

**HOPKINS CITY COUNCIL  
AGENDA  
Tuesday, January 18, 2022  
7:00 pm**

**THIS AGENDA IS SUBJECT TO CHANGE  
UNTIL THE START OF THE CITY COUNCIL MEETING**

**I. CALL TO ORDER**

**II. ADOPT AGENDA**

**III. PRESENTATIONS**

1. Update on Organics Educational Opportunities; Yang

**IV. CONSENT AGENDA**

1. Minutes of the January 4, 2022 City Council Regular Meeting Proceedings
2. Minutes of the January 6, 2022 City Council Retreat Proceedings
3. Minutes of the January 7, 2022 City Council and Staff Retreat Proceedings
4. Minutes of the January 11, 2022 City Council Special Meeting Proceedings
5. Approval of the Pay Equity Implementation Report; Lenz

**V. PUBLIC HEARING**

**VI. OLD BUSINESS**

**VII. NEW BUSINESS**

**VIII. PUBLIC COMMENT**

**IX. ANNOUNCEMENTS**

- Next City Council Regular Meeting: Monday, January 31 at 7 p.m.

**X. ADJOURN**

**DUE TO THE COVID-19 HEALTH PANDEMIC, THE CITY COUNCIL'S REGULAR MEETING PLACE IS NOT AVAILABLE TO THE PUBLIC. MEMBERS OF THE PUBLIC WHO DESIRE TO VIEW THE MEETING REMOTELY OR GIVE INPUT OR TESTIMONY DURING THE MEETING CAN FIND INSTRUCTIONS AT [www.hopkinsmn.com/virtualmeetings](http://www.hopkinsmn.com/virtualmeetings) OR BY CALLING CITY HALL AT 952-548-6302 (DURING NORMAL BUSINESS HOURS 8 AM TO 4:30 PM.)**



Administration

**CITY OF HOPKINS**

## **Memorandum**

To: Honorable Mayor and Council Members  
Mike Mornson, City Manager

From: Pazey Yang, GreenCorps Member

Date: January 18, 2022

Subject: Update on Organics Educational Opportunities

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### **PURPOSE**

The purpose is to update the Council on how the curbside organics program is being received in Hopkins. This will include information on the educational sessions that have and continue to be offered at the Hopkins Activity Center, an upcoming webinar opportunity, and the start of the Organics Bingo Challenge to encourage behavior change among residents.

### **INFORMATION**

In 2021, the City of Hopkins was awarded the placement of a Minnesota GreenCorps Member, Pazey Yang who will serve a 12-month term of service with the City focused on community readiness and behavior change and air pollution reduction at no cost to the City. As part of her term of service, Ms. Yang has assisted Public Works staff on community readiness during the roll of out the curbside organics collection

At the January 18 meeting, Staff will provide a brief overview of the training sessions the City is offering to ensure that residents have all the information they need to make curbside recycling easy and efficient.

Staff will also present on the Organics Bingo Challenge which began January 10<sup>th</sup>. The challenge is geared to educate participants on how to reduce waste, learn how to manage organics and to help ease the transition into the new program. An update on the number of residents signed up for the program and a brief mention of how the first week of having organics recycling in the City will also be provided.

### **FUTURE ACTION**

There is no future action at this time.

# Organics Recycling

# BINGO

<b>I</b> Take the Organics Recycling survey	<b>2</b> Read the Hennepin County Organics Recycling Guide	<b>3</b> Visit the City of Hopkins Organics Recycling webpage and review accepted/unaccepted items	<b>4</b> Take your organics to the curb for pick-up OR bring them to the drop-off site	<b>5</b> Share a meal with a friend or neighbor
<b>6</b> Take a photo of your countertop organics bin	<b>7</b> Learn strategies to reduce odor for countertop organics bins	<b>8</b> Meal-prep for the week	<b>9</b> Purchase BPI recycling bags and visit the BPI website	<b>10</b> Recycle your toilet paper roll and paper towel tubes
<b>11</b> Have a conversation about organics recycling	<b>12</b> Have a ZERO waste day	<b>13</b> Sign-Up for Organics + Free Space 	<b>13</b> Make broth out of veggie scraps	<b>14</b> Make a grocery list before shopping
<b>15</b> Eat a lunch or dinner using leftovers	<b>16</b> Share ideas with a friend, family member or neighbor on how to reduce organic waste	<b>17</b> Donate food to ICA or your local food shelf	<b>18</b> Recycle a pizza box or paper egg carton	<b>19</b> Encourage a Hopkins resident outside your household to take the Organics Recycling Survey
<b>20</b> Pack a lunch for work 3+ times	<b>21</b> Utilize your freezer	<b>22</b> Set-up an EAT FIRST bin in your fridge	<b>23</b> Use paper bags or reusable bags on your next shopping trip	<b>24</b> Make a meal using up ingredients in your fridge

