

Compliance Report

Jurisdiction: ISD No. 709 - Duluth
 4316 Rice lake Rd
 Suite 108
 Duluth, MN 55811

Report Year: 2024
 Case: 1 - 2023 Data (Private (Jur Only))

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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	40	66	19	125
# Employees	64	1213	177	1454
Avg. Max Monthly Pay per employee	5841.59	7352.17		6986.16

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 64.39024 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	24	25
b. # Below Predicted Pay	16	41
c. TOTAL	40	66
d. % Below Predicted Pay (b divided by c = d)	40.00	62.12

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

B. T-test Results

Degrees of Freedom (DF) = 1275	Value of T = -7.067
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- a. Avg. diff. in pay from predicted pay for male jobs = 17
- b. Avg. diff. in pay from predicted pay for female jobs = 969

III. SALARY RANGE TEST = 82.40 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 6.46
- B. Avg. # of years to max salary for female jobs = 7.84

IV. EXCEPTIONAL SERVICE PAY TEST = 99.92 (Result is B divided by A)

- A. % of male classes receiving ESP = 92.50 *
 - B. % of female classes receiving ESP = 92.42
- *(If 20% or less, test result will be 0.00)