



Predicted Pay Report for Duluth
Case : PayEquity2016

2/1/2017

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	JANITOR I	7	1	8	Male	342	\$3,614.00	\$3,520.34	\$93.66
2	METER READER	2	0	2	Male	371	\$3,784.00	\$3,616.85	\$167.15
3	UTILITY SERVICES DISPATCHER	3	2	5	Balanced	407	\$4,424.00	\$3,736.83	\$687.17
4	MAINTENANCE WORKER	12	2	14	Male	440	\$3,784.00	\$3,846.65	(\$62.65)
5	ASSISTANT STOREKEEPER	2	0	2	Male	485	\$4,100.00	\$3,996.58	\$103.42
6	UTILITY MAINTENANCE WORKER	11	1	12	Male	525	\$3,934.00	\$4,129.88	(\$195.88)
7	LIBRARY TECHNICIAN	5	19	24	Female	566	\$4,189.00	\$4,266.50	(\$77.50)
8	PARKING METER MONITOR	7	0	7	Male	579	\$3,252.00	\$4,309.76	(\$1,057.76)
9	BUILDING MAINTENANCEPERSON	2	0	2	Male	580	\$4,424.00	\$4,313.09	\$110.91
10	CLERICAL SUPPORT TECHNICIAN	0	1	1	Female	594	\$3,614.00	\$4,334.21	(\$720.21)
11	ANIMAL SERVICES TECHNICIAN	0	1	1	Female	595	\$3,646.00	\$4,337.46	(\$691.46)
12	POLICE RECORDS TECHNICIAN I	0	3	3	Female	607	\$4,189.00	\$4,380.65	(\$191.65)
13	UTILITY OPERATOR APPRENTICE	7	0	7	Male	611	\$4,801.00	\$4,394.22	\$406.78
14	UTILITY OPERATOR	27	0	27	Male	637	\$4,801.00	\$4,493.25	\$307.75
15	SENIOR CLERICAL SPECIALIST	0	1	1	Female	654	\$3,928.00	\$4,542.57	(\$614.57)
16	HEAVY EQUIPMENT OPERATOR	32	0	32	Male	655	\$4,605.00	\$4,545.92	\$59.08
17	PARK MAINTENANCE WORKER	10	5	15	Balanced	679	\$4,605.00	\$4,639.50	(\$34.50)
18	PROPERTY AND EVIDENCE TECH	2	0	2	Male	693	\$4,100.00	\$4,708.92	(\$608.92)
19	INDUSTRIAL PAINTER	2	0	2	Male	696	\$4,998.00	\$4,731.47	\$266.53
20	INDUSTRIAL EQUIPMENT TECHN	1	0	1	Male	711	\$4,605.00	\$4,786.99	(\$181.99)
21	SENIOR CENTER COORDINATOR	0	1	1	Female	718	\$4,189.00	\$4,810.40	(\$621.40)
22	ADMINISTRATIVE FINANCE SPEC	0	3	3	Female	729	\$4,916.00	\$4,822.23	\$93.77
23	FINANCE TECHNICIAN	0	2	2	Female	739	\$4,359.00	\$4,840.69	(\$481.69)
24	INFORMATION TECHNICIAN	0	7	7	Female	739	\$4,359.00	\$4,840.69	(\$481.69)
25	WAREHOUSE SPECIALIST	2	0	2	Male	741	\$5,233.00	\$4,848.56	\$384.44
26	LAND USE TECHNICIAN	1	0	1	Male	743	\$4,801.00	\$4,897.04	(\$96.04)
27	FLEET ASSISTANT	1	0	1	Male	743	\$4,801.00	\$4,897.04	(\$96.04)
28	ADMINISTRATIVE SECRETARIAL	0	1	1	Female	756	\$4,541.00	\$4,918.90	(\$377.90)
29	HUMAN RESOURCES ASSISTANT	0	1	1	Female	756	\$4,541.00	\$4,918.90	(\$377.90)
30	WATER LAB TECHNICIAN	0	1	1	Female	758	\$4,605.00	\$4,926.38	(\$321.38)
31	UTILITIES INFORMATION SPECIA	0	17	17	Female	768	\$4,916.00	\$4,845.61	\$70.39
32	TRAFFIC MAINTENANCE WORKER	3	0	3	Male	772	\$4,605.00	\$4,869.34	(\$264.34)
33	SENIOR LIBRARY TECHNICIAN	1	5	6	Female	774	\$4,729.00	\$4,883.64	(\$154.64)
34	PLANNER I	1	1	2	Balanced	777	\$4,916.00	\$4,900.74	\$15.26
35	HELP DESK TECHNICIAN	1	0	1	Male	779	\$4,916.00	\$4,926.65	(\$10.65)