**HOPKINS CITY COUNCIL  
REGULAR MEETING PROCEEDINGS  
JANUARY 4, 2022**

**CALL TO ORDER**

Pursuant to due call and notice thereof a regular meeting of the Hopkins City Council was held on Tuesday, January 4, 2022 at 7:00 p.m. in the Council Chambers at City Hall, 1010 1<sup>st</sup> Street South.

Mayor Hanlon called the meeting to order with Council Members Balan, Beck, Garrido and Hunke attending. Others attending included City Manager Mornson, City Clerk Domeier, Assistant City Manager Lenz, City Attorney Riggs, Director of Planning and Development Elverum, Finance Director Bishop, City Engineer Klingbeil, Director of Public Works Stanley, Police Chief Johnson, Recreation Director O'Dea and Fire Chief Specken.

City Clerk Domeier issued the Oath of Office to Mayor Patrick Hanlon and Council Members Balan and Garrido.

**ADOPT AGENDA**

**Motion** by Beck. **Second** by Balan.

**Motion** to Adopt the Agenda.

**Ayes: Balan, Beck, Garrido, Hanlon, Hunke**

**Nays: None. Motion carried.**

**PRESENTATION**

**III.1. 2021 Hopkins Community Image Awards; Elverum**

The City Council recognized three properties for their contribution toward the community's positive image.

**CONSENT AGENDA**

**Motion** by Hunke. **Second** by Balan.

**Motion** to Approve the Consent Agenda.

1. Minutes of the December 21, 2021 City Council Regular Meeting Proceedings
2. Appointment of Mayor Pro Tempore for 2022; Domeier
3. Designation of the Official Newspaper for 2022; Domeier
4. Designation of Official Depositories for 2022; Bishop
5. Authorize Out-of-State Travel; Domeier
6. Ratify Checks Issued in December 2021; Bishop
7. Resolution Amending Fees in Appendix A of the Hopkins City Code; Imihy Bean

**Ayes: Balan, Beck, Garrido, Hanlon, Hunke**

**Nays: None. Motion carried.**

**HOPKINS CITY COUNCIL  
REGULAR MEETING PROCEEDINGS  
JANUARY 4, 2022**

**ANNOUNCEMENTS**

Mayor Hanlon provided incoming remarks. On behalf of the City staff City Manager Mornson welcomed the new City Council members. He also provided the upcoming meeting schedule.

**ADJOURNMENT**

There being no further business to come before the City Council and upon a motion by Balan, second by Garrido, the meeting was unanimously adjourned at 7:14 p.m.

Respectfully Submitted,  
Amy Domeier, City Clerk

ATTEST:

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Patrick Hanlon, Mayor

\_\_\_\_\_  
Amy Domeier, City Clerk

**HOPKINS CITY COUNCIL  
CITY COUNCIL RETREAT PROCEEDINGS  
THURSDAY, JANUARY 6**

**ATTENDANCE**

Present for the Hopkins City Council Retreat 2022 were the following: Mayor Hanlon, Council Members Balan, Beck, Garrido and Hunke, City Manager Mornson, City Attorney Riggs and Chad Weinstein with Ethical Leaders in Action, LLC.

**Welcome, Agenda Review**

Mayor Hanlon welcomed the team to the retreat. City Manager Mornson provided information on the proposed agenda.

**Kickoff/Team Activity: “Heroes and Guides”**

Facilitator Chad Weinstein asked participants to reflect and share stories of individuals who have been influential in their development as leaders and public servants. Objectives included growing interpersonal familiarity and some lessons on learning from mentors and heroes as leaders.

**Discussion: Shared Vision for an Effective Council**

Participants discussed how shared norms lead to effective collaboration and begin to frame norms for intra-council interaction.

**Rules and Roles of Elected Officials**

City Attorney Scott Riggs shared information about key laws, regulations, and standards governing the work of City Councils. Mr. Riggs also discussed masking mandates and calling for a special meeting.

**Wrap-up**

Facilitator Chad Weinstein shared closing thoughts on the retreat activities. He also summarized the Agenda for the Friday session.

