

PERSONNEL COMMITTEE

14-0068R

RESOLUTION AUTHORIZING THE CITY COUNCIL TO APPROVE A PAY EQUITY IMPLEMENTATION REPORT.

CITY PROPOSAL:

The council finds:

(a) The city is required to submit a pay equity implementation report to Minnesota Management and Budget by January 31, 2014; and

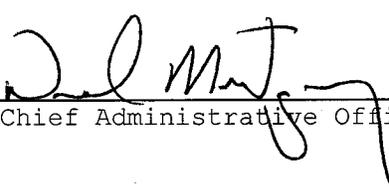
(b) Such report is required to be approved by the Duluth City Council.

THEREFORE, BE IT RESOLVED, that the city's pay equity implementation report has been submitted to the city council (Public Document No. \_\_\_\_\_) and the council has received such report.

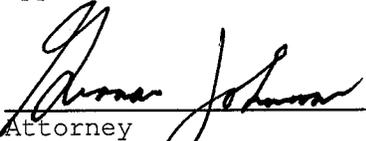
Approved:

  
\_\_\_\_\_  
Department Director

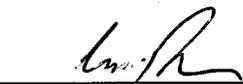
Approved for presentation to council:

  
\_\_\_\_\_  
Chief Administrative Officer

Approved as to form:

  
\_\_\_\_\_  
Attorney

Approved:

  
\_\_\_\_\_  
Auditor

HR TS:elo 1/28/2014

STATEMENT OF PURPOSE: As required by the Local Government Pay Equity Act, M.S. 471.991-471.999 and Minnesota Rules, Chapter 3920, the city is required to submit a pay equity implementation report for pay equity compliance determination. The city was found to be in compliance based on our revised 2011 report and our next report date is due January 31, 2014.

Part A: Jurisdiction Identification

Jurisdiction: Duluth  
411 W. 1st Street, #313

Jurisdiction Type: City

Duluth MN 55802

Contact: Audra Flanagan

Phone: (218) 730-5201

E-Mail: aflanagan@duluthmn.gov

Part B: Official Verification

- 1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was: Designed Own

Description: Point Factor Evaluation System

- 2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

- 3. An official notice has been posted at:

Human Resources Bulletin Board

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

City Council

(governing body)

Don M. Ness

(chief elected official)

Mayor

(title)