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36	SOLID WASTE COMPLIANCE OFF	0	1	1	Female	781	\$4,998.00	\$4,934.07	\$63.93
37	HOUSING INSPECTOR	4	0	4	Male	784	\$4,998.00	\$4,945.18	\$52.82
38	POLICE RECORDS TECHNICIAN I	0	7	7	Female	784	\$4,729.00	\$4,945.18	(\$216.18)
39	STOREKEEPER	1	0	1	Male	784	\$4,605.00	\$4,945.18	(\$340.18)
40	BUILDING MAINTENANCEPERSON	1	0	1	Male	785	\$4,801.00	\$4,948.89	(\$147.89)
41	ADMINISTRATIVE INFORMATION	0	9	9	Female	790	\$4,916.00	\$4,967.43	(\$51.43)
42	GEOGRAPHIC INFORMATION SY	1	0	1	Male	790	\$4,801.00	\$4,967.43	(\$166.43)
43	ADMINISTRATIVE LEGAL ASSIST	0	3	3	Female	792	\$4,916.00	\$4,973.38	(\$57.38)
44	PARKS PERMIT COORDINATOR	1	0	1	Male	792	\$4,916.00	\$4,973.38	(\$57.38)
45	PLANS EXAMINER	3	2	5	Balanced	799	\$4,998.00	\$4,994.88	\$3.12
46	EQUIPMENT MAINTENANCE SPE	2	0	2	Male	802	\$4,255.00	\$5,004.17	(\$749.17)
47	WATER PLANT OPERATOR "C"	1	0	1	Male	807	\$4,424.00	\$5,034.77	(\$610.77)
48	WELLNESS COORDINATOR	0	1	1	Female	808	\$4,729.00	\$5,037.45	(\$308.45)
49	MEASUREMENT SERVICES SPEC	11	1	12	Male	809	\$4,998.00	\$5,040.12	(\$42.12)
50	COLLECTION SYSTEM MAINTEN	3	0	3	Male	811	\$4,801.00	\$5,043.51	(\$242.51)
51	UTILITY SERVICES SPECIALIST A	12	0	12	Male	817	\$5,233.00	\$5,050.22	\$182.78
52	WATER CONVEYANCE TECHNICAL	3	0	3	Male	819	\$4,998.00	\$5,052.93	(\$54.93)
54	PUBLIC INFORMATION COORDIN	0	1	1	Female	829	\$6,192.00	\$5,072.72	\$1,119.28
55	LIBRARIAN I	1	12	13	Female	835	\$5,322.00	\$5,081.84	\$240.16
56	TRAILS COORDINATOR	0	1	1	Female	836	\$4,801.00	\$5,095.39	(\$294.39)
57	PARKING OPERATIONS SPECIAL	1	0	1	Male	838	\$5,322.00	\$5,099.39	\$222.61
58	BUSINESS DEVELOPER	2	0	2	Male	840	\$6,192.00	\$5,103.99	\$1,088.01
59	UTILITY ACCOUNTS RECEIVABLE	1	3	4	Female	849	\$5,568.00	\$5,122.35	\$445.65
60	ELECTRICAL INSPECTOR	3	0	3	Male	852	\$5,428.00	\$5,128.95	\$299.05
61	CONSTRUCTION SERVICES INFO	0	1	1	Female	853	\$5,220.00	\$5,131.47	\$88.53
62	SPECIAL EVENTS COORDINATOR	0	2	2	Female	856	\$4,916.00	\$5,145.32	(\$229.32)
63	RECREATION SPECIALIST	1	1	2	Balanced	857	\$4,424.00	\$5,147.84	(\$723.84)
64	METER MECHANIC	1	0	1	Male	859	\$4,998.00	\$5,153.17	(\$155.17)
65	MAINTENANCE OPERATIONS LE	7	0	7	Male	861	\$5,658.00	\$5,158.50	\$499.50
66	CONSTRUCTION INSPECTOR	2	0	2	Male	863	\$5,428.00	\$5,112.64	\$315.36
67	WATER PLANT OPERATOR "B"	1	0	1	Male	863	\$4,801.00	\$5,112.64	(\$311.64)
68	PLUMBING INSPECTOR	2	0	2	Male	864	\$5,428.00	\$5,113.73	\$314.27
69	SAFETY COORDINATOR	1	0	1	Male	865	\$5,431.00	\$5,114.82	\$316.18
70	HUMAN RESOURCES TECHNICIA	0	1	1	Female	870	\$5,457.00	\$5,130.14	\$326.86
71	UTILITY RESOURCES SPECIALIS	4	0	4	Male	872	\$5,428.00	\$5,132.90	\$295.10

