

Job Class Data Entry Verification List

Case: 2023 DATA

Duluth

LGID: 814

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Clerical Support Technician	0	1	0	F	95	34536.00	43724.00	16.00	0.00	
2	Utility Maintenance Worker	9	0	0	M	115	43624.00	50629.00	16.00	0.00	
3	Janitor I	9	5	0	B	140	40731.00	47030.00	16.00	0.00	
4	Parking Services Agent	5	2	0	B	165	42143.00	48760.00	16.00	0.00	
5	Animal Services Technician	1	1	0	B	180	40731.00	47030.00	16.00	0.00	
6	Utility Services Dispatcher	5	2	0	B	180	48760.00	56707.00	16.00	0.00	
7	Library Technician	3	26	0	F	185	42143.00	48624.00	16.00	0.00	
8	Utility Operator Apprentice	5	0	0	M	185	47030.00	61414.00	16.00	0.00	
9	Information Technician	2	3	0	B	190	42981.00	52423.00	16.00	0.00	
10	Library Safety Specialist	0	1	0	F	190	42143.00	48624.00	16.00	0.00	
11	Finance Technician	0	2	0	F	200	42981.00	52423.00	16.00	0.00	
12	Human Resources Assistant	0	1	0	F	200	46972.00	54555.00	16.00	0.00	
13	Street Maintenance Laborer	5	1	0	M	200	43624.00	50629.00	16.00	0.00	
14	Engineering Technician	2	0	0	M	210	52678.00	61414.00	16.00	0.00	
15	Vehicle Maintenance Technician	1	0	0	M	210	47030.00	54630.00	16.00	0.00	
16	Communications Infrastructure	1	0	0	M	220	58977.00	69208.00	16.00	0.00	
17	Collection System Maintenance	2	0	0	M	225	52678.00	61414.00	16.00	0.00	
18	Water Lab Technician	0	1	0	F	230	50629.00	58977.00	16.00	0.00	

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19	Accountant I	1	1	0	B	235	52422.00	61268.00	16.00	0.00	
20	Administrative Clerical Specia	0	2	0	F	235	46972.00	54555.00	16.00	0.00	
21	Buyer	0	1	0	F	235	52422.00	61268.00	16.00	0.00	
22	GIS Technician	1	1	0	B	235	52678.00	61414.00	16.00	0.00	
23	Help Desk Technician	1	0	0	M	235	50432.00	58918.00	16.00	0.00	
24	Park Maintenance Worker	15	3	0	M	235	52678.00	61414.00	16.00	0.00	
25	Traffic Maintenance Worker	2	0	0	M	240	50629.00	58977.00	16.00	0.00	
26	Recreation Specialist	4	2	0	B	245	50629.00	58977.00	16.00	0.00	
27	Utility Services Specialist Ap	2	0	0	M	245	52678.00	69208.00	16.00	0.00	
28	Police Records Technician II	0	7	0	F	250	48624.00	56743.00	16.00	0.00	
29	Administrative Finance Special	0	2	0	F	255	53017.00	58918.00	16.00	0.00	
30	Land Use Technician	1	1	0	B	255	52678.00	61414.00	16.00	0.00	
31	Storekeeper	1	0	0	M	255	50629.00	58977.00	16.00	0.00	
32	Safety Coordinator	1	1	0	B	260	58915.00	69159.00	16.00	0.00	
33	Library Circulation Coordinato	1	0	0	M	265	54554.00	63649.00	16.00	0.00	
34	Signal Maintenance Worker	1	0	0	M	265	50629.00	58977.00	16.00	0.00	
35	Welder	2	0	0	M	265	52678.00	61414.00	16.00	0.00	
36	Fleet Services Inventory Techn	1	0	0	M	270	50629.00	58977.00	16.00	0.00	

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37	Peer Recovery Specialist	2	1	0	B	270	50629.00	58977.00	16.00	0.00	
38	Utility Accounts Receivable Sp	1	2	0	B	270	56741.00	66515.00	16.00	0.00	
39	Administrative Information Spe	0	10	0	F	275	53017.00	58918.00	16.00	0.00	
40	Facilities Maintenance Special	3	0	0	M	275	52678.00	61414.00	16.00	0.00	
41	Human Resources Technician	0	2	0	F	275	54248.00	64779.00	16.00	0.00	
42	Utilities Information Speciali	1	17	0	F	275	50432.00	58918.00	16.00	0.00	
43	Public Information Coordinator	0	3	0	F	280	63649.00	73811.00	16.00	0.00	
44	Heavy Equipment Operator	31	3	0	M	285	50629.00	58977.00	16.00	0.00	
45	Victim Services Specialist	0	1	0	F	290	54554.00	63649.00	16.00	0.00	
46	Library Business Office Coordi	0	1	0	F	295	54554.00	63649.00	16.00	0.00	
47	Parks Permit Coordinator	0	1	0	F	295	54630.00	63864.00	16.00	0.00	
48	Support Analyst	2	0	0	M	295	54554.00	63649.00	16.00	0.00	
49	Wellness Coordinator	0	1	0	F	295	48624.00	56743.00	16.00	0.00	
50	Workforce Development Technici	0	4	0	F	295	52422.00	61268.00	16.00	0.00	
51	Workforce Development Technici	0	1	0	F	295	52422.00	61268.00	16.00	0.00	
52	Grant Coordinator	0	2	0	F	300	54554.00	63649.00	16.00	0.00	
53	Paralegal	0	4	0	F	300	58915.00	69159.00	16.00	0.00	
54	Plans Examiner	2	1	0	B	300	54630.00	63864.00	16.00	0.00	

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55	Project Technician	1	2	0	B	300	50629.00	58977.00	16.00	0.00	
56	Senior Library Technician	2	3	0	B	300	48624.00	56743.00	16.00	0.00	
57	Water Plant Operator "D"	1	0	0	M	300	45369.00	52678.00	16.00	0.00	
58	Asset & Supply Specialist	1	0	0	M	305	56707.00	66785.00	16.00	0.00	
59	Graphics Coordinator	1	0	0	M	305	54554.00	63649.00	16.00	0.00	
60	Police Project Coordinator	1	0	0	M	310	58915.00	69159.00	16.00	0.00	
61	Plumber	1	0	0	M	315	61414.00	72087.00	16.00	0.00	
62	Industrial Painter	2	0	0	M	320	54630.00	63864.00	16.00	0.00	
63	Property Services Specialist	0	1	0	F	320	58915.00	69159.00	16.00	0.00	
64	Warehouse Specialist	2	0	0	M	320	56707.00	66785.00	16.00	0.00	
65	Water Conveyance Specialist	3	0	0	M	320	58977.00	69208.00	16.00	0.00	
66	Employment Technician	1	6	0	F	325	54554.00	63649.00	16.00	0.00	
67	Information & Communications S	0	2	0	F	325	56741.00	66515.00	16.00	0.00	
68	Measurement Services Specialis	11	0	0	M	330	54630.00	63864.00	16.00	0.00	
69	Data Release Coordinator	0	2	0	F	335	58915.00	69159.00	16.00	0.00	
70	Industrial Equipment Technicia	1	0	0	M	335	50629.00	58977.00	16.00	0.00	
71	Trails Coordinator	1	0	0	M	335	56707.00	66785.00	16.00	0.00	
72	Bridge Operator	4	1	0	M	340	50629.00	58977.00	16.00	0.00	