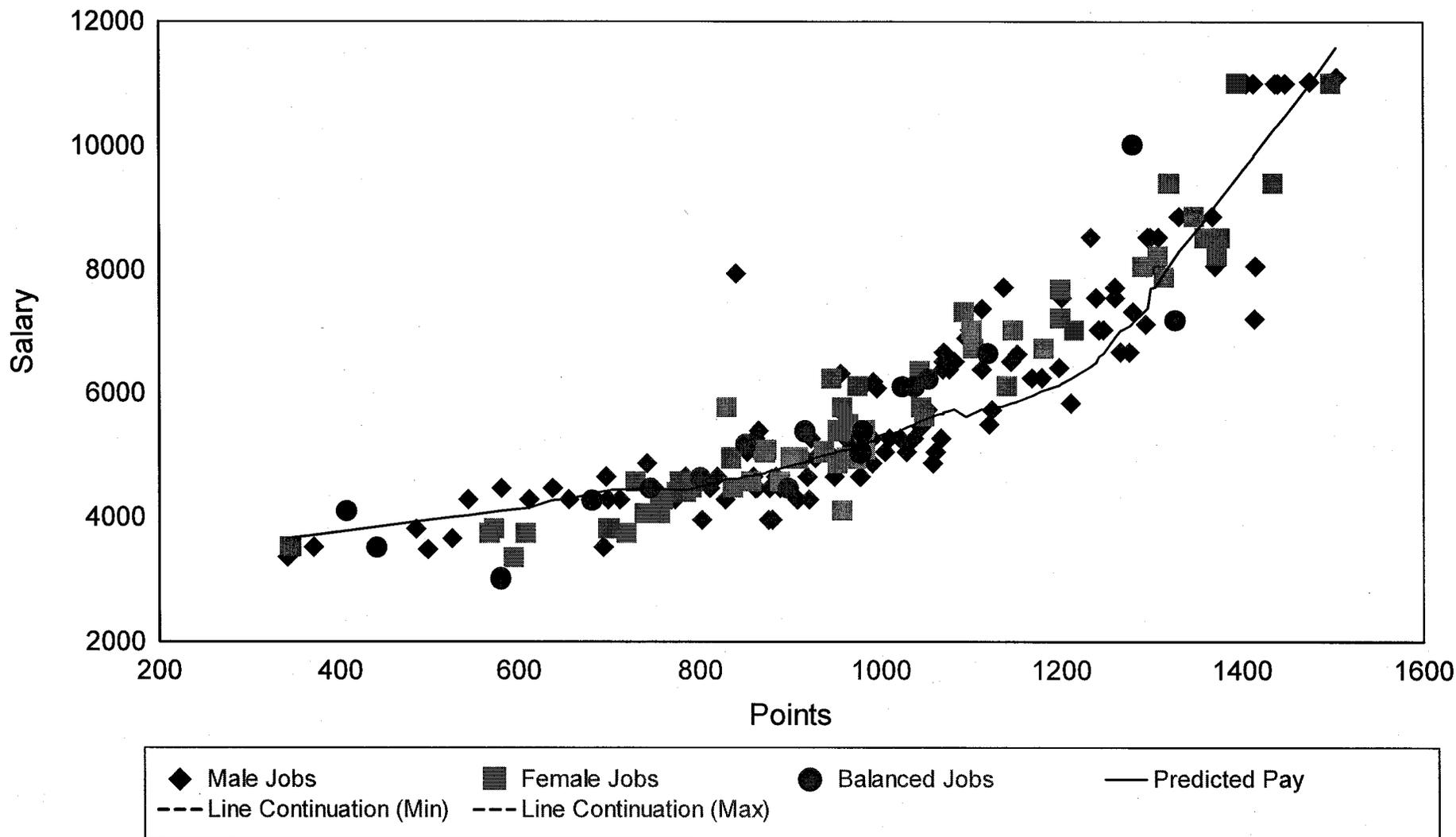
Part C: Total Payroll

\$54,765,306.46

is the annual payroll for the calendar year just ended December 31.

- Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included



Predicted Pay Report for Duluth

1/28/2014

Case : 2014 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Janitor I	5	0	5	Male	342	\$3,371.90	\$3,663.83	(\$291.93)
2	Library Custodian	0	1	1	Female	345	\$3,532.00	\$3,669.43	(\$137.43)
3	Meter Reader	3	0	3	Male	371	\$3,532.00	\$3,718.55	(\$186.55)
4	Utility Service Dispatcher	2	4	6	Balanced	407	\$4,128.00	\$3,786.57	\$341.43
5	Maintenance Worker	20	6	26	Balanced	440	\$3,532.00	\$3,848.98	(\$316.98)
6	Asst Storekeeper	1	0	1	Male	485	\$3,825.00	\$3,934.04	(\$109.04)
7	Janitor II	1	0	1	Male	498	\$3,494.00	\$3,958.54	(\$464.54)
8	Utility Maintenance Worker	13	0	13	Male	525	\$3,672.00	\$4,009.64	(\$337.64)
9	Utility Service Person	11	0	11	Male	543	\$4,297.00	\$4,043.59	\$253.41
10	Library Technician	5	19	24	Female	566	\$3,765.00	\$4,087.11	(\$322.11)
11	Animal Control Officer	0	2	2	Female	572	\$3,825.00	\$4,098.43	(\$273.43)
12	Parking Meter Monitor	6	2	8	Balanced	579	\$3,035.00	\$4,111.61	(\$1,076.61)
13	Bldg Maintenance Person II	1	0	1	Male	580	\$4,480.00	\$4,113.48	\$366.52
14	Clerical Support Tech	0	2	2	Female	594	\$3,372.00	\$4,139.97	(\$767.97)
15	Police Records Technician I	0	3	3	Female	607	\$3,765.00	\$4,164.58	(\$399.58)
16	Utility Operator Apprentice	6	0	6	Male	611	\$4,297.00	\$4,172.05	\$124.95
17	Utility Operator	23	0	23	Male	637	\$4,480.00	\$4,273.24	\$206.76
18	Heavy Equip Operator	26	0	26	Male	655	\$4,297.00	\$4,299.02	(\$2.02)
19	Park Maintenance Worker	8	4	12	Balanced	679	\$4,297.00	\$4,329.41	(\$32.41)
20	Property & Evidence Tech	2	0	2	Male	693	\$3,532.00	\$4,426.41	(\$894.41)
21	Industrial Painter	2	0	2	Male	696	\$4,664.00	\$4,434.22	\$229.78
22	Street Maintenance Worker	2	0	2	Male	698	\$4,297.00	\$4,439.58	(\$142.58)
23	Senior Ramp Wkr	0	1	1	Female	699	\$3,825.00	\$4,444.07	(\$619.07)
24	Water Plant Op D	2	0	2	Male	703	\$3,825.00	\$4,459.60	(\$634.60)
25	Indust Equip Tech	1	0	1	Male	711	\$4,297.00	\$4,458.02	(\$161.02)
26	Senior Center Coord	0	1	1	Female	718	\$3,765.00	\$4,446.79	(\$681.79)
27	Special Assessmt Coord	0	1	1	Female	728	\$4,587.00	\$4,459.45	\$127.55
28	Admin Finance Spec	1	5	6	Female	729	\$4,587.00	\$4,460.71	\$126.29
29	Information Tech	1	33	34	Female	739	\$4,068.00	\$4,464.36	(\$396.36)
30	Warehouse Specialist	2	0	2	Male	741	\$4,883.00	\$4,466.58	\$416.42
31	Land Use Tech	3	1	4	Balanced	743	\$4,480.00	\$4,471.20	\$8.80
32	Fleet Assistant	1	0	1	Male	749	\$4,480.00	\$4,468.79	\$11.21
33	Human Resources Assistant	0	1	1	Female	756	\$4,238.00	\$4,476.91	(\$238.91)
34	Sr Sec Spec Conf	0	1	1	Female	756	\$4,081.00	\$4,476.91	(\$395.91)
35	Water Lab Tech	0	1	1	Female	758	\$4,297.00	\$4,479.04	(\$182.04)

