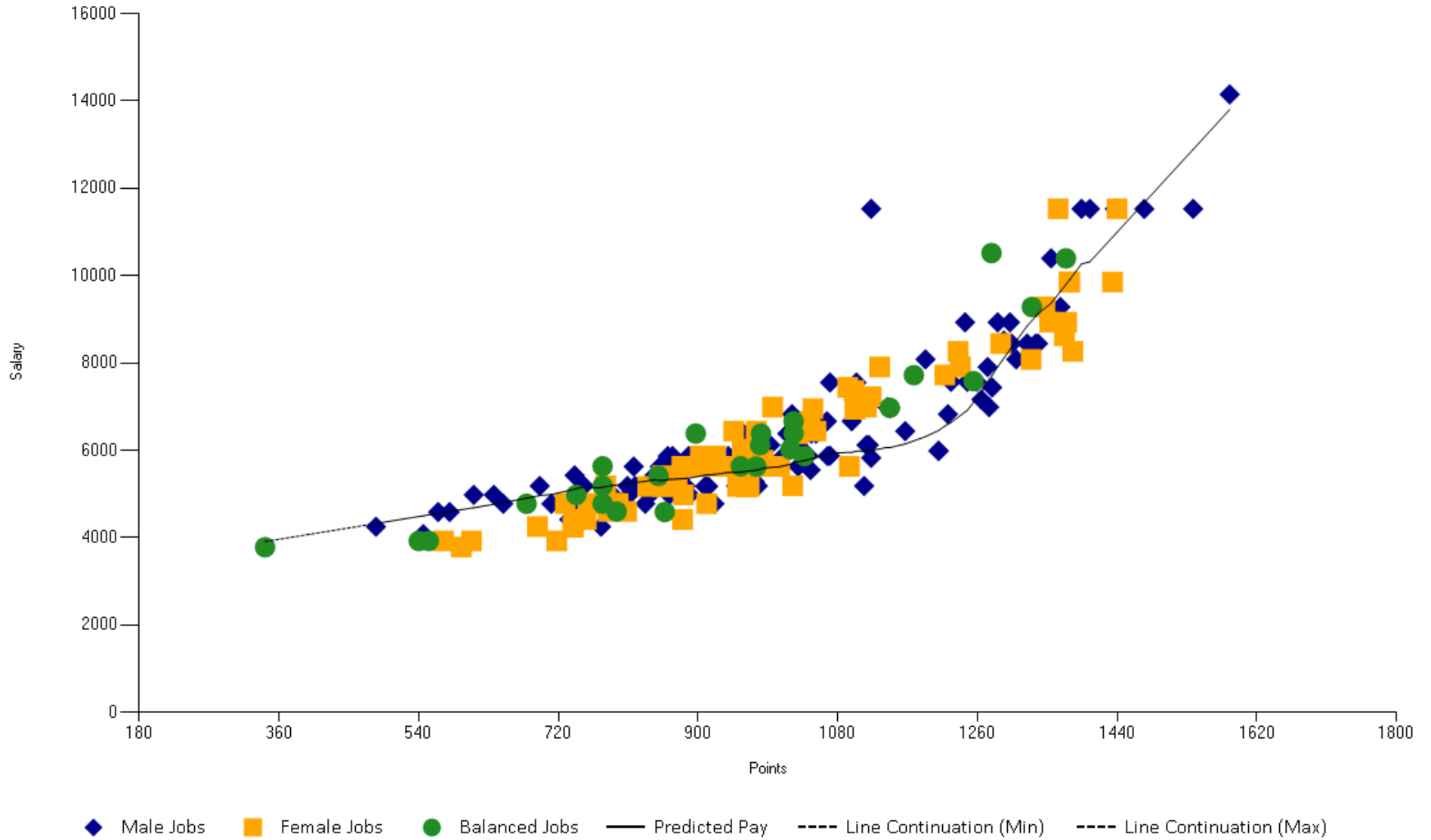


Predicted Pay Report for: Duluth Case: 2019 DATA



Predicted Pay Report for: Duluth

Case: 2019 DATA

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Janitor I	6	3	9	Balanced	342	3780.5000	3910.4413	-129.9413
2	Assistant Storekeeper	1	0	1	Male	485	4251.1700	4323.8691	-72.6991
3	Parking Services Agent	3	3	6	Balanced	540	3924.6700	4482.9490	-558.2790
4	Utility Maintenance Worker	11	0	11	Male	546	4080.4200	4500.3848	-419.9648
5	Maintenance Worker	4	2	6	Balanced	553	3924.6700	4520.6967	-596.0267
6	Utility Services Dispatcher	5	1	6	Male	565	4586.9200	4555.3887	31.5313
7	Library Technician	3	20	23	Female	572	3922.0000	4575.5208	-653.5208
8	Building Maintenanceperson	2	0	2	Male	580	4586.9200	4598.7087	-11.7887
9	Animal Services Technician	0	1	1	Female	595	3780.5000	4642.0288	-861.5288
10	Police Records Technician I	0	2	2	Female	608	3922.0000	4675.2655	-753.2655
11	Utility Operator Apprentice	8	0	8	Male	611	4979.1700	4684.6481	294.5219
12	Utility Operator	24	0	24	Male	637	4979.1700	4764.6263	214.5437
13	Heavy Equipment Operator	30	1	31	Male	649	4776.0800	4800.5559	-24.4759
14	Park Maintenance Worker	10	6	16	Balanced	679	4776.0800	4901.9689	-125.8889
15	Property & Evidence Tech - SAK	0	1	1	Female	693	4251.1700	4951.8607	-700.6907