Respectfully Submitted,  
Amy Domeier, City Clerk

**HOPKINS CITY COUNCIL  
CITY COUNCIL AND STAFF RETREAT PROCEEDINGS  
FRIDAY, JANUARY 7**

**ATTENDANCE**

Present for the Hopkins City Council and Staff Retreat 2022 were the following: Mayor Hanlon, Council Members Balan, Beck, Garrido and Hunke, City Manager Mornson, Assistant City Manager Lenz, Finance Director Bishop, Public Works Director Stanley, Police Chief Johnson, Fire Chief Specken, Planning and Development Director Elverum, Recreation Director O'Dea, City Clerk Domeier and Chad Weinstein with Ethical Leaders in Action, LLC.

**Welcome**

Mayor Hanlon welcomed the team to the retreat. City Manager Mornson provided information on the proposed agenda. City Manager Mornson suggested adding the State of the City Event to the Parking Lot.

**Opening Exercise: "Living Graphs."**

Facilitator Chad Weinstein directed participants to move about in an open area forming "graphs" that depict the areas of commonality and difference among council and staff.

**Understanding our Strengths**

Assistant City Manager Ari Lenz shared the findings from the StrengthsFinder instrument taken by City leaders and discuss implications of these findings for teamwork and collaboration.

**Development Update and Discussion**

Planning and Economic Development Director Kersten Elverum shared information on development opportunities in 2022-2025 looking for questions and general direction on key issues. Top Issues included: tax-base growth; preservation of NOAH; maintaining historic context of Mainstreet; creation of affordable commercial space/housing; equity and opportunities for BIPOC community; and climate change impacts/heat island effects.

**Mainstreet Development:** The City Council supported maintaining a grocery store on Mainstreet. Discussion ensued about the significant market pressure in the core for redevelopment.

**The Artery:** Discussion included planning, preparation, teamwork, awards and future opportunities with the SWLRT. Staff talked about the project requiring patience by elected officials once the vision was established. Investment in biking was also discussed as Hopkins has become a destination with the bike trails. Additional discussion ensued regarding the cost benefit for community art initiatives. Staff shared the costs and funding for the various art programs. The Think Hopkins campaign was also discussed regarding past success and moving forward on how to make it better.

*Parking Lot:* Think Hopkins Marketing

**43 Hoops site:** The site is currently owned by Hennepin County Regional Rail Authority. Staff commented that Hennepin County is waiting for the perfect project that would be done in coordination with the city.

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Blake Station Area: Discussion was held about the use of TIF funds and City communication strategies when public funds are used. Staff shared the legal obligations and liability for when businesses are relocated. Discussion on the Trilogy project was held related to the land owner, tenant rights, non-compete agreements and the month to month leases that all played a factor in the outcome for business owners.

*Value statement:* When a TIF District is created the City becomes a stakeholder. Be attentive to all stakeholders in developing terms for the TIF District to ensure fairness.

907 Mainstreet (Albert Pike Lodge): Discussion was held about the significant funds needed for the potential Hopkins History. Funding options and conditions of the agreement were discussed. City Manager Mornson suggested this topic be added to the Parking Lot and discussed at a future work session.

*Parking Lot:* City-Owned Property in Downtown (907 Mainstreet)

501 Mainstreet, 525 Mainstreet and 15 6<sup>th</sup> Avenue North: The property owner has asked for City participation potentially in the form of TIF for redevelopment. Staff shared the redevelopment concept noting the zoning code issues. Concerns were shared about public funding for the project, selling the property for less than its market value and density. There was not a lot of support for TIF or the density with the proposed project.

Lot 800: Staff shared recent discussion for potential opportunities on the public parking space which is currently tax-exempt. Discussion was held about the proposed opportunities as well as creating an RFP to find the best fit for the parcel while achieving a public benefit. Staff will develop the RFP framework for Council review and discussion.

Theater Site: Staff shared the development proposal which now includes more density than the previous proposal. Parking is still an issue and a request has been made to use the public ramp. The project would likely require a PUD and a City subsidy. Discussion about the parking implications, zoning, building façade and subsidies was held. In general, Council did not support using public parking, proposed facade or providing a subsidy.

Shady Oak Station Area: Staff proposed meeting with Minnetonka City Council and craft discussions going forward. Safety concerns and concerns in general were shared with the amount of parking proposed. Council supported development pads and developers having dedicated parking at the site.

Staff shared their top issues as beginning of presentation and asked Council for their top issues. Responses included: completing the zoning code; tax base growth; reaching out to the Somali community; and Hopkins becoming a destination city.

