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January 13, 2025

To: Lance Koenig, Tom Day, and Jessica Ahlbrecht Goodhue County HR Managers and Goodhue County Commissioners

RE: Board Update

SUMMARY: Every three years the County is required to submit a wage data report for pay equity compliance. This report has been submitted but needs to be acknowledged formally by the Board.

1. Based on the statistical findings noted in the attached documents, the County is in compliance with pay equity requirements. Human Resource Managers have worked with DDA Human Resources to generate this report. Pay Equity is reported every three years.
2. The objective is to fall within pay equity compliance. Because positions have changed, it may appear that some County positions vary more than they should from the line of standard regression. Note that Goodhue County, like any county, will have individual position description differences that may suggest a County position is well over paid or under paid. Pay Equity only reviews internal equity. Goodhue County uses DDA Human Resources to score and grade our job descriptions within the County's pay system.
3. The report has been submitted and received by the state, and Board action is still needed.

ACTION REQUESTED: Motion and action approving data and submittal of pay equity report to the state.

Dr. Tessia Melvin, Management Consultant
DDA Human Resources, Inc.
tessia@daviddrown.com

Results of Tests for Pay Equity Compliance

Date: January 13, 2025

Jurisdiction: Goodhue County

ID#: 1559

1. Completeness and Accuracy Test

- Passed. Required information was submitted accurately and on time.
- Passed by Exception. Request for Reconsideration approved.

2. Statistical Analysis Test

- Passed. Jurisdiction had more than three male classes and an underpayment ratio of 80% or more.
- Passed. Jurisdiction had at least six male classes, at least one class with a salary range, an underpayment ratio below 80% but a t-test that was not statistically significant.
- Passed by Exception. Request to Reconsideration approved

3. Salary Range Test

- Passed. Too few classes had an established number of years to move through a salary range.
- Passed. Salary range test showed a score of 80% or more.
- Passed by Exception. Request for Reconsideration approved.

4. Exceptional Service Pay Test

- Passed. Too few classes received exceptional service pay.
- Passed. Exceptional service pay test showed a score of 80% or more.
- Passed by Exception. Request for Reconsideration approved.

If you have questions or need assistance, please contact Angela Garrity-Scharffbillig at (651) 259-3727, or by email: pay.equity@state.mn.us