

PERSONNEL COMMITTEE

12-0596R

RESOLUTION AUTHORIZING PAY EQUITY REPORTS REQUIRED FOR  
A REQUEST FOR RECONSIDERATION TO THE MINNESOTA  
MANAGEMENT AND BUDGET PAY EQUITY DIVISION.

CITY PROPOSAL:

The city council finds:

(a) The city is required to submit a pay equity implementation report to the state every three years; and

(b) The city submitted its pay equity implementation report to the Minnesota management and budget pay equity division for 2011; and

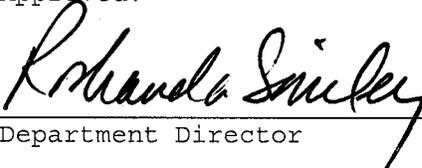
(c) The city received a "notice of noncompliance" from the state, citing failure to pass the exceptional service pay test based on employee longevity awards; and

(d) The city is submitting a reconsideration request, including an updated pay equity report based on payroll records effective November 7, 2011 and a second updated pay equity report which adjusts the way pay structures are reported to include longevity awards in the salary scale;

(e) Such reconsideration request and reports require approval by the Duluth city council.

THEREFORE, BE IT RESOLVED, that the city's pay equity implementation report(s) and reconsideration request, substantially the same as that on file in the office of the city clerk as Public Document No. \_\_\_\_\_, is hereby approved.

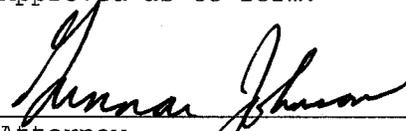
Approved:

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

Approved for presentation to council:

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

Approved as to form:

  
\_\_\_\_\_  
Attorney

Approved:

  
\_\_\_\_\_  
Auditor

HR/ATTY JA:cjk 11/20/2012

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 out of compliance based on our 2011 pay equity implementation report because the way longevity pay was presented caused an issue with the exceptional service pay test. Because the city's longevity awards are based solely on time in grade, and not performance based, if longevity is recorded in the report as additional salary steps, the city will be in compliance. The city is therefore requesting reconsideration and submitting an updated report to the state.



## CITY OF DULUTH

Legislative & Executive Department  
Human Resources Division  
411 West First Street, Room 313 \* Duluth, Minnesota 55802-1195  
Phone: 218/730-5210 Fax: 218/730-5906

Kim Hall, Manager, Human Resources,  
Healthcare & Safety  
khall@duluthmn.gov

December 9, 2011

Faith Zwemke  
Pay Equity Coordinator  
Minnesota Management & Budget  
400 Centennial Building  
658 Cedar Street  
St Paul MN 55155

Dear Ms. Zwemke:

The City of Duluth is requesting reconsideration regarding the non-compliance ruling by Minnesota Management & Budget issued for our 2011 Pay Equity Report. We received the "First Notice of Non-Compliance" because our jurisdiction did not pass the "Exceptional Service Pay" test.

We are requesting reconsideration of this non-compliance ruling based on the following facts:

1. All City of Duluth employees, both male and female, receive longevity awards based solely on length of service with the City. Employees receive an award of four percent of their basic salary after eight years of service with the City, and an additional four percent of basic salary after 16 years of service. This award is not based on performance or any other measure besides length of service. Therefore, the longevity award is gender neutral and applies to everyone. We do not believe our longevity award negatively affects the wages of our female employees as compared to our male employees.
2. The City of Duluth has never failed to pass the Exceptional Service Pay in the past. We believe several factors account for our inability to currently pass the test. The first is that, like many employers, we have a large number of "baby boomers" reaching retirement age. As a result, our retirement numbers have increased dramatically in the last several years. We had 89 retirements in the last three years (2008-2010) of our pay equity reporting period, plus 26 retirements to date in 2011. With an aging workforce, this trend will continue for several more years. Currently, we have 199 employees who are retirement eligible. In five years, there will be an additional 151 who are retirement eligible. For some job classes with many employees, these retirements do not affect the Exceptional Service Pay test, because there are other employees still receiving longevity bonuses. However, in job classes that have single incumbents who retire and their positions are then filled with new employees, the Exceptional Service Pay (longevity award) is not available. When those single incumbent jobs are held by female employees, we've essentially eliminated a female class with exceptional service pay if we fill it with

## Option 2

### Reconsideration

(use this form only if requesting reconsideration)

**Step 1: Return this form by November 19, 2011.**

*A request for reconsideration of your Pay Equity Implementation Report must be filed within 30 days of the "First Notice of Non-Compliance" received from Minnesota Management & Budget (MMB). In your case, this form must be filled out and received by the date above.*

City of Duluth is requesting: (check whichever applies)  
(name of jurisdiction)

#### Reason for Requesting Reconsideration

- A longer grace period for submitting a new report than the one specified by MMB in the "First Notice of Non-Compliance". \_\_\_\_\_ is the new date requested for submitting a new report.
- A reversal of MMB's compliance determination.

#### Step 2: Submit Supporting Documentation

*All jurisdictions requesting reconsideration must provide written documentation to support their request. This documentation may either be attached to this form or sent in and postmarked within 60 days. In your case, this documentation must be received no later than December 19, 2011.*

Our plan for achieving compliance, signed by our chief elected official, and documentation to support this reconsideration request:

- are attached to this form.
- are not attached but will be sent and received by the date above.

*The signature below verifies that a copy of this form has been sent to each exclusive representative (if any) in the jurisdiction and will be posted for 90 days at the following location:*

Human Resources Bulletin Board  
Posting Location

Jan Anderson

Contact Person

Don Ness

Chief Elected Official

City of Duluth

Name of Jurisdiction

Mayor

Title

411 W First St #313

Address

11/14/2011

Date

218-730-5210

Phone

Results of MMB's compliance review and materials submitted by the jurisdiction to support the reconsideration request are public data and available upon request. Comments concerning this reconsideration request may be submitted to Minnesota Management & Budget, Pay Equity Coordinator, 658 Cedar Street, St. Paul, MN 55155; (651) 259-3761.

payequi/general/Options 1 & 2 & Tips

## Compliance Report

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

Duluth MN 55802

Report Year: 2011

Case: 7 - 11-7-11 Prelim Data corrected (Private (Jur C

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	114	65	18	197
# Employees	544	166	107	817
Avg. Max Monthly Pay per employee	4,869.53	4,426.31		4,750.00

