

(b) A municipality or authority may authorize, issue and sell revenue bonds under section 273.77, clause (c) to refund the principal of and interest on general obligation bonds originally issued to finance a development district, or one or more series of bonds one of which series was originally issued to finance a development district, for the purpose of relieving the municipality or authority of restrictions on the application of tax increments or for other purposes authorized by law. The refunding bonds shall not be subject to the conditions set out in section 475.67, subdivisions 11 and 12. Tax increments received by the municipality or authority with respect to the district or districts may be used to pay the principal of and interest on the refunding bonds and to pay premiums for insurance or other security guaranteeing the payment of their principal and interest when due. Tax increments may be applied in any manner permitted by section 273.75, subdivisions 2 and 4.

Sec. 4. PURPOSE.

The amended effect of section 2 is remedial in character, being adopted to clarify the powers intended to be granted to municipalities under Minnesota Statutes, section 472A.03, and may be applied with respect to any projects heretofore or hereafter undertaken by a municipality. All proceedings and other actions taken heretofore by municipalities which would be authorized under section 472A.03 as amended by this act are valid and confirmed, and all obligations incurred and to be incurred and contracts made and to be made pursuant to those actions and proceedings are valid and binding.

Sec. 5. EFFECTIVE DATE.

This act is effective the day after final enactment.

Approved May 2, 1984

CHAPTER 651 — H.F.No. 1766

An act relating to local government; requiring every political subdivision to establish equitable compensation relationships among its employees; permitting the town of Windemere to have the powers of a metropolitan area town; proposing new law coded in Minnesota Statutes, chapter 471.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. [471.991] DEFINITIONS.

Subdivision 1. TERMS. For the purposes of this act, the following terms have the meanings given them.

Changes or additions are indicated by underline, deletions by ~~strikeout~~.

Subd. 2. BALANCED CLASS. “Balanced class” means any class in which no more than 80 percent of the members are male and no more than 70 percent of the members are female.

Subd. 3. COMPARABLE WORK VALUE. “Comparable work value” means the value of work measured by the skill, effort, responsibility, and working conditions normally required in the performance of the work.

Subd. 4. CLASS. “Class” means one or more positions that have similar duties, responsibilities, and general qualifications necessary to perform the duties, with comparable selection procedures used to recruit employees, and use of the same compensation schedule.

Subd. 5. EQUITABLE COMPENSATION RELATIONSHIP. “Equitable compensation relationship” means that a primary consideration in negotiating, establishing, recommending, and approving total compensation is comparable work value in relationship to other employee positions within the political subdivision.

Subd. 6. FEMALE-DOMINATED CLASS. “Female-dominated class” means any class in which 70 percent or more of the members are female.

Subd. 7. MALE-DOMINATED CLASS. “Male-dominated class” means any class in which 80 percent or more of the members are male.

Subd. 8. POSITION. “Position” means a group of current duties and responsibilities assigned or delegated by a supervisor to an individual.

Sec. 2. [471.992] EQUITABLE COMPENSATION RELATIONSHIPS.

Subject to sections 179.61 to 179.76 but notwithstanding any other law to the contrary, every political subdivision of this state shall establish equitable compensation relationships between female-dominated, male-dominated, and balanced classes of employees. In all interest arbitration held pursuant to sections 179.61 to 179.76, the arbitrator shall follow the equitable compensation relationship standards established under sections 1 to 10. This section will become effective August 1, 1987.

Sec. 3. [471.993] COMPENSATION RELATIONSHIPS OF POSITIONS.

Subdivision 1. ASSURANCE OF REASONABLE RELATIONSHIP. In preparing management negotiation positions for compensation established through collective bargaining under chapter 179 and in establishing, recommending, and approving compensation plans for employees of political subdivisions not represented by an exclusive representative under chapter 179, the respective political subdivision as the public employer, as defined in section 179.63, subdivision 4, or, where appropriate, the Minnesota merit system, shall assure that:

Changes or additions are indicated by underline, deletions by ~~strikeout~~.

(1) compensation for positions in the classified civil service, unclassified civil service, and management bear reasonable relationship to one another;

(2) compensation for positions bear reasonable relationship to similar positions outside of that particular political subdivision's employment; and

(3) compensation for positions within the employer's work force bear reasonable relationship among related job classes and among various levels within the same occupational group.

Subd. 2. REASONABLE RELATIONSHIP DEFINED. For purposes of subdivision 1, compensation for positions bear "reasonable relationship" to one another if:

(1) the compensation for positions which require comparable skill, effort, responsibility, working conditions, and other relevant work related criteria is comparable; and

(2) the compensation for positions which require differing skill, effort, responsibility, working conditions, and other relevant work related criteria is proportional to the skill, effort, responsibility, working conditions, and other relevant work related criteria required.