Predicted Pay Report for Duluth

1/28/2014

Case : 2014 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
36	Traffic Maint Worker	3	0	3	Male	772	\$4,297.00	\$4,442.79	(\$145.79)
37	Sr Library Technician	0	4	4	Female	774	\$4,413.00	\$4,438.74	(\$25.74)
38	Bid & Contract Asst	0	1	1	Female	778	\$4,587.00	\$4,448.30	\$138.70
39	Help Desk Technician	0	1	1	Female	779	\$4,587.00	\$4,450.83	\$136.17
40	Housing Inspector	3	0	3	Male	784	\$4,664.00	\$4,462.92	\$201.08
41	Police Records Technician II	0	4	4	Female	784	\$4,413.00	\$4,462.92	(\$49.92)
42	Admin Info Spec	0	11	11	Female	790	\$4,587.00	\$4,477.40	\$109.60
43	Solid Waste Comp Off	0	2	2	Female	791	\$4,480.00	\$4,479.79	\$0.21
44	Admin Legal Asst	0	2	2	Female	792	\$4,587.00	\$4,475.11	\$111.89
45	Plans Examiner	2	1	3	Balanced	799	\$4,664.00	\$4,489.23	\$174.77
46	Equip Maint Spec	3	0	3	Male	802	\$3,971.00	\$4,497.00	(\$526.00)
47	Collect Sys Maint	5	0	5	Male	811	\$4,480.00	\$4,546.59	(\$66.59)
48	Water Conveyance Technician	2	0	2	Male	819	\$4,664.00	\$4,549.35	\$114.65
49	Storekeeper	1	0	1	Male	828	\$4,297.00	\$4,615.52	(\$318.52)
50	Public Info Coord	0	2	2	Female	829	\$5,778.00	\$4,615.62	\$1,162.38
51	Librarian I	1	14	15	Female	835	\$4,966.00	\$4,618.47	\$347.53
52	Trails Coordinator	0	1	1	Female	836	\$4,480.00	\$4,619.13	(\$139.13)
53	Business Developer	1	0	1	Male	840	\$7,944.00	\$4,629.68	\$3,314.32
54	Util Accts Rec Spec	1	2	3	Balanced	849	\$5,196.00	\$4,668.12	\$527.88
55	Elec Inspector	2	0	2	Male	852	\$5,065.00	\$4,678.75	\$386.25
56	Spec Events Coord	0	2	2	Female	856	\$4,587.00	\$4,692.85	(\$105.85)
57	Meter Mechanic	1	0	1	Male	859	\$4,664.00	\$4,678.41	(\$14.41)
58	Maintenance Opers Ldwrkr	1	0	1	Male	861	\$5,280.00	\$4,686.58	\$593.42
59	W&G Maint Journeyperson	2	0	2	Male	861	\$4,480.00	\$4,686.58	(\$206.58)
60	Construction Insp	3	0	3	Male	863	\$5,065.00	\$4,692.99	\$372.01
61	Water Plant Operator B	1	0	1	Male	863	\$4,480.00	\$4,692.99	(\$212.99)
62	Plumbing Insp	2	0	2	Male	864	\$5,065.00	\$4,697.06	\$367.94
63	Safety Coordinator	1	0	1	Male	865	\$5,406.00	\$4,702.39	\$703.61
64	HR Technician	0	4	4	Female	870	\$5,094.00	\$4,717.44	\$376.56
65	Signal Tech	0	1	1	Female	872	\$5,065.00	\$4,726.41	\$338.59
66	Executive Assistant	0	2	2	Female	873	\$5,094.00	\$4,730.76	\$363.24
67	HVAC Insp	1	0	1	Male	873	\$5,065.00	\$4,730.76	\$334.24
68	Lift Station Apprentice	1	0	1	Male	876	\$3,971.00	\$4,743.09	(\$772.09)
69	Utility Serv Jrny	5	1	6	Male	877	\$4,480.00	\$4,747.25	(\$267.25)
70	Janitorial Supv	2	0	2	Male	880	\$3,971.00	\$4,759.97	(\$788.97)

