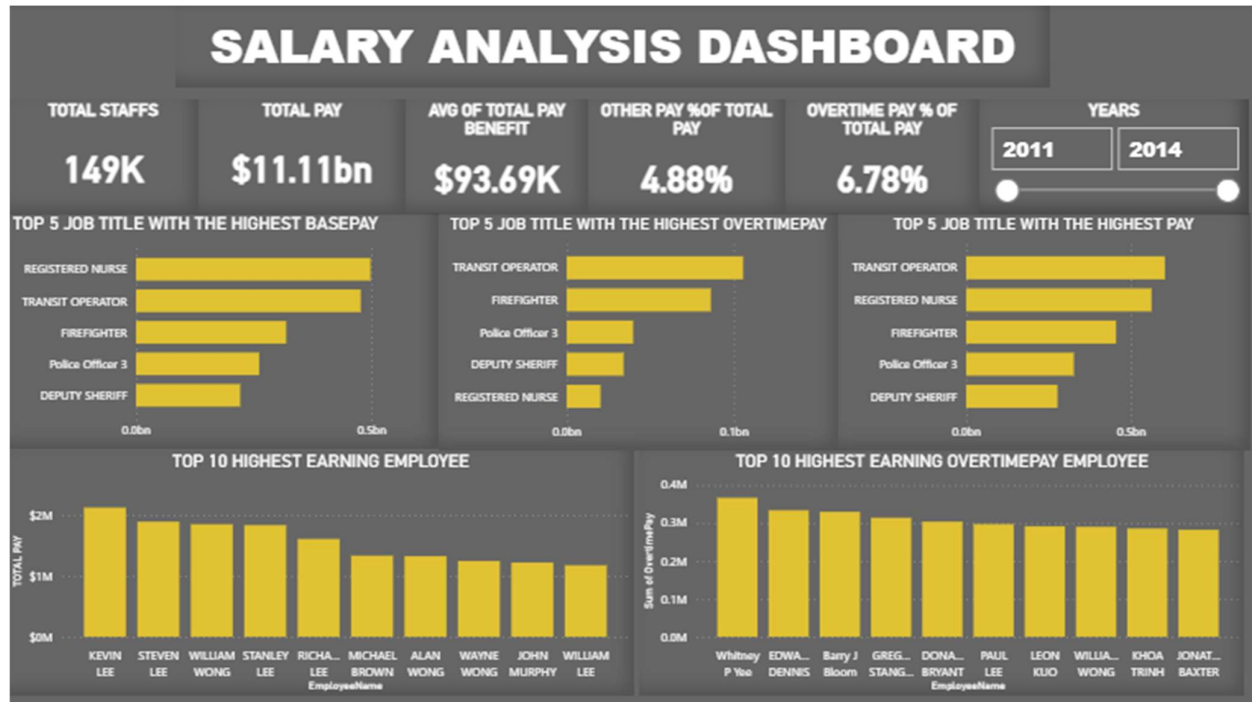


Salary Data Analysis Report



1. Executive Summary

Objective: To analyze employee salary data to uncover trends in pay distribution, top earning roles, and compensation structure from 2011 to 2014.

Key Insights:

- Total employee count analyzed: 149,000
- Total salary paid: \$11.11 billion
- Average total pay including benefits: \$93,690
- OvertimePay accounts for 6.78% of total pay
- OtherPay contributes 4.88% of total pay
- Roles such as **Transit Operator**, **Registered Nurse**, and **Firefighter** consistently top the charts in BasePay, OvertimePay, and TotalPay

Recommendations:

- Investigate high-overtime roles (e.g., Transit Operator) for potential labor cost efficiencies
- Create compensation models that reward productivity while managing burnout
- Explore automation or staffing changes in high-overtime roles

2. Business Context

Background: The organization aims to evaluate compensation distribution across job roles from 2011–2014 and identify top-earning positions.

Stakeholders: HR Department, Finance Department, Senior Management.

Business Questions:

- What are the average and total salary expenditures?
- Which roles earn the most in base pay, overtime, and total compensation?
- Who are the top-earning individuals?

3. Data Overview

Sources Used: Internal HR and Payroll records

Date Range: 2011 to 2014

Data Fields: EmployeeName, JobTitle, BasePay, OvertimePay, OtherPay, TotalPay, TotalPayBenefits.

Data Quality Notes: Employee names and job titles are assumed accurate and Salary values are in USD.

4. Dashboard Overview

Tool Used: Power BI

Top KPIs

- Total Staffs: 149,000
- Total Pay: \$11.11 billion
- Average Total Pay + Benefits: \$93.69K
- OtherPay as % of TotalPay: 4.88%
- OvertimePay as % of TotalPay: 6.78%

Top 5 Job Titles with Highest BasePay:

1. Registered Nurse
2. Transit Operator
3. Firefighter
4. Police Officer 3
5. Deputy Sheriff

Top 5 Job Titles with Highest OvertimePay:

1. Transit Operator
2. Firefighter
3. Police Officer 3
4. Deputy Sheriff
5. Registered Nurse

Top 5 Job Titles with Highest TotalPay:

1. Transit Operator

2. Registered Nurse
3. Firefighter
4. Police Officer 3
5. Deputy Sheriff

Top 10 Highest-Earning Employees:

1. Kevin Lee
2. Steven Lee
3. William Wong
4. Stanley Lee
5. Richard Lee
6. Michael Brown
7. Alan Wong
8. Wayne Wong
9. John Murphy
10. William Lee

Top 10 OvertimePay Earners:

1. Whitney P Yee
2. Edward Evans
3. Dennis Bloom
4. Barry J
5. Gregg Strand
6. Dana Brown
7. Paul Lee
8. William Wong
9. Khoa Trinh
10. Jonathan Baxter

5. Recommendations

- Evaluate overtime-heavy roles to reduce labor costs and prevent burnout
- Reward high-performing staff in roles like Registered Nurse who excel in both base and total pay
- Investigate pay equity and structure within top-earning departments