

Date: 1/16/25

To: Legislative Coordinating Commission

From: Erin Campbell, Commissioner

EC

RE: Compensation Inequities in the Executive Branch

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. The data used in compiling this report is current to December 2024, MMB has identified compensation inequities in 47¹ female dominated job classifications. Those classifications are as follows:

Classification Title	Number of Employees	Classification Title	Number of Employees
Accounting Officer	104	Office & Admin Specialist Principal	247
Accounting Officer Senior	123	Planner	11
Accounting Technician	236	Planner Principal State	303
Community Services Program Spec 3	4	Planner Senior Community	14
Corr Manufacturing Spec-Sales & Ser	4	Realty Specialist Sr	9
Corr Transitions Program Coordinator	17	Rehabilitation Couns Supervisor	29
EID Program Manager	4	Retirement Services Specialist	27
Employment Counselor	9	Revenue Assistant Director 1	5
Employment Counselor Specialist	5	Revenue Collections Officer 1	37
Higher Education Tutor	5	Revenue Collections Officer 4	40
Housing Program Supervisor	16	Revenue Examiner 1	92
Human Services Manager 2	88	Sign Language Interpreter Specialist	10
Human Services Prog Rep 1	302	Social Work Specialist	9
Human Services Prog Spec 1	82	Social Worker	9
Income Maintenance Prog Supervisor	4	Social Worker Senior	18
Information Officer 1	15	State Prog Admin	196
Information Officer 2	67	State Prog Admin Intermediate	255
Investigator	24	Student Worker Para Prof Sr	147
Lawful Gambling Comp Reg 1	10	Training & Development Spec 4	23
Lawful Gambling Comp Reg 3	7	Vocational Rehab Technician Sr	88
Management Analyst Staff Specialist	18	Volunteer Services Coordinator	10
Medical Records Tech 1	9	Workers Comp Claims Mgt Specialist	4
Medical Records Tech 2	20	Zoo Keeper*	59
MN Health Insurance Prog Rep 2	162		

¹ "Zoo Keeper was identified in the data as of December 2024, however a range reassignment is currently in process for this and related classifications at the zoo that will result in this classification being brought back into compliance.

The large number of female-dominated classifications reported are likely attributable to the following factors:

- 2020 and 2021 legislatively mandated increases for state law enforcement and required salary survey
- Negotiated changes to address significant recruiting and retention issues for corrections officers and skilled trades
- Slightly higher-than pattern negotiated increases for transportation specialists (snowplow drivers)

The cost to bring these inequities into minimal compliance is \$4,378,294. The tables that follow identify the costs of compliance by job classification as by agency. Additional costs may be required by M.S. 43A.18, Subd. 8 to avoid compression and to maintain the reasonable relationships to job classes related to those identified on this report. MMB will work with agencies to bring these inequities into compliance. Operating adjustments appropriated in the 2025 legislative session will play a critical role to position agencies to take the necessary steps to resolve the identified inequities.

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

Table 1 – Cost per Classification to Address Inequities¹

Classification Title	Total Cost
Accounting Officer	\$164,365
Accounting Officer Senior	\$214,798
Accounting Technician	\$257,174
Community Svcs Program Spec 3	\$3,562
Corr Mnfctrng Spec-Sales & Ser	\$8,678
Corr Transitions Program Coord	\$24,290
EID Program Manager	\$10,902
Employment Counselor	\$5,977
Employment Counselor Spec	\$4,554
Higher Education Tutor	\$2,678
Housing Program Supervisor	\$59,960
Human Services Manager 2	\$304,678
Human Svcs Prog Rep 1	\$541,507
Human Svcs Prog Spec 1	\$148,323
Income Mntc Prog Supervisor	\$19,509
Information Officer 1	\$11,954
Information Officer 2	\$86,808
Investigator	\$97,782
Lawful Gambling Comp Reg 1	\$0 ²
Lawful Gambling Comp Reg 3	\$10,830
Management Analyst Staff Spec	\$43,392
Medical Records Tech 1	\$15,062
Medical Records Tech 2	\$21,804
MN Health Insurance Prog Rep 2	\$136,751
Office & Admin Specialist Prin	\$315,222

² MMB implements range reassignments through “low-cost implementation methodology,” whereby the only immediate pay increases are for those at the maximum of the current salary range. In instances where costs are “zero,” this means no incumbents were at the top of the salary range at the time of the data pull; individuals in those classes may eventually reach the top of the salary range and become eligible for an increase, however those future costs are too speculative to include here.