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**Finance Update and Discussion**

Finance Director Nick Bishop summarized key points related to the City's Budget, the planned 2023 Budget Preparation Schedule and Financial Projection. He also explained the additional tax dollars available after the TIF Districts are decertified.

Discussion was centered around the long term plans for paying off debt. Concerns were shared about the constant tax rate increases since 2015 noting that the City has been more responsive as of late to the increases. Council discussed cost recovery on services and comparing the taxes per capita compared to peer cities. It was noted that as long as street reconstruction projects occur that bonding and debt will occur. The street reconstruction plan is set to wrap up in 2030.

**Strategic Vision and Priorities Exercise**

City Manager Mornson presented previous strategic priorities and progress toward them. He added that there is goals base but need new priorities for 2022. Goals discussion included the following:

Business Dev Support/Promote Hopkins

- Zoning Code
- Think Hopkins Launch/new website
- Invest in marketing strategy
- Asset: small commercial spaces available

Climate Related

- Action Plan
- Emergency Declaration

Sustainability

- Electric Scooters
- Multimodal transportations

*Parking Lot:* Work Session on Sustainability initiatives including a Climate Action Plan

True Inclusion:

- Message to "Hard to Reach"  
Need real "hows"  
Build community – relationships  
Respect wishes  
Listen  
Provide food  
Inform renters not just property owners

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Affordability

- Increase housing
- Strategies for offering full range of housing
- Tax management
- Debt management

*Parking Lot:* Work Session Affordable Housing targets

Public Safety

- Crime – Metro wide issues
- Engage with prosecutors
- Regional approaches
- Staff and resource
- Demand for services
- Increased population and changing demographics

*Parking Lot:* Reduce art center debt and budget as necessary

*Parking Lot:* Debt Payoff Discussion

The Council consensus was to delay holding the Taste of Hopkins/State of the City event.

**Takeaway from Retreat that is valuable for you as a guide for the City**

Staff and Council shared their takeaways from the discussion. All found the retreat to be valuable in relationship building and setting framework for discussions in 2022.

Respectfully Submitted,  
Amy Domeier, City Clerk

**HOPKINS CITY COUNCIL  
SPECIAL MEETING PROCEEDINGS  
JANUARY 11, 2022**

**CALL TO ORDER**

Pursuant to due call and notice thereof a special meeting of the Hopkins City Council was held on Tuesday, January 1, 2022 at 6:30 p.m. in the Council Chambers at City Hall, 1010 1<sup>st</sup> Street South.

Mayor Hanlon called the meeting to order with Council Members Balan, Beck, Garrido and Hunke attending. Others attending included City Manager Mornson, City Clerk Domeier, Assistant City Manager Lenz, City Attorney Riggs, Management Analyst Imihy Bean and Finance Director Bishop.

**ADOPT AGENDA**

**Motion** by Balan. **Second** by Hunke.

**Motion** to Adopt the Agenda.

**Ayes: Balan, Beck, Garrido, Hanlon, Hunke**

**Nays: None. Motion carried.**

**NEW BUSINESS**

**II.1. Consideration of Potential Protective Measures related to COVID-19; Lenz**

Assistant City Manager Lenz provided potential protective measures outlined in Council Report 2022-007. City Council requested to review options related to COVID-19, specifically facial masking requirements. Mayor Hanlon invited Dr. Michael Oakes, Professor of Epidemiology at the University of Minnesota to provide the current state of COVID-19.

Council Member Beck questioned the impact on children in comparison to the MDH data. Mr. Oakes stated COVID-19 has typically affected the older population and the immune compromised but children test positive with fewer symptoms. He added that bad outcomes are rare in children. Mr. Beck also questioned the data related to vaccines and if a mask will control the current death rates. Mr. Oakes stated that the vaccines work by keeping people from being very sick. Adding a mask will mitigate the number of cases but he could not project the impact. Mr. Beck questioned how the proposed mask mandate could be measured in Hopkins. Mr. Oakes was not sure of the impact but to watch the hospital and clinic numbers. Discussion ensued regarding compliance and the use of masks.

Council Member Balan questioned the current hospital system and capacity to manage if the cases keep increasing. Mr. Oakes stated the hospital and clinic systems workers are tapped, low on labor and overwhelmed. Brief discussion was held about the use of masks since 2020. Mr. Balan questioned when to end a mask mandate. Mr. Oakes suggested ending the mask mandate if imposed when the Omicron variant surge ends. Discussion ensued regarding vaccination for adults and children. Mr. Beck also questioned the CDC guidelines for quarantine. Mr. Oakes agreed with the CDC's recommendation for a 5-day quarantine.