16	Industrial Painter	2	0	2	Male	696	5183.3300	4961.8492	221.4808
17	Industrial Equipment Technicia	1	0	1	Male	711	4776.0800	4986.4250	-210.3450
18	Senior Center Coordinator	0	1	1	Female	718	3922.0000	5006.8083	-1084.8083
19	Admin Finance Specialist	0	2	2	Female	729	4779.8300	5069.0359	-289.2059
20	Vehicle Maintenance Technician	1	0	1	Male	734	4413.8300	5081.0026	-667.1726
21	Finance Technician	0	3	3	Female	739	4238.5800	5106.5496	-867.9696
22	Information Technician	0	4	4	Female	739	4238.5800	5106.5496	-867.9696
23	Admin Clerical Specialist	0	2	2	Female	740	4416.2500	5109.3066	-693.0566
24	Warehouse Specialist	3	0	3	Male	741	5426.7500	5113.6531	313.0969
25	Signal Maintenance Worker	1	0	1	Male	742	4776.0800	5116.6080	-340.5280
26	Land Use Technician	2	1	3	Balanced	743	4979.1700	5123.0211	-143.8511
27	Housing Inspector	4	0	4	Male	753	5183.3300	5158.9475	24.3825
28	Human Resources Assistant	0	1	1	Female	756	4416.2500	5167.7480	-751.4980
29	Water Lab Technician	0	1	1	Female	758	4776.0800	5173.6150	-397.5350
30	Utilities Information Speciali	0	15	15	Female	768	4779.8300	5128.8389	-349.0089
31	Traffic Maintenance Worker	3	0	3	Male	772	4776.0800	5140.6514	-364.5714
32	Property & Evidence Technician	1	0	1	Male	775	4251.1700	5148.5568	-897.3868