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73	Programmer Analyst	2	1	0	B	340	58915.00	78171.00	16.00	0.00	
74	Energy Coordinator	1	0	0	M	345	63864.00	75105.00	16.00	0.00	
75	Senior Engineering Technician	16	1	0	M	345	58977.00	69208.00	16.00	0.00	
76	Senior Facilities Maintenance	0	1	0	F	345	50629.00	58977.00	16.00	0.00	
77	Executive Administrator - Poli	0	1	0	F	350	61268.00	72094.00	16.00	0.00	
78	Finance Office Coordinator	0	2	0	F	350	58915.00	69159.00	16.00	0.00	
79	HRIS Analyst	0	1	0	F	350	59340.00	79598.00	16.00	0.00	
80	Water Plant Operator "C"	1	0	0	M	350	48760.00	56707.00	16.00	0.00	
81	Workforce Development Technici	0	5	0	F	350	56741.00	66515.00	16.00	0.00	
82	Senior Police Records Technici	0	2	0	F	355	58915.00	69159.00	16.00	0.00	
83	Librarian I	0	11	0	F	360	54554.00	63649.00	16.00	0.00	
84	Park Maintenance Operations Co	1	0	0	M	360	58977.00	69208.00	16.00	0.00	
85	Project Coordinator	2	5	0	F	360	61414.00	72087.00	16.00	0.00	
86	Police Crime & Intelligence An	1	1	0	B	365	61268.00	72094.00	16.00	0.00	
87	Animal Control Officer	0	1	0	F	370	50629.00	58977.00	16.00	0.00	
88	Carpenter	1	0	0	M	370	61414.00	72087.00	16.00	0.00	
89	Financial Systems Specialist	0	1	0	F	370	59340.00	79598.00	16.00	0.00	
90	Librarian II	1	4	0	F	370	58915.00	69159.00	16.00	0.00	

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91	Senior Buyer	1	0	0	M	370	58915.00	69159.00	16.00	0.00	
92	Employee Benefits Representati	0	1	0	F	375	65595.00	79598.00	16.00	0.00	
93	GIS Specialist	2	1	0	B	375	58915.00	78171.00	16.00	0.00	
94	Heavy Equipment Mechanic	6	0	0	M	375	52678.00	61414.00	16.00	0.00	
95	Housing Inspector	4	0	0	M	375	54630.00	63864.00	16.00	0.00	
96	Senior Engineering Specialist	3	2	0	B	375	66785.00	78234.00	16.00	0.00	
97	Communications Infrastructure	0	1	0	F	380	63864.00	75105.00	16.00	0.00	
98	Credit & Collections Administr	1	0	0	M	380	63649.00	73811.00	16.00	0.00	
99	Budget & Operations Analyst	0	2	0	F	385	58915.00	69159.00	16.00	0.00	
100	Planner II	4	1	0	M	385	58915.00	69159.00	16.00	0.00	
101	Community Relations Officer	0	1	0	F	390	65572.00	88407.00	16.00	0.00	
102	Executive Assistant	0	5	0	F	390	54554.00	63649.00	16.00	0.00	
103	Executive Assistant (Confident	0	3	0	F	390	54248.00	64779.00	16.00	0.00	
104	Public Works & Utilities Analy	1	1	0	B	395	63864.00	75105.00	16.00	0.00	
105	Vehicle Repair Specialist	1	0	0	M	395	50629.00	58977.00	16.00	0.00	
106	Blight Mitigation Specialist	0	1	0	F	400	56707.00	66785.00	16.00	0.00	
107	Gas Project Coordinator	1	0	0	M	400	61414.00	72087.00	16.00	0.00	
108	Natural Resource Coordinator	0	2	0	F	400	66785.00	78234.00	16.00	0.00	

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109	Applications Administrator	3	1	0	B	405	69159.00	81535.00	16.00	0.00	
110	Corrosion Technician II	1	0	0	M	405	61414.00	72087.00	16.00	0.00	
111	Park Maintenance Leadworker	2	0	0	M	405	61414.00	72087.00	16.00	0.00	
112	Systems Administrator	1	0	0	M	405	69159.00	81535.00	16.00	0.00	
113	Property & Evidence Specialist	0	1	0	F	410	54630.00	63864.00	16.00	0.00	
114	Senior Support Analyst	1	0	0	M	410	61268.00	72094.00	16.00	0.00	
115	Utility Operator	26	0	0	M	410	61414.00	61414.00	16.00	0.00	
116	Utility Services Specialist Jo	16	0	0	M	410	58977.00	69208.00	16.00	0.00	
117	Economic Developer	1	2	0	B	415	63649.00	73811.00	16.00	0.00	
118	Facility Maintenance Leadworke	1	0	0	M	415	61414.00	72087.00	16.00	0.00	
119	Utility Resources Specialist	3	0	0	M	415	58977.00	69208.00	16.00	0.00	
120	Regulator Mechanic	3	0	0	M	420	56707.00	66785.00	16.00	0.00	
121	Street Maintenance Leadworker	2	0	0	M	430	61414.00	72087.00	16.00	0.00	
122	Street Maintenance Operations	1	0	0	M	430	63864.00	75105.00	16.00	0.00	
123	Traffic Operations Coordinator	1	0	0	M	430	66785.00	78234.00	16.00	0.00	
124	Utility Operations Paralegal	0	1	0	F	430	58915.00	69159.00	16.00	0.00	
125	Customer Service Coordinator	2	0	0	M	435	63864.00	75105.00	16.00	0.00	
126	Financial Analyst	1	4	0	F	435	54718.00	78171.00	16.00	0.00	

