



**PLAINVIEW CITY COUNCIL
SPECIAL MEETING
AGENDA**

Thursday, January 30, 2025, at 4:30 P.M.

**Location: Plainview City Hall
241 West Broadway Plainview, MN 55964**

Special meetings are meetings held at a time or place that is different from the regularly scheduled meetings. These are often scheduled to deal with specific items that need to be addressed before the next regular meeting. Generally, any matter that can be addressed at a regular meeting can also be addressed at a special meeting if it has been properly noticed. The clerk must post written notice of the date, time, place, and purpose of the special meeting on the city's principal bulletin board at least three days before the meeting.

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. APPROVAL OF AGENDA**

Because this is a special meeting, no business may be addressed that is not posted (part of the original agenda).

- 4. UNFINISHED BUSINESS**

- 5. NEW BUSINESS**

A. City of Plainview Pay Equity Report – Resolution 2025-02

- 6. ADJOURN**

PLAINVIEW

CITY COUNCIL ACTION



Executive Summary

City Council Special Meeting: Thursday, January 30, 2025

AGENDA ITEM:	City of Plainview Pay Equity Report	AGENDA SECTION:	New Business
PREPARED BY:	David Todd, City Administrator and Vicki Axley, Finance Director	AGENDA NO.	5.A.
ATTACHMENTS:	Resolution 2025-02, Pay Equity Report	APPROVED BY:	DT
RECOMMENDED ACTION: Motion to approve Resolution 2025-02 Pay Equity Report for submittal to the Minnesota Office of Management and Budget.			

SUMMARY

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 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 Local Government Pay Equity Act, M.S. 471.991-471.999 and Minnesota Rules, Chapter 3920 require local government jurisdictions to submit a pay equity report to the State of Minnesota every three years. Our next report is due January 31, 2025.

Respectfully Submitted,

David Todd,
City Administrator

**CITY OF PLAINVIEW
WABASHA COUNTY, MINNESOTA**

RESOLUTION NO. 2025-02

**RESOLUTION APPROVING SUBMITTAL OF THE MINNESOTA PAY EQUITY REPORT TO THE
OFFICE OF MANAGEMENT AND BUDGET**

WHEREAS, The Local Government Pay Equity Act, M.S. 471.991-471.999 and Minnesota Rules, Chapter 3920 require local government jurisdictions to submit a pay equity report to the State of Minnesota every three years; and

WHEREAS 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; and

WHEREAS Pay Equity is a method of eliminating discrimination against women who are paid less than men for jobs requiring comparable levels of expertise; and

WHEREAS A policy to establish pay equity 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.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Plainview that the attached report is hereby approved and will be submitted to the Minnesota Office of Management and Budget to obtain compliance with the Minnesota Pay Equity Act, M.S. 471.991—471.999 and Minnesota Rules Chapter 3920:

Adopted by the City Council of the City of Plainview, Minnesota this 30th day of January 2025.

Keith Holm, Mayor

ATTEST:

Carol Kujath, City Clerk

Job Class Data Entry Verification List

Case: 2025 DATA

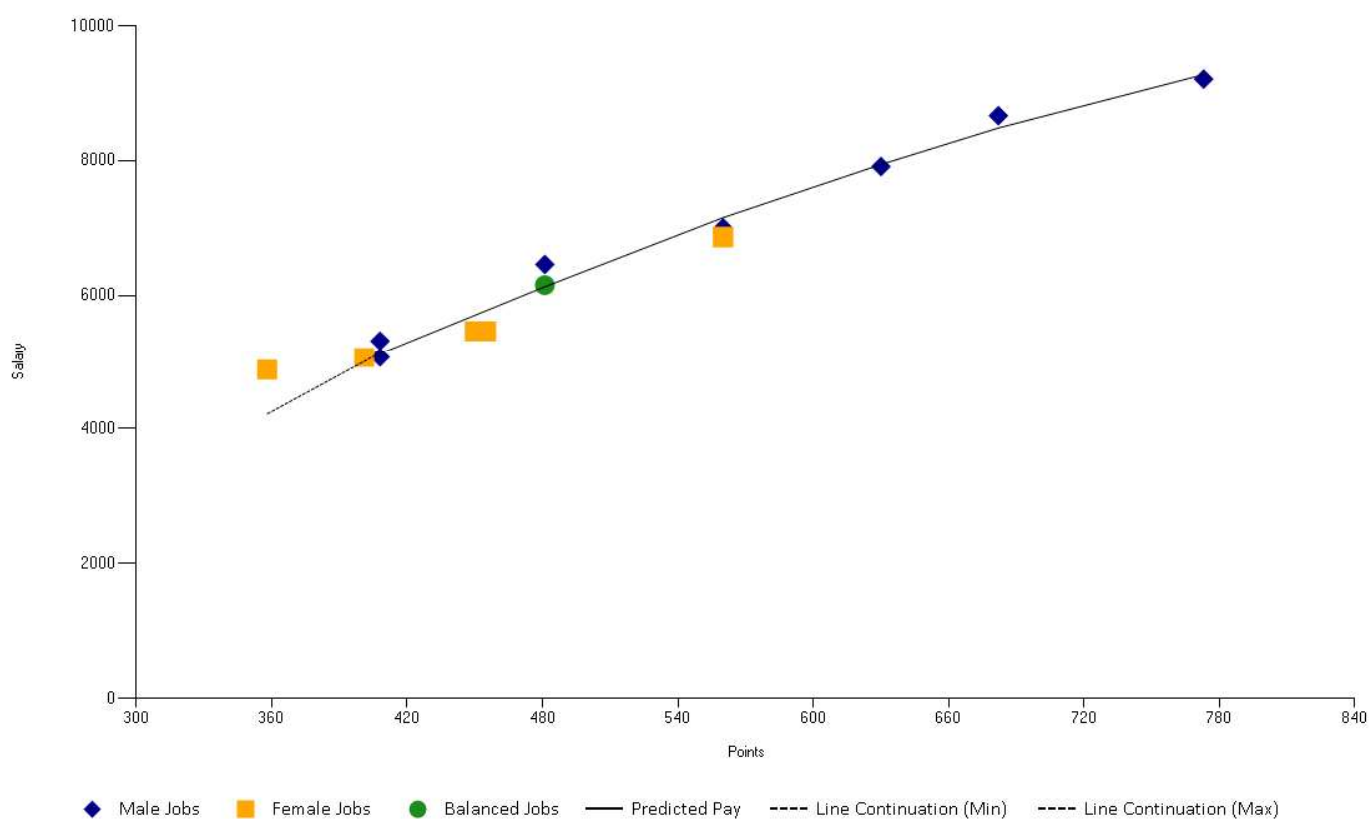
Plainview

LGID: 946

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
6	Programming & Outreach Librari	0	1		F	358	3911.79	4876.21	7.00	4.00	
7	Deputy Clerk	0	1		F	401	4056.00	5067.30	7.00	4.00	
8	Public Works Assistant	3	0		M	408	4056.00	5067.30	7.00	5.00	
21	Public Works Crew Leader	1	0		M	408	4260.53	5321.33	7.00	8.00	
9	City Clerk	0	1		F	450	4375.07	5467.49	7.00	4.00	
11	Police Technical Specialist	0	1		F	455	4375.07	5467.49	7.00	4.00	
13	Police Officer	3	2		B	481	4811.73	6153.33	7.00	5.00	
20	School Resource Police Officer	1	0		M	481	5052.32	6461.00	7.00	6.00	
14	Library Director	0	1		F	560	5496.33	6868.16	7.00	24.00	
15	Police Sergeant/Investigator	1	0		M	560	5603.87	7004.40	7.00	15.00	
12	Finance Director	0	1		F	560	5496.33	6868.16	7.00	7.00	
16	Public Works Director	1	0		M	630	6327.36	7913.71	7.00	16.00	
17	Chief of Police	1	0		M	682	6848.33	8667.22	7.00	4.00	
18	City Administrator	1	0		M	773	7369.30	9209.82	7.00	4.00	

Job Number Count: 14

Predicted Pay Report for: Plainview Case: 2025 DATA



Compliance Report

Jurisdiction: Plainview
241 West Broadway

Plainview, MN 55964

Contact: Vicki Axley

Phone: (507) 534-2229

E-Mail: v.axley@plainviewmn.com

Report Year: 2025
Case: 1 - 2025 DATA (Private (Jur Only))

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	7	6	1	14
# Employees	9	6	5	20
Avg. Max Monthly Pay per employee	6642.15	5769.13		6258.04

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 85.71429 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	3	2
b. # Below Predicted Pay	4	4
c. TOTAL	7	6
d. % Below Predicted Pay (b divided by c = d)	57.14	66.67

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

B. T-test Results

Degrees of Freedom (DF) = 13	Value of T = 1.039
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a. Avg. diff. in pay from predicted pay for male jobs = 30

b. Avg. diff. in pay from predicted pay for female jobs = -134

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

A. Avg. # of years to max salary for male jobs = 7.00

B. Avg. # of years to max salary for female jobs = 7.00

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)