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72	EXECUTIVE ASSISTANT	0	5	5	Female	873	\$5,322.00	\$5,134.27	\$187.73
73	EXECUTIVE ASSISTANT (CONFID	0	3	3	Female	873	\$5,457.00	\$5,134.27	\$322.73
74	HVAC INSPECTOR	1	0	1	Male	873	\$5,428.00	\$5,134.27	\$293.73
75	SENIOR BUYER	0	1	1	Female	879	\$5,793.00	\$5,152.07	\$640.93
76	JANITORIAL SUPERVISOR	2	1	3	Balanced	880	\$4,255.00	\$5,153.71	(\$898.71)
77	CARPENTER	1	0	1	Male	884	\$4,998.00	\$5,171.18	(\$173.18)
78	HEAVY EQUIPMENT MECHANIC	6	0	6	Male	889	\$4,801.00	\$5,180.37	(\$379.37)
79	PAYROLL PRACTITIONER	0	2	2	Female	889	\$4,916.00	\$5,180.37	(\$264.37)
80	WELDER	2	0	2	Male	889	\$4,801.00	\$5,180.37	(\$379.37)
81	ENGINEERING TECHNICIAN	4	0	4	Male	897	\$4,801.00	\$5,200.60	(\$399.60)
82	VOLUNTEER COORDINATOR	0	1	1	Female	901	\$5,322.00	\$5,209.27	\$112.73
83	LIBRARIAN II	0	4	4	Female	904	\$5,793.00	\$5,214.62	\$578.38
84	PERMITTING SERVICES LEADWC	1	0	1	Male	906	\$5,658.00	\$5,217.36	\$440.64
85	GRANT COORDINATOR	1	1	2	Balanced	909	\$5,322.00	\$5,217.84	\$104.17
86	ANIMAL CONTROL OFFICER	0	1	1	Female	911	\$4,605.00	\$5,220.34	(\$615.34)
87	PROPERTY SERVICES SPECIALIS	0	1	1	Female	912	\$5,793.00	\$5,223.64	\$569.36
88	PLANNER II	2	4	6	Balanced	916	\$5,793.00	\$5,240.40	\$552.60
89	BRIDGE OPERATOR	4	1	5	Male	921	\$4,605.00	\$5,267.01	(\$662.01)
90	WATER LAB CHEMIST	0	1	1	Female	923	\$5,658.00	\$5,278.93	\$379.07
91	GRAPHICS COORDINATOR	1	0	1	Male	928	\$5,322.00	\$5,280.33	\$41.67
92	ELECTRONICS TECHNICIAN	0	1	1	Female	938	\$5,428.00	\$5,278.80	\$149.20
93	CONSTRUCTION SERVICES COM	1	0	1	Male	939	\$5,658.00	\$5,277.89	\$380.11
94	INSTRUMENT TECHNICIAN	1	0	1	Male	940	\$5,428.00	\$5,276.98	\$151.02
95	EMPLOYEE BENEFITS REPRESEI	1	0	1	Male	946	\$6,705.00	\$5,275.65	\$1,429.35
96	LIFT STATION OPERATOR	1	0	1	Male	949	\$4,998.00	\$5,274.04	(\$276.04)
97	PLUMBER	1	0	1	Male	949	\$4,998.00	\$5,274.04	(\$276.04)
98	SENIOR SUPPORT ANALYST	1	0	1	Male	949	\$6,046.00	\$5,274.04	\$771.96
99	SUPPORT ANALYST	2	0	2	Male	949	\$5,322.00	\$5,274.04	\$47.96
100	PROSECUTION & TECHNOLOGY	0	1	1	Female	951	\$4,990.00	\$5,258.36	(\$268.36)
101	FINANCE OFFICE COORDINATOR	0	1	1	Female	953	\$5,793.00	\$5,257.95	\$535.06
102	BUDGET & OPERATIONS ANALYS	0	2	2	Female	955	\$5,793.00	\$5,257.54	\$535.46
103	DEPUTY FIRE MARSHAL	1	1	2	Balanced	956	\$5,821.00	\$5,257.33	\$563.67
104	CREDIT & COLLECTIONS ADMINI	0	1	1	Female	957	\$6,192.00	\$5,258.23	\$933.77
105	FLEET SERVICES LEADWORKER	2	0	2	Male	962	\$5,658.00	\$5,272.39	\$385.61
106	POLICE CRIME & INTELLIGENCE	1	1	2	Balanced	962	\$5,322.00	\$5,272.39	\$49.61

