

PERSONNEL COMMITTEE

11-0035R

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 the Minnesota department of employee relations by January 31, 2011; and

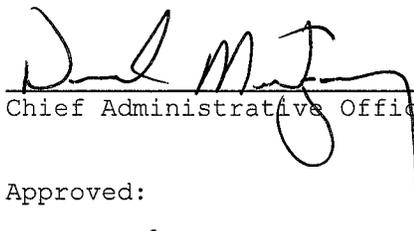
(b) Such report is required to be approved by the Duluth City Council.

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.

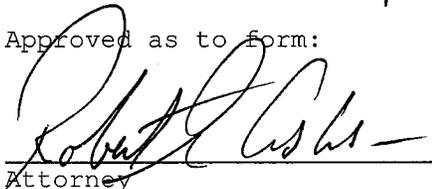
Approved:


Department Director

Approved for presentation to council:


Chief Administrative Officer

Approved as to form:


Attorney

Approved:


Auditor

HR/ATTY LDW:blj 1/13/2011

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 2007 report, and our next report date is due January 31, 2011.

Minnesota Pay Equity Management System - Duluth(11-No Submission)

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Pay Equity Implementation Form

Information entered on this page is not saved until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: Duluth

411 W. 1st Street, #313

Duluth

Jurisdiction Type: CITY - City

Contact:	Name	Title	Phone	Email
	Jan Anderson	Personnel Technician	218-730-5205	janderson@duluthmn.gov
	Kim Hall	Mgr, Human Resources	218-730-5201	khall@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:

Describe:

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and and female classes are not at a disadvantage.

3. An official notice has been posted at:

(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:

(governing body)

(chief elected official)

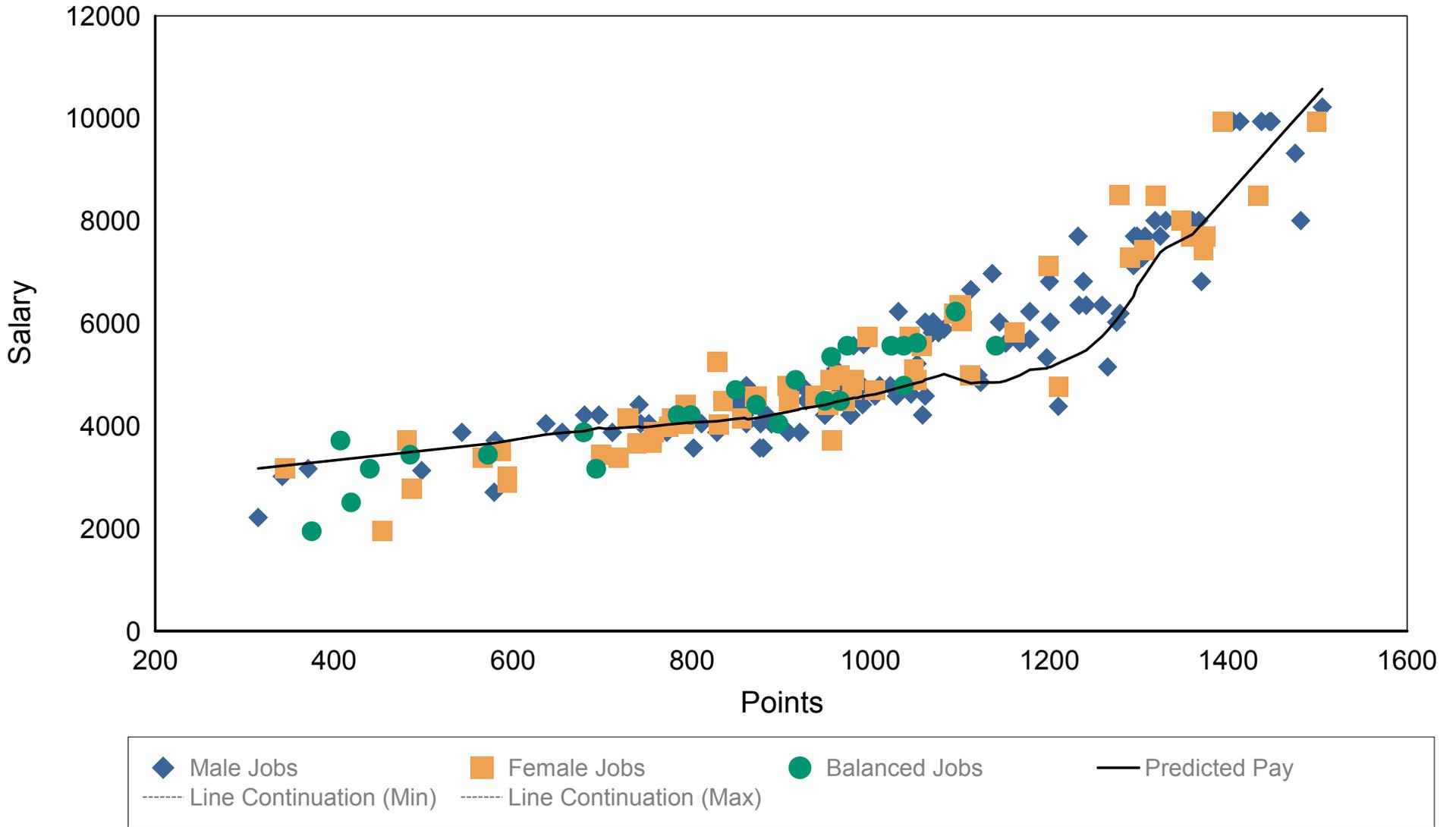
(title)