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
33	Planner I	1	1	2	Balanced	777	4779.8300	5154.4997	-374.6697
34	Planner II	2	3	5	Balanced	777	5633.2500	5154.4997	478.7503
35	Plans Examiner	2	1	3	Balanced	777	5183.3300	5154.4997	28.8303
36	Help Desk Technician	1	0	1	Male	779	4779.8300	5160.4426	-380.6126
37	Solid Waste Compliance Officer	0	1	1	Female	781	5183.3300	5166.3855	16.9445
38	Project Technician	0	1	1	Female	782	4776.0800	5169.3569	-393.2769
39	Police Records Technician II	0	6	6	Female	784	4598.5800	5175.2998	-576.7198
40	Storekeeper	2	0	2	Male	784	4776.0800	5175.2998	-399.2198
41	Facilities Maint Specialist	1	0	1	Male	788	4979.1700	5186.4351	-207.2651
42	Administrative Info Specialist	0	7	7	Female	790	4779.8300	5194.0796	-414.2496
43	GIS Technician	1	0	1	Male	790	4979.1700	5194.0796	-214.9096
44	Administrative Legal Assistant	0	3	3	Female	792	4779.8300	5199.8023	-419.9723
45	Parks Permit Coordinator	0	1	1	Female	792	4779.8300	5199.8023	-419.9723
46	Senior Library Technician	2	3	5	Balanced	795	4598.5800	5208.3863	-609.8063
47	Opioid Program Technician	0	1	1	Female	797	4776.0800	5217.6117	-441.5317
48	Wellness Coordinator	0	1	1	Female	808	4598.5800	5238.2358	-639.6558
49	Measurement Services Specialis	10	1	11	Male	809	5183.3300	5240.2166	-56.8866
50	Collection System Maint Worker	2	0	2	Male	811	4979.1700	5243.9452	-264.7752
51	Utility Svcs Spec Apprentice	10	0	10	Male	817	5628.6700	5258.2072	370.4628
52	Water Conveyance Technician	1	0	1	Male	819	5183.3300	5262.5528	-79.2228
53	Vehicle Repair Specialist	1	0	1	Male	832	4776.0800	5289.1452	-513.0652
54	Librarian I	0	12	12	Female	835	5174.0800	5297.0635	-122.9835
55	Engineering Technician	2	0	2	Male	838	4979.1700	5309.3555	-330.1855
56	Regulator Mechanic	3	0	3	Male	844	5426.7500	5327.2582	99.4918
57	Utility Accts Receivable Spec	1	2	3	Balanced	849	5412.9200	5302.5460	110.3740
58	Water Conveyance Specialist	3	0	3	Male	851	5628.6700	5304.3230	324.3470
59	Electrical Inspector	2	0	2	Male	852	5628.6700	5305.2115	323.4585
60	Constr Svcs Info & Comm Spec	0	1	1	Female	854	5412.9200	5308.2412	104.6788
61	Library Business Office Coord	0	1	1	Female	854	5174.0800	5308.2412	-134.1612
62	Recreation Specialist	2	2	4	Balanced	857	4586.9200	5311.0739	-724.1539
63	Trails Coordinator	1	0	1	Male	857	5426.7500	5311.0739	115.6761
64	Maintenance Operations Leadwrk	6	0	6	Male	861	5868.5800	5328.9806	539.5994

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
66	Executive Assistant	0	4	4	Female	863	5174.0800	5331.0468	-156.9668
65	Construction Inspector	2	0	2	Male	863	5628.6700	5331.0468	297.6232
67	Water Plant Operator B	2	0	2	Male	863	4979.1700	5331.0468	-351.8768
68	Safety Coordinator	1	0	1	Male	865	5633.2500	5334.1831	299.0669
69	Facility Maintenance Leadworke	1	0	1	Male	867	5868.5800	5332.9471	535.6329
70	Human Resources Technician	0	2	2	Female	870	5241.2500	5337.9536	-96.7036
71	Utility Resources Specialist	4	0	4	Male	872	5628.6700	5340.4197	288.2503
72	Executive Assistant-Confidenti	0	3	3	Female	873	5241.2500	5341.6527	-100.4027
73	HVAC & Refrigeration Inspector	2	0	2	Male	873	5628.6700	5341.6527	287.0173
74	Senior Buyer	0	1	1	Female	879	5633.2500	5349.5904	283.6596
75	Janitorial Supervisor	0	1	1	Female	880	4413.8300	5350.8162	-936.9862
76	Data Release Coordinator	0	1	1	Female	881	4975.6700	5352.3498	-376.6798
77	Carpenter	1	0	1	Male	884	5183.3300	5356.1008	-172.7708
78	Park Maint Operations Coord	0	1	1	Female	886	5628.6700	5359.2253	269.4447
79	Gas Project Coordinator	1	0	1	Male	888	5868.5800	5361.7990	506.7810
80	Heavy Equipment Mechanic	6	0	6	Male	889	4979.1700	5363.0858	-383.9158
81	Welder	2	0	2	Male	889	4979.1700	5363.0858	-383.9158
82	Programmer Analyst	2	1	3	Balanced	897	6384.2500	5389.8906	994.3594
83	Housing Inspector Leadworker	0	1	1	Female	903	5868.5800	5410.2680	458.3120
84	Librarian II	0	4	4	Female	904	5633.2500	5415.4587	217.7913
85	Permitting Services Leadworker	0	1	1	Female	906	5868.5800	5419.5000	449.0800
86	Graphics Coordinator	1	0	1	Male	909	5174.0800	5431.1223	-257.0423
87	Animal Control Officer	0	1	1	Female	911	4776.0800	5433.4508	-657.3708
88	Utility Svcs Spec Journeyperso	10	0	10	Male	911	5628.6700	5433.4508	195.2192
89	Property Services Specialist	0	1	1	Female	912	5633.2500	5434.6151	198.6349
90	Support Analyst	2	0	2	Male	913	5174.0800	5438.0430	-263.9630
91	Bridge Operator	4	1	5	Male	921	4776.0800	5447.6456	-671.5656
92	Water Lab Chemist	0	1	1	Female	923	5868.5800	5451.7035	416.8765
93	Plumbing Inspector	3	0	3	Male	936	5628.6700	5486.0059	142.6641
94	Electronics Technician	0	1	1	Female	938	5628.6700	5487.7925	140.8775
95	Constr Svc Combination Inspect	2	0	2	Male	939	5868.5800	5488.6857	379.8943
96	Employee Benefits Representati	0	1	1	Female	946	6439.8300	5487.4480	952.3820