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127	Fleet Services Leadworker	1	0	0	M	435	61414.00	72087.00	16.00	0.00	
128	Water Conveyance Leadworker	1	0	0	M	435	61414.00	72087.00	16.00	0.00	
129	Construction Inspector	4	0	0	M	445	66785.00	78234.00	16.00	0.00	
130	Human Resources Generalist	1	1	0	B	445	65595.00	79598.00	16.00	0.00	
131	Lead Paralegal	0	1	0	F	445	65595.00	79598.00	16.00	0.00	
132	Digital Evidence Specialist	1	0	0	M	450	61414.00	72087.00	16.00	0.00	
133	Water Plant Operator "A"	4	0	0	M	450	58977.00	69208.00	16.00	0.00	
134	Pipeline Welder	3	0	0	M	455	63864.00	75105.00	16.00	0.00	
135	Human Rights Officer	1	0	0	M	460	57228.00	71724.00	16.00	0.00	
136	Water Lab Chemist	0	1	0	F	460	61414.00	72087.00	16.00	0.00	
137	Payroll Administrator	0	2	0	F	465	70674.00	85704.00	16.00	0.00	
138	Property & Solid Waste Complia	2	0	0	M	475	56707.00	66785.00	16.00	0.00	
139	Traffic Operations Electrician	0	1	0	F	475	63864.00	75105.00	16.00	0.00	
140	Electrician	1	0	0	M	480	61414.00	72087.00	16.00	0.00	
141	Animal Shelter Leadworker	0	1	0	F	490	58977.00	69208.00	16.00	0.00	
142	Assistant City Clerk	0	1	0	F	495	67539.00	82337.00	16.00	0.00	
143	Firefighter	65	2	0	M	495	47664.00	63420.00	16.00	0.00	Performance
144	Master Electrician - Property	2	0	0	M	495	66785.00	78234.00	16.00	0.00	

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145	Plumbing Inspector	2	0	0	M	495	66785.00	78234.00	16.00	0.00	
146	Housing Inspector Leadworker	1	0	0	M	505	61414.00	72087.00	16.00	0.00	
147	Forester	1	0	0	M	510	66785.00	78234.00	16.00	0.00	
148	Lateral Firefighter	3	0	0	M	515	63420.00	63420.00	16.00	0.00	Performance
149	Budget & Grant Supervisor	0	1	0	F	520	71074.00	93331.00	16.00	0.00	
150	Fire Inspector	1	1	0	B	520	69924.00	69924.00	16.00	0.00	
151	Project Engineer	4	0	0	M	520	78234.00	92659.00	16.00	0.00	
152	Aerial Lift Bridge Supervisor	1	0	0	M	525	71074.00	86369.00	16.00	0.00	
153	Construction Project Coordinat	1	1	0	B	525	63864.00	75105.00	16.00	0.00	
154	Electrical Inspector	2	0	0	M	525	66785.00	78234.00	16.00	0.00	
155	HVAC&R Inspector	2	0	0	M	525	66785.00	78234.00	16.00	0.00	
156	Master Plumber	1	0	0	M	525	66785.00	78234.00	16.00	0.00	
157	Property Services Supervisor	1	0	0	M	530	67539.00	84380.00	16.00	0.00	
158	Assistant Manager, Parks & Rec	0	1	0	F	540	69178.00	89326.00	16.00	0.00	
159	Utility Programs Coordinator	2	3	0	B	540	63864.00	75105.00	16.00	0.00	
160	Police Officer	88	23	0	B	545	64932.00	79824.00	16.00	0.00	Performance
161	Service Center Supervisor	1	0	0	M	545	71074.00	93331.00	16.00	0.00	
162	Permitting Services Leadworker	0	1	0	F	550	61414.00	72087.00	16.00	0.00	

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163	Senior Police Crime & Intellig	0	1	0	F	550	72094.00	85232.00	16.00	0.00	
164	Utility Operations Leadworker	8	0	0	M	550	61414.00	72087.00	16.00	0.00	
165	Lateral Police Officer	8	0	0	M	555	79824.00	79824.00	16.00	0.00	Performance
166	Senior Economic Developer	0	1	0	F	555	72094.00	85232.00	16.00	0.00	
167	Senior Housing Developer	0	1	0	F	555	72094.00	85232.00	16.00	0.00	
168	Senior Parks Planner	2	0	0	M	555	66785.00	78234.00	16.00	0.00	
169	Senior Planner	0	2	0	F	555	72094.00	85232.00	16.00	0.00	
170	Senior Transportation Planner	1	0	0	M	555	72094.00	85232.00	16.00	0.00	
171	Senior Network Administrator	1	0	0	M	560	78171.00	92375.00	16.00	0.00	
172	Senior Systems Administrator	1	0	0	M	560	78171.00	92375.00	16.00	0.00	
173	Technology Security Administra	1	0	0	M	560	81535.00	96694.00	16.00	0.00	
174	Fire Equipment Operator	26	3	0	M	570	66588.00	66588.00	16.00	0.00	Performance
175	Parking Services Manager	1	0	0	M	570	78318.00	97713.00	16.00	0.00	
176	Construction Services Combinat	1	0	0	M	575	69208.00	84584.00	16.00	0.00	
177	Gas Operations Supervisor	1	1	0	B	575	72915.00	95428.00	16.00	0.00	
178	Communications & Policy Office	1	0	0	M	585	79573.00	99160.00	16.00	0.00	
179	Human Resources Supervisor	0	1	0	F	585	80092.00	102135.00	16.00	0.00	
180	Operations Manager, Workforce	0	1	0	F	585	74676.00	99904.00	16.00	0.00	

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181	Construction Project Superviso	1	0	0	M	600	78318.00	99904.00	16.00	0.00	
182	Parks & Grounds Maintenance Su	0	1	0	F	600	72915.00	95428.00	16.00	0.00	
183	Senior Programmer Analyst	1	0	0	M	600	78171.00	92375.00	16.00	0.00	
184	Sustainability Officer	0	1	0	F	600	83775.00	121744.00	16.00	0.00	
185	Chief Building Inspector	0	1	0	F	605	72087.00	85128.00	16.00	0.00	
186	Training Officer	1	0	0	M	605	80964.00	80964.00	16.00	0.00	
187	Library Supervisor	1	4	0	F	610	69178.00	89326.00	16.00	0.00	
188	Senior Engineer	5	0	0	M	615	81960.00	104366.00	16.00	0.00	
189	Fire Captain	32	0	0	M	625	69924.00	69924.00	16.00	0.00	Performance
190	Manager, Parks & Recreation	0	1	0	F	625	81960.00	110374.00	16.00	0.00	
191	Street Maintenance Supervisor	3	0	0	M	625	71074.00	93331.00	16.00	0.00	
192	Assistant Chief of Special Ope	1	0	0	M	635	80964.00	80964.00	16.00	0.00	
193	Manager, Library Services	0	1	0	F	640	81960.00	106543.00	16.00	0.00	
194	Utility Services Supervisor	1	0	0	M	640	76530.00	99904.00	16.00	0.00	
195	Water Plant Supervisor	1	0	0	M	640	71074.00	91060.00	16.00	0.00	
196	Utility Operations Supervisor	4	0	0	M	660	72915.00	95428.00	16.00	0.00	
197	Purchasing Agent	0	1	0	F	665	80092.00	97713.00	16.00	0.00	
198	Budget Manager	0	1	0	F	675	81960.00	104366.00	16.00	0.00	