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

Part C: Total Payroll

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



Predicted Pay Report for Duluth

1/24/2011

Case : 2011DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Parking Ramp Attendant	1	0	1	Male	315	\$2,215.00	\$3,171.52	(\$956.52)
2	Janitor I	4	1	5	Male	342	\$3,017.00	\$3,222.12	(\$205.12)
3	Library Custodian	0	1	1	Female	345	\$3,166.00	\$3,227.81	(\$61.81)
4	Meter Reader	3	0	3	Male	371	\$3,166.00	\$3,276.63	(\$110.63)
225	Seasonal Groundskeeper	7	4	11	Balanced	375	\$1,949.00	\$3,284.11	(\$1,335.11)
5	Utility Radio Dispatcher	2	3	5	Balanced	407	\$3,718.00	\$3,344.20	\$373.80
6	Maint Worker Helper	3	5	8	Balanced	419	\$2,510.00	\$3,366.66	(\$856.66)
7	Maintenance Worker	16	5	21	Balanced	440	\$3,166.00	\$3,406.09	(\$240.09)
8	Van Driver	0	1	1	Female	454	\$1,949.00	\$3,432.45	(\$1,483.45)
204	Gas Control I	0	1	1	Female	481	\$3,718.00	\$3,483.05	\$234.95
9	Asst Storekeeper	1	1	2	Balanced	485	\$3,438.00	\$3,490.64	(\$52.64)
210	Library Assistant	0	1	1	Female	487	\$2,783.00	\$3,494.33	(\$711.33)
10	Janitor II	1	0	1	Male	498	\$3,130.00	\$3,514.99	(\$384.99)
11	Utility Service Person	3	0	3	Male	543	\$3,875.00	\$3,599.44	\$275.56
12	Library Technician	3	13	16	Female	566	\$3,381.00	\$3,642.67	(\$261.67)
13	Animal Control Officer	1	1	2	Balanced	572	\$3,438.00	\$3,653.95	(\$215.95)
15	Parking Meter Monitor	4	1	5	Male	579	\$2,706.00	\$3,667.02	(\$961.02)
16	Bldg Maintenance Person	2	0	2	Male	580	\$3,718.00	\$3,668.92	\$49.08
17	Sr Computer Operator	0	1	1	Female	587	\$3,514.00	\$3,682.10	(\$168.10)
18	Clerical Support Tech	0	9	9	Female	594	\$3,017.00	\$3,695.28	(\$678.28)
197	Clerical Technician	0	1	1	Female	594	\$2,901.00	\$3,695.28	(\$794.28)
19	Utility Operator	30	0	30	Male	637	\$4,044.00	\$3,833.10	\$210.90
20	Heavy Equip Operator	29	0	29	Male	655	\$3,875.00	\$3,867.42	\$7.58
22	Park Maintenance Worker	8	3	11	Balanced	679	\$3,875.00	\$3,899.99	(\$24.99)
23	Painter	1	0	1	Male	680	\$4,215.00	\$3,901.35	\$313.65
217	Property & Evidence Tech	1	1	2	Balanced	693	\$3,166.00	\$3,956.00	(\$790.00)
24	Industrial Painter	2	0	2	Male	696	\$4,215.00	\$3,964.28	\$250.72
25	Senior Ramp Wkr	0	1	1	Female	699	\$3,438.00	\$3,948.41	(\$510.41)
223	Water Plant Op D	1	0	1	Male	703	\$3,438.00	\$3,946.87	(\$508.87)
28	Indust Equip Tech	1	0	1	Male	711	\$3,875.00	\$3,951.86	(\$76.86)
29	Senior Center Coord	0	1	1	Female	718	\$3,381.00	\$3,961.24	(\$580.24)
30	Special Assessmt Coord	0	1	1	Female	728	\$4,142.00	\$3,970.82	\$171.18
31	Admin Finance Spec	1	5	6	Female	729	\$4,142.00	\$3,972.14	\$169.86
32	Information Tech	2	37	39	Female	739	\$3,661.00	\$3,980.85	(\$319.85)
222	Warehouse Specialist	2	0	2	Male	741	\$4,417.00	\$3,987.79	\$429.21

