

Pay Equity Implementation Report

Part A: Jurisdiction Identification

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

Jurisdiction Type: City

Duluth, MN 55802

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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 used was: Designed Own

Description:

Point Factor Evaluation
Same as Last Year

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:
Human Resources Office Bulletin Board,
Room 340, City Hall

(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

67261087.5300

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:1/31/2020