



Notice of Pay Equity Compliance

Presented to

Duluth

For successfully meeting the requirements of the Local Government Pay Equity Act M.S. 471.991 - 471.999 and Minnesota rules Chapter 3920. This notice is a result of an official review of your 2026 pay equity report by Minnesota Management & Budget.

Your cooperation in complying with the local government pay equity requirements is greatly appreciated.

A handwritten signature in black ink that reads 'Erin M. Campbell'.

February 02, 2026

Date

Erin Campbell, Commissioner