Predicted Pay Report for Duluth

1/24/2011

Case : 2011DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
209	Land Use Tech	2	0	2	Male	743	\$4,044.00	\$3,970.08	\$73.92
34	Gas Control II	1	0	1	Male	752	\$4,044.00	\$3,986.24	\$57.76
35	Sr Sec Spec Conf	0	1	1	Female	756	\$3,668.00	\$3,990.89	(\$322.89)
36	Water Lab Tech	0	1	1	Female	758	\$3,875.00	\$4,032.40	(\$157.40)
38	Traffic Maint Worker	3	0	3	Male	772	\$3,875.00	\$4,027.07	(\$152.07)
39	Sr Library Technician	1	5	6	Female	774	\$3,981.00	\$4,065.60	(\$84.60)
189	Bid & Contract Asst	0	1	1	Female	778	\$4,142.00	\$4,068.25	\$73.75
40	Housing Inspector	2	1	3	Balanced	784	\$4,215.00	\$4,072.26	\$142.74
41	Admin Info Spec	0	14	14	Female	790	\$4,142.00	\$4,075.99	\$66.01
33	Solid Waste Comp Off	0	1	1	Female	791	\$4,044.00	\$4,076.48	(\$32.48)
185	Admin Legal Asst	0	1	1	Female	792	\$4,142.00	\$4,076.94	\$65.06
42	Zone Coord	0	1	1	Female	793	\$4,417.00	\$4,077.44	\$339.56
43	Plans Examiner	2	1	3	Balanced	799	\$4,215.00	\$4,071.69	\$143.31
44	Equip Maint Spec	2	0	2	Male	802	\$3,573.00	\$4,074.13	(\$501.13)
45	Collect Sys Maint	9	0	9	Male	811	\$4,044.00	\$4,076.67	(\$32.67)
46	Storekeeper	1	0	1	Male	828	\$3,875.00	\$4,091.15	(\$216.15)
47	Public Info Coord	0	2	2	Female	829	\$5,245.00	\$4,091.43	\$1,153.57
186	Admin Secl Spec Conf	0	1	1	Female	830	\$4,038.00	\$4,098.47	(\$60.47)
48	Librarian I	2	10	12	Female	835	\$4,493.00	\$4,099.41	\$393.59
49	Util Accts Rec Spec	1	2	3	Balanced	849	\$4,705.00	\$4,137.06	\$567.94
220	Sr Gas Control Oper	1	0	1	Male	851	\$4,417.00	\$4,142.55	\$274.45
50	Elec Inspector	2	0	2	Male	852	\$4,586.00	\$4,145.30	\$440.70
51	Spec Events Coord	0	2	2	Female	856	\$4,142.00	\$4,150.15	(\$8.15)
52	Meter Mechanic	1	0	1	Male	859	\$4,215.00	\$4,157.93	\$57.07
54	W&G Maint Journeyperson	6	0	6	Male	861	\$4,044.00	\$4,138.40	(\$94.40)
55	Maintenance Opers Ldwrkr	1	0	1	Male	861	\$4,785.00	\$4,138.40	\$646.60
57	Construction Insp	4	0	4	Male	863	\$4,586.00	\$4,132.15	\$453.85
58	Plumbing Insp	2	0	2	Male	864	\$4,586.00	\$4,135.20	\$450.80
207	HR Technician	0	2	2	Female	870	\$4,576.00	\$4,155.35	\$420.65
60	Signal Tech	1	1	2	Balanced	872	\$4,417.00	\$4,155.38	\$261.62
61	HVAC Insp	1	0	1	Male	873	\$4,586.00	\$4,158.98	\$427.02
202	Executive Assistant	0	1	1	Female	873	\$4,576.00	\$4,158.98	\$417.02
211	Lift Station Apprentice	1	0	1	Male	876	\$3,573.00	\$4,169.01	(\$596.01)
63	Utility Serv Jrny	8	2	10	Male	877	\$4,044.00	\$4,172.48	(\$128.48)
64	Janitorial Supv	2	0	2	Male	880	\$3,573.00	\$4,182.68	(\$609.68)