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Council Member Garrido questioned the transmission rate with the masking. Mr. Oakes stated that most everyone will get COVID-19 but masking will help reduce the stress on hospital and clinical staff.

Council Member Hunke questioned data related to schools requiring a mask having less cases. Mr. Oakes stated that the mask mandate in schools tends to slow the transmission.

Mayor Hanlon talked about the effective date of the vaccination and how long it remains effective. Mr. Oakes replied that some people will respond quickly to the vaccine with others slowly responding.

Cat Downs, Exulted Ruler with the Hopkins Elks Lodge (30 8<sup>th</sup> Avenue South) stated their board opposes a mask mandate. She added that the Hopkins American Legion Post 320 also opposes a mask mandate.

Jeff Gullickson with Hopkins Chiropractic (17 10<sup>th</sup> Avenue South) opposed the mask mandate.

James Warden, 620 10<sup>th</sup> Avenue South, supported a mask mandate.

Amy Saldana with Kiddywampus (405 12<sup>th</sup> Avenue North) supported a mask mandate.

William Anderson, 102 Wayside Road West generally opposed a mask mandate.

Mayor Hanlon stated he reached out to local businesses commenting that some support and oppose the mask mandate. Staff and Council received around 30 emails in favor of a mask mandate.

Council Members deliberated on the options: Garrido, Hunke and Hanlon supported Option 1; Council Member Balan weighed out Options 1 and 3 with concerns about the enforcement of a mask mandate; and Beck did not support any Options presented.

Council Member Balan suggested striking out the option for police enforcement in Option 1. Ms. Lenz shared the City Attorney's recommendation to leave the provision in the Ordinance. She stated that there needs to be a mechanism in place to enforce the conditions.

Council Member Balan asked for a 10-minute recess.

**Motion** by Balan. **Second** by Hunke.

**Motion** for a 10-minute recess.

**Ayes: Balan, Beck, Garrido, Hanlon, Hunke**

**Nays: None. Motion carried.**

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Assistant City Manager Lenz questioned if any amendments were proposed with the Ordinances. It was suggested that the City Council make a motion on an Option to start the review of an Ordinance.

**Motion** by Hunke. **Second** by Garrido.

**Motion** to consider Emergency Ordinance 2022-1178 which is Option 1.

**Ayes: Balan, Garrido, Hanlon, Hunke**

**Nays: Beck. Motion carried.**

Mayor Hanlon questioned if there were any revisions proposed to Ordinance 2022-1178 for Option 1.

Council Member Hunke shared concerns about the end date. The general consensus was to make the Ordinance effective on Friday, January 14 at 12:01 a.m. and to end it on February 13.

**Motion** by Garrido. **Second** by Hunke.

**Motion** to adopt Emergency Ordinance 2022-1178. An Emergency Ordinance relating to Face Covering Requirements within specified indoor spaces within the City of Hopkins, Minnesota as amended.

**Ayes: Balan, Garrido, Hanlon, Hunke**

**Nays: Beck. Motion carried.**

Ms. Lenz shared that communication plans for businesses and residents including the use of social media, Next Door, email blasts, press releases, and posts to our website.

Discussion ensued regarding virtual meetings going forward. The general consensus was to be consistent in messaging. Virtual meetings will be held for Council and all advisory commissions and boards through February 13.

## **II.2. American Rescue Plan Act Overview; Bishop**

Finance Director Bishop provided an overview of the American Rescue Plan Act (ARPA), the City's allocation and proposed timeline for adopting a Spending Plan.

Discussion was held about the use of funds for water and sewer infrastructure projects, vaccination of City employees, administrative capacity, ongoing funding for new projects, Hopkins Center for the Arts debt, impacts on tax burden and the next steps for moving forward with the plan.

**HOPKINS CITY COUNCIL  
SPECIAL MEETING PROCEEDINGS  
JANUARY 11, 2022**

**ANNOUNCEMENTS**

Mayor Hanlon provided the upcoming meeting schedule. City Manager Mornson stated that the State of the City event is postponed. He also shared information on a recent water main break in south Hopkins.

**ADJOURNMENT**

There being no further business to come before the City Council and upon a motion by Balan, second by Hunke, the meeting was unanimously adjourned at 8:59 p.m.