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107	ENERGY COORDINATOR	1	0	1	Male	965	\$5,901.00	\$5,269.50	\$631.50
108	EMPLOYMENT TECHNICIAN	1	12	13	Female	966	\$5,322.00	\$5,275.10	\$46.90
109	WATER CONVEYANCE SPECIALIST	1	0	1	Male	967	\$5,428.00	\$5,276.00	\$152.00
110	PARALEGAL	0	1	1	Female	972	\$5,322.00	\$5,258.21	\$63.79
111	FIREFIGHTER	56	6	62	Male	973	\$5,171.00	\$5,259.82	(\$88.82)
112	PROGRAMMER ANALYST	1	1	2	Balanced	974	\$6,566.00	\$5,258.46	\$1,307.54
113	HRIS ANALYST	0	1	1	Female	975	\$6,705.00	\$5,254.80	\$1,450.20
114	SIGNAL TECHNICIAN	2	1	3	Balanced	975	\$5,428.00	\$5,254.80	\$173.20
115	ELECTRICIAN	1	0	1	Male	977	\$4,998.00	\$5,255.81	(\$257.81)
116	WATER PLANT OPERATOR "A"	4	1	5	Male	977	\$5,428.00	\$5,255.81	\$172.19
117	SENIOR ENGINEERING TECHNICIAN	14	3	17	Male	979	\$5,428.00	\$5,259.82	\$168.18
118	UTILITY PROGRAMS COORDINATOR	3	1	4	Balanced	980	\$5,901.00	\$5,261.83	\$639.17
119	GEOGRAPHIC INFORMATION SYSTEMS	3	1	4	Balanced	981	\$6,375.00	\$5,263.84	\$1,111.16
120	SENIOR POLICE RECORDS TECHNICIAN	0	1	1	Female	982	\$5,793.00	\$5,265.84	\$527.16
121	PARALEGAL (CONFIDENTIAL)	0	1	1	Female	983	\$5,116.00	\$5,257.95	(\$141.95)
122	UTILITY OPERATIONS LEADWORKER	8	0	8	Male	985	\$5,658.00	\$5,260.18	\$397.82
123	PUBLIC WORKS & UTILITIES ANALYST	1	0	1	Male	988	\$5,901.00	\$5,267.95	\$633.05
124	HOUSING INSPECTOR LEADWORKER	0	1	1	Female	991	\$5,658.00	\$5,275.72	\$382.28
125	COMMUNITY RELATIONS OFFICER	1	0	1	Male	996	\$5,969.00	\$5,314.13	\$654.87
126	MASTER ELECTRICIAN	2	0	2	Male	1,005	\$5,428.00	\$5,408.66	\$19.34
127	UTILITY OPERATIONS PARALEGAL	0	1	1	Female	1,005	\$5,793.00	\$5,408.66	\$384.34
128	WORKFORCE DEVELOPMENT OFFICER	0	1	1	Female	1,008	\$6,566.00	\$5,425.81	\$1,140.19
129	TRAFFIC OPERATIONS LEADWORKER	1	0	1	Male	1,010	\$5,658.00	\$5,435.64	\$222.36
130	UTILITY SERVICES SPECIALIST J	8	0	8	Male	1,019	\$5,233.00	\$5,372.89	(\$139.89)
131	CUSTOMER SERVICE LEADWORKER	2	0	2	Male	1,022	\$5,658.00	\$5,380.32	\$277.68
132	PROPERTY & EVIDENCE SPECIALIST	0	1	1	Female	1,022	\$4,998.00	\$5,380.32	(\$382.32)
133	APPLICATIONS ADMINISTRATOR	2	1	3	Balanced	1,023	\$6,856.00	\$5,382.80	\$1,473.20
134	FINANCIAL ANALYST	3	4	7	Balanced	1,023	\$6,566.00	\$5,382.80	\$1,183.20
135	CONSTRUCTION PROJECT COORDINATOR	1	0	1	Male	1,029	\$5,901.00	\$5,411.28	\$489.72
136	MASTER PLUMBER	1	0	1	Male	1,029	\$5,428.00	\$5,411.28	\$16.72
137	PROJECT COORDINATOR	2	1	3	Balanced	1,037	\$5,658.00	\$5,450.88	\$207.12
138	SENIOR PLANNER	3	1	4	Balanced	1,037	\$6,566.00	\$5,450.88	\$1,115.12
139	ASSISTANT CITY CLERK	0	1	1	Female	1,044	\$6,455.00	\$5,469.45	\$985.55
140	FIRE EQUIPMENT OPERATOR	29	4	33	Male	1,045	\$5,027.00	\$5,472.18	(\$445.18)
141	HUMAN RESOURCES GENERALIST	1	2	3	Balanced	1,052	\$6,705.00	\$5,499.28	\$1,205.72