Predicted Pay Report for Duluth

1/24/2011

Case : 2011DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
65	Carpenter	2	0	2	Male	884	\$4,215.00	\$4,196.55	\$18.45
66	Welder	2	0	2	Male	889	\$4,044.00	\$4,213.68	(\$169.68)
67	Heavy Equipment Mechanic	5	0	5	Male	889	\$4,044.00	\$4,213.68	(\$169.68)
201	Engineering Tech	3	1	4	Balanced	897	\$4,044.00	\$4,237.72	(\$193.72)
69	Plans Examiner Ldwrkr	0	1	1	Female	907	\$4,785.00	\$4,272.92	\$512.08
70	App Mech App	2	0	2	Male	908	\$3,875.00	\$4,276.49	(\$401.49)
205	Grant Coordinator	0	1	1	Female	909	\$4,493.00	\$4,280.07	\$212.93
71	Planner II	2	4	6	Balanced	916	\$4,900.00	\$4,307.12	\$592.88
72	Corrosion Tech	1	0	1	Male	919	\$4,785.00	\$4,318.51	\$466.49
73	Bridge Operator	8	1	9	Male	921	\$3,875.00	\$4,332.37	(\$457.37)
74	Water Lab Chemist	1	0	1	Male	923	\$4,785.00	\$4,339.66	\$445.34
75	Graphics Coord	1	0	1	Male	928	\$4,493.00	\$4,348.32	\$144.68
76	Electronics Tech	0	1	1	Female	938	\$4,586.00	\$4,374.87	\$211.13
77	Lift Station Op	1	0	1	Male	949	\$4,215.00	\$4,409.62	(\$194.62)
78	Plumber	1	0	1	Male	949	\$4,215.00	\$4,409.62	(\$194.62)
79	Support Analyst	3	1	4	Balanced	949	\$4,493.00	\$4,409.62	\$83.38
81	Animal Shelter Lead	0	1	1	Female	953	\$4,417.00	\$4,433.90	(\$16.90)
191	Budget & Oper Anal	0	2	2	Female	955	\$4,900.00	\$4,441.60	\$458.40
82	Deputy Fire Marshal	1	1	2	Balanced	956	\$5,350.00	\$4,445.45	\$904.55
83	Recreation Specialist	0	1	1	Female	957	\$3,718.00	\$4,449.07	(\$731.07)
84	Appraiser	4	1	5	Male	961	\$5,118.00	\$4,469.71	\$648.29
85	Fleet Serv Lead	2	0	2	Male	962	\$4,785.00	\$4,473.56	\$311.44
86	Criminal Intelligence Anal	0	2	2	Female	962	\$4,493.00	\$4,473.56	\$19.44
87	Water Quality Spec	6	0	6	Male	963	\$4,586.00	\$4,477.64	\$108.36
200	Energy Coordinator	0	1	1	Female	965	\$4,995.00	\$4,488.83	\$506.17
89	Employment Tech	5	11	16	Balanced	966	\$4,493.00	\$4,493.04	(\$0.04)
90	Paralegal	0	2	2	Female	972	\$4,493.00	\$4,510.42	(\$17.42)
91	Firefighter	44	6	50	Male	973	\$4,401.00	\$4,514.62	(\$113.62)
92	Programmer Analyst	1	1	2	Balanced	974	\$5,568.00	\$4,519.07	\$1,048.93
93	Personnel Analyst	1	0	1	Male	975	\$4,493.00	\$4,523.53	(\$30.53)
94	Gas Ener Coord	1	0	1	Male	975	\$4,785.00	\$4,523.53	\$261.47
95	Water Plant Op A	4	1	5	Male	977	\$4,586.00	\$4,532.44	\$53.56
96	Electrician	3	0	3	Male	977	\$4,215.00	\$4,532.44	(\$317.44)
97	Gas Fitter	1	0	1	Male	978	\$4,215.00	\$4,535.80	(\$320.80)
98	Police Records Coord	0	1	1	Female	979	\$4,705.00	\$4,540.29	\$164.71

