

To learn about Pay Equity, visit: <http://www.mmb.state.mn.us/comp-pay-equity>. Below is an excerpt from the website:

### **Pay Equity and Comparable Worth**

State law requires all public jurisdictions such as cities, counties, and school districts to eliminate any sex-based wage inequities in compensation and submit reports to MMB.

MMB staff assist local government employers in implementing this law. In 1992, the division began analyzing reports from local governments to ensure that compliance is achieved and maintained. Reports must be submitted electronically if possible via email to the department.

### **What does pay equity mean?**

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 usually 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.