Job Class Data Entry Verification List

Case: 2023 DATA

Duluth

LGID: 814

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
199	Facility Operations & Maintena	1	0	0	M	675	72915.00	95428.00	16.00	0.00	
200	Safety & Training Officer	0	1	0	F	675	80092.00	102135.00	16.00	0.00	
201	Manager, Customer Service	1	0	0	M	685	85549.00	110374.00	16.00	0.00	
202	Risk Manager	1	0	0	M	685	80092.00	104366.00	16.00	0.00	
203	Assistant City Attorney	5	5	0	B	695	67700.00	129983.00	16.00	0.00	
204	City Engineer	0	1	0	F	695	90509.00	121744.00	16.00	0.00	
205	Manager, Planning & Community	2	0	0	M	695	76530.00	104366.00	16.00	0.00	
206	Street Maintenance Manager	1	0	0	M	695	85549.00	110374.00	16.00	0.00	
207	Utility Customer Service Super	0	1	0	F	695	72915.00	95428.00	16.00	0.00	
208	Manager, Human Resources, Heal	1	0	0	M	705	85549.00	121744.00	16.00	0.00	
209	Police Sergeant	19	3	0	M	705	91764.00	95484.00	16.00	0.00	Performance
210	City Clerk	1	0	0	M	715	85549.00	110374.00	16.00	0.00	
211	Fire Marshal	0	1	0	F	715	89256.00	89256.00	16.00	0.00	
212	Property & Facilities Manager	1	0	0	M	720	87323.00	114715.00	16.00	0.00	
213	City Auditor	1	0	0	M	725	85549.00	121744.00	16.00	0.00	
214	Manager, Utility Operations	1	0	0	M	730	85549.00	110374.00	16.00	0.00	
215	Deputy Director, Planning & Ec	1	0	0	M	735	90509.00	128478.00	16.00	0.00	
216	Assistant Fire Chief	3	0	0	M	745	89256.00	89256.00	16.00	0.00	

Job Class Data Entry Verification List

Case: 2023 DATA

Duluth

LGID: 814

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
217	Police Technology, Intelligenc	1	0	0	M	755	80092.00	106543.00	16.00	0.00	
218	Construction Services Manager	1	1	0	B	765	81960.00	110374.00	16.00	0.00	
219	Deputy City Attorney	1	1	0	B	775	90509.00	135427.00	16.00	0.00	
220	Chief Engineer, Utilities	1	0	0	M	795	90509.00	121744.00	16.00	0.00	
221	Police Lieutenant	9	0	0	M	815	104161.00	113494.00	16.00	0.00	
222	Director, Planning & Economic	1	0	0	M	820	94070.00	142483.00	16.00	0.00	
223	Director, Property, Parks, & L	1	0	0	M	820	94070.00	142483.00	16.00	0.00	
224	Director, Workforce Developmen	0	1	0	F	820	94070.00	142483.00	16.00	0.00	
225	Manager, MIS	0	2	0	F	820	87323.00	114715.00	16.00	0.00	
226	Chief Engineer, Transportation	0	1	0	F	825	90509.00	121744.00	16.00	0.00	
227	Director, Administrative Servi	1	0	0	M	825	94070.00	142483.00	16.00	0.00	
228	Finance Director	0	1	0	F	840	94070.00	142483.00	16.00	0.00	
229	Deputy Fire Chief	3	0	0	M	860	90509.00	114715.00	16.00	0.00	
230	Fire Chief	1	0	0	M	870	94070.00	142483.00	16.00	0.00	
231	City Attorney	0	1	0	F	880	91330.00	138334.00	16.00	0.00	
232	Director, Public Works & Utili	1	0	0	M	890	94070.00	142483.00	16.00	0.00	
233	Chief Administrative Officer	1	0	0	M	900	153000.00	195185.00	16.00	0.00	
234	Deputy Police Chief	2	1	0	B	930	106608.00	137220.00	16.00	0.00	

Job Class Data Entry Verification List

Case: 2023 DATA

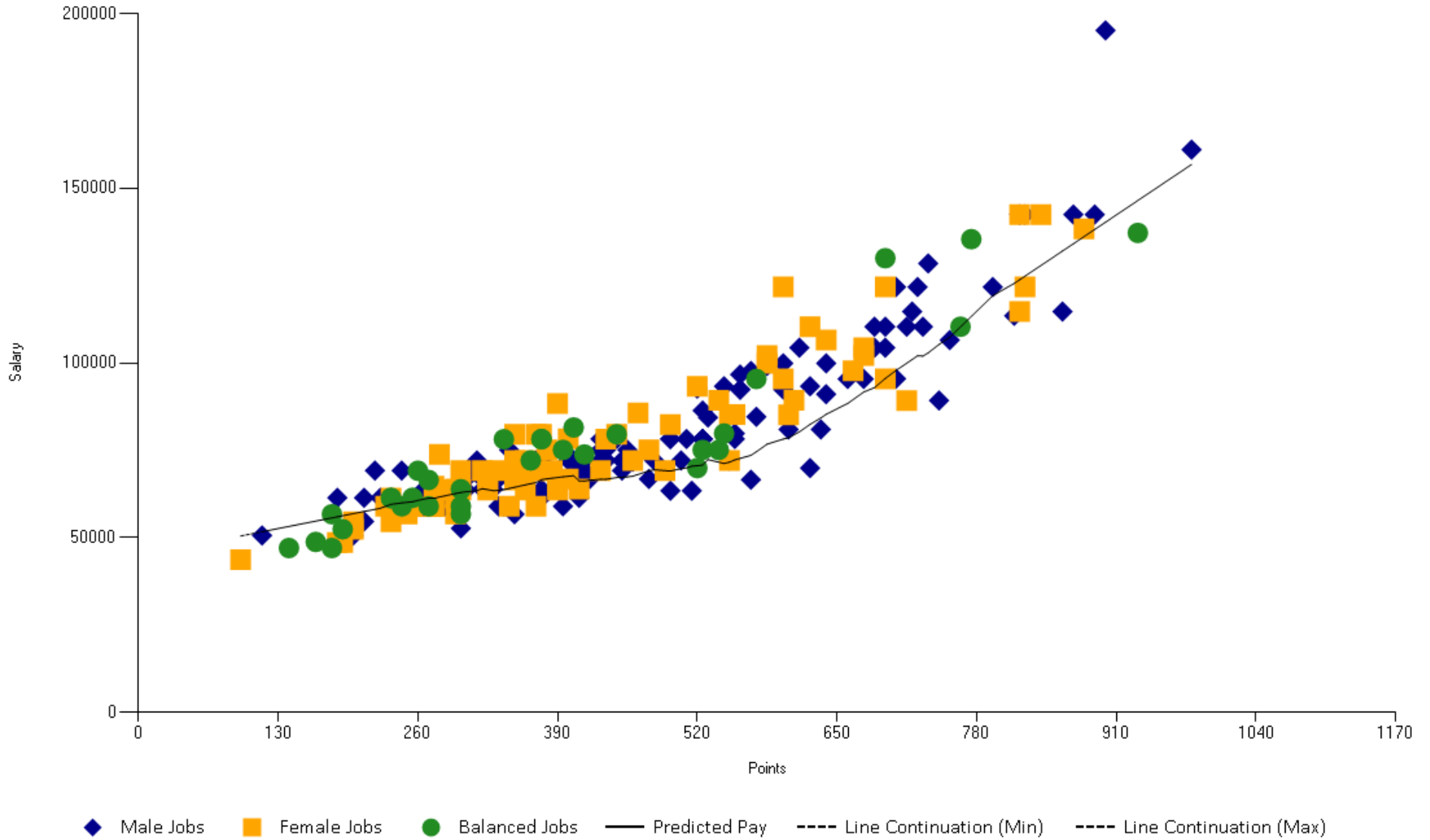
Duluth

LGID: 814

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
235	Police Chief	1	0	0	M	980	94070.0 0	161052.00	16.00	0.00	

