



CITY OF LE SUEUR
REQUEST FOR COUNCIL ACTION

TO: Mayor & City Council

FROM: Joe Roby, City Administrator
Stacy Lawrence, Human Resources & Communications Director

SUBJECT: Review and Approval of 2025 Pay Equity Report

DATE: For the City Council Meeting of January 26th, 2025

PURPOSE

Review and approve the enclosed 2025 Pay Equity Report.

SUMMARY

All local units of government in Minnesota are required to comply with the Pay Equity Act (Minnesota Rules Chapter 3920). The Local Government Pay Equity Act applies to approximately 1,500 local governments in Minnesota, affecting approximately 275,000 local government employees. Jurisdictions are scheduled to report on a three-year cycle; the City of Le Sueur last reported 2022 data in January 2023.

The Pay Equity Act ensures equitable compensation between male-dominated positions and female-dominated positions at each employer through a complex statistical analysis. The City's 2025 report is due January 31, 2026 and is attached here. The City Council must approve the report before it can be submitted to the State.

The results indicate some areas outside of compliance, and City staff will be working with the state to evaluate these areas related to market conditions and union agreements that are important to consider in the context of the report. Furthermore, in December 2025, City Council directed staff to pursue an updated Compensation and Classification Study in 2026, which will ensure that the City meets not only the statutory regulations but the ethical standards of equity to which the City, as an employer, should strive to hold itself.

ACTION REQUESTED

Staff recommend City Council approve the 2025 Pay Equity Report as submitted.

Alternate Actions:

- No action / Denial: Report will not be approved and submitted unless otherwise advised by City Council.
- Modification of Recommendation: This is always an option for City Council.

Compliance Report

Jurisdiction: Le Sueur
203 South Second Street

Report Year: 2026
Case: 4 - 2025 DATA TEST (Private (Jur Only))

Le Sueur, MN 56058

Contact: Joe Roby

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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	14	10	1	25
# Employees	26	10	7	43
Avg. Max Monthly Pay per employee	8523.24	8162.12		8326.56

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 51.02041 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	9	3
b. # Below Predicted Pay	5	7
c. TOTAL	14	10
d. % Below Predicted Pay (b divided by c = d)	35.71	70.00

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

B. T-test Results

Degrees of Freedom (DF) = 34	Value of T = 2.262
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a. Avg. diff. in pay from predicted pay for male jobs = 61

b. Avg. diff. in pay from predicted pay for female jobs = -228

III. SALARY RANGE TEST = 0.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 0.00

B. Avg. # of years to max salary for female jobs = 0.00

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)