### II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 93.67 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	68	37
b. # Below Predicted Pay	46	28
c. TOTAL	114	65
d. % Below Predicted Pay (b divided by c = d)	40.35	43.08

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

### B. T-test Results

Degrees of Freedom (DF) = 708

Value of T = -1.559

a. Avg. diff. in pay from predicted pay for male jobs = (\$64)

b. Avg. diff. in pay from predicted pay for female jobs = (\$2)

III. SALARY RANGE TEST = 98.62 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 3.46

B. Avg. # of years to max salary for female jobs = 3.51

IV. EXCEPTIONAL SERVICE PAY TEST = 77.95 (Result is B divided by A)

A. % of male classes receiving ESP 78.95 \*

B. % of female classes receiving ESP 61.54

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

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 11-7-11 Prelim Data corrected

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
2	Janitor I	4	1	M	342	\$2,588.00	\$3,017.00	3.50	0.00	Longevity
3	Library Custodian	0	1	F	345	\$2,706.00	\$3,166.00	3.50	0.00	Longevity
4	Meter Reader	3	0	M	371	\$2,706.00	\$3,166.00	3.50	0.00	Longevity
5	Utility Radio Dispatcher	2	3	B	407	\$3,166.00	\$3,718.00	3.50	0.00	Longevity
7	Maintenance Worker	18	5	B	440	\$2,706.00	\$3,166.00	3.50	0.00	Longevity
204	Gas Control I	0	1	F	481	\$3,166.00	\$3,718.00	3.50	0.00	
9	Asst Storekeeper	1	1	B	485	\$2,930.00	\$3,438.00	3.50	0.00	Longevity
210	Library Assistant	0	1	F	487	\$2,403.00	\$2,783.00	3.50	0.00	
10	Janitor II	1	0	M	498	\$2,683.00	\$3,130.00	3.50	0.00	Longevity
242	Utility Maintenance Worker	4	0	M	525	\$2,809.00	\$3,296.00	3.50		Longevity
11	Utility Service Person	4	0	M	543	\$3,046.00	\$3,875.00	3.00	0.00	
12	Library Technician	2	14	F	566	\$2,901.00	\$3,381.00	4.00	0.00	Longevity
13	Animal Control Officer	0	1	F	572	\$2,930.00	\$3,438.00	3.50	0.00	Longevity
15	Parking Meter Monitor	4	1	M	579	\$2,330.00	\$2,706.00	3.50	0.00	Longevity
16	Bldg Maintenance Person	1	0	M	580	\$3,166.00	\$3,718.00	3.50	0.00	Longevity
18	Clerical Support Tech	0	8	F	594	\$2,383.00	\$3,017.00	3.50	0.00	Longevity
197	Clerical Technician	0	1	F	594	\$2,494.00	\$2,901.00	3.50		
19	Utility Operator	29	0	M	637	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
20	Heavy Equip Operator	27	0	M	655	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
22	Park Maintenance Worker	9	3	B	679	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
23	Painter	1	0	M	680	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
217	Property & Evidence Tech	1	1	B	693	\$2,706.00	\$3,166.00	3.50		
24	Industrial Painter	2	0	M	696	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
25	Senior Ramp Wkr	0	1	F	699	\$2,930.00	\$3,438.00	3.50	0.00	Longevity
223	Water Plant Op D	1	0	M	703	\$2,930.00	\$3,438.00	3.50	0.00	
28	Indust Equip Tech	1	0	M	711	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
29	Senior Center Coord	0	1	F	718	\$2,901.00	\$3,381.00	3.50	0.00	Longevity
30	Special Assessmt Coord	0	1	F	728	\$3,514.00	\$4,142.00	3.50	0.00	Longevity
31	Admin Finance Spec	1	5	F	729	\$3,728.00	\$4,142.00	2.00	0.00	Longevity
32	Information Tech	2	35	F	739	\$3,002.00	\$3,661.00	3.50	0.00	Longevity
222	Warehouse Specialist	3	0	M	741	\$3,718.00	\$4,417.00	3.50	0.00	Longevity
209	Land Use Tech	2	0	M	743	\$3,438.00	\$4,044.00	3.50		
34	Gas Control II	1	0	M	752	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
35	Sr Sec Spec Conf	0	1	F	756	\$3,134.00	\$3,681.00	3.50	0.00	Longevity
233	Human Resources Assista	1	1	B	756	\$3,258.00	\$3,819.00	3.50	0.00	
36	Water Lab Tech	0	1	F	758	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
38	Traffic Maint Worker	3	0	M	772	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
39	Sr Library Technician	1	5	F	774	\$3,381.00	\$3,981.00	3.50	0.00	Longevity
189	Bid & Contract Asst	0	1	F	778	\$3,514.00	\$4,142.00	3.50		Longevity
40	Housing Inspector	3	1	B	784	\$3,573.00	\$4,215.00	3.50	0.00	
41	Admin Info Spec	0	14	F	790	\$3,728.00	\$4,142.00	2.00	0.00	Longevity
33	Solid Waste Comp Off	0	1	F	791	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
185	Admin Legal Asst	0	1	F	792	\$3,514.00	\$4,142.00	3.50		
43	Plans Examiner	2	0	M	799	\$3,573.00	\$4,215.00	3.50	0.00	
44	Equip Maint Spec	1	0	M	802	\$3,046.00	\$3,573.00	3.50	0.00	
45	Collect Sys Maint	6	0	M	811	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
46	Storekeeper	1	0	M	828	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
47	Public Info Coord	0	2	F	829	\$4,493.00	\$5,245.00	3.50	0.00	Longevity
186	Admin Secl Spec Conf	0	1	F	830	\$3,369.00	\$4,038.00	3.50	0.00	Longevity
48	Librarian I	2	10	F	835	\$3,819.00	\$4,493.00	3.50	0.00	Longevity
241	Trails Coordinator	0	1	F	836	\$3,438.00	\$4,044.00	3.50		
49	Util Accts Rec Spec	1	1	B	849	\$3,981.00	\$4,705.00	3.50	0.00	Longevity
220	Sr Gas Control Oper	1	0	M	851	\$3,718.00	\$4,417.00	3.50		Longevity
50	Elec Inspector	2	0	M	852	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
51	Spec Events Coord	0	1	F	856	\$3,514.00	\$4,142.00	3.50	0.00	Longevity
52	Meter Mechanic	1	0	M	859	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
54	W&G Maint Journeypersor	5	0	M	861	\$3,438.00	\$4,044.00	4.00	0.00	Longevity
55	Maintenance Opers Ldwrki	1	0	M	861	\$4,044.00	\$4,785.00	3.50	0.00	Longevity