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142	SENIOR ENGINEERING SPECIALI	2	0	2	Male	1,052	\$6,153.00	\$5,499.28	\$653.72
143	REGULATOR MECHANIC	2	0	2	Male	1,058	\$5,233.00	\$5,520.04	(\$287.04)
144	PIPELINE WELDER	3	0	3	Male	1,061	\$5,428.00	\$5,528.68	(\$100.68)
145	CORROSION TECHNICIAN II	1	0	1	Male	1,067	\$5,658.00	\$5,548.74	\$109.26
146	NETWORK ADMINISTRATOR	2	0	2	Male	1,069	\$6,856.00	\$5,608.90	\$1,247.10
147	PARKS & GROUNDS MAINTENAN	1	0	1	Male	1,070	\$6,771.00	\$5,613.04	\$1,157.96
148	SENIOR PROGRAMMER ANALYS	1	0	1	Male	1,076	\$6,856.00	\$5,635.75	\$1,220.25
149	FIRE MARSHAL	0	1	1	Female	1,093	\$6,738.00	\$5,730.02	\$1,007.98
150	ANIMAL SHELTER LEADWORKER	0	1	1	Female	1,095	\$5,428.00	\$5,741.86	(\$313.86)
151	FINANCIAL SYSTEMS ADMINISTR	0	1	1	Female	1,101	\$7,139.00	\$5,536.44	\$1,602.56
152	PAYROLL ADMINISTRATOR	0	1	1	Female	1,102	\$7,220.00	\$5,538.14	\$1,681.86
153	STREET MAINTENANCE SUPERV	2	0	2	Male	1,104	\$7,317.00	\$5,541.53	\$1,775.47
154	SYSTEMS ADMINISTRATOR	2	0	2	Male	1,112	\$6,856.00	\$5,550.96	\$1,305.04
155	UTILITY OPERATIONS SUPERVIS	3	0	3	Male	1,112	\$7,481.00	\$5,550.96	\$1,930.04
156	LIBRARY SUPERVISOR	0	3	3	Female	1,117	\$6,771.00	\$5,558.81	\$1,212.19
157	ELECTRONICS TECHNICIAN LEA	1	0	1	Male	1,120	\$5,901.00	\$5,564.42	\$336.58
158	ASSISTANT MANAGER, PARKS &	1	0	1	Male	1,123	\$7,003.00	\$5,567.57	\$1,435.43
159	FIRE CAPTAIN	29	1	30	Male	1,123	\$5,279.00	\$5,567.57	(\$288.57)
160	MEASUREMENT SERVICES SUPE	1	0	1	Male	1,136	\$7,832.00	\$5,599.23	\$2,232.77
161	LIBRARIAN III	0	1	1	Female	1,140	\$6,566.00	\$5,602.88	\$963.12
162	TECHNICAL SERVICES COORDIN	1	0	1	Male	1,140	\$6,112.00	\$5,602.88	\$509.12
163	FACILITY OPERATIONS SUPERVI	1	0	1	Male	1,144	\$6,771.00	\$5,610.78	\$1,160.22
164	CONSTRUCTION INSPECTION LE	1	0	1	Male	1,156	\$6,707.00	\$5,801.01	\$905.99
165	CITY INVESTIGATOR & CLAIMS A	1	0	1	Male	1,167	\$6,286.00	\$5,807.91	\$478.09
166	PROJECT ENGINEER	5	1	6	Male	1,178	\$6,707.00	\$5,845.92	\$861.08
167	EMPLOYEE BENEFITS ADMINISTI	0	1	1	Female	1,180	\$7,220.00	\$5,825.82	\$1,394.18
168	CONSTRUCTION PROJECT SUPE	1	0	1	Male	1,193	\$7,568.00	\$5,904.33	\$1,663.67
169	EQUAL OPPORTUNITY REPRESE	1	0	1	Male	1,197	\$5,761.00	\$5,940.37	(\$179.37)
170	SAFETY & TRAINING OFFICER	0	1	1	Female	1,199	\$8,007.00	\$5,957.00	\$2,050.00
171	CITY CLERK	1	0	1	Male	1,200	\$7,660.00	\$5,965.32	\$1,694.68
172	HUMAN RIGHTS OFFICER	1	0	1	Male	1,202	\$6,455.00	\$5,981.96	\$473.04
173	POLICE OFFICER	117	19	136	Male	1,210	\$5,613.00	\$6,048.50	(\$435.50)
174	CUSTOMER RELATIONS SUPERV	0	1	1	Female	1,214	\$7,139.00	\$6,088.92	\$1,050.08
175	PROPERTY SERVICES SUPERVIS	1	0	1	Male	1,222	\$6,615.00	\$6,182.56	\$432.44
176	MANAGER, CUSTOMER SERVICE	0	1	1	Female	1,232	\$8,653.00	\$6,293.17	\$2,359.83