Respectfully Submitted,  
Amy Domeier, City Clerk

ATTEST:

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Patrick Hanlon, Mayor

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Amy Domeier, City Clerk



January 18, 2022

Report 2022-005

## **APPROVAL OF THE PAY EQUITY IMPLEMENTATION REPORT**

### **Proposed Action.**

Staff recommends adoption of the following motion: Move that the Hopkins City Council approve the attached Pay Equity Implementation Report.

Adoption of this motion will allow the City to submit its Pay Equity Implementation Report as required by state law.

### **Overview.**

In 1984 the Minnesota Legislature passed a "Comparable Worth" or Pay Equity law. The purpose of this law was to reduce the perceived wage disparity between government jobs held largely by males and those predominantly held by females. Each local government jurisdiction must periodically submit a Pay Equity Implementation Report, as provided by Minnesota Statutes, section 471.9981, to determine whether it is in compliance with the law. The City of Hopkins is required to submit a report to the Department of Employee Relations (DOER) by January 31, 2022. This report must be based upon the employees hired and salaries paid as of December 31, 2021.

Attached is a copy of the Compliance report that the City must send to DOER.

### **Primary Issues to Consider.**

- Is the City in compliance with the comparable worth law?
- Has the City submitted reports to DOER in the past?

### **Supporting Information.**

- Pay Equity Compliance Report

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Ari Lenz  
Assistant City Manager

**Analysis of the Issues:**

- Is the City in compliance with the comparable worth law?

The City has entered data into the computer program that DOER uses to determine compliance with the law. Based upon this program, the City should be found in compliance with the law. The program compares salary data to determine if female classes are paid consistently below male classes of comparable work value (job points). (There are also balanced classes which contain both males and females. These classes are not used to determine compliance.)

There are two tests to determine whether a City is in compliance, the Underpayment Ratio and the T-Test Results. The minimum requirement to pass the statistical analysis test is an underpayment ratio of 80%. The underpayment ratio is calculated by dividing the percentage of male classes below predicted pay by the percentage of female classes below predicted pay. The City's Underpayment Ratio of 91.0% is above 80%.

If the underpayment ratio is less than 80%, a jurisdiction may still pass the statistical analysis test if the t-test results are not statistically significant. The t-test is a statistical measure of how significant is the difference between two numbers. The City's value of T, -4.421, means that the difference in predicted pay between male and female classes is not statistically significant. This is a major improvement from our ratings in 2016 where although our underpayment ratio was in compliance at 81.48% our T-value was 5.594, which was statistically significant. This is due to the implementation of the class and compensation study results.

Two other tests are mentioned on the compliance report. The Salary Range Test examines how long it takes male classes and female classes to get to the maximum salary. As you can see there is no difference. The last test is the Exceptional Service Pay Test which examines additional pay such as longevity. Although only two unions receive longevity (police officers and sergeants), several other positions as the result of implementing the new pay system are over their maximums. Those classes are categorized as female and have aided our Exceptional Service Pay Test results. Many of these classes are temporary and will be removed through attrition.

- Has the City submitted reports to DOER in the past?

The City last submitted a report in 2019. It was found to be in compliance with the law at that time.

**Alternatives:**

The City has no alternative at this time except to submit the report. There are fines up to \$100 per day for non-compliance, this approval is necessary for submission by the January 31, 2022 deadline.

# Compliance Report

Jurisdiction: Hopkins  
1010 - 1st Street South

Report Year: 2022  
Case: 1 - 2021 Data (Private (Jur  
Only))

Hopkins, MN 55343

Contact: Ari Lenz

Phone: (952) 548-6303

E-Mail: HR@hopkinsmn.com

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

## I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	31	15	3	49
# Employees	65	28	27	120
Avg. Max Monthly Pay per employee	7272.29	6902.33		7338.08

## II. STATISTICAL ANALYSIS TEST

### A. Underpayment Ratio = 241.9355 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	21	13
b. # Below Predicted Pay	10	2
c. TOTAL	31	15
d. % Below Predicted Pay (b divided by c = d)	32.26	13.33

\*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

### B. T-test Results

Degrees of Freedom (DF) = 91	Value of T = -4.421
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a. Avg. diff. in pay from predicted pay for male jobs = -15

b. Avg. diff. in pay from predicted pay for female jobs = 124

## III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 13.00

B. Avg. # of years to max salary for female jobs = 13.00

## IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

A. % of male classes receiving ESP = 3.23 \*

B. % of female classes receiving ESP = 6.67

\*(If 20% or less, test result will be 0.00)