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 11-7-11 Prelim Data corrected

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
57	Construction Insp	3	0	M	863	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
58	Plumbing Insp	2	0	M	864	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
207	HR Technician	0	2	F	870	\$3,832.00	\$4,576.00	3.50		Longevity
60	Signal Tech	1	1	B	872	\$3,718.00	\$4,417.00	3.50	0.00	
61	HVAC Insp	1	0	M	873	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
202	Executive Assistant	0	1	F	873	\$3,832.00	\$4,576.00	3.50	0.00	Longevity
211	Lift Station Apprentice	1	0	M	876	\$2,809.00	\$3,573.00	3.00	0.00	
63	Utility Serv Jrny	6	1	M	877	\$3,438.00	\$4,044.00	3.00	0.00	Longevity
64	Janitorial Supv	2	0	M	880	\$3,046.00	\$3,573.00	3.50	0.00	Longevity
65	Carpenter	2	0	M	884	\$3,573.00	\$4,215.00	3.50	0.00	
66	Welder	2	0	M	889	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
67	Heavy Equipment Mechan	6	0	M	889	\$3,438.00	\$4,044.00	3.50	0.00	Longevity
201	Engineering Tech	2	0	M	897	\$3,438.00	\$4,044.00	3.50		
69	Plans Examiner Ldwrkr	0	1	F	907	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
70	App Mech App	2	0	M	908	\$3,166.00	\$3,875.00	2.00	0.00	Longevity
205	Grant Coordinator	0	1	F	909	\$3,819.00	\$4,493.00	3.50	0.00	
71	Planner II	3	3	B	916	\$4,142.00	\$4,900.00	3.50	0.00	Longevity
227	CMMS Administrator	1	0	M	916	\$3,819.00	\$4,493.00	3.50	0.00	
72	Corrosion Tech	1	0	M	919	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
73	Bridge Operator	7	1	M	921	\$3,296.00	\$3,875.00	3.50	0.00	Longevity
74	Water Lab Chemist	1	0	M	923	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
75	Graphics Coord	1	0	M	928	\$3,819.00	\$4,493.00	3.50	0.00	Longevity
76	Electronics Tech	0	1	F	938	\$3,718.00	\$4,586.00	3.50	0.00	
231	Employee Benefits Repres	0	1	F	946	\$4,633.00	\$5,621.00	3.50	0.00	
77	Lift Station Op	1	0	M	949	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
78	Plumber	1	0	M	949	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
79	Support Analyst	3	0	M	949	\$3,819.00	\$4,493.00	3.50	0.00	
81	Animal Shelter Lead	0	1	F	953	\$3,718.00	\$4,417.00	3.50	0.00	Longevity
191	Budget & Oper Anal	0	2	F	955	\$4,142.00	\$4,900.00	3.50		
83	Recreation Specialist	0	1	F	957	\$3,166.00	\$3,718.00	3.50	0.00	Longevity
229	Credit & Collections Admin	1	0	M	957	\$4,493.00	\$5,245.00	3.50	0.00	
84	Appraiser	3	1	B	961	\$3,258.00	\$5,118.00	5.00	0.00	Longevity
85	Fleet Serv Lead	2	0	M	962	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
86	Criminal Intelligence Anal	0	1	F	962	\$3,819.00	\$4,493.00	3.50	0.00	
87	Water Quality Spec	7	0	M	963	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
200	Energy Coordinator	0	1	F	965	\$4,215.00	\$4,995.00	3.50		
89	Employment Tech	5	10	B	966	\$3,819.00	\$4,493.00	3.50	0.00	Longevity
90	Paralegal	0	2	F	972	\$3,819.00	\$4,493.00	3.50	0.00	Longevity
91	Firefighter	42	4	M	973	\$3,542.00	\$4,709.00	3.50	0.00	Longevity
92	Programmer Analyst	0	1	F	974	\$4,142.00	\$5,568.00	6.50	0.00	
94	Gas Ener Coord	1	0	M	975	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
95	Water Plant Op A	4	1	M	977	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
96	Electrician	3	0	M	977	\$3,573.00	\$4,215.00	3.50	0.00	
97	Gas Fitter	2	0	M	978	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
98	Police Records Coord	0	1	F	979	\$3,981.00	\$4,705.00	3.50	0.00	Longevity
99	Senior Engr Tech	14	0	M	979	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
100	Geo Info Systems Spec	2	0	M	981	\$4,142.00	\$5,568.00	6.50	0.00	Longevity
101	Librarian II	1	3	F	981	\$4,142.00	\$4,900.00	3.50	0.00	Longevity
238	Paralegal-Confidential	0	1	F	983	\$3,832.00	\$4,576.00	3.50	0.00	
102	Utility Operations Ldwrkr	7	0	M	985	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
104	Appl Mech Journey person	9	0	M	991	\$4,044.00	\$4,417.00	1.50	0.00	Longevity
105	Hous Insp Ldwk	1	0	M	991	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
106	Mgr Maint Supply Serv	1	0	M	992	\$4,383.00	\$5,591.00	0.00	24.00	Longevity
88	Assessor Office Coord	0	1	F	1,005	\$3,981.00	\$4,705.00	3.50	0.00	Longevity
108	Master Electrician	1	0	M	1,005	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
109	Traffic Operations Ldwrkr	1	0	M	1,010	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
110	Customer Service Ldwrkr	2	0	M	1,022	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
111	Financial Analyst	2	3	B	1,023	\$3,898.00	\$5,568.00	7.00	0.00	Longevity

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 11-7-11 Prelim Data corrected