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
97	Plumber	1	0	1	Male	949	5183.3300	5493.0241	-309.6941
98	Senior Engineering Technician	14	3	17	Male	949	5628.6700	5493.0241	135.6459
99	Prosecution & Technology Assis	0	1	1	Female	951	5174.0800	5496.7415	-322.6615
100	Finance Office Coordinator	0	1	1	Female	953	5633.2500	5500.5751	132.6749
101	Budget & Operations Analyst	1	2	3	Balanced	955	5633.2500	5504.2925	128.9575
102	Deputy Fire Marshal	1	0	1	Male	956	6425.0000	5506.1512	918.8488
103	Credit & Collections Admin	0	1	1	Female	957	6020.9200	5510.6484	510.2716
105	Police Crime & Intellig Analys	0	2	2	Female	962	5174.0800	5519.4997	-345.4197
106	Police Records & Technology Mg	0	1	1	Female	962	5174.0800	5519.4997	-345.4197
104	Fleet Services Leadworker	2	0	2	Male	962	5868.5800	5519.4997	349.0803
107	Energy Coordinator	1	0	1	Male	965	6120.0800	5527.5498	592.5302
108	Employment Technician	1	12	13	Female	966	5174.0800	5529.2061	-355.1261
109	Firefighter	65	4	69	Male	973	5285.0000	5539.8902	-254.8902
110	HRIS Analyst	0	1	1	Female	975	6439.8300	5549.8200	890.0100
111	Signal Technician	2	1	3	Balanced	975	5628.6700	5549.8200	78.8500
112	Electrician	1	0	1	Male	977	5183.3300	5549.0403	-365.7103
113	Water Plant Operator A	4	1	5	Male	977	5628.6700	5549.0403	79.6297
114	Utility Programs Coordinator	2	1	3	Balanced	980	6117.5800	5581.1900	536.3900
115	GIS Specialist	2	1	3	Balanced	981	6384.2500	5584.1151	800.1349
116	Senior Police Records Technici	0	2	2	Female	982	5633.2500	5586.5277	46.7223
117	Paralegal (Confidential)	0	1	1	Female	984	5771.0800	5592.4514	178.6286
118	Utility Operations Leadworker	7	0	7	Male	985	5868.5800	5595.4133	273.1667
119	Public Works & Utilities Analy	1	0	1	Male	988	6120.0800	5596.2341	523.8459
120	Customer Service Coordinator	2	0	2	Male	993	6120.0800	5605.6673	514.4127
121	Community Relations Officer	0	1	1	Female	996	6987.7500	5617.5697	1370.1803
122	Paralegal	0	1	1	Female	1004	5633.2500	5619.3938	13.8562
124	Utility Operations Paralegal	0	1	1	Female	1005	5633.2500	5623.2746	9.9754
123	Master Electrician	2	0	2	Male	1005	5628.6700	5623.2746	5.3954
125	Traffic Operations Leadworker	1	0	1	Male	1010	5868.5800	5642.8033	225.7767
126	Instrument Specialist	1	0	1	Male	1015	6380.8300	5665.2869	715.5431
127	Economic Developer	1	1	2	Balanced	1019	6020.9200	5680.6414	340.2786
128	Code Compliance Officer	1	0	1	Male	1021	6826.8300	5693.6285	1133.2015