Classification Title	Total Cost
Planner	\$2,988
Planner Principal State	\$688,324
Planner Senior Community	\$23,155
Realty Specialist Sr	\$12,635
Rehabilitation Couns Supv	\$125,515
Retirement Services Spec	\$22,413
Revenue Assistant Director 1	\$10,902
Revenue Collections Officer 1	\$23,669
Revenue Collections Officer 4	\$49,226
Revenue Examiner 1	\$27,972
Sign Language Interpreter Spec	\$22,760
Social Work Spec	\$12,468
Social Worker	\$11,954
Social Worker Senior	\$39,471
State Prog Admin	\$209,586
State Prog Admin Intermediate	\$378,290
Student Worker Para Prof Sr	\$0
Training & Development Spec 4	\$35,192
Vocational Rehab Technician Sr	\$119,897
Volunteer Services Coordinator	\$12,241
Workers Comp Claims Mgt Spc	\$3,060
Zoo Keeper	\$36,017
Grand Total	\$4,378,294

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

Agency / Classification Title	Number of Employees	Total Cost
Accountancy Board	4	\$3,036
State Prog Admin	3	\$0
State Prog Admin Intermediate	1	\$3,036
Administration Dept	53	\$52,178
Accounting Officer	4	\$7,471
Accounting Officer Senior	4	\$3,610
Accounting Technician	5	\$8,607
EID Program Manager	1	\$0
Information Officer 1	1	\$0
Information Officer 2	2	\$3,036
Management Analyst Staff Spec	1	\$0
Office & Admin Specialist Prin	3	\$2,152
Planner	1	\$0
State Prog Admin	10	\$2,988
State Prog Admin Intermediate	15	\$21,254
Student Worker Para Prof Sr	2	\$0
Workers Comp Claims Mgt Spc	4	\$3,060
Administrative Hearings	5	\$2,152
Office & Admin Specialist Prin	4	\$2,152
State Prog Admin Intermediate	1	\$0
African Heritage Council	1	\$4,495
Planner Principal State	1	\$4,495
Agriculture Dept	44	\$77,377
Accounting Officer Senior	1	\$3,610
Accounting Technician	8	\$8,607
Management Analyst Staff Spec	1	\$3,945
Office & Admin Specialist Prin	3	\$5,379
Planner Principal State	5	\$17,979
State Prog Admin	5	\$5,977
State Prog Admin Intermediate	21	\$31,881
Amateur Sports Comm	1	\$4,495
Planner Principal State	1	\$4,495
Animal Health Board	8	\$14,249
Accounting Officer	1	\$2,988
Accounting Technician	1	\$2,152
State Prog Admin Intermediate	6	\$9,109
Architecture, Engineering Bd	1	\$0
State Prog Admin	1	\$0
Behavioral Health & Therapy Bd	4	\$2,988
Investigator	1	\$0
Office & Admin Specialist Prin	1	\$0
State Prog Admin	2	\$2,988
Bureau of Mediation Services	1	\$0