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
112	Master Plumber	1	0	M	1,029	\$3,875.00	\$4,586.00	3.50	0.00	
113	Supr Real Property	1	0	M	1,031	\$5,088.00	\$6,233.00	3.50	0.00	Longevity
114	Senior Planner	3	1	B	1,037	\$4,705.00	\$5,568.00	3.50	0.00	Longevity
115	Project Coordinator	3	1	B	1,037	\$4,044.00	\$4,785.00	3.50	0.00	Longevity
116	Asst City Clerk	0	1	F	1,044	\$4,712.00	\$5,746.00	3.50	0.00	Longevity
117	Fire Equip Op	35	5	M	1,045	\$4,945.00	\$4,945.00	0.00	27.00	Longevity
228	Contract Mgmt & Comp Of	0	1	F	1,045	\$4,493.00	\$5,245.00	3.50	0.00	
118	Sr Comm Empl Dir	0	1	F	1,048	\$4,317.00	\$5,118.00	3.50	0.00	Longevity
120	Sr Engr Spec	3	0	M	1,052	\$4,417.00	\$5,212.00	3.50	0.00	Longevity
206	HR Generalist	2	1	B	1,052	\$4,633.00	\$5,621.00	3.50		Longevity
122	Regulator Mechanic	3	0	M	1,058	\$3,573.00	\$4,215.00	3.50	0.00	Longevity
123	Pipeline Welder	3	0	M	1,061	\$3,875.00	\$4,586.00	3.50	0.00	Longevity
125	Network Admin	2	0	M	1,069	\$4,900.00	\$5,818.00	3.50	0.00	Longevity
190	Bldg & Grnds Maint Supr	2	0	M	1,070	\$4,586.00	\$6,027.00	0.00	16.00	Longevity
221	Supr Prkg & Traffic Maint	1	0	M	1,070	\$4,827.00	\$6,027.00	0.00	13.00	Longevity
126	Sr Programmer Anl	2	0	M	1,076	\$4,900.00	\$5,818.00	3.50	0.00	Longevity
226	Oper Coord, Parks & Rec	1	0	M	1,082	\$4,827.00	\$5,889.00	3.50	0.00	Longevity
128	Fire Marshal	0	1	F	1,093	\$6,628.00	\$6,628.00	0.00	24.00	Longevity
129	St Mtc Supv	2	0	M	1,095	\$5,088.00	\$6,233.00	3.50	0.00	Longevity
232	Financial Systems Adminis	0	1	F	1,101	\$5,211.00	\$6,354.00	3.50	0.00	Longevity
216	Payroll Administrator	0	1	F	1,102	\$4,992.00	\$6,054.00	3.50		
203	Facility Projects Spec	0	1	F	1,111	\$4,215.00	\$4,995.00	3.50	0.00	
130	Utility Operations Supv	3	0	M	1,112	\$5,088.00	\$6,660.00	0.00	32.00	Longevity
240	Systems Administrator	2	0	M	1,112	\$4,900.00	\$5,818.00	3.50	0.00	
235	Library Supervisor	2	1	B	1,117	\$4,712.00	\$6,027.00	0.00	32.00	Longevity
131	Electronics Lead Wkr	1	0	M	1,120	\$4,215.00	\$4,995.00	3.50	0.00	Longevity
132	Fire Captain	35	0	M	1,123	\$5,191.00	\$5,191.00	0.00	28.00	Longevity
134	Measurement Servs Supr	1	0	M	1,136	\$5,340.00	\$6,973.00	0.00	12.00	Longevity
135	Librarian III	0	2	F	1,140	\$4,705.00	\$5,568.00	3.50	0.00	Longevity
137	Facility Op Supv	1	0	M	1,144	\$4,960.00	\$6,027.00	3.50	0.00	Longevity
239	Permit Process Supervisor	0	1	F	1,146	\$5,088.00	\$6,354.00	0.00	10.50	Longevity
138	Train Off	1	0	M	1,151	\$6,011.00	\$6,011.00	0.00	13.00	Longevity
140	City Inv & Claims Agt	1	0	M	1,167	\$4,633.00	\$5,621.00	3.50	0.00	Longevity
142	Project Engineer	6	0	M	1,178	\$4,785.00	\$5,691.00	3.50	0.00	Longevity
230	Employee Benefits Admini:	0	1	F	1,180	\$4,992.00	\$6,054.00	3.50	0.00	
144	Equal Opport Rep	1	0	M	1,197	\$4,413.00	\$5,689.00	3.50	0.00	
234	Human Resources Admini:	0	1	F	1,198	\$5,354.00	\$6,485.00	3.50	0.00	Longevity
219	Safety & Trng Officer	0	1	F	1,199	\$5,589.00	\$7,127.00	0.00	4.00	
145	City Clerk	1	0	M	1,200	\$5,589.00	\$6,819.00	3.50	0.00	Longevity
146	Police Officer	46	7	M	1,210	\$3,582.00	\$4,744.00	3.50	0.00	Longevity
147	Police Investigator	46	8	M	1,210	\$5,161.00	\$5,161.00	0.00	24.00	Longevity
107	Customer Rel Supr	0	1	F	1,214	\$4,712.00	\$6,354.00	0.00	20.00	Longevity
150	Mgr Customer Service	1	0	M	1,232	\$5,970.00	\$7,702.00	0.00	25.00	Longevity
151	Mgr Comm Dev & Hsg	1	0	M	1,233	\$5,211.00	\$6,354.00	3.50	0.00	Longevity
152	Purchasing Agent	1	0	M	1,238	\$5,589.00	\$6,819.00	3.50	0.00	
188	Asst City Treasurer	1	0	M	1,241	\$5,211.00	\$6,354.00	3.50	0.00	
224	Water Plant Supr	1	0	M	1,246	\$4,960.00	\$6,354.00	0.00	6.00	
154	Mgr Workforce Dev.	1	0	M	1,259	\$5,211.00	\$6,354.00	3.50	0.00	
155	Police Sergeant	18	3	M	1,265	\$4,963.00	\$5,579.00	1.50	0.00	Longevity
157	Aerial Lift Bridge Supv	1	0	M	1,275	\$4,960.00	\$6,027.00	3.50	0.00	Longevity
158	Asst Attorney	3	6	B	1,278	\$4,724.00	\$9,071.00	0.00	41.00	Longevity
159	Asst Fire Chief	2	0	M	1,279	\$6,011.00	\$6,628.00	0.00	32.00	Longevity
237	Mgr, Physical Planning	0	1	F	1,288	\$6,564.00	\$8,005.00	0.00	3.00	
160	Mgr Fiscal Mgmt Anl	0	1	F	1,290	\$5,719.00	\$7,283.00	0.00	29.00	Longevity
161	Police Lt	9	1	M	1,294	\$5,719.00	\$7,127.00	0.00	26.00	Longevity
162	Chief Engr Utilities	1	0	M	1,295	\$6,317.00	\$7,702.00	3.50	0.00	
163	Mgr Util Operations	1	0	M	1,298	\$5,970.00	\$7,702.00	0.00	35.00	Longevity
165	Auditor	1	0	M	1,304	\$5,970.00	\$7,283.00	3.50	0.00	

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 11-7-11 Prelim Data corrected