Predicted Pay Report for Duluth  
Case : 2014 Data

1/28/2014

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
71	Carpenter	2	0	2	Male	884	\$4,664.00	\$4,777.15	(\$113.15)
72	Heavy Equipment Mechanic	6	0	6	Male	889	\$4,480.00	\$4,798.68	(\$318.68)
73	Payroll Practitioner	0	1	1	Female	889	\$4,587.00	\$4,798.68	(\$211.68)
74	Welder	3	0	3	Male	889	\$4,480.00	\$4,798.68	(\$318.68)
75	Engineering Tech	4	3	7	Balanced	897	\$4,480.00	\$4,832.60	(\$352.60)
76	Volunteer Coordinator	0	1	1	Female	901	\$4,966.00	\$4,832.97	\$133.03
77	App Mech App	3	0	3	Male	908	\$4,297.00	\$4,864.37	(\$567.37)
78	Grant Coordinator	0	1	1	Female	909	\$4,966.00	\$4,868.80	\$97.20
79	CMMS Administrator	1	0	1	Male	916	\$4,966.00	\$4,899.92	\$66.08
80	Planner II	4	3	7	Balanced	916	\$5,406.00	\$4,899.92	\$506.08
81	Corrosion Tech I	1	0	1	Male	919	\$4,664.00	\$4,930.12	(\$266.12)
82	Bridge Operator	4	1	5	Male	921	\$4,297.00	\$4,938.23	(\$641.23)
83	Water Lab Chemist	1	0	1	Male	923	\$5,280.00	\$4,946.16	\$333.84
84	Graphics Coord	1	0	1	Male	928	\$4,966.00	\$4,967.34	(\$1.34)
85	Electronics Tech	0	1	1	Female	938	\$5,065.00	\$5,006.00	\$59.00
86	Instrument Technician	1	0	1	Male	940	\$5,065.00	\$5,014.50	\$50.50
87	Employee Benefits Representati	0	1	1	Female	946	\$6,256.00	\$5,038.60	\$1,217.40
88	Lift Station Op	1	0	1	Male	949	\$4,664.00	\$5,050.14	(\$386.14)
89	Plumber	1	0	1	Male	949	\$4,664.00	\$5,050.14	(\$386.14)
90	Support Analyst	4	0	4	Male	949	\$4,966.00	\$5,050.14	(\$84.14)
91	Animal Shelter Lead	0	1	1	Female	953	\$4,883.00	\$5,066.63	(\$183.63)
92	Finance Office Coordinator	0	1	1	Female	953	\$5,406.00	\$5,066.63	\$339.37
93	Budget & Oper Anal	0	3	3	Female	955	\$5,406.00	\$5,078.55	\$327.45
94	Deputy Fire Marshal	2	0	2	Male	956	\$6,330.00	\$5,082.71	\$1,247.29
95	Credit & Collections Admin	0	1	1	Female	957	\$5,778.00	\$5,060.99	\$717.01
96	Recreation Specialist	0	1	1	Female	957	\$4,128.00	\$5,060.99	(\$932.99)
97	Appraiser	5	1	6	Male	961	\$5,641.00	\$5,082.05	\$558.95
98	Fleet Serv Lead	2	0	2	Male	962	\$5,280.00	\$5,087.23	\$192.77
99	Police Crime and Intelligence	0	2	2	Female	962	\$4,966.00	\$5,087.23	(\$121.23)
100	Water Quality Spec	4	0	4	Male	963	\$5,065.00	\$5,092.13	(\$27.13)
101	Energy Coordinator	0	1	1	Female	965	\$5,507.00	\$5,101.92	\$405.08
102	Employment Tech	5	12	17	Female	966	\$4,966.00	\$5,109.41	(\$143.41)
103	Paralegal	0	2	2	Female	972	\$4,966.00	\$5,134.51	(\$168.51)
104	Firefighter	51	6	57	Male	973	\$5,207.00	\$5,139.72	\$67.28
105	Programmer Analyst	1	3	4	Female	974	\$6,127.00	\$5,144.93	\$982.07