Job Number Count: 235

Predicted Pay Report for: Duluth Case: 2023 DATA



Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Clerical Support Technician	0	1	0	1	Female	95	43724.0000	50471.7564	-6747.7564
2	Utility Maintenance Worker	9	0	0	9	Male	115	50629.0000	51690.4200	-1061.4200
3	Janitor I	9	5	0	14	Balanced	140	47030.0000	53217.1272	-6187.1272
4	Parking Services Agent	5	2	0	7	Balanced	165	48760.0000	54743.8344	-5983.8344
5	Animal Services Technician	1	1	0	2	Balanced	180	47030.0000	55659.8588	-8629.8588
6	Utility Services Dispatcher	5	2	0	7	Balanced	180	56707.0000	55659.8588	1047.1412
7	Library Technician	3	26	0	29	Female	185	48624.0000	55965.2002	-7341.2002
8	Utility Operator Apprentice	5	0	0	5	Male	185	61414.0000	55965.2002	5448.7998
9	Information Technician	2	3	0	5	Balanced	190	52423.0000	56270.5417	-3847.5417
10	Library Safety Specialist	0	1	0	1	Female	190	48624.0000	56270.5417	-7646.5417
11	Finance Technician	0	2	0	2	Female	200	52423.0000	56881.2245	-4458.2245
12	Human Resources Assistant	0	1	0	1	Female	200	54555.0000	56881.2245	-2326.2245
13	Street Maintenance Laborer	5	1	0	6	Male	200	50629.0000	56881.2245	-6252.2245
14	Engineering Technician	2	0	0	2	Male	210	61414.0000	57491.9074	3922.0926
15	Vehicle Maintenance Technician	1	0	0	1	Male	210	54630.0000	57491.9074	-2861.9074
16	Communications Infrastructure	1	0	0	1	Male	220	69208.0000	58102.5903	11105.4097
17	Collection System Maintenance	2	0	0	2	Male	225	61414.0000	58407.9318	3006.0682
18	Water Lab Technician	0	1	0	1	Female	230	58977.0000	58713.2732	263.7268
19	Accountant I	1	1	0	2	Balanced	235	61268.0000	59538.9673	1729.0327
20	Administrative Clerical Special	0	2	0	2	Female	235	54555.0000	59538.9673	-4983.9673
21	Buyer	0	1	0	1	Female	235	61268.0000	59538.9673	1729.0327
22	GIS Technician	1	1	0	2	Balanced	235	61414.0000	59538.9673	1875.0327
23	Help Desk Technician	1	0	0	1	Male	235	58918.0000	59538.9673	-620.9673
24	Park Maintenance Worker	15	3	0	18	Male	235	61414.0000	59538.9673	1875.0327
25	Traffic Maintenance Worker	2	0	0	2	Male	240	58977.0000	59735.1020	-758.1020
26	Recreation Specialist	4	2	0	6	Balanced	245	58977.0000	59940.5213	-963.5213
27	Utility Services Specialist Ap	2	0	0	2	Male	245	69208.0000	59940.5213	9267.4787
28	Police Records Technician II	0	7	0	7	Female	250	56743.0000	60143.9673	-3400.9673
29	Administrative Finance Special	0	2	0	2	Female	255	58918.0000	60270.4007	-1352.4007
30	Land Use Technician	1	1	0	2	Balanced	255	61414.0000	60270.4007	1143.5993
31	Storekeeper	1	0	0	1	Male	255	58977.0000	60270.4007	-1293.4007
32	Safety Coordinator	1	1	0	2	Balanced	260	69159.0000	60755.1760	8403.8240

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
33	Library Circulation Coordinato	1	0	0	1	Male	265	63649.0000	61008.6846	2640.3154
34	Signal Maintenance Worker	1	0	0	1	Male	265	58977.0000	61008.6846	-2031.6846
35	Welder	2	0	0	2	Male	265	61414.0000	61008.6846	405.3154
37	Peer Recovery Specialist	2	1	0	3	Balanced	270	58977.0000	61284.1778	-2307.1778
38	Utility Accounts Receivable Sp	1	2	0	3	Balanced	270	66515.0000	61284.1778	5230.8222
36	Fleet Services Inventory Techn	1	0	0	1	Male	270	58977.0000	61284.1778	-2307.1778
39	Administrative Information Spe	0	10	0	10	Female	275	58918.0000	61271.8718	-2353.8718
41	Human Resources Technician	0	2	0	2	Female	275	64779.0000	61271.8718	3507.1282
42	Utilities Information Speciali	1	17	0	18	Female	275	58918.0000	61271.8718	-2353.8718
40	Facilities Maintenance Special	3	0	0	3	Male	275	61414.0000	61271.8718	142.1282
43	Public Information Coordinator	0	3	0	3	Female	280	73811.0000	61599.3166	12211.6834
44	Heavy Equipment Operator	31	3	0	34	Male	285	58977.0000	61967.8881	-2990.8881
45	Victim Services Specialist	0	1	0	1	Female	290	63649.0000	62368.2574	1280.7426
49	Wellness Coordinator	0	1	0	1	Female	295	56743.0000	62618.9965	-5875.9965
50	Workforce Development Technici	0	4	0	4	Female	295	61268.0000	62618.9965	-1350.9965
51	Workforce Development Technici	0	1	0	1	Female	295	61268.0000	62618.9965	-1350.9965
46	Library Business Office Coordi	0	1	0	1	Female	295	63649.0000	62618.9965	1030.0035
47	Parks Permit Coordinator	0	1	0	1	Female	295	63864.0000	62618.9965	1245.0035
48	Support Analyst	2	0	0	2	Male	295	63649.0000	62618.9965	1030.0035
52	Grant Coordinator	0	2	0	2	Female	300	63649.0000	62910.1039	738.8961
53	Paralegal	0	4	0	4	Female	300	69159.0000	62910.1039	6248.8961
54	Plans Examiner	2	1	0	3	Balanced	300	63864.0000	62910.1039	953.8961
55	Project Technician	1	2	0	3	Balanced	300	58977.0000	62910.1039	-3933.1039
56	Senior Library Technician	2	3	0	5	Balanced	300	56743.0000	62910.1039	-6167.1039
57	Water Plant Operator "D"	1	0	0	1	Male	300	52678.0000	62910.1039	-10232.1039
58	Asset & Supply Specialist	1	0	0	1	Male	305	66785.0000	63142.7241	3642.2759
59	Graphics Coordinator	1	0	0	1	Male	305	63649.0000	63142.7241	506.2759
60	Police Project Coordinator	1	0	0	1	Male	310	69159.0000	63244.7967	5914.2033
61	Plumber	1	0	0	1	Male	315	72087.0000	63501.7301	8585.2699
63	Property Services Specialist	0	1	0	1	Female	320	69159.0000	64005.3619	5153.6381
62	Industrial Painter	2	0	0	2	Male	320	63864.0000	64005.3619	-141.3619
64	Warehouse Specialist	2	0	0	2	Male	320	66785.0000	64005.3619	2779.6381