Agency / Classification Title	Number of Employees	Total Cost
Student Worker Para Prof Sr	1	\$0
Campaign Fin & Public Discl Bd	1	\$9,348
Investigator	1	\$9,348
Cannabis Management Office	14	\$14,871
Accounting Technician	2	\$2,152
Office & Admin Specialist Prin	1	\$2,152
Planner Principal State	1	\$4,495
State Prog Admin Intermediate	7	\$6,073
Student Worker Para Prof Sr	3	\$0
Capitol Area Architect	2	\$4,495
Planner	1	\$0
Planner Principal State	1	\$4,495
Children Youth & Families Dept	92	\$239,196
Accounting Officer Senior	1	\$3,610
Human Services Manager 2	15	\$65,411
Human Svcs Prog Rep 1	70	\$151,622
Human Svcs Prog Spec 1	2	\$5,977
Information Officer 2	1	\$3,036
Office & Admin Specialist Prin	1	\$2,152
State Prog Admin	1	\$2,988
Training & Development Spec 4	1	\$4,399
Climate Innovn Finance Authrty	1	\$0
Office & Admin Specialist Prin	1	\$0
Commerce Dept	50	\$78,441
Accounting Officer Senior	1	\$3,610
Accounting Technician	2	\$4,303
Office & Admin Specialist Prin	4	\$8,607
Planner Principal State	8	\$13,484
State Prog Admin	8	\$8,965
State Prog Admin Intermediate	19	\$39,471
Student Worker Para Prof Sr	8	\$0
Corrections Dept	119	\$127,906
Accounting Officer	7	\$8,965
Accounting Officer Senior	4	\$10,830
Accounting Technician	31	\$22,593
Corr Mnfctrng Spec-Sales & Ser	4	\$8,678
Corr Transitions Program Coord	17	\$24,290
Office & Admin Specialist Prin	39	\$27,972
Planner Principal State	6	\$8,989
Social Work Spec	2	\$3,562
State Prog Admin	5	\$8,965
State Prog Admin Intermediate	1	\$0
Volunteer Services Coordinator	3	\$3,060
Cosmetologist Exam Board	8	\$13,651
Investigator	4	\$13,651

Agency / Classification Title	Number of Employees	Total Cost
State Prog Admin	1	\$0
State Prog Admin Intermediate	3	\$0
Dentistry Board	4	\$1,494
Investigator	1	\$0
Planner Principal State	1	\$0
State Prog Admin	2	\$1,494
Disability Council	2	\$0
Information Officer 2	1	\$0
Planner Principal State	1	\$0
Education Department	30	\$32,012
Accounting Officer	3	\$5,977
Accounting Officer Senior	2	\$3,610
Accounting Technician	1	\$0
Community Svcs Program Spec 3	2	\$0
Office & Admin Specialist Prin	4	\$4,303
State Prog Admin	4	\$5,977
State Prog Admin Intermediate	9	\$12,145
Student Worker Para Prof Sr	5	\$0
Emergency Medical Services Bd	2	\$0
Student Worker Para Prof Sr	2	\$0
Employ & Econ Development Dept	170	\$309,627
Accounting Officer	4	\$2,988
Accounting Officer Senior	7	\$14,440
Accounting Technician	10	\$6,455
Community Svcs Program Spec 3	1	\$0
Management Analyst Staff Spec	1	\$0
Office & Admin Specialist Prin	7	\$8,607
Planner Principal State	8	\$22,473
Rehabilitation Couns Supv	27	\$115,474
Sign Language Interpreter Spec	1	\$3,251
State Prog Admin	5	\$8,965
State Prog Admin Intermediate	9	\$9,109
Student Worker Para Prof Sr	3	\$0
Training & Development Spec 4	1	\$0
Vocational Rehab Technician Sr	86	\$117,864
Explore Minnesota	2	\$3,036
State Prog Admin Intermediate	2	\$3,036
Explore Minnesota Tourism	2	\$6,025
Accounting Officer	1	\$2,988
State Prog Admin Intermediate	1	\$3,036
Foster Youth Ombudsperson	1	\$9,348
Investigator	1	\$9,348
Gambling Control Board	17	\$10,830
Lawful Gambling Comp Reg 1	10	\$0
Lawful Gambling Comp Reg 3	7	\$10,830