Predicted Pay Report for Duluth

1/28/2014

Case : 2014 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
106	Gas Ener Coord	1	0	1	Male	975	\$5,280.00	\$5,150.14	\$129.86
107	Electrician	2	0	2	Male	977	\$4,664.00	\$5,160.31	(\$496.31)
108	Water Plant Op A	3	1	4	Balanced	977	\$5,065.00	\$5,160.31	(\$95.31)
109	Gas Fitter	2	0	2	Male	978	\$4,664.00	\$5,162.75	(\$498.75)
110	Senior Engr Tech	14	0	14	Male	979	\$5,065.00	\$5,177.94	(\$112.94)
111	Utility Operations Program Coo	2	1	3	Balanced	979	\$5,406.00	\$5,177.94	\$228.06
112	Geo Info Systems Spec	2	0	2	Male	981	\$6,128.00	\$5,175.60	\$952.40
113	Librarian II	1	4	5	Female	981	\$5,406.00	\$5,175.60	\$230.40
114	Sr Police Records Technician	0	2	2	Female	982	\$5,406.00	\$5,177.49	\$228.51
115	Paralegal-Confidential	0	1	1	Female	983	\$5,094.00	\$5,188.89	(\$94.89)
116	Utility Operations Ldwrkr	8	0	8	Male	985	\$5,280.00	\$5,202.30	\$77.70
117	Appl Mech Journeyperson	9	0	9	Male	991	\$4,883.00	\$5,240.83	(\$357.83)
118	Hous Insp Ldwk	1	0	1	Male	991	\$5,280.00	\$5,240.83	\$39.17
119	Mgr Maint Supply Serv	1	0	1	Male	992	\$6,193.00	\$5,247.66	\$945.34
120	Community Relations Officer	1	0	1	Male	996	\$6,092.00	\$5,303.02	\$788.98
121	Master Electrician	2	0	2	Male	1,005	\$5,065.00	\$5,368.60	(\$303.60)
122	Traffic Operations Ldwrkr	1	0	1	Male	1,010	\$5,280.00	\$5,344.39	(\$64.39)
123	Customer Service Ldwrkr	2	0	2	Male	1,022	\$5,280.00	\$5,416.82	(\$136.82)
124	Financial Analyst	3	4	7	Balanced	1,023	\$6,127.00	\$5,422.66	\$704.34
125	Master Plumber	1	0	1	Male	1,029	\$5,065.00	\$5,462.90	(\$397.90)
126	Project Coordinator	1	0	1	Male	1,037	\$5,280.00	\$5,510.06	(\$230.06)
127	Senior Planner	2	1	3	Balanced	1,037	\$6,127.00	\$5,510.06	\$616.94
128	Asst City Clerk	0	2	2	Female	1,044	\$6,363.00	\$5,553.36	\$809.64
129	Contract Mgmt & Comp Admin	0	1	1	Female	1,045	\$5,778.00	\$5,558.49	\$219.51
130	Fire Equip Op	33	5	38	Male	1,045	\$5,466.00	\$5,558.49	(\$92.49)
131	Sr Comm Empl Dir	0	1	1	Female	1,048	\$5,641.00	\$5,574.27	\$66.73
132	HR Generalist	3	1	4	Balanced	1,052	\$6,256.00	\$5,595.46	\$660.54
133	Sr Engr Spec	3	0	3	Male	1,052	\$5,741.00	\$5,595.46	\$145.54
134	Regulator Mechanic	3	0	3	Male	1,058	\$4,883.00	\$5,626.72	(\$743.72)
135	Pipeline Welder	3	0	3	Male	1,061	\$5,065.00	\$5,642.55	(\$577.55)
136	Corrosion Tech II	1	0	1	Male	1,067	\$5,280.00	\$5,675.65	(\$395.65)
137	Network Admin	1	0	1	Male	1,069	\$6,397.00	\$5,686.11	\$710.89
138	Bldg & Grnds Maint Supr	1	0	1	Male	1,070	\$6,674.00	\$5,691.19	\$982.81
139	Supr Prkg & Traffic Maint	1	0	1	Male	1,070	\$6,522.00	\$5,691.19	\$830.81
140	Sr Programmer Anl	1	0	1	Male	1,076	\$6,397.00	\$5,719.91	\$677.09