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
130	Property & Evidence Specialist	0	1	1	Female	1022	5183.3300	5697.5279	-514.1979
129	Human Rights Officer	1	0	1	Male	1022	6482.1700	5697.5279	784.6421
131	Applications Administrator	2	1	3	Balanced	1023	6664.5800	5711.6794	952.9006
132	Financial Analyst	2	4	6	Balanced	1023	6384.2500	5711.6794	672.5706
133	Forester	1	0	1	Male	1023	6380.8300	5711.6794	669.1506
136	Natural Resource Coordinator	0	1	1	Female	1029	6380.8300	5736.3958	644.4342
134	Construction Project Coordinat	1	0	1	Male	1029	6120.0800	5736.3958	383.6842
135	Master Plumber	1	0	1	Male	1029	5628.6700	5736.3958	-107.7258
137	Project Coordinator	1	2	3	Balanced	1037	5868.5800	5761.4675	107.1125
138	Budget & Grant Analyst	1	0	1	Male	1042	5877.8300	5784.6423	93.1877
139	Assistant City Clerk	0	1	1	Female	1044	6661.5800	5794.5581	867.0219
140	Fire Equipment Operator	24	3	27	Male	1045	5549.0000	5799.1335	-250.1335
141	Senior Parks Planner	1	0	1	Male	1046	6380.8300	5807.6692	573.1608
142	Chief Building Inspector	0	1	1	Female	1048	6955.3300	5816.2834	1139.0466
143	Human Resources Generalist	0	1	1	Female	1052	6439.8300	5833.5118	606.3182
144	Senior Engineering Specialist	2	0	2	Male	1052	6380.8300	5833.5118	547.3182
145	Network Administrator	1	0	1	Male	1066	6664.5800	5893.6875	770.8925
146	Corrosion Technician II	1	0	1	Male	1067	5868.5800	5898.1991	-29.6191
147	Parks & Grounds Maint Supervis	1	0	1	Male	1070	7551.0800	5936.3289	1614.7511
148	Senior Support Analyst	1	0	1	Male	1070	5877.8300	5936.3289	-58.4989
149	Fire Marshal	0	1	1	Female	1093	7438.0000	5790.1267	1647.8733
150	Animal Shelter Leadworker	0	1	1	Female	1095	5628.6700	5809.3310	-180.6610
151	Systems Administrator	1	0	1	Male	1098	6664.5800	5952.5727	712.0073
152	Financial Systems Administrato	0	1	1	Female	1101	7367.2500	5956.0369	1411.2131
153	Payroll Administrator	0	2	2	Female	1102	6934.0800	5976.4602	957.6198
154	Street Maintenance Supervisor	2	0	2	Male	1104	7551.0800	5978.5260	1572.5540
155	Measurement Services Superviso	1	0	1	Male	1114	5183.3300	5984.8409	-801.5109
156	Library Supervisor	0	3	3	Female	1117	6987.7500	5988.1092	999.6408
157	Pipeline Welder	3	0	3	Male	1117	6120.0800	5988.1092	131.9708
158	Electronics Tech Leadworker	1	0	1	Male	1120	6120.0800	5989.3843	130.6957
159	Assistant Manager, Parks & Rec	0	2	2	Female	1123	7227.0000	5995.6699	1231.3301
160	Fire Captain	30	1	31	Male	1123	5827.0000	5995.6699	-168.6699

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
161	Fire Chief	1	0	1	Male	1123	11527.7500	5995.6699	5532.0801
162	Public Information Officer	0	2	2	Female	1134	7905.5800	6015.8462	1889.7338
163	Facilities Operations Supervis	1	0	1	Male	1144	6987.7500	6066.9419	920.8081
165	Senior Planner	1	2	3	Balanced	1147	6972.6700	6061.2365	911.4335
164	Senior Housing Developer	1	0	1	Male	1147	6972.6700	6061.2365	911.4335
166	Senior Transportation Planner	1	0	1	Male	1147	6972.6700	6061.2365	911.4335
167	City Investigator & Claims Age	1	0	1	Male	1167	6439.8300	6145.9711	293.8589
168	Gas Operations Supervisor	1	1	2	Balanced	1178	7720.6700	6204.1899	1516.4801
169	Construction Project Superviso	1	0	1	Male	1193	8082.8300	6312.4524	1770.3776
170	Lateral Police Officer	3	0	3	Male	1210	5987.0000	6454.3508	-467.3508
171	Police Officer	102	18	120	Male	1210	5987.0000	6454.3508	-467.3508
172	Utility Customer Serv Supervis	0	1	1	Female	1218	7720.6700	6555.7733	1164.8967
173	Utility Operations Supervisor	3	0	3	Male	1218	7720.6700	6555.7733	1164.8967
174	Property Services Supervisor	1	0	1	Male	1222	6826.8300	6597.7328	229.0972
175	Senior Programmer Analyst	1	0	1	Male	1226	7567.9200	6637.0443	930.8757
176	Human Resources Supervisor	0	1	1	Female	1235	8263.3300	6756.1264	1507.2036
177	Purchasing Agent	0	1	1	Female	1238	7905.5800	6791.8820	1113.6980
178	Manager Customer Service	1	0	1	Male	1244	8929.9200	6876.7766	2053.1434
179	Senior Systems Administrator	1	0	1	Male	1247	7567.9200	6914.8871	653.0329
180	Project Engineer	3	1	4	Balanced	1255	7582.9200	7113.6156	469.3044
181	Senior Network Administrator	1	0	1	Male	1259	7567.9200	7197.6343	370.2857
182	Police Sergeant	19	1	20	Male	1265	7162.0000	7324.9751	-162.9751
183	Parking Services Manager	1	0	1	Male	1273	7905.5800	7573.0373	332.5427
184	Aerial Lift Bridge Supervisor	1	0	1	Male	1275	6987.7500	7621.8523	-634.1023
185	Assistant City Attorney	4	5	9	Balanced	1278	10516.5000	7692.8558	2823.6442
186	Assistant Fire Chief	3	0	3	Male	1279	7438.0000	7716.5236	-278.5236
187	Street Maintenance Manager	1	0	1	Male	1286	8929.9200	7910.2303	1019.6897
188	Budget Manager	0	1	1	Female	1290	8443.8300	8006.5835	437.2465
189	Police Lieutenant	10	0	10	Male	1294	8513.4200	8112.6529	400.7671
190	Manager Utility Operations	1	0	1	Male	1302	8929.9200	8309.2049	620.7151
191	Auditor	1	0	1	Male	1304	8443.8300	8357.9620	85.8680
192	Communications & Policy Office	1	0	1	Male	1310	8082.8300	8505.7569	-422.9269