Predicted Pay Report for Duluth
Case : 2011DATA

1/24/2011

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
99	Senior Engr Tech	14	0	14	Male	979	\$4,586.00	\$4,540.29	\$45.71
100	Geo Info Systems Spec	2	0	2	Male	981	\$5,568.00	\$4,545.23	\$1,022.77
101	Librarian II	1	3	4	Female	981	\$4,900.00	\$4,545.23	\$354.77
102	Utility Operations Ldwrkr	7	0	7	Male	985	\$4,785.00	\$4,548.60	\$236.40
104	Appl Mech Journeyperson	11	0	11	Male	991	\$4,417.00	\$4,580.55	(\$163.55)
105	Hous Insp Ldwk	1	0	1	Male	991	\$4,785.00	\$4,580.55	\$204.45
106	Mgr Maint Supply Serv	1	0	1	Male	992	\$5,591.00	\$4,583.98	\$1,007.02
107	Customer Rel Supr	0	1	1	Female	996	\$5,746.00	\$4,630.33	\$1,115.67
88	Assessor Office Coord	0	1	1	Female	1,005	\$4,705.00	\$4,616.69	\$88.31
108	Master Electrician	1	0	1	Male	1,005	\$4,586.00	\$4,616.69	(\$30.69)
109	Traffic Operations Ldwrkr	1	0	1	Male	1,010	\$4,785.00	\$4,640.87	\$144.13
110	Customer Service Ldwrkr	2	0	2	Male	1,022	\$4,785.00	\$4,698.16	\$86.84
111	Financial Analyst	2	3	5	Balanced	1,023	\$5,568.00	\$4,702.46	\$865.54
112	Master Plumber	1	0	1	Male	1,029	\$4,586.00	\$4,734.91	(\$148.91)
113	Supr Real Property	1	0	1	Male	1,031	\$6,233.00	\$4,743.32	\$1,489.68
114	Senior Planner	3	1	4	Balanced	1,037	\$5,568.00	\$4,771.63	\$796.37
115	Project Coordinator	3	1	4	Balanced	1,037	\$4,785.00	\$4,771.63	\$13.37
116	Asst City Clerk	0	1	1	Female	1,044	\$5,746.00	\$4,806.72	\$939.28
117	Fire Equip Op	36	3	39	Male	1,045	\$4,621.00	\$4,810.52	(\$189.52)
118	Sr Comm Empl Dir	0	1	1	Female	1,048	\$5,118.00	\$4,822.38	\$295.62
120	Sr Engr Spec	2	0	2	Male	1,052	\$5,212.00	\$4,841.47	\$370.53
206	HR Generalist	1	1	2	Balanced	1,052	\$5,621.00	\$4,841.47	\$779.53
215	Mobile Data Specialist	0	1	1	Female	1,052	\$4,900.00	\$4,841.47	\$58.53
121	Employee Benefits Spec	0	1	1	Female	1,057	\$5,568.00	\$4,861.79	\$706.21
122	Regulator Mechanic	3	0	3	Male	1,058	\$4,215.00	\$4,865.91	(\$650.91)
123	Pipeline Welder	3	0	3	Male	1,061	\$4,586.00	\$4,905.65	(\$319.65)
124	Chief Gas Controller	1	0	1	Male	1,061	\$6,027.00	\$4,905.65	\$1,121.35
125	Network Admin	2	0	2	Male	1,069	\$5,818.00	\$4,942.49	\$875.51
190	Bldg & Grnds Maint Supr	2	0	2	Male	1,070	\$6,027.00	\$4,947.05	\$1,079.95
221	Supr Prkg & Traffic Maint	1	0	1	Male	1,070	\$6,027.00	\$4,947.05	\$1,079.95
126	Sr Programmer Anl	2	0	2	Male	1,076	\$5,818.00	\$4,973.86	\$844.14
226	Oper Coord, Parks & Rec	1	0	1	Male	1,082	\$5,889.00	\$5,011.27	\$877.73
128	Fire Marshal	0	1	1	Female	1,093	\$6,194.00	\$4,762.89	\$1,431.11
129	St Mtc Supv	2	1	3	Balanced	1,095	\$6,233.00	\$4,763.89	\$1,469.11
208	Land Use Supervisor	0	1	1	Female	1,099	\$6,354.00	\$4,805.95	\$1,548.05

