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## Results of Tests for Pay Equity Compliance

Date: February 02, 2026

Jurisdiction: Duluth

ID#: 814

### 1. Completeness and Accuracy Test

- ☒ Passed. Required information was submitted accurately and on time.
- ☐ Passed by Exception. Request for Reconsideration approved.

### 2. Statistical Analysis Test

- ☒ Passed. Jurisdiction had more than three male classes and an underpayment ratio of 80% or more.
- ☐ Passed. Jurisdiction had at least six male classes, at least one class with a salary range, an underpayment ratio below 80% but a t-test that was not statistically significant.
- ☐ Passed by Exception. Request to Reconsideration approved

### 3. Salary Range Test

- ☐ Passed. Too few classes had an established number of years to move through a salary range.
- ☒ Passed. Salary range test showed a score of 80% or more.
- ☐ Passed by Exception. Request for Reconsideration approved.

### 4. Exceptional Service Pay Test

- ☒ Passed. Too few classes received exceptional service pay.
- ☐ Passed. Exceptional service pay test showed a score of 80% or more.
- ☐ Passed by Exception. Request for Reconsideration approved.

If you have questions or need assistance, please contact Angela Garrity-Scharffbillig at (651) 259-3727, or by email: [pay.equity@state.mn.us](mailto:pay.equity@state.mn.us)