

STATE EMPLOYEES - SALARY EQUALIZATION

A Report to the  
Minnesota Legislative Commission on Employee Relations

Nina Rothchild, Commissioner  
Minnesota Department of Employee Relations

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In accord with the provisions of M.S. 43A.05, subdivision 5, the Department of Employee Relations has identified the following female-dominated job classifications for which a compensation inequity exists based upon comparability of the value of the work.

| <u>Bargaining Unit</u> | <u>Class Title</u>     | <u>Estimated Cost</u> |
|------------------------|------------------------|-----------------------|
| Service (Unit 3)       | Monorail Tour Guide    | \$4900                |
| Clerical (Unit 6)      | Jobs & Training Tech 3 | \$8000                |

No pay equity appropriation is requested for the coming biennium in view of the low cost and the fact that none of the positions involved is funded from a direct appropriated fund.

SUMMARY OF PAY EQUITY  
FOR MINNESOTA STATE GOVERNMENT

| Biennium | Number of Eligible Classes | Number of Eligible Employees | Two-year Cost (Millions) | Percent of State Payroll |
|----------|----------------------------|------------------------------|--------------------------|--------------------------|
| FY84-85  | 157                        | 8,225                        | \$21.8                   | 2.4 %                    |
| FY86-87  | 141                        | 9,444                        | \$11.8                   | 1.3 %                    |
| FY88-89  | 2                          | 12                           | \$0.026                  | Negligible               |

At present, there are 170 job classifications in use that have received pay equity adjustments. On average, the annual salary range maximums for those classifications are \$2,735 higher than they would be without pay equity.