

Compliance Report

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

Duluth, MN 55802

Report Year: 2020
Case: 1 - 2019 DATA (Submitted)

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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 | 77 | 26 | 218 |
| # Employees | 573 | 174 | 113 | 860 |
| Avg. Max Monthly Pay per employee | 5839.88 | 5437.52 | | 5761.38 |

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 74.92754 *

| | Male Classes | Female Classes |
|---|--------------|----------------|
| a. # At or above Predicted Pay | 68 | 35 |
| b. # Below Predicted Pay | 47 | 42 |
| c. TOTAL | 115 | 77 |
| d. % Below Predicted Pay (b divided by c = d) | 40.87 | 54.55 |

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

B. T-test Results

| | |
|-------------------------------|--------------------|
| Degrees of Freedom (DF) = 745 | Value of T = 2.012 |
|-------------------------------|--------------------|

a. Avg. diff. in pay from predicted pay for male jobs = -79

b. Avg. diff. in pay from predicted pay for female jobs = -168

III. SALARY RANGE TEST = 98.48 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 15.76

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 = 4.35 *

B. % of female classes receiving ESP = 0.00

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