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
192	Bus Resources Mrg	0	1	F	1,306	\$6,095.00	\$7,435.00	3.50	0.00	Longevity
166	Deputy Police Chief	2	0	M	1,307	\$6,317.00	\$7,702.00	3.50	0.00	Longevity
168	City Engineer	0	1	F	1,319	\$6,966.00	\$8,495.00	3.50	0.00	
170	Opr Mgr for W&G Supply	1	0	M	1,324	\$5,970.00	\$7,702.00	0.00	28.00	Longevity
124	Chief Gas Controller	1	0	M	1,325	\$4,771.00	\$6,107.00	0.00	20.00	Longevity
171	Deputy Fire Chief	1	0	M	1,330	\$6,317.00	\$8,005.00	3.50	0.00	Longevity
173	Mgr MIS	0	2	F	1,347	\$6,095.00	\$8,005.00	0.00	14.00	Longevity
193	Chief Engr,Transportation	0	1	F	1,358	\$5,970.00	\$7,702.00	0.00	7.00	
218	Property Manager	1	0	M	1,360	\$6,095.00	\$8,005.00	0.00	29.00	Longevity
175	Assessor	1	0	M	1,367	\$6,564.00	\$8,005.00	3.50	0.00	Longevity
236	Maint Operations Manager	1	0	M	1,369	\$5,970.00	\$7,702.00	0.00	26.00	Longevity
178	Treasurer	1	0	M	1,370	\$5,589.00	\$6,819.00	3.50	0.00	Longevity
213	Mgr Library Services	0	1	F	1,372	\$5,719.00	\$7,435.00	0.00	2.00	
214	Mgr Parks & Rec	0	1	F	1,375	\$5,719.00	\$7,702.00	0.00	26.00	Longevity
199	Director, Public Admin	0	1	F	1,394	\$6,564.00	\$9,942.00	0.00	3.00	
179	Police Chief	1	0	M	1,405	\$6,564.00	\$9,942.00	0.00	15.00	Longevity
180	Fire Chief	1	0	M	1,413	\$6,564.00	\$9,942.00	0.00	25.00	Longevity
212	Mgr Human Resources	0	1	F	1,434	\$5,970.00	\$8,495.00	0.00	3.00	
181	Dir Pub Wk & Util	1	0	M	1,437	\$6,564.00	\$9,942.00	0.00	13.00	Longevity
198	Dir Business Resources	1	0	M	1,448	\$6,564.00	\$9,942.00	0.00	1.00	
182	City Attorney	1	0	M	1,475	\$10,558.00	\$10,558.00	0.00	3.00	
194	Chief Financial Officer	0	1	F	1,499	\$6,564.00	\$9,942.00	0.00	1.00	
184	Chief Admin Officer	1	0	M	1,505	\$10,220.00	\$10,220.00	0.00	2.00	

Job Number Count: 197

## Compliance Report

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

Report Year: 2011  
Case: 8 - 2011 Prelim Data w/Long as Steps Corrected

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	115	65	18	198
# Employees	545	166	107	818
Avg. Max Monthly Pay per employee	5,321.07	4,762.78		7,843.53

### II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 94.20 \*

	Male Classes	Female Classes
a. # At or above Predicted Pay	60	32
b. # Below Predicted Pay	55	33
c. TOTAL	115	65
d. % Below Predicted Pay (b divided by c = d)	47.83	50.77

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

#### B. T-test Results

Degrees of Freedom (DF) = 709	Value of T = -0.139
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a. Avg. diff. in pay from predicted pay for male jobs = (\$62)

b. Avg. diff. in pay from predicted pay for female jobs = (\$43)

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 0.00 \*

B. % of female classes receiving ESP 0.00

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

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 2011 Prelim Data w/Long as Steps Cori

