



January 13, 2023

Legislative Coordinating Commission
72 State Office Building
100 Rev. Dr. Martin Luther King Jr. Blvd.
St. Paul, MN 55155

This letter constitutes Minnesota Management and Budget's biennial report regarding compensation inequities in the Executive Branch, as required by M.S. 43A.05, Subd. 5. In developing this report, methodology adjustments were made to ensure compliance with statute. Those adjustments did not result in substantive changes to the outcome of this report. Using data current to December 2022, MMB has identified compensation inequities in 33 female dominated job classifications. Those classifications are as follows:

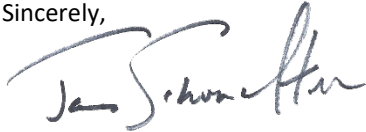
Class Title	Number of Employees	Class Title	Number of Employees
Bacteriology Laboratory Spec	33	NR Parks Spec Sr-Resource Mgmt	4
Corrections Transitions Program Coord	17	Paralegal	17
Educ Specialist 1	11	Planner Senior Community	14
Educ Supv	15	Rehabilitation Couns Supervisor 4	28
Environmental Analyst 2	23	Rehabilitation Program Spec 2	20
Grants Specialist Intermediate	20	Retirement Services Spec Principal	22
Grants Specialist Senior	54	Social Work Spec	7
Health Educator 2	11	Social Worker Senior	12
Health Program Rep Inter	30	State Prog Admin Intermediate	224
Health Program Rep Senior	82	Training & Development Spec 3	40
Human Services Support Specialist	75	Training & Development Spec 4	25
Income Maintenance Prog Supervisor	4	Unemployment Ins Prog Spec 3	7
Information Officer 2	105	Unemployment Ins Supervisor 3	16
Local Govt Audit	8	Workforce Development Rep	72
Management Analyst 3	169	Workforce Development Spec 3	23
Management Analyst Staff Spec	13	Zoo Keeper	41
Medical Records Tech 2	20		

The large number of female-dominated classifications being reported in 2023 is likely attributable to the substantial legislatively-directed increases to the male-dominated classifications of State Patrol Trooper in October of 2020 and later to other male-dominated job classifications including DNR Conservation Officer and other line / supervisory positions within law enforcement. These pay increases caused a large disparity in average hourly pay between male-dominated and female-dominated classifications.

The cost to bring these inequities into minimal compliance is \$1,341,084. Additional costs may be required by M.S. 43A.18, Subd. 8 in order to avoid compression and to maintain the reasonable relationships to job classes related to those identified on this report. Funding recommendations will be forthcoming in the Governor's Budget and will be requested through the traditional appropriations process.

If you have any questions regarding this report, please contact Dori Leland at Dorilee.leland@state.mn.us.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Schowalter". The signature is fluid and cursive, with the first name "Jim" and last name "Schowalter" clearly distinguishable.

Jim Schowalter

Commissioner, Minnesota Management and Budget

cc: Erin Campbell, Deputy Commissioner, MMB
Paul Christianson, MMB
Matthew Henderson, MMB

Table 1 – Cost per Classification to Address Inequities¹

Classification	Annual Cost
Bacteriology Laboratory Spec	\$60,088
Corr Transitions Program Coord	\$16,479
Educ Specialist 1	\$9,744
Educ Supv	\$69,166
Environmental Analyst 2	\$24,718
Grants Specialist Inter	\$19,225
Grants Specialist Sr	\$79,577
Health Educator 2	\$17,852
Health Program Rep Inter	\$39,824
Health Program Rep Senior	\$135,318
Human Svcs Support Specialist	\$31,499
Income Mntc Prog Supervisor	\$11,368
Local Govt Audit	\$2,293
Management Analyst 3	\$248,378
Management Analyst Staff Spec	\$35,824
Medical Records Tech 2	\$17,734
NR Parks Spec Sr-Resource Mgmt	\$12,992
Paralegal	\$9,017
Planner Senior Community	\$9,744
Rehabilitation Couns Supv 4	\$71,349
Rehabilitation Program Spec 2	\$39,406
Retirement Services Spec Prin	\$57,318
Social Work Spec	\$9,744
Social Worker Senior	\$28,838
Training & Development Spec 3	\$56,840
Training & Development Spec 4	\$38,212
Unemployment Ins Prog Spec 3	\$17,912
Unemployment Ins Supervisor 3	\$34,103
Workforce Development Rep	\$77,774
Workforce Development Spec 3	\$25,077
Zoo Keeper	\$33,669
TOTAL	\$1,341,084

Table 2 – Cost per Agency to bring identified job classifications into minimal compliance

Agency/Class	Total Employees in Class	Total Cost by Agency
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¹ MMB is not seeking funds specific to the Information Officer 2 classification because that classification is currently part of a large study that will likely result in compensation adjustments in 2023. In addition, MMB is not seeking funds specific to the classification of State Program Admin Intermediate, a general administrative class widely used across all state agencies.