Agency / Classification Title	Number of Employees	Total Cost
Health Department	281	\$474,171
Accounting Officer	5	\$11,954
Accounting Officer Senior	8	\$25,270
Accounting Technician	2	\$2,152
Information Officer 2	1	\$0
Management Analyst Staff Spec	6	\$11,834
Medical Records Tech 1	4	\$6,455
Medical Records Tech 2	3	\$1,148
Office & Admin Specialist Prin	10	\$15,062
Planner Principal State	157	\$378,194
Planner Senior Community	7	\$16,030
State Prog Admin	1	\$0
State Prog Admin Intermediate	4	\$6,073
Student Worker Para Prof Sr	73	\$0
Housing Finance Agency	24	\$75,476
Accounting Officer Senior	1	\$3,610
Accounting Technician	2	\$0
Community Svcs Program Spec 3	1	\$3,562
Housing Program Supervisor	16	\$59,960
Information Officer 2	1	\$0
Management Analyst Staff Spec	1	\$3,945
Student Worker Para Prof Sr	1	\$0
Training & Development Spec 4	1	\$4,399
Human Rights Dept	4	\$2,152
Accounting Technician	1	\$2,152
Office & Admin Specialist Prin	1	\$0
State Prog Admin Intermediate	2	\$0
Human Services Dept	661	\$1,101,280
Accounting Officer	7	\$8,965
Accounting Officer Senior	21	\$19,855
Accounting Technician	5	\$8,607
Employment Counselor	9	\$5,977
Employment Counselor Spec	5	\$4,554
Human Services Manager 2	73	\$239,267
Human Svcs Prog Rep 1	232	\$389,885
Human Svcs Prog Spec 1	80	\$142,346
Income Mntc Prog Supervisor	4	\$19,509
Information Officer 2	1	\$0
Investigator	4	\$18,696
Management Analyst Staff Spec	4	\$11,834
Medical Records Tech 1	1	\$2,152
Medical Records Tech 2	16	\$18,361
MN Health Insurance Prog Rep 2	144	\$131,779
Office & Admin Specialist Prin	24	\$40,882
Planner Principal State	4	\$8,989

Agency / Classification Title	Number of Employees	Total Cost
Sign Language Interpreter Spec	2	\$0
Social Work Spec	3	\$7,124
State Prog Admin	9	\$8,965
State Prog Admin Intermediate	5	\$6,073
Training & Development Spec 4	5	\$4,399
Volunteer Services Coordinator	3	\$3,060
Indian Affairs Council	1	\$0
Office & Admin Specialist Prin	1	\$0
Investment Board	1	\$0
Accounting Officer Senior	1	\$0
Iron Range Resources & Rehab	1	\$2,988
Accounting Officer	1	\$2,988
Labor & Industry Dept	28	\$54,091
Accounting Officer	1	\$2,988
Accounting Officer Senior	1	\$0
Accounting Technician	5	\$4,303
Investigator	3	\$9,348
Office & Admin Specialist Prin	3	\$4,303
Planner Principal State	1	\$4,495
Rehabilitation Couns Supv	2	\$10,041
State Prog Admin	7	\$7,471
State Prog Admin Intermediate	3	\$9,109
Vocational Rehab Technician Sr	2	\$2,032
Latino Affairs Council	2	\$0
Planner Principal State	2	\$0
Lottery	12	\$7,866
Accounting Officer	1	\$0
State Prog Admin	2	\$0
State Prog Admin Intermediate	9	\$7,866
Marriage & Family Therapy	1	\$2,152
Office & Admin Specialist Prin	1	\$2,152
Medical Practice Board	8	\$30,195
Investigator	6	\$28,044
Office & Admin Specialist Prin	2	\$2,152
Military Affairs Dept	18	\$42,030
Accounting Officer	4	\$11,954
Accounting Officer Senior	1	\$0
Accounting Technician	2	\$0
Information Officer 2	2	\$6,073
Planner	1	\$0
Planner Principal State	5	\$17,979
State Prog Admin	1	\$2,988
State Prog Admin Intermediate	2	\$3,036
Minnesota IT Services	27	\$35,837
Accounting Officer	1	\$2,988