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
2	Janitor I	4	1	M	342	\$2,588.00	\$3,258.00	16.00	0.00	
3	Library Custodian	0	1	F	345	\$2,706.00	\$3,419.00	16.00	0.00	
4	Meter Reader	3	0	M	371	\$2,706.00	\$3,419.00	16.00	0.00	
5	Utility Radio Dispatcher	2	3	B	407	\$3,166.00	\$4,015.00	16.00	0.00	
7	Maintenance Worker	18	5	B	440	\$2,706.00	\$3,419.00	16.00	0.00	
204	Gas Control I	0	1	F	481	\$3,166.00	\$4,015.00	16.00	0.00	
9	Asst Storekeeper	1	1	B	485	\$2,930.00	\$3,713.00	16.00	0.00	
210	Library Assistant	0	1	F	487	\$2,403.00	\$3,006.00	16.00	0.00	
10	Janitor II	1	0	M	498	\$2,683.00	\$3,381.00	16.00	0.00	
242	Utility Maintenance Worker	4	0	M	525	\$2,809.00	\$3,560.00	16.00		
11	Utility Service Person	4	0	M	543	\$3,046.00	\$4,185.00	16.00	0.00	
12	Library Technician	2	14	F	566	\$2,901.00	\$3,652.00	16.00	0.00	
13	Animal Control Officer	0	1	F	572	\$2,930.00	\$3,713.00	16.00	0.00	
15	Parking Meter Monitor	4	1	M	579	\$2,330.00	\$2,922.00	16.00	0.00	
16	Bldg Maintenance Person	1	0	M	580	\$3,166.00	\$4,015.00	16.00	0.00	
18	Clerical Support Tech	0	8	F	594	\$2,383.00	\$3,258.00	16.00	0.00	
197	Clerical Technician	0	1	F	594	\$2,494.00	\$2,901.00	16.00		
19	Utility Operator	29	0	M	637	\$3,438.00	\$4,368.00	16.00	0.00	
20	Heavy Equip Operator	27	0	M	655	\$3,296.00	\$4,185.00	16.00	0.00	
22	Park Maintenance Worker	9	3	B	679	\$3,296.00	\$4,185.00	16.00	0.00	
23	Painter	1	0	M	680	\$3,573.00	\$4,215.00	16.00	0.00	
217	Property & Evidence Tech	1	1	B	693	\$2,706.00	\$3,419.00	16.00		
24	Industrial Painter	2	0	M	696	\$3,573.00	\$4,552.00	16.00	0.00	
25	Senior Ramp Wkr	0	1	F	699	\$2,930.00	\$3,713.00	16.00	0.00	
223	Water Plant Op D	1	0	M	703	\$2,930.00	\$3,438.00	16.00	0.00	
28	Indust Equip Tech	1	0	M	711	\$3,296.00	\$4,185.00	16.00	0.00	
29	Senior Center Coord	0	1	F	718	\$2,901.00	\$3,652.00	16.00	0.00	
30	Special Assessmt Coord	0	1	F	728	\$3,514.00	\$4,474.00	16.00	0.00	
31	Admin Finance Spec	1	5	F	729	\$3,728.00	\$4,474.00	16.00	0.00	
32	Information Tech	2	35	F	739	\$3,002.00	\$3,954.00	16.00	0.00	
222	Warehouse Specialist	3	0	M	741	\$3,718.00	\$4,770.00	16.00	0.00	
209	Land Use Tech	2	0	M	743	\$3,438.00	\$4,368.00	16.00		
34	Gas Control II	1	0	M	752	\$3,438.00	\$4,368.00	16.00	0.00	
35	Sr Sec Spec Conf	0	1	F	756	\$3,134.00	\$3,976.00	16.00	0.00	
233	Human Resources Assista	1	1	B	756	\$3,258.00	\$4,124.00	16.00		
36	Water Lab Tech	0	1	F	758	\$3,296.00	\$4,185.00	16.00	0.00	
38	Traffic Maint Worker	3	0	M	772	\$3,296.00	\$4,185.00	16.00	0.00	
39	Sr Library Technician	1	5	F	774	\$3,381.00	\$4,300.00	16.00	0.00	
189	Bid & Contract Asst	0	1	F	778	\$3,514.00	\$4,474.00	16.00		
40	Housing Inspector	3	1	B	784	\$3,573.00	\$4,552.00	16.00	0.00	
41	Admin Info Spec	0	14	F	790	\$3,728.00	\$4,474.00	16.00	0.00	
33	Solid Waste Comp Off	0	1	F	791	\$3,438.00	\$4,368.00	16.00	0.00	
185	Admin Legal Asst	0	1	F	792	\$3,514.00	\$4,474.00	16.00		
43	Plans Examiner	2	0	M	799	\$3,573.00	\$4,552.00	16.00	0.00	
44	Equip Maint Spec	1	0	M	802	\$3,046.00	\$3,859.00	16.00	0.00	
45	Collect Sys Maint	6	0	M	811	\$3,438.00	\$4,368.00	16.00	0.00	
46	Storekeeper	1	0	M	828	\$3,296.00	\$4,185.00	16.00	0.00	
47	Public Info Coord	0	2	F	829	\$4,493.00	\$5,664.00	16.00	0.00	
186	Admin Secl Spec Conf	0	1	F	830	\$3,369.00	\$4,361.00	16.00	0.00	
48	Librarian I	2	10	F	835	\$3,819.00	\$4,852.00	16.00	0.00	
241	Trails Coordinator	0	1	F	836	\$3,438.00	\$4,368.00	16.00		
49	Util Accts Rec Spec	1	1	B	849	\$3,981.00	\$5,082.00	16.00	0.00	
220	Sr Gas Control Oper	1	0	M	851	\$3,718.00	\$4,770.00	16.00		
50	Elec Inspector	2	0	M	852	\$3,875.00	\$4,953.00	16.00	0.00	
51	Spec Events Coord	0	1	F	856	\$3,514.00	\$4,474.00	16.00	0.00	
52	Meter Mechanic	1	0	M	859	\$3,573.00	\$4,552.00	16.00	0.00	
54	W&G Maint Journeypersor	5	0	M	861	\$3,438.00	\$4,368.00	16.00	0.00	
55	Maintenance Opers Ldwrk	1	0	M	861	\$4,044.00	\$5,168.00	16.00	23.00	

