

**Part A: Jurisdiction Identification**

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

Jurisdiction Type: City

Duluth MN 55802

Contact: Theresa Severance

Phone: (218) 730-5202

E-Mail: tseverance@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 used was: Designed Own

Description: Point Factor Evaluation

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 313, 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**

\$57,635,728.42

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: 01/31/2017