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
65	Water Conveyance Specialist	3	0	0	3	Male	320	69208.0000	64005.3619	5202.6381
66	Employment Technician	1	6	0	7	Female	325	63649.0000	63225.3704	423.6296
67	Information & Communications S	0	2	0	2	Female	325	66515.0000	63225.3704	3289.6296
68	Measurement Services Specialis	11	0	0	11	Male	330	63864.0000	63481.1040	382.8960
69	Data Release Coordinator	0	2	0	2	Female	335	69159.0000	63506.0150	5652.9850
70	Industrial Equipment Technicia	1	0	0	1	Male	335	58977.0000	63506.0150	-4529.0150
71	Trails Coordinator	1	0	0	1	Male	335	66785.0000	63506.0150	3278.9850
73	Programmer Analyst	2	1	0	3	Balanced	340	78171.0000	63726.4507	14444.5493
72	Bridge Operator	4	1	0	5	Male	340	58977.0000	63726.4507	-4749.4507
76	Senior Facilities Maintenance	0	1	0	1	Female	345	58977.0000	64076.7632	-5099.7632
74	Energy Coordinator	1	0	0	1	Male	345	75105.0000	64076.7632	11028.2368
75	Senior Engineering Technician	16	1	0	17	Male	345	69208.0000	64076.7632	5131.2368
77	Executive Administrator - Poli	0	1	0	1	Female	350	72094.0000	64421.4650	7672.5350
78	Finance Office Coordinator	0	2	0	2	Female	350	69159.0000	64421.4650	4737.5350
79	HRIS Analyst	0	1	0	1	Female	350	79598.0000	64421.4650	15176.5350
81	Workforce Development Technici	0	5	0	5	Female	350	66515.0000	64421.4650	2093.5350
80	Water Plant Operator "C"	1	0	0	1	Male	350	56707.0000	64421.4650	-7714.4650
82	Senior Police Records Technici	0	2	0	2	Female	355	69159.0000	64647.5554	4511.4446
83	Librarian I	0	11	0	11	Female	360	63649.0000	65127.2043	-1478.2043
85	Project Coordinator	2	5	0	7	Female	360	72087.0000	65127.2043	6959.7957
84	Park Maintenance Operations Co	1	0	0	1	Male	360	69208.0000	65127.2043	4080.7957
86	Police Crime & Intelligence An	1	1	0	2	Balanced	365	72094.0000	65381.8328	6712.1672
87	Animal Control Officer	0	1	0	1	Female	370	58977.0000	65763.2585	-6786.2585
89	Financial Systems Specialist	0	1	0	1	Female	370	79598.0000	65763.2585	13834.7415
90	Librarian II	1	4	0	5	Female	370	69159.0000	65763.2585	3395.7415
88	Carpenter	1	0	0	1	Male	370	72087.0000	65763.2585	6323.7415
91	Senior Buyer	1	0	0	1	Male	370	69159.0000	65763.2585	3395.7415
92	Employee Benefits Representati	0	1	0	1	Female	375	79598.0000	66602.3749	12995.6251
93	GIS Specialist	2	1	0	3	Balanced	375	78171.0000	66602.3749	11568.6251
96	Senior Engineering Specialist	3	2	0	5	Balanced	375	78234.0000	66602.3749	11631.6251
94	Heavy Equipment Mechanic	6	0	0	6	Male	375	61414.0000	66602.3749	-5188.3749
95	Housing Inspector	4	0	0	4	Male	375	63864.0000	66602.3749	-2738.3749

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
97	Communications Infrastructure	0	1	0	1	Female	380	75105.0000	66810.5971	8294.4029
98	Credit & Collections Administr	1	0	0	1	Male	380	73811.0000	66810.5971	7000.4029
99	Budget & Operations Analyst	0	2	0	2	Female	385	69159.0000	67013.7056	2145.2944
100	Planner II	4	1	0	5	Male	385	69159.0000	67013.7056	2145.2944
101	Community Relations Officer	0	1	0	1	Female	390	88407.0000	67219.7380	21187.2620
102	Executive Assistant	0	5	0	5	Female	390	63649.0000	67219.7380	-3570.7380
103	Executive Assistant (Confident	0	3	0	3	Female	390	64779.0000	67219.7380	-2440.7380
104	Public Works & Utilities Analy	1	1	0	2	Balanced	395	75105.0000	67403.6917	7701.3083
105	Vehicle Repair Specialist	1	0	0	1	Male	395	58977.0000	67403.6917	-8426.6917
108	Natural Resource Coordinator	0	2	0	2	Female	400	78234.0000	67571.4973	10662.5027
106	Blight Mitigation Specialist	0	1	0	1	Female	400	66785.0000	67571.4973	-786.4973
107	Gas Project Coordinator	1	0	0	1	Male	400	72087.0000	67571.4973	4515.5027
109	Applications Administrator	3	1	0	4	Balanced	405	81535.0000	67746.6017	13788.3983
110	Corrosion Technician II	1	0	0	1	Male	405	72087.0000	67746.6017	4340.3983
111	Park Maintenance Leadworker	2	0	0	2	Male	405	72087.0000	67746.6017	4340.3983
112	Systems Administrator	1	0	0	1	Male	405	81535.0000	67746.6017	13788.3983
113	Property & Evidence Specialist	0	1	0	1	Female	410	63864.0000	66228.1067	-2364.1067
114	Senior Support Analyst	1	0	0	1	Male	410	72094.0000	66228.1067	5865.8933
115	Utility Operator	26	0	0	26	Male	410	61414.0000	66228.1067	-4814.1067
116	Utility Services Specialist Jo	16	0	0	16	Male	410	69208.0000	66228.1067	2979.8933
117	Economic Developer	1	2	0	3	Balanced	415	73811.0000	66200.9674	7610.0326
118	Facility Maintenance Leadworke	1	0	0	1	Male	415	72087.0000	66200.9674	5886.0326
119	Utility Resources Specialist	3	0	0	3	Male	415	69208.0000	66200.9674	3007.0326
120	Regulator Mechanic	3	0	0	3	Male	420	66785.0000	66426.3728	358.6272
124	Utility Operations Paralegal	0	1	0	1	Female	430	69159.0000	66691.2092	2467.7908
121	Street Maintenance Leadworker	2	0	0	2	Male	430	72087.0000	66691.2092	5395.7908
122	Street Maintenance Operations	1	0	0	1	Male	430	75105.0000	66691.2092	8413.7908
123	Traffic Operations Coordinator	1	0	0	1	Male	430	78234.0000	66691.2092	11542.7908
126	Financial Analyst	1	4	0	5	Female	435	78171.0000	66695.6786	11475.3214
125	Customer Service Coordinator	2	0	0	2	Male	435	75105.0000	66695.6786	8409.3214
127	Fleet Services Leadworker	1	0	0	1	Male	435	72087.0000	66695.6786	5391.3214
128	Water Conveyance Leadworker	1	0	0	1	Male	435	72087.0000	66695.6786	5391.3214

