

Compliance Report

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

Report Year: 2017
Case: 1 - PayEquity2016 (Submitted)

Duluth MN 55802

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The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

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	117	74	22	213
# Employees	627	187	91	905
Avg. Max Monthly Pay per employee	5,444.25	5,376.84		5,490.63

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 89.42 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	76	45
b. # Below Predicted Pay	41	29
c. TOTAL	117	74
d. % Below Predicted Pay (b divided by c = d)	35.04	39.19

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

B. T-test Results

Degrees of Freedom (DF) = 812	Value of T = -4.271
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- a. Avg. diff. in pay from predicted pay for male jobs = (\$30)
b. Avg. diff. in pay from predicted pay for female jobs = \$148

III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 16.00
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 5.13 *
B. % of female classes receiving ESP 0.00

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