use of revenues

☐ Other

Attachments:

☒ Pay Equity Implementation Report

☐ Click or tap here to enter text.

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Compliance Report

Jurisdiction: Delano
234 - 2nd Street N.
P.O. Box 108
Delano, MN 55328

Report Year: 2026
Case: 3 - 2026 Final Data (Submitted)

Contact: Philip Kern

Phone: (763) 972-0550

E-Mail: pkern@delanomn.gov

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	12	14	3	29
# Employees	17	18	15	50
Avg. Max Monthly Pay per employee	8219.57	6053.28		6220.38

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 83.33333 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	7	7
b. # Below Predicted Pay	5	7
c. TOTAL	12	14
d. % Below Predicted Pay (b divided by c = d)	41.67	50.00

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

B. T-test Results

Degrees of Freedom (DF) = 33	Value of T = -0.036
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a. Avg. diff. in pay from predicted pay for male jobs = -3

b. Avg. diff. in pay from predicted pay for female jobs = 0

III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 9.00

B. Avg. # of years to max salary for female jobs = 9.00

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)