Agency / Classification Title	Number of Employees	Total Cost
Accounting Officer Senior	1	\$3,610
Accounting Technician	8	\$12,910
Office & Admin Specialist Prin	2	\$2,152
Planner Principal State	4	\$6,742
State Prog Admin Intermediate	1	\$3,036
Student Worker Para Prof Sr	9	\$0
Training & Development Spec 4	1	\$4,399
Minnesota Zoological Garden	70	\$45,078
Accounting Officer	1	\$2,988
Accounting Technician	2	\$0
Information Officer 1	1	\$0
Information Officer 2	2	\$0
State Prog Admin Intermediate	3	\$6,073
Volunteer Services Coordinator	2	\$0
Zoo Keeper	59	\$36,017
Mn Management & Budget	53	\$110,118
Accounting Officer	1	\$2,988
Accounting Officer Senior	6	\$14,440
Accounting Technician	1	\$2,152
EID Program Manager	3	\$10,902
Office & Admin Specialist Prin	7	\$6,455
Planner Principal State	1	\$4,495
State Prog Admin	16	\$32,873
State Prog Admin Intermediate	11	\$18,218
Training & Development Spec 4	7	\$17,596
MN St Colleges & Universities	292	\$409,920
Accounting Officer	26	\$46,321
Accounting Officer Senior	25	\$43,321
Accounting Technician	78	\$103,305
Higher Education Tutor	5	\$2,678
Information Officer 1	10	\$8,965
Information Officer 2	41	\$53,410
Management Analyst Staff Spec	2	\$7,890
Office & Admin Specialist Prin	65	\$100,053
Sign Language Interpreter Spec	1	\$3,251
Social Work Spec	4	\$1,781
Social Worker	9	\$11,954
State Prog Admin	19	\$20,919
State Prog Admin Intermediate	2	\$6,073
Student Worker Para Prof Sr	5	\$0
Mn State Academies	8	\$19,030
Accounting Officer	2	\$2,988
Sign Language Interpreter Spec	5	\$13,006
State Prog Admin Intermediate	1	\$3,036
MN State Retirement System	16	\$21,636

Agency / Classification Title	Number of Employees	Total Cost
Accounting Officer Senior	1	\$3,610
Accounting Technician	1	\$0
Information Officer 1	1	\$2,988
Planner Principal State	1	\$0
Retirement Services Spec	6	\$5,977
State Prog Admin	3	\$2,988
State Prog Admin Intermediate	3	\$6,073
MNsure	35	\$41,408
MN Health Insurance Prog Rep 2	18	\$4,973
Planner Principal State	1	\$0
State Prog Admin Intermediate	16	\$36,435
Natural Resources Dept	142	\$200,776
Accounting Officer	3	\$0
Accounting Officer Senior	13	\$28,880
Accounting Technician	30	\$23,669
Office & Admin Specialist Prin	17	\$23,669
Planner	5	\$2,988
Planner Principal State	35	\$65,172
Realty Specialist Sr	9	\$12,635
State Prog Admin	10	\$16,436
State Prog Admin Intermediate	16	\$27,326
Student Worker Para Prof Sr	1	\$0
Training & Development Spec 4	3	\$0
Nursing Board	4	\$0
Investigator	1	\$0
Office & Admin Specialist Prin	1	\$0
State Prog Admin	2	\$0
Office of Higher Education	5	\$5,762
Accounting Officer Senior	1	\$3,610
Accounting Technician	2	\$2,152
Office & Admin Specialist Prin	1	\$0
Student Worker Para Prof Sr	1	\$0
Perpich Ctr For Arts Education	2	\$0
Accounting Technician	1	\$0
Office & Admin Specialist Prin	1	\$0
Pharmacy Board	1	\$3,036
State Prog Admin Intermediate	1	\$3,036
Physical Therapy Board	2	\$2,988
Office & Admin Specialist Prin	1	\$0
State Prog Admin	1	\$2,988
Pollution Control Agency	73	\$115,761
Accounting Officer	4	\$5,977
Accounting Officer Senior	1	\$0
Accounting Technician	2	\$1,076
Office & Admin Specialist Prin	8	\$10,758