Predicted Pay Report for Duluth  
Case : 2014 Data

1/28/2014

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
141	Oper Coord, Parks & Rec	1	0	1	Male	1,082	\$6,522.00	\$5,749.91	\$772.09
142	Fire Marshal	0	1	1	Female	1,093	\$7,327.00	\$5,820.86	\$1,506.14
143	St Mtc Supv	2	0	2	Male	1,095	\$6,902.00	\$5,637.05	\$1,264.95
144	Land Use Supervisor	1	0	1	Male	1,099	\$7,037.00	\$5,663.30	\$1,373.70
145	Financial Systems Administrato	0	1	1	Female	1,101	\$7,037.00	\$5,668.32	\$1,368.68
146	Payroll Administrator	0	1	1	Female	1,102	\$6,737.00	\$5,677.24	\$1,059.76
147	Systems Administrator	2	0	2	Male	1,112	\$6,397.00	\$5,739.61	\$657.39
148	Utility Operations Supv	3	0	3	Male	1,112	\$7,376.00	\$5,739.61	\$1,636.39
149	Library Supervisor	2	1	3	Balanced	1,117	\$6,674.00	\$5,748.17	\$925.83
150	Electronics Lead Wkr	1	0	1	Male	1,120	\$5,507.00	\$5,754.71	(\$247.71)
151	Fire Captain	35	0	35	Male	1,123	\$5,740.00	\$5,770.90	(\$30.90)
152	Measurement Servs Supr	1	0	1	Male	1,136	\$7,720.00	\$5,805.54	\$1,914.46
153	Librarian III	0	1	1	Female	1,140	\$6,127.00	\$5,817.93	\$309.07
154	Facility Op Supv	1	0	1	Male	1,144	\$6,522.00	\$5,835.12	\$686.88
155	Permit Process Supervisor	0	1	1	Female	1,146	\$7,037.00	\$5,842.83	\$1,194.17
156	Train Off	1	0	1	Male	1,151	\$6,646.00	\$5,880.47	\$765.53
157	City Inv & Claims Agt	1	0	1	Male	1,167	\$6,256.00	\$5,963.29	\$292.71
158	Project Engineer	7	0	7	Male	1,178	\$6,259.00	\$6,048.35	\$210.65
159	Employee Benefits Administrato	0	2	2	Female	1,180	\$6,737.00	\$6,060.95	\$676.05
160	Equal Opport Rep	1	0	1	Male	1,197	\$6,425.00	\$6,149.84	\$275.16
161	Human Resources Administrator	0	2	2	Female	1,198	\$7,217.00	\$6,156.93	\$1,060.07
162	Safety & Trng Officer	0	1	1	Female	1,199	\$7,698.00	\$6,157.87	\$1,540.13
163	City Clerk	1	0	1	Male	1,200	\$7,552.00	\$6,165.21	\$1,386.79
164	Police Officer	114	20	134	Male	1,210	\$5,850.00	\$6,239.52	(\$389.52)
165	Customer Rel Supr	0	1	1	Female	1,214	\$7,037.00	\$6,282.80	\$754.20
166	Mgr Customer Service	1	0	1	Male	1,232	\$8,529.00	\$6,442.34	\$2,086.66
167	Purchasing Agent	1	0	1	Male	1,238	\$7,552.00	\$6,505.84	\$1,046.16
168	Asst City Treasurer	1	0	1	Male	1,241	\$7,037.00	\$6,597.45	\$439.55
169	Water Plant Supr	1	0	1	Male	1,246	\$7,037.00	\$6,650.01	\$386.99
170	Mgr Workforce Dev.	1	0	1	Male	1,259	\$7,720.00	\$6,898.74	\$821.26
171	Parking Manager	1	0	1	Male	1,259	\$7,552.00	\$6,898.74	\$653.26
172	Police Sergeant	15	3	18	Male	1,265	\$6,677.00	\$7,020.60	(\$343.60)
173	Aerial Lift Bridge Supv	2	0	2	Male	1,275	\$6,674.00	\$7,094.28	(\$420.28)
174	Asst Attorney	4	6	10	Balanced	1,278	\$10,045.00	\$7,131.60	\$2,913.40
175	Asst Fire Chief	2	0	2	Male	1,279	\$7,327.00	\$7,143.80	\$183.20

