

Dakota County Mandate Recommendation

Pay Equity Reporting			
Mandate	Statute	Rule	Comment
Change the “pay equity” reporting requirement back to every 5 years (was recently changed to every 3 years)	471.999		Dramatic shifts in the composition of the County workforce, employee duties, or relative compensation will generally not occur within such a short timeframe (three years)
Eliminate local government reporting to the Dept. of Employee Relations (DOER) and the requirement of obtaining DOER approval of the results	471.9981		Statute requires all counties to conduct pay equity studies and report the results to the Commissioner of Employee Relations. Mille Lacs County supports the requirement for local governments to maintain pay equity system, but supports the elimination of the local governments reporting to the Department of Employee Relations (DOER) and the requirement of obtaining DOER approval of the results