**SUMMARY OF INSIGHTS**

Upon conducting an analysis involving data exploration, cleaning, visualization, and grouping, numerous insights have been gleaned. No duplicate rows were identified; however, it was observed that both the notes and status columns contained no values, leading to their removal. Subsequent examination for missing values revealed a significant number in the base pay and benefits columns, along with four instances of missing values in overtime pay and other pay. Upon further filtering, it was uncovered that four employees lacked names and displayed zeros across all columns, suggesting they may no longer be employed. Consequently, these entries were removed. The decision to fill missing values in base pay and benefits with zeros was driven by the presence of salaries in the other pay column, implying potential part-time employment or a similar arrangement.

Following the visualization process, it was observed that salaries spanned a range of 35,000 to 200,000, with several outliers extending up to 520,000. Utilizing a histogram, I determined that the salary frequency peaked within the 40,000 to 80,000 range. Using a pie chart, It seems that both the police and fire departments constitute small percentages, while the majority falls under the category of "other." To address this issue, revisions are necessary to properly allocate departments and reduce the disproportionately high percentage labelled as "other."

A scatter plot was created to explore the correlation between base pay and other pay. Notably, a negative correlation emerged, indicating that a limited subset of employees receiving base pay also received other pay. Moreover, when employees received both types of pay, an inverse relationship was evident, with one being high while the other was comparatively lower.

To delve further, I grouped the salary and year columns to ascertain the average highest salary per year. The analysis revealed that the peak average salary occurred in 2013.