Job Class Data Entry Verification List

Duluth  
LGID 814

Case: 2011 Prelim Data w/Long as Steps Cori

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
57	Construction Insp	3	0	M	863	\$3,875.00	\$4,953.00	16.00	0.00	
58	Plumbing Insp	2	0	M	864	\$3,875.00	\$4,953.00	16.00	0.00	
207	HR Technician	0	2	F	870	\$3,832.00	\$4,942.00	16.00		
60	Signal Tech	1	1	B	872	\$3,718.00	\$4,770.00	16.00	0.00	
61	HVAC Insp	1	0	M	873	\$3,875.00	\$4,953.00	16.00	0.00	
202	Executive Assistant	0	1	F	873	\$3,832.00	\$4,942.00	16.00	0.00	
211	Lift Station Apprentice	1	0	M	876	\$2,809.00	\$3,589.00	16.00	0.00	
63	Utility Serv Jrny	6	1	M	877	\$3,438.00	\$4,368.00	16.00	0.00	
64	Janitorial Supv	2	0	M	880	\$3,046.00	\$3,859.00	16.00	0.00	
65	Carpenter	2	0	M	884	\$3,573.00	\$4,552.00	16.00	0.00	
66	Welder	2	0	M	889	\$3,438.00	\$4,368.00	16.00	0.00	
67	Heavy Equipment Mechan	6	0	M	889	\$3,438.00	\$4,368.00	16.00	0.00	
201	Engineering Tech	2	0	M	897	\$3,438.00	\$4,368.00	16.00		
69	Plans Examiner Ldwrkr	0	1	F	907	\$4,044.00	\$5,168.00	16.00	0.00	
70	App Mech App	2	0	M	908	\$3,166.00	\$4,185.00	16.00	0.00	
205	Grant Coordinator	0	1	F	909	\$3,819.00	\$4,852.00	16.00	0.00	
71	Planner II	3	3	B	916	\$4,142.00	\$5,293.00	16.00	0.00	
227	CMMS Administrator	1	0	M	916	\$3,819.00	\$4,852.00	16.00		
72	Corrosion Tech	1	0	M	919	\$4,044.00	\$5,168.00	16.00	0.00	
73	Bridge Operator	7	1	M	921	\$3,296.00	\$4,185.00	16.00	0.00	
74	Water Lab Chemist	1	0	M	923	\$4,044.00	\$5,168.00	16.00	0.00	
75	Graphics Coord	1	0	M	928	\$3,819.00	\$4,852.00	16.00	0.00	
76	Electronics Tech	0	1	F	938	\$3,718.00	\$4,953.00	16.00	0.00	
231	Employee Benefits Repres	0	1	F	946	\$4,633.00	\$6,071.00	16.00		
77	Lift Station Op	1	0	M	949	\$3,573.00	\$4,552.00	16.00	0.00	
78	Plumber	1	0	M	949	\$3,573.00	\$44,552.00	16.00	0.00	
79	Support Analyst	3	0	M	949	\$3,819.00	\$4,852.00	16.00	0.00	
81	Animal Shelter Lead	0	1	F	953	\$3,718.00	\$4,770.00	16.00	0.00	
191	Budget & Oper Anal	0	2	F	955	\$4,142.00	\$5,293.00	16.00		
82	Deputy Fire Marshal	1	0	M	956	\$5,350.00	\$5,778.00	16.00		
83	Recreation Specialist	0	1	F	957	\$3,166.00	\$4,015.00	16.00	0.00	
229	Credit & Collections Admin	1	0	M	957	\$4,493.00	\$5,664.00	16.00		
84	Appraiser	3	1	B	961	\$3,258.00	\$552,700.00	16.00	0.00	
85	Fleet Serv Lead	2	0	M	962	\$4,044.00	\$5,168.00	16.00	0.00	
86	Criminal Intelligence Anal	0	1	F	962	\$3,819.00	\$4,852.00	16.00	0.00	
87	Water Quality Spec	7	0	M	963	\$3,875.00	\$4,953.00	16.00	0.00	
200	Energy Coordinator	0	1	F	965	\$4,215.00	\$4,995.00	16.00		
89	Employment Tech	5	10	B	966	\$3,819.00	\$4,852.00	16.00	0.00	
90	Paralegal	0	2	F	972	\$3,819.00	\$4,493.00	16.00	0.00	
91	Firefighter	42	4	M	973	\$3,310.00	\$5,061.00	16.00	0.00	
92	Programmer Analyst	0	1	F	974	\$4,142.00	\$6,014.00	16.00	0.00	
94	Gas Ener Coord	1	0	M	975	\$4,044.00	\$5,168.00	16.00	0.00	
95	Water Plant Op A	4	1	M	977	\$3,875.00	\$4,953.00	16.00	0.00	
96	Electrician	3	0	M	977	\$3,573.00	\$4,552.00	16.00	0.00	
97	Gas Fitter	2	0	M	978	\$3,573.00	\$4,552.00	16.00	0.00	
98	Police Records Coord	0	1	F	979	\$3,981.00	\$5,082.00	16.00	0.00	
99	Senior Engr Tech	14	0	M	979	\$3,875.00	\$4,953.00	16.00	0.00	
100	Geo Info Systems Spec	2	0	M	981	\$4,142.00	\$6,014.00	16.00	0.00	
101	Librarian II	1	3	F	981	\$4,142.00	\$4,900.00	16.00	0.00	
238	Paralegal-Confidential	0	1	F	983	\$3,832.00	\$4,942.00	16.00		
102	Utility Operations Ldwrkr	7	0	M	985	\$4,044.00	\$5,168.00	16.00	0.00	
104	Appl Mech Journeyperson	9	0	M	991	\$4,044.00	\$4,770.00	16.00	0.00	
105	Hous Insp Ldwk	1	0	M	991	\$4,044.00	\$4,785.00	16.00	0.00	
106	Mgr Maint Supply Serv	1	0	M	992	\$4,383.00	\$6,038.00	16.00		
88	Assessor Office Coord	0	1	F	1,005	\$3,981.00	\$5,082.00	16.00	0.00	
108	Master Electrician	1	0	M	1,005	\$3,875.00	\$4,953.00	16.00	0.00	
109	Traffic Operations Ldwrkr	1	0	M	1,010	\$4,044.00	\$5,168.00	16.00	0.00	
110	Customer Service Ldwrkr	2	0	M	1,022	\$4,044.00	\$5,168.00	16.00	0.00	