Administration Dept	7	\$9,744
Grants Specialist Inter	1	
Grants Specialist Sr	1	
Management Analyst 3	4	
Management Analyst Staff Spec	1	
Agriculture Dept	15	\$26,940
Bacteriology Laboratory Spec	3	
Educ Specialist 1	2	
Environmental Analyst 2	2	
Grants Specialist Inter	2	
Grants Specialist Sr	2	
Management Analyst 3	2	
Management Analyst Staff Spec	1	
Training & Development Spec 3	1	
Commerce Dept	4	\$11,989
Grants Specialist Inter	2	
Grants Specialist Sr	1	
Management Analyst 3	1	
Corrections Dept	34	\$41,469
Corr Transitions Program Coord	17	
Educ Specialist 1	1	
Grants Specialist Inter	1	
Grants Specialist Sr	1	
Management Analyst 3	9	
Paralegal	1	
Social Work Spec	2	
Training & Development Spec 3	2	
Education Department	28	\$90,899
Educ Specialist 1	3	
Educ Supv	15	
Grants Specialist Inter	3	
Grants Specialist Sr	3	
Management Analyst 3	3	
Training & Development Spec 3	1	
Employ & Econ Development Dept	195	\$305,845
Grants Specialist Sr	9	
Management Analyst 3	17	
Paralegal	1	
Rehabilitation Couns Supv 4	26	
Rehabilitation Program Spec 2	20	
Training & Development Spec 4	1	
Unemployment Ins Prog Spec 3	7	
Unemployment Ins Supervisor 3	17	
Workforce Development Rep	73	
Workforce Development Spec 3	24	
Health Department	222	\$330,069
Bacteriology Laboratory Spec	27	

Environmental Analyst 2	21	
Grants Specialist Sr	14	
Health Educator 2	9	
Health Program Rep Inter	31	
Health Program Rep Senior	83	
Management Analyst 3	21	
Management Analyst Staff Spec	2	
Medical Records Tech 2	3	
Paralegal	1	
Planner Senior Community	9	
Training & Development Spec 3	1	
Housing Finance Agency	6	\$10,652
Management Analyst 3	4	
Management Analyst Staff Spec	1	
Training & Development Spec 4	1	
Human Services Dept	151	\$135,688
Grants Specialist Sr	3	
Human Svcs Support Specialist	78	
Income Mntc Prog Supervisor	4	
Management Analyst 3	23	
Management Analyst Staff Spec	3	
Medical Records Tech 2	16	
Paralegal	3	
Social Work Spec	3	
Training & Development Spec 3	7	
Training & Development Spec 4	11	
Iron Range Resources & Rehab	3	\$1,127
Grants Specialist Inter	1	
Management Analyst 3	1	
Paralegal	1	
Labor & Industry Dept	9	\$13,440
Grants Specialist Inter	1	
Management Analyst 3	2	
Paralegal	4	
Rehabilitation Couns Supv 4	2	
Lottery	1	\$1,127
Paralegal	1	
Minnesota IT Services	9	\$20,061
Management Analyst 3	8	
Training & Development Spec 4	1	
Minnesota Zoological Garden	47	\$33,669
Educ Specialist 1	2	
Management Analyst 3	1	
Training & Development Spec 4	1	
Zoo Keeper	43	
Mn Management & Budget	13	\$7,642
Management Analyst 3	3	

Paralegal	1	
Training & Development Spec 3	3	
Training & Development Spec 4	6	
MN St Colleges & Universities	33	\$52,912
Bacteriology Laboratory Spec	2	
Grants Specialist Inter	3	
Grants Specialist Sr	4	
Health Educator 2	2	
Management Analyst 3	16	
Management Analyst Staff Spec	2	
Social Work Spec	2	
Training & Development Spec 3	1	
Workforce Development Rep	1	
MN State Retirement System	22	\$56,984
Management Analyst 3	1	
Retirement Services Spec Prin	20	
Training & Development Spec 3	1	
Natural Resources Dept	24	\$32,480
Bacteriology Laboratory Spec	1	
Educ Specialist 1	3	
Grants Specialist Inter	1	
Grants Specialist Sr	5	
Management Analyst 3	5	
NR Parks Spec Sr-Resource Mgmt	4	
Training & Development Spec 3	3	
Training & Development Spec 4	2	
Perpich Ctr For Arts Education	1	\$3,248
Training & Development Spec 3	1	
Pollution Control Agency	11	\$18,494
Management Analyst 3	9	
Paralegal	1	
Training & Development Spec 3	1	
Public Employees Retire Assoc	2	\$3,582
Retirement Services Spec Prin	1	
Training & Development Spec 3	1	
Public Safety Dept	24	\$28,731
Grants Specialist Inter	2	
Grants Specialist Sr	10	
Management Analyst 3	5	
Management Analyst Staff Spec	2	
Planner Senior Community	5	
Revenue Dept	23	\$22,187
Management Analyst 3	20	
Training & Development Spec 3	1	
Training & Development Spec 4	2	
State Auditor	8	\$2,293
Local Govt Audit	8	

Transportation Dept	24	\$39,311
Management Analyst 3	8	
Management Analyst Staff Spec	1	
Training & Development Spec 3	15	
Veterans Affairs Dept	18	\$34,173
Management Analyst 3	2	
Medical Records Tech 2	1	
Social Worker Senior	14	
Training & Development Spec 3	1	
Water & Soil Resources Board	3	\$6,329
Grants Specialist Inter	1	
Management Analyst 3	1	
Management Analyst Staff Spec	1	
Total		\$1,341,084