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177	PURCHASING AGENT	0	1	1	Female	1,238	\$7,660.00	\$6,386.18	\$1,273.82
178	ASSISTANT CITY TREASURER	1	0	1	Male	1,241	\$7,139.00	\$6,442.13	\$696.87
179	MANAGER, WORKFORCE DEVELOPMENT	0	1	1	Female	1,259	\$7,832.00	\$6,749.67	\$1,082.33
180	PARKING MANAGER	1	0	1	Male	1,259	\$7,660.00	\$6,749.67	\$910.33
181	POLICE SERGEANT	23	0	23	Male	1,265	\$6,734.00	\$6,825.75	(\$91.75)
182	CONSTRUCTION SERVICES MANAGER	0	1	1	Female	1,270	\$8,182.00	\$6,889.14	\$1,292.86
183	AERIAL LIFT BRIDGE SUPERVISOR	1	0	1	Male	1,275	\$6,771.00	\$7,012.97	(\$241.97)
184	ASSISTANT CITY ATTORNEY	5	5	10	Balanced	1,278	\$9,435.00	\$7,054.60	\$2,380.40
185	ASSISTANT FIRE CHIEF	3	0	3	Male	1,279	\$7,277.00	\$7,116.30	\$160.70
186	BUDGET MANAGER	0	1	1	Female	1,290	\$8,182.00	\$7,319.86	\$862.14
187	SENIOR PROJECT ENGINEER	3	0	3	Male	1,293	\$7,638.00	\$7,367.38	\$270.62
188	POLICE LIEUTENANT	10	0	10	Male	1,294	\$8,048.00	\$7,383.22	\$664.78
189	MANAGER, UTILITY OPERATIONS	1	0	1	Male	1,298	\$8,653.00	\$7,446.58	\$1,206.42
190	AUDITOR	1	0	1	Male	1,304	\$8,182.00	\$7,541.62	\$640.38
191	BUSINESS RESOURCES MANAGER	0	1	1	Female	1,306	\$8,353.00	\$7,920.13	\$432.87
192	ARCHITECT	0	1	1	Female	1,313	\$8,007.00	\$7,684.18	\$322.82
193	MANAGER, PLANNING & COMMUNITY DEVELOPMENT	1	0	1	Male	1,324	\$8,182.00	\$7,858.43	\$323.57
194	CHIEF GAS CONTROLLER	1	1	2	Balanced	1,325	\$7,317.00	\$7,874.27	(\$557.27)
195	DEPUTY FIRE CHIEF	1	0	1	Male	1,330	\$11,169.00	\$7,953.47	\$3,215.53
196	MANAGER, FLEET SERVICES	1	0	1	Male	1,338	\$8,182.00	\$8,080.19	\$101.81