Agency / Classification Title	Number of Employees	Total Cost
Planner Principal State	30	\$71,914
State Prog Admin	13	\$10,854
State Prog Admin Intermediate	11	\$15,181
Student Worker Para Prof Sr	4	\$0
Prof Educator Licensing Std Bd	8	\$12,002
Information Officer 2	1	\$3,036
Office & Admin Specialist Prin	1	\$0
State Prog Admin	6	\$8,965
Psychology Board	4	\$3,646
Investigator	1	\$0
Office & Admin Specialist Prin	2	\$2,152
State Prog Admin	1	\$1,494
Public Employees Retire Assoc	23	\$27,422
Accounting Officer	1	\$2,988
Accounting Technician	3	\$4,303
Office & Admin Specialist Prin	1	\$2,152
Retirement Services Spec	12	\$10,460
State Prog Admin	5	\$4,483
State Prog Admin Intermediate	1	\$3,036
Public Facilities Authority	1	\$3,610
Accounting Officer Senior	1	\$3,610
Public Safety Dept	61	\$86,330
Accounting Officer Senior	3	\$7,220
Accounting Technician	2	\$0
Management Analyst Staff Spec	2	\$3,945
Office & Admin Specialist Prin	6	\$6,455
Planner Principal State	12	\$31,462
Planner Senior Community	7	\$7,124
State Prog Admin	12	\$14,942
State Prog Admin Intermediate	17	\$15,181
Public Utilities Comm	4	\$2,152
Accounting Officer Senior	1	\$0
Office & Admin Specialist Prin	1	\$2,152
Planner Principal State	2	\$0
Racing Commission	1	\$0
State Prog Admin	1	\$0
Revenue Dept	242	\$157,623
Accounting Officer	14	\$5,977
Accounting Officer Senior	3	\$0
Accounting Technician	2	\$4,303
Information Officer 2	4	\$9,109
Office & Admin Specialist Prin	2	\$2,152
Planner	1	\$0
Planner Principal State	3	\$0
Revenue Assistant Director 1	5	\$10,902

Agency / Classification Title	Number of Employees	Total Cost
Revenue Collections Officer 1	37	\$23,669
Revenue Collections Officer 4	40	\$49,226
Revenue Examiner 1	92	\$27,972
Sign Language Interpreter Spec	1	\$3,251
State Prog Admin	20	\$11,954
State Prog Admin Intermediate	10	\$9,109
Student Worker Para Prof Sr	6	\$0
Training & Development Spec 4	2	\$0
Secretary of State	18	\$3,036
Accounting Officer	1	\$0
Information Officer 2	2	\$0
Office & Admin Specialist Prin	1	\$0
State Prog Admin	8	\$0
State Prog Admin Intermediate	6	\$3,036
Social Work Board	1	\$9,348
Investigator	1	\$9,348
State Auditor	1	\$0
State Prog Admin Intermediate	1	\$0
Teachers Retirement Assoc	14	\$13,472
Accounting Officer	1	\$2,988
Accounting Officer Senior	1	\$0
Information Officer 2	1	\$0
Retirement Services Spec	9	\$5,977
State Prog Admin	1	\$2,988
State Prog Admin Intermediate	1	\$1,518
Transportation Dept	111	\$118,606
Accounting Officer	9	\$14,942
Accounting Officer Senior	12	\$14,440
Accounting Technician	9	\$11,858
Information Officer 1	2	\$0
Information Officer 2	6	\$9,109
Office & Admin Specialist Prin	16	\$29,048
Planner	2	\$0
Planner Principal State	9	\$8,989
State Prog Admin	7	\$8,965
State Prog Admin Intermediate	14	\$21,254
Student Worker Para Prof Sr	23	\$0
Training & Development Spec 4	2	\$0
Veterans Affairs Dept	63	\$102,444
Accounting Officer	1	\$2,988
Accounting Officer Senior	1	\$0
Accounting Technician	16	\$19,365
Medical Records Tech 1	4	\$6,455
Medical Records Tech 2	1	\$2,295
Office & Admin Specialist Prin	3	\$0

Agency / Classification Title	Number of Employees	Total Cost
Planner Principal State	2	\$4,495
Social Worker Senior	18	\$39,471
State Prog Admin	3	\$0
State Prog Admin Intermediate	12	\$21,254
Volunteer Services Coordinator	2	\$6,120
Veterinary Medicine Board	1	\$0
State Prog Admin	1	\$0
Water & Soil Resources Board	12	\$13,603
Accounting Technician	2	\$0
Information Officer 2	1	\$0
Planner Principal State	1	\$4,495
State Prog Admin Intermediate	8	\$9,109
Workers Comp Court of Appeals	1	\$0
Office & Admin Specialist Prin	1	\$0