Predicted Pay Report for Duluth
Case : 2011DATA

1/24/2011

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
187	Asst City Auditor	0	1	1	Female	1,101	\$6,354.00	\$4,795.16	\$1,558.84
216	Payroll Administrator	0	1	1	Female	1,102	\$6,054.00	\$4,794.36	\$1,259.64
203	Facility Projects Spec	0	1	1	Female	1,111	\$4,995.00	\$4,834.46	\$160.54
130	Utility Operations Supv	3	0	3	Male	1,112	\$6,660.00	\$4,832.82	\$1,827.18
131	Electronics Lead Wkr	1	0	1	Male	1,120	\$4,995.00	\$4,848.40	\$146.60
132	Fire Captain	34	0	34	Male	1,123	\$4,852.00	\$4,852.75	(\$0.75)
134	Measurement Servs Supr	1	0	1	Male	1,136	\$6,973.00	\$4,846.08	\$2,126.92
135	Librarian III	2	3	5	Balanced	1,140	\$5,568.00	\$4,842.91	\$725.09
137	Facility Op Supv	1	0	1	Male	1,144	\$6,027.00	\$4,852.02	\$1,174.98
138	Train Off	1	0	1	Male	1,151	\$5,618.00	\$4,881.61	\$736.39
139	Personnel Technician II	0	1	1	Female	1,161	\$5,818.00	\$4,913.20	\$904.80
140	City Inv & Claims Agt	1	0	1	Male	1,167	\$5,621.00	\$4,989.56	\$631.44
142	Project Engineer	6	0	6	Male	1,178	\$5,691.00	\$5,094.54	\$596.46
143	City Forester	1	0	1	Male	1,178	\$6,233.00	\$5,094.54	\$1,138.46
144	Equal Opport Rep	1	0	1	Male	1,197	\$5,334.00	\$5,124.39	\$209.61
219	Safety & Trng Officer	0	1	1	Female	1,199	\$7,127.00	\$5,136.55	\$1,990.45
145	City Clerk	1	0	1	Male	1,200	\$6,819.00	\$5,154.51	\$1,664.49
224	Water Plant Supr	1	0	1	Male	1,201	\$6,027.00	\$5,150.55	\$876.45
146	Police Officer	55	6	61	Male	1,210	\$4,382.00	\$5,225.39	(\$843.39)
147	Police Investigator	11	43	54	Female	1,210	\$4,768.00	\$5,225.39	(\$457.39)
150	Mgr Customer Service	1	0	1	Male	1,232	\$7,702.00	\$5,396.01	\$2,305.99
151	Mgr Comm Dev & Hsg	1	0	1	Male	1,233	\$6,354.00	\$5,404.98	\$949.02
152	Purchasing Agent	1	0	1	Male	1,238	\$6,819.00	\$5,449.30	\$1,369.70
188	Asst City Treasurer	1	0	1	Male	1,241	\$6,354.00	\$5,475.79	\$878.21
154	Mgr Workforce Dev.	1	0	1	Male	1,259	\$6,354.00	\$5,747.42	\$606.58
155	Police Sergeant	18	2	20	Male	1,265	\$5,154.00	\$5,866.85	(\$712.85)
157	Aerial Lift Bridge Supv	1	0	1	Male	1,275	\$6,027.00	\$6,074.46	(\$47.46)
158	Asst Attorney	3	7	10	Female	1,278	\$8,506.00	\$6,134.76	\$2,371.24
159	Asst Fire Chief	3	0	3	Male	1,279	\$6,194.00	\$6,155.27	\$38.73
160	Mgr Fiscal Mgmt Anl	0	1	1	Female	1,290	\$7,283.00	\$6,442.48	\$840.52
161	Police Lt	8	1	9	Male	1,294	\$7,127.00	\$6,528.61	\$598.39
162	Chief Engr Utilities	1	0	1	Male	1,295	\$7,702.00	\$6,586.11	\$1,115.89
163	Mgr Util Operations	1	0	1	Male	1,298	\$7,702.00	\$6,723.52	\$978.48
165	Auditor	1	0	1	Male	1,304	\$7,283.00	\$6,874.84	\$408.16
192	Bus Resources Mrg	0	1	1	Female	1,306	\$7,435.00	\$6,926.28	\$508.72