197	MANAGER, MIS	0	2	2	Female	1,347	\$8,993.00	\$8,223.64	\$769.36
198	MAINTENANCE OPERATIONS MANAGER	2	0	2	Male	1,369	\$8,653.00	\$8,572.12	\$80.88
199	TREASURER	1	0	1	Male	1,370	\$8,182.00	\$8,587.96	(\$405.96)
200	MANAGER, LIBRARY SERVICES	0	1	1	Female	1,372	\$8,353.00	\$8,619.64	(\$266.64)
201	DEPUTY POLICE CHIEF	1	1	2	Balanced	1,374	\$8,653.00	\$8,651.32	\$1.68
202	MANAGER, PARKS & RECREATION	0	1	1	Female	1,375	\$8,653.00	\$8,667.16	(\$14.16)
203	CHIEF ENGINEER, TRANSPORTATION	0	1	1	Female	1,377	\$8,653.00	\$8,698.85	(\$45.85)
204	CHIEF ENGINEER, UTILITIES	1	0	1	Male	1,377	\$8,653.00	\$8,698.85	(\$45.85)
205	CITY ENGINEER	0	1	1	Female	1,377	\$9,544.00	\$8,698.85	\$845.15
206	DIRECTOR, PUBLIC ADMINISTRATION	1	0	1	Male	1,394	\$11,169.00	\$8,968.13	\$2,200.87
207	POLICE CHIEF	1	0	1	Male	1,405	\$11,169.00	\$9,143.26	\$2,025.74
208	FIRE CHIEF	1	0	1	Male	1,413	\$11,169.00	\$9,269.98	\$1,899.02
209	POLICE RECORDS & TECHNOLOGY	0	1	1	Female	1,414	\$7,317.00	\$9,285.82	(\$1,968.82)
210	PROPERTY & FACILITIES MANAGER	1	0	1	Male	1,415	\$8,653.00	\$9,301.66	(\$648.66)
211	MANAGER, HUMAN RESOURCES	0	1	1	Female	1,434	\$9,544.00	\$9,602.63	(\$58.63)

Predicted Pay Report for Duluth

2/1/2017

Case : PayEquity2016

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
212	DIRECTOR, PLANNING & CONSTF	1	0	1	Male	1,440	\$11,169.00	\$9,697.67	\$1,471.33
213	DIRECTOR, BUSINESS & ECONOI	0	1	1	Female	1,448	\$11,169.00	\$9,824.39	\$1,344.61
214	DIRECTOR, PUBLIC WORKS AND	1	0	1	Male	1,452	\$11,169.00	\$9,888.63	\$1,280.37

Job Number Count: 213