Sec. 4. [471.994] JOB EVALUATION SYSTEM.

Every political subdivision shall use a job evaluation system in order to determine the comparable work value. The political subdivision may use the system of some other public employer in the state. Each political subdivision shall meet and confer with the exclusive representatives of their employees on the development or selection of a job evaluation system.

Sec. 5. [471.995] REPORT AVAILABILITY.

Notwithstanding section 13.37, every political subdivision shall submit a report containing the results of the job evaluation system to the exclusive representatives of their employees to be used by both parties in contract negotiations. At a minimum, the report to each exclusive representative shall identify the female-dominated classes in the political subdivision for which compensation inequity exists, based on the comparable work value, and all data not on individuals used to support these findings.

Sec. 6. [471.996] PRIVATE DATA.

Except as provided in section 5, the results of any job evaluation system established under section 4 and the reports compiled under section 5 shall be considered personnel data as defined in section 13.43, subdivision 1, and treated as private data under section 13.43, subdivisions 4 and 5, until July 31, 1987. The director of mediation services is authorized to release the job evaluation system results and reports to labor organizations as provided under section 13.43, subdivision 6.

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Sec. 7. [471.9965] EFFECT ON OTHER LAW.

Notwithstanding chapter 179 or other law to the contrary, it is not an unfair labor practice to allocate a specified amount of funds to be used solely to correct inequitable compensation relationships.

Sec. 8. [471.997] HUMAN RIGHTS ACT EXCEPTION.

Neither the commissioner of human rights nor any state court shall use or consider the results of any job evaluation system established under section 4 and the reports compiled under section 5 in any proceeding or action commenced alleging discrimination before August 1, 1987, under chapter 363.

Sec. 9. [471.9975] SUITS BARRED.

No cause of action arises before August 1, 1987 for failure to comply with the requirements of this act.

Sec. 10. [471.998] REPORT TO COMMISSIONER.

Subdivision 1. REPORT ON IMPLEMENTATION PLAN; CONTENTS. Every political subdivision shall report to the commissioner of employee relations by October 1, 1985, on its plan for implementation of sections 4 and 5. Each report shall include:

(1) the title of each job class which the political subdivision has established;

(2) the following information for each class as of July 1, 1984:

(a) the number of incumbents;

(b) the percentage of incumbents who are female;

(c) the comparable work value of the class, as determined under the system chosen under section 4; and

(d) the minimum and maximum monthly salary for the class;

(3) a description of the job evaluation system used by the political subdivision; and

(4) a plan for establishing equitable compensation relationships between female-dominated and male-dominated classes, including:

(a) identification of classes for which a compensation inequity exists based on the comparable work value;

(b) a timetable for implementation of pay equity; and

(c) the estimated cost of implementation.

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Subd. 2. TECHNICAL ASSISTANCE. The commissioner of employee relations shall, upon request of a political subdivision, provide technical assistance in completing the required reports.

Sec. 11. [471.999] REPORT TO LEGISLATURE.

The commissioner of employee relations shall report to the legislature by January 1, 1986 on the information gathered from political subdivisions. The commissioner's report shall include a list of political subdivisions which did not comply with the reporting requirements of this section.

Sec. 12. TOWN OF WINDEMERE; POWERS.

The town of Windemere in Pine County may exercise the powers of a town provided by Minnesota Statutes, section 368.01, and other laws referring to section 368.01, except section 340.11, subdivision 10b.

Sec. 13. EFFECTIVE DATE.

Section 12 is effective, if it is approved by the electors of the town at the annual town meeting, the day after compliance with Minnesota Statutes, section 645.021, subdivision 3.

Approved May 2, 1984

CHAPTER 652 — H.F.No. 1761

An act relating to taxation; releasing certain counties from the requirement to impose an aggregate removal tax; adding other counties; providing an exception to the tax for Benton and Stearns counties; amending Minnesota Statutes 1983 Supplement, section 298.75, subdivision 1.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 1983 Supplement, section 298.75, subdivision 1, is amended to read:

Subdivision 1. **DEFINITIONS.** Except as may otherwise be provided, the following words, when used in this section, shall have the meanings herein ascribed to them.

(1) "Aggregate material" shall mean nonmetallic natural mineral aggregate including, but not limited to sand, silica sand, gravel, building stone, crushed rock, limestone, and granite. Aggregate material shall not include dimension stone and dimension granite.

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