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Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
193	Manager Planning & Community D	1	0	1	Male	1324	8443.8300	8845.6856	-401.8556
194	Operations Manager Workforce D	0	1	1	Female	1329	8082.8300	8968.2529	-885.4229
195	Deputy Fire Chief	1	1	2	Balanced	1330	9281.1700	8994.2985	286.8715
196	Senior Engineer	4	0	4	Male	1335	8443.8300	9065.3415	-621.5115
197	Manager, Fleet Services	1	0	1	Male	1338	8443.8300	9128.6094	-684.7794
198	Manager MIS	0	2	2	Female	1347	9281.1700	9320.5115	-39.3415
199	Construction Services Manager	0	1	1	Female	1353	8929.9200	9309.4550	-379.5350
200	Deputy Director, Plan & Econ D	1	0	1	Male	1355	10394.6700	9366.7425	1027.9275
201	Director, Workforce Developmen	0	1	1	Female	1364	11527.7500	9570.4360	1957.3140
202	Property & Facilities Manager	1	0	1	Male	1367	9281.1700	9637.8656	-356.6956
203	Manager Library Services	0	1	1	Female	1372	8620.0000	9750.2482	-1130.2482
204	Deputy Police Chief	1	1	2	Balanced	1374	10394.6700	9795.2013	599.4687
205	Manager Parks & Recreation	0	1	1	Female	1375	8929.9200	9819.0826	-889.1626
206	City Engineer	0	1	1	Female	1378	9849.8300	9886.5122	-36.6822
207	Chief Engineer Transportation	0	1	1	Female	1379	9849.8300	9908.9887	-59.1587
208	Chief Engineer Utilities	1	0	1	Male	1379	9849.8300	9908.9887	-59.1587
209	Safety & Training Officer	0	1	1	Female	1383	8263.3300	10014.8032	-1751.4732
210	Director Property Parks & Lib	1	0	1	Male	1394	11527.7500	10265.6547	1262.0953
211	Police Chief	1	0	1	Male	1405	11527.7500	10318.3887	1209.3613
212	Manager HR, Healthcare & Safet	0	1	1	Female	1434	9849.8300	10880.0406	-1030.2106
213	Director Public Wks & Utilitie	1	0	1	Male	1437	11527.7500	10937.7693	589.9807
214	Director Administrative Servic	0	1	1	Female	1440	11527.7500	10995.4980	532.2520
215	Director Planning & Economic D	1	0	1	Male	1440	11527.7500	10995.4980	532.2520
216	City Attorney	1	0	1	Male	1475	11527.0000	11673.8099	-146.8099
217	Chief Financial Officer	1	0	1	Male	1538	11527.7500	12892.1254	-1364.3754
218	Chief Administrative Officer	1	0	1	Male	1585	14149.0000	13802.5547	346.4453

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