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
130	Human Resources Generalist	1	1	0	2	Balanced	445	79598.0000	67194.7711	12403.2289
131	Lead Paralegal	0	1	0	1	Female	445	79598.0000	67194.7711	12403.2289
129	Construction Inspector	4	0	0	4	Male	445	78234.0000	67194.7711	11039.2289
132	Digital Evidence Specialist	1	0	0	1	Male	450	72087.0000	67275.2388	4811.7612
133	Water Plant Operator "A"	4	0	0	4	Male	450	69208.0000	67275.2388	1932.7612
134	Pipeline Welder	3	0	0	3	Male	455	75105.0000	67383.8834	7721.1166
136	Water Lab Chemist	0	1	0	1	Female	460	72087.0000	67602.7800	4484.2200
135	Human Rights Officer	1	0	0	1	Male	460	71724.0000	67602.7800	4121.2200
137	Payroll Administrator	0	2	0	2	Female	465	85704.0000	67976.9359	17727.0641
139	Traffic Operations Electrician	0	1	0	1	Female	475	75105.0000	69106.8431	5998.1569
138	Property & Solid Waste Complia	2	0	0	2	Male	475	66785.0000	69106.8431	-2321.8431
140	Electrician	1	0	0	1	Male	480	72087.0000	69422.2804	2664.7196
141	Animal Shelter Leadworker	0	1	0	1	Female	490	69208.0000	68998.9870	209.0130
142	Assistant City Clerk	0	1	0	1	Female	495	82337.0000	69053.1456	13283.8544
143	Firefighter	65	2	0	67	Male	495	63420.0000	69053.1456	-5633.1456
144	Master Electrician - Property	2	0	0	2	Male	495	78234.0000	69053.1456	9180.8544
145	Plumbing Inspector	2	0	0	2	Male	495	78234.0000	69053.1456	9180.8544
146	Housing Inspector Leadworker	1	0	0	1	Male	505	72087.0000	69764.1813	2322.8187
147	Forester	1	0	0	1	Male	510	78234.0000	69959.5870	8274.4130
148	Lateral Firefighter	3	0	0	3	Male	515	63420.0000	70445.3968	-7025.3968
149	Budget & Grant Supervisor	0	1	0	1	Female	520	93331.0000	70586.1259	22744.8741
150	Fire Inspector	1	1	0	2	Balanced	520	69924.0000	70586.1259	-662.1259
151	Project Engineer	4	0	0	4	Male	520	92659.0000	70586.1259	22072.8741
153	Construction Project Coordinat	1	1	0	2	Balanced	525	75105.0000	70782.1132	4322.8868
152	Aerial Lift Bridge Supervisor	1	0	0	1	Male	525	86369.0000	70782.1132	15586.8868
154	Electrical Inspector	2	0	0	2	Male	525	78234.0000	70782.1132	7451.8868
155	HVAC&R Inspector	2	0	0	2	Male	525	78234.0000	70782.1132	7451.8868
156	Master Plumber	1	0	0	1	Male	525	78234.0000	70782.1132	7451.8868
157	Property Services Supervisor	1	0	0	1	Male	530	84380.0000	72328.1368	12051.8632
158	Assistant Manager, Parks & Rec	0	1	0	1	Female	540	89326.0000	71017.0635	18308.9365
159	Utility Programs Coordinator	2	3	0	5	Balanced	540	75105.0000	71017.0635	4087.9365
160	Police Officer	88	23	0	111	Balanced	545	79824.0000	71226.1379	8597.8621

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
161	Service Center Supervisor	1	0	0	1	Male	545	93331.0000	71226.1379	22104.8621
162	Permitting Services Leadworker	0	1	0	1	Female	550	72087.0000	71613.9804	473.0196
163	Senior Police Crime & Intellig	0	1	0	1	Female	550	85232.0000	71613.9804	13618.0196
164	Utility Operations Leadworker	8	0	0	8	Male	550	72087.0000	71613.9804	473.0196
169	Senior Planner	0	2	0	2	Female	555	85232.0000	72247.5849	12984.4151
166	Senior Economic Developer	0	1	0	1	Female	555	85232.0000	72247.5849	12984.4151
167	Senior Housing Developer	0	1	0	1	Female	555	85232.0000	72247.5849	12984.4151
165	Lateral Police Officer	8	0	0	8	Male	555	79824.0000	72247.5849	7576.4151
168	Senior Parks Planner	2	0	0	2	Male	555	78234.0000	72247.5849	5986.4151
170	Senior Transportation Planner	1	0	0	1	Male	555	85232.0000	72247.5849	12984.4151
171	Senior Network Administrator	1	0	0	1	Male	560	92375.0000	72694.4322	19680.5678
172	Senior Systems Administrator	1	0	0	1	Male	560	92375.0000	72694.4322	19680.5678
173	Technology Security Administra	1	0	0	1	Male	560	96694.0000	72694.4322	23999.5678
174	Fire Equipment Operator	26	3	0	29	Male	570	66588.0000	73565.6837	-6977.6837
175	Parking Services Manager	1	0	0	1	Male	570	97713.0000	73565.6837	24147.3163
177	Gas Operations Supervisor	1	1	0	2	Balanced	575	95428.0000	74571.0818	20856.9182
176	Construction Services Combinat	1	0	0	1	Male	575	84584.0000	74571.0818	10012.9182
179	Human Resources Supervisor	0	1	0	1	Female	585	102135.0000	76765.6212	25369.3788
180	Operations Manager, Workforce	0	1	0	1	Female	585	99904.0000	76765.6212	23138.3788
178	Communications & Policy Office	1	0	0	1	Male	585	99160.0000	76765.6212	22394.3788
182	Parks & Grounds Maintenance Su	0	1	0	1	Female	600	95428.0000	78212.6698	17215.3302
184	Sustainability Officer	0	1	0	1	Female	600	121744.0000	78212.6698	43531.3302
183	Senior Programmer Analyst	1	0	0	1	Male	600	92375.0000	78212.6698	14162.3302
181	Construction Project Superviso	1	0	0	1	Male	600	99904.0000	78212.6698	21691.3302
185	Chief Building Inspector	0	1	0	1	Female	605	85128.0000	78592.4029	6535.5971
186	Training Officer	1	0	0	1	Male	605	80964.0000	78592.4029	2371.5971
187	Library Supervisor	1	4	0	5	Female	610	89326.0000	79793.2550	9532.7450
188	Senior Engineer	5	0	0	5	Male	615	104366.0000	80271.4947	24094.5053
190	Manager, Parks & Recreation	0	1	0	1	Female	625	110374.0000	82403.7307	27970.2693
189	Fire Captain	32	0	0	32	Male	625	69924.0000	82403.7307	-12479.7307
191	Street Maintenance Supervisor	3	0	0	3	Male	625	93331.0000	82403.7307	10927.2693
192	Assistant Chief of Special Ope	1	0	0	1	Male	635	80964.0000	84271.6962	-3307.6962

