

Minnesota's Local Government Pay Equity Act (1984) — Comparable-Worth Job Evaluation for Public Employers

Gender Equality · Good practice · United States of America

Quality score: 63/100

Evidence strength: Moderate

Summary

Since 1984 Minnesota has required local governments to use job evaluation to set comparable pay for female- and male-dominated job classes, with compliance reports to the state. Cost estimates were 2–4% of payroll; robust causal evidence on pay-gap effects is limited.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-29

[Minnesota Management and Budget / State of Minnesota](#) — accessed 2026-09-29

[Minnesota Laws 1984, ch. 651](#) — accessed 2026-09-29

[Pay Equity: The Minnesota Experience \(Minnesota Management & Budget\)](#) — accessed 2026-09-29

[Minnesota Local Government Pay Equity Compliance Report \(Jan 2023\)](#) — accessed 2026-09-29

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