Predicted Pay Report for Duluth
Case : 2011DATA

1/24/2011

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
166	Deputy Police Chief	2	0	2	Male	1,307	\$7,702.00	\$6,952.01	\$749.99
167	Fleet Manager	1	0	1	Male	1,318	\$8,005.00	\$7,238.35	\$766.65
168	City Engineer	0	1	1	Female	1,319	\$8,495.00	\$7,251.00	\$1,244.00
170	Opr Mgr for W&G Supply	1	0	1	Male	1,324	\$7,702.00	\$7,387.30	\$314.70
171	Deputy Fire Chief	1	0	1	Male	1,330	\$8,005.00	\$7,470.57	\$534.43
173	Mgr MIS	0	1	1	Female	1,347	\$8,005.00	\$7,876.75	\$128.25
193	Chief Engr, Transportation	0	1	1	Female	1,358	\$7,702.00	\$7,697.59	\$4.41
218	Property Manager	1	0	1	Male	1,360	\$8,005.00	\$7,737.18	\$267.82
175	Assessor	1	0	1	Male	1,367	\$8,005.00	\$7,873.44	\$131.56
178	Treasurer	1	0	1	Male	1,370	\$6,819.00	\$7,932.83	(\$1,113.83)
213	Mgr Library Services	0	1	1	Female	1,372	\$7,435.00	\$7,971.26	(\$536.26)
214	Mgr Parks & Rec	0	1	1	Female	1,375	\$7,702.00	\$8,030.66	(\$328.66)
199	Director, Public Admin	0	1	1	Female	1,394	\$9,942.00	\$8,402.15	\$1,539.85
179	Police Chief	1	0	1	Male	1,405	\$9,942.00	\$8,617.60	\$1,324.40
180	Fire Chief	1	0	1	Male	1,413	\$9,942.00	\$8,773.65	\$1,168.35
212	Mgr Human Resources	0	1	1	Female	1,434	\$8,495.00	\$9,184.74	(\$689.74)
181	Dir Pub Wk & Util	1	0	1	Male	1,437	\$9,942.00	\$9,244.14	\$697.86
195	Chief Information Officer	1	0	1	Male	1,446	\$9,942.00	\$9,419.99	\$522.01
198	Dir Business Resources	1	0	1	Male	1,448	\$9,942.00	\$9,459.58	\$482.42
182	City Attorney	1	0	1	Male	1,475	\$9,322.00	\$9,987.13	(\$665.13)
196	City Architect	1	0	1	Male	1,481	\$8,005.00	\$10,104.76	(\$2,099.76)
194	Chief Financial Officer	0	1	1	Female	1,499	\$9,942.00	\$10,457.62	(\$515.62)
184	Chief Admin Officer	1	0	1	Male	1,505	\$10,220.00	\$10,575.24	(\$355.24)

Job Number Count: 198

Compliance Report

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

Report Year: 2011
Case: 1 - 2011DATA (Private (Jur Only))

Duluth MN 55802

Contact: Jan Anderson

Phone: (218) 730-5205

E-Mail: janderson@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

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	111	63	24	198
# Employees	502	229	130	861
Avg. Max Monthly Pay per employee	4,691.56	4,599.16		4,564.72

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 92.23 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	72	39
b. # Below Predicted Pay	39	24
c. TOTAL	111	63
d. % Below Predicted Pay (b divided by c = d)	35.14	38.10

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

B. T-test Results

Degrees of Freedom (DF) = 729	Value of T = -1.337
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$65)
- b. Avg. diff. in pay from predicted pay for female jobs = (\$3)

III. SALARY RANGE TEST = 100.82 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 3.48
- B. Avg. # of years to max salary for female jobs = 3.45

IV. EXCEPTIONAL SERVICE PAY TEST = 76.85 (Result is B divided by A)

- A. % of male classes receiving ESP 84.68 *
- B. % of female classes receiving ESP 65.08

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