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
193	Manager, Library Services	0	1	0	1	Female	640	106543.0000	85313.8459	21229.1541
194	Utility Services Supervisor	1	0	0	1	Male	640	99904.0000	85313.8459	14590.1541
195	Water Plant Supervisor	1	0	0	1	Male	640	91060.0000	85313.8459	5746.1541
196	Utility Operations Supervisor	4	0	0	4	Male	660	95428.0000	88415.3630	7012.6370
197	Purchasing Agent	0	1	0	1	Female	665	97713.0000	89924.9300	7788.0700
198	Budget Manager	0	1	0	1	Female	675	104366.0000	91686.9596	12679.0404
200	Safety & Training Officer	0	1	0	1	Female	675	102135.0000	91686.9596	10448.0404
199	Facility Operations & Maintena	1	0	0	1	Male	675	95428.0000	91686.9596	3741.0404
201	Manager, Customer Service	1	0	0	1	Male	685	110374.0000	92948.5668	17425.4332
202	Risk Manager	1	0	0	1	Male	685	104366.0000	92948.5668	11417.4332
203	Assistant City Attorney	5	5	0	10	Balanced	695	129983.0000	95587.7344	34395.2656
204	City Engineer	0	1	0	1	Female	695	121744.0000	95587.7344	26156.2656
207	Utility Customer Service Super	0	1	0	1	Female	695	95428.0000	95587.7344	-159.7344
205	Manager, Planning & Community	2	0	0	2	Male	695	104366.0000	95587.7344	8778.2656
206	Street Maintenance Manager	1	0	0	1	Male	695	110374.0000	95587.7344	14786.2656
208	Manager, Human Resources, Heal	1	0	0	1	Male	705	121744.0000	97848.7454	23895.2546
209	Police Sergeant	19	3	0	22	Male	705	95484.0000	97848.7454	-2364.7454
211	Fire Marshal	0	1	0	1	Female	715	89256.0000	99934.0526	-10678.0526
210	City Clerk	1	0	0	1	Male	715	110374.0000	99934.0526	10439.9474
212	Property & Facilities Manager	1	0	0	1	Male	720	114715.0000	100968.1583	13746.8417
213	City Auditor	1	0	0	1	Male	725	121744.0000	102069.5967	19674.4033
214	Manager, Utility Operations	1	0	0	1	Male	730	110374.0000	101951.6573	8422.3427
215	Deputy Director, Planning & Ec	1	0	0	1	Male	735	128478.0000	102896.3552	25581.6448
216	Assistant Fire Chief	3	0	0	3	Male	745	89256.0000	105305.4088	-16049.4088
217	Police Technology, Intelligenc	1	0	0	1	Male	755	106543.0000	107347.7737	-804.7737
218	Construction Services Manager	1	1	0	2	Balanced	765	110374.0000	110443.3253	-69.3253
219	Deputy City Attorney	1	1	0	2	Balanced	775	135427.0000	113878.3449	21548.6551
220	Chief Engineer, Utilities	1	0	0	1	Male	795	121744.0000	119251.1501	2492.8499
221	Police Lieutenant	9	0	0	9	Male	815	113494.0000	122765.2184	-9271.2184
224	Director, Workforce Developmen	0	1	0	1	Female	820	142483.0000	123796.9194	18686.0806
225	Manager, MIS	0	2	0	2	Female	820	114715.0000	123796.9194	-9081.9194
222	Director, Planning & Economic	1	0	0	1	Male	820	142483.0000	123796.9194	18686.0806

Predicted Pay Report for: Duluth

Case: 2023 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
223	Director, Property, Parks, & L	1	0	0	1	Male	820	142483.0000	123796.9194	18686.0806
226	Chief Engineer, Transportation	0	1	0	1	Female	825	121744.0000	124828.6203	-3084.6203
227	Director, Administrative Servi	1	0	0	1	Male	825	142483.0000	124828.6203	17654.3797
228	Finance Director	0	1	0	1	Female	840	142483.0000	127923.7232	14559.2768
229	Deputy Fire Chief	3	0	0	3	Male	860	114715.0000	132050.5271	-17335.5271
230	Fire Chief	1	0	0	1	Male	870	142483.0000	134113.9290	8369.0710
231	City Attorney	0	1	0	1	Female	880	138334.0000	136177.3310	2156.6690
232	Director, Public Works & Utili	1	0	0	1	Male	890	142483.0000	138240.7329	4242.2671
233	Chief Administrative Officer	1	0	0	1	Male	900	195185.0000	140304.1348	54880.8652
234	Deputy Police Chief	2	1	0	3	Balanced	930	137220.0000	146494.3406	-9274.3406
235	Police Chief	1	0	0	1	Male	980	161052.0000	156811.3503	4240.6497

Job Number Count: 235

Pay Equity Implementation Report

Part A: Jurisdiction Identification

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

 Duluth, MN 55802

Jurisdiction Type: City

Contact: Matt Silverness	Phone: (218) 730-5206	E-Mail: msilverness@duluthmn.gov
Contact: Heather Duval	Phone: (218) 730-5205	E-Mail: hduval@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 was used:

Description:

A new 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:

HR 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)

Emily Larson
 (chief elected official)

Mayor
 (title)

Part C: Total Payroll

\$71020346.00

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
- Date Submitted: 1/31/2023

Compliance Report

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

Report Year: 2023
Case: 3 - 2023 DATA (Shared (Jur and MMB))

Duluth, MN 55802

Contact: Matt Silverness

Phone: (218) 730-5206

E-Mail: msilverness@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	123	80	32	235
# Employees	492	206	229	927
Avg. Max Monthly Pay per employee	72501.33	68373.54		72469.16

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 78.59078 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	94	56
b. # Below Predicted Pay	29	24
c. TOTAL	123	80
d. % Below Predicted Pay (b divided by c = d)	23.58	30.00

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

B. T-test Results

Degrees of Freedom (DF) = 696	Value of T = -3.184
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a. Avg. diff. in pay from predicted pay for male jobs = -254

b. Avg. diff. in pay from predicted pay for female jobs = 1956

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 = 4.88 *

B. % of female classes receiving ESP = 0.00

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