Predicted Pay Report for Duluth

1/28/2014

Case : 2014 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
176	Budget Manager	0	1	1	Female	1,290	\$8,065.00	\$7,319.54	\$745.46
177	Senior Project Engineer	1	0	1	Male	1,293	\$7,127.00	\$7,360.12	(\$233.12)
178	Police Lt	9	1	10	Male	1,294	\$8,050.00	\$7,373.39	\$676.61
179	Chief Engr Utilities	1	0	1	Male	1,295	\$8,529.00	\$7,388.61	\$1,140.39
180	Mgr Util Operations	1	0	1	Male	1,298	\$8,529.00	\$7,698.69	\$830.31
181	Auditor	1	0	1	Male	1,304	\$8,065.00	\$7,739.35	\$325.65
182	Bus Resources Mrg	0	1	1	Female	1,306	\$8,233.00	\$7,777.82	\$455.18
183	Deputy Police Chief	2	0	2	Male	1,307	\$8,529.00	\$7,798.18	\$730.82
184	Architect	0	1	1	Female	1,313	\$7,892.00	\$7,914.71	(\$22.71)
185	City Engineer	0	1	1	Female	1,319	\$9,406.00	\$8,051.00	\$1,355.00
186	Chief Gas Controller	1	1	2	Balanced	1,325	\$7,213.00	\$8,212.59	(\$999.59)
187	Deputy Fire Chief	2	0	2	Male	1,330	\$8,864.00	\$8,309.57	\$554.43
188	Mgr MIS	0	3	3	Female	1,347	\$8,864.00	\$8,645.12	\$218.88
189	Chief Engr,Transportation	0	1	1	Female	1,358	\$8,529.00	\$8,786.03	(\$257.03)
190	Assessor	1	0	1	Male	1,367	\$8,864.00	\$8,956.59	(\$92.59)
191	Maint Operations Manager	1	0	1	Male	1,369	\$8,529.00	\$8,995.35	(\$466.35)
192	Treasurer	1	0	1	Male	1,370	\$8,065.00	\$9,014.18	(\$949.18)
193	Mgr Library Services	0	1	1	Female	1,372	\$8,233.00	\$9,051.83	(\$818.83)
194	Mgr Parks & Rec	0	1	1	Female	1,375	\$8,529.00	\$9,109.42	(\$580.42)
195	Director, Public Admin	0	1	1	Female	1,394	\$11,009.00	\$9,471.58	\$1,537.42
196	Police Chief	1	0	1	Male	1,405	\$11,009.00	\$9,680.89	\$1,328.11
197	Fire Chief	1	0	1	Male	1,413	\$11,009.00	\$9,832.62	\$1,176.38
198	Police Records & Technology Mg	1	0	1	Male	1,414	\$7,213.00	\$9,852.56	(\$2,639.56)
199	Property & Facilities Manager	1	0	1	Male	1,415	\$8,065.00	\$9,871.38	(\$1,806.38)
200	Mgr Human Resources	0	1	1	Female	1,434	\$9,407.00	\$10,233.54	(\$826.54)
201	Dir Pub Wk & Util	1	0	1	Male	1,437	\$11,009.00	\$10,290.02	\$718.98
202	Director Planning & Constr Ser	1	0	1	Male	1,440	\$11,009.00	\$10,347.61	\$661.39
203	Dir Business & Economic Develo	1	0	1	Male	1,448	\$11,009.00	\$10,499.34	\$509.66
204	City Attorney	1	0	1	Male	1,475	\$11,040.00	\$11,014.33	\$25.67
205	Chief Financial Officer	0	1	1	Female	1,499	\$11,009.00	\$11,470.62	(\$461.62)
206	Chief Financial Officer	0	1	1	Female	1,499	\$11,009.00	\$11,470.62	(\$461.62)
207	Chief Admin Officer	1	0	1	Male	1,505	\$11,110.00	\$11,585.80	(\$475.80)

Job Number Count: 207

**Compliance Report**

Jurisdiction: Duluth  
411 W. 1st Street, #313  
  
Duluth MN 55802

Report Year: 2014  
Case: 1 - 2014 Data (Shared (Jur and MMB))

Contact: Audra Flanagan Phone: (218) 730-5201 E-Mail: aflanagan@duluthmn.gov

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**

	<b>Male Classes</b>	<b>Female Classes</b>	<b>Balanced Classes</b>	<b>All Job Classes</b>
# Job Classes	121	69	17	207
# Employees	594	205	112	911
Avg. Max Monthly Pay per employee	5,486.45	5,010.06		5,326.93

**II. STATISTICAL ANALYSIS TEST**

**A. Underpayment Ratio = 110.12 \***

	<b>Male Classes</b>	<b>Female Classes</b>
a. # At or above Predicted Pay	65	40
b. # Below Predicted Pay	56	29
c. TOTAL	121	69
d. % Below Predicted Pay (b divided by c = d)	46.28	42.03

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

**B. T-test Results**

Degrees of Freedom (DF) = 797	Value of T = -2.193
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$58)
- b. Avg. diff. in pay from predicted pay for female jobs = \$23

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

- A. Avg. # of years to max salary for male jobs = 16.00
- B. Avg. # of years to max salary for female jobs = 16.00

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

- A. % of male classes receiving ESP 4.13 \*
- B. % of female classes receiving ESP 0.00

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