Job Class Data Entry Verification List

Duluth  
GLID 814

Case: 2011 Prelim Data w/Long as Steps Con

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
111	Financial Analyst	2	3	B	1,023	\$3,898.00	\$6,014.00	16.00	0.00	
112	Master Plumber	1	0	M	1,029	\$3,875.00	\$4,953.00	16.00	0.00	
113	Supr Real Property	1	0	M	1,031	\$5,088.00	\$6,733.00	16.00	0.00	
114	Senior Planner	3	1	B	1,037	\$4,705.00	\$6,014.00	16.00	0.00	
115	Project Coordinator	3	1	B	1,037	\$4,044.00	\$5,168.00	16.00	0.00	
116	Asst City Clerk	0	1	F	1,044	\$4,712.00	\$6,206.00	16.00	0.00	
117	Fire Equip Op	35	5	M	1,045	\$4,621.00	\$5,315.00	16.00	0.00	
228	Contract Mgmt & Comp Of	0	1	F	1,045	\$4,493.00	\$5,664.00	16.00		
118	Sr Comm Empl Dir	0	1	F	1,048	\$4,317.00	\$5,527.00	16.00	0.00	
120	Sr Engr Spec	3	0	M	1,052	\$4,417.00	\$5,629.00	16.00	0.00	
206	HR Generalist	2	1	B	1,052	\$4,633.00	\$6,071.00	16.00		
122	Regulator Mechanic	3	0	M	1,058	\$3,573.00	\$4,552.00	16.00	0.00	
123	Pipeline Welder	3	0	M	1,061	\$3,875.00	\$4,953.00	16.00	0.00	
125	Network Admin	2	0	M	1,069	\$4,900.00	\$6,283.00	16.00	0.00	
190	Bldg & Grnds Maint Supr	2	0	M	1,070	\$4,586.00	\$6,509.00	16.00	0.00	
221	Supr Prkg & Traffic Maint	1	0	M	1,070	\$4,827.00	\$6,509.00	16.00	0.00	
126	Sr Programmer Anl	2	0	M	1,076	\$4,900.00	\$6,283.00	16.00	0.00	
226	Oper Coord, Parks & Rec	1	0	M	1,082	\$4,827.00	\$6,360.00	16.00	0.00	
128	Fire Marshal	0	1	F	1,093	\$6,194.00	\$7,124.00	16.00		
129	St Mtc Supv	2	0	M	1,095	\$5,088.00	\$6,733.00	16.00	0.00	
232	Financial Systems Analyst	0	1	F	1,101	\$5,211.00	\$6,863.00	16.00		
216	Payroll Administrator	0	1	F	1,102	\$4,992.00	\$6,538.00	16.00		
203	Facility Projects Spec	0	1	F	1,111	\$4,215.00	\$5,395.00	16.00	0.00	
130	Utility Operations Supv	3	0	M	1,112	\$5,088.00	\$7,193.00	16.00	0.00	
240	Systems Administrator	2	0	M	1,112	\$4,900.00	\$6,283.00	16.00		
235	Library Supervisor	2	1	B	1,117	\$4,712.00	\$6,509.00	16.00	0.00	
131	Electronics Lead Wkr	1	0	M	1,120	\$4,215.00	\$5,395.00	16.00	0.00	
132	Fire Captain	35	0	M	1,123	\$4,852.00	\$5,579.00	16.00		
134	Measurement Servs Supr	1	0	M	1,136	\$5,340.00	\$7,530.00	16.00		
135	Librarian III	0	2	F	1,140	\$4,705.00	\$6,014.00	16.00	0.00	
137	Facility Op Supv	1	0	M	1,144	\$4,960.00	\$6,509.00	16.00	0.00	
239	Permit Process Supervisor	0	1	F	1,146	\$5,088.00	\$6,862.00	16.00		
138	Train Off	1	0	M	1,151	\$5,618.00	\$6,460.00	16.00		
140	City Inv & Claims Agt	1	0	M	1,167	\$4,633.00	\$5,621.00	16.00	0.00	
142	Project Engineer	6	0	M	1,178	\$4,785.00	\$6,146.00	16.00	0.00	
230	Employee Benefits Admini:	0	1	F	1,180	\$4,992.00	\$6,538.00	16.00		
144	Equal Opport Rep	1	0	M	1,197	\$4,413.00	\$6,144.00	16.00	0.00	
234	Human Resources Admini:	0	1	F	1,198	\$5,354.00	\$7,003.00	16.00		
219	Safety & Trng Officer	0	1	F	1,199	\$5,589.00	\$7,698.00	16.00		
145	City Clerk	1	0	M	1,200	\$5,589.00	\$7,365.00	16.00	0.00	
146	Police Officer	46	7	M	1,210	\$3,582.00	\$5,124.00	16.00	0.00	
147	Police Investigator	46	8	M	1,210	\$5,161.00	\$5,574.00	16.00		
107	Customer Rel Supr	0	1	F	1,214	\$4,712.00	\$6,863.00	16.00		
150	Mgr Customer Service	1	0	M	1,232	\$5,970.00	\$8,318.00	16.00		
151	Mgr Comm Dev & Hsg	1	0	M	1,233	\$5,211.00	\$6,863.00	16.00	0.00	
152	Purchasing Agent	1	0	M	1,238	\$5,589.00	\$7,365.00	16.00	0.00	
188	Asst City Treasurer	1	0	M	1,241	\$5,211.00	\$6,863.00	16.00	0.00	
224	Water Plant Supr	1	0	M	1,246	\$4,960.00	\$6,863.00	16.00		
154	Mgr Workforce Dev.	1	0	M	1,259	\$5,211.00	\$6,863.00	16.00	0.00	
155	Police Sergeant	18	3	M	1,265	\$4,963.00	\$6,025.00	16.00	0.00	
157	Aerial Lift Bridge Supv	1	0	M	1,275	\$4,960.00	\$6,509.00	16.00	0.00	
158	Asst Attorney	3	6	B	1,278	\$4,724.00	\$9,797.00	16.00		
159	Asst Fire Chief	2	0	M	1,279	\$5,618.00	\$7,124.00	16.00		
237	Mgr, Physical Planning	0	1	F	1,288	\$6,564.00	\$8,645.00	16.00		
160	Mgr Fiscal Mgmt Anl	0	1	F	1,290	\$5,719.00	\$7,865.00	16.00		
161	Police Lt	9	1	M	1,294	\$5,719.00	\$7,698.00	16.00		
162	Chief Engr Utilities	1	0	M	1,295	\$6,317.00	\$8,318.00	16.00	0.00	
163	Mgr Util Operations	1	0	M	1,298	\$5,970.00	\$8,318.00	16.00		

Job Class Data Entry Verification List

Duluth  
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Case: 2011 Prelim Data w/Long as Steps Cori

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
165	Auditor	1	0	M	1,304	\$5,970.00	\$7,865.00	16.00	0.00	
192	Bus Resources Mrg	0	1	F	1,306	\$6,095.00	\$8,030.00	16.00	0.00	
166	Deputy Police Chief	2	0	M	1,307	\$6,317.00	\$8,318.00	16.00	0.00	
168	City Engineer	0	1	F	1,319	\$6,966.00	\$9,175.00	16.00	0.00	
170	Opr Mgr for W&G Supply	1	0	M	1,324	\$5,970.00	\$8,318.00	16.00		
124	Chief Gas Controller	1	0	M	1,325	\$4,771.00	\$7,034.00	16.00		
171	Deputy Fire Chief	1	0	M	1,330	\$6,317.00	\$8,645.00	16.00	0.00	
173	Mgr MIS	0	2	F	1,347	\$6,095.00	\$8,645.00	16.00		
193	Chief Engr, Transportation	0	1	F	1,358	\$5,970.00	\$8,318.00	16.00		
218	Property Manager	1	0	M	1,360	\$6,095.00	\$8,645.00	16.00		
175	Assessor	1	0	M	1,367	\$6,564.00	\$8,005.00	16.00	0.00	
236	Maint Operations Manager	1	0	M	1,369	\$5,970.00	\$8,318.00	16.00		
178	Treasurer	1	0	M	1,370	\$5,589.00	\$7,365.00	16.00	0.00	
213	Mgr Library Services	0	1	F	1,372	\$5,719.00	\$8,030.00	16.00		
214	Mgr Parks & Rec	0	1	F	1,375	\$5,719.00	\$8,318.00	16.00		
199	Director, Public Admin	0	1	F	1,394	\$6,564.00	\$10,737.00	16.00		
179	Police Chief	1	0	M	1,405	\$6,564.00	\$10,737.00	16.00		
180	Fire Chief	1	0	M	1,413	\$6,564.00	\$10,737.00	16.00		
212	Mgr Human Resources	0	1	F	1,434	\$5,970.00	\$9,175.00	16.00		
181	Dir Pub Wk & Util	1	0	M	1,437	\$6,564.00	\$10,737.00	16.00		
198	Dir Business Resources	1	0	M	1,448	\$6,564.00	\$10,737.00	16.00		
182	City Attorney	1	0	M	1,475	\$10,558.00	\$10,558.00	0.00	2.00	
194	Chief Financial Officer	0	1	F	1,499	\$6,564.00	\$10,737.00	16.00	0.00	
184	Chief Admin Officer	1	0	M	1,505	\$10,220.00	\$10,220.00	0.00	2.00	

Job Number Count: 198