

2017-2023

# LOS ANGELES CITY PAYROLL

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## Overview

Total payroll – **\$42.95 billion**

1. 2023 – **\$7.05 billion**
2. 2022 – **\$6.48 billion**
3. 2020 – **\$6.42 billion**
4. 2021 – **\$6.13 billion**
5. 2019 – **\$5.89 billion**
6. 2018 – **\$5.66 billion**
7. 2017 – **\$5.32 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2017	\$4.42 billion	\$643.77 million	\$690.71 million	\$252.17 million	\$5.32 billion
2018	\$4.69 billion	\$707.04 million	\$739.90 million	\$270.85 million	\$5.66 billion
2019	\$4.83 billion	\$780.40 million	\$760.36 million	\$281.67 million	\$5.89 billion
2020	\$5.22 billion	\$777.25 million	\$800.89 million	\$424.27 million	\$6.42 billion
2021	\$4.93 billion	\$757.45 million	\$792.21 million	\$442.26 million	\$6.13 billion
2022	\$5.03 billion	\$876.83 million	\$792.85 million	\$566.34 million	\$6.48 billion
2023	\$5.42 billion	\$1.03 billion	\$857.66 million	\$602.92 million	\$7.05 billion

Average Total Pay – **\$85.51k**

- Average Regular Pay – **\$68.76k**
- Average Overtime Pay – **\$11.10k**
- Average Benefit Pay – **\$10.82k**
- Average All Other Pay – **\$5.65k**

Average employee count – **71.76k employees**

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## Department

Highest pay

1. Public Accountability – **\$156.70k**
2. Fire – **\$155.07k**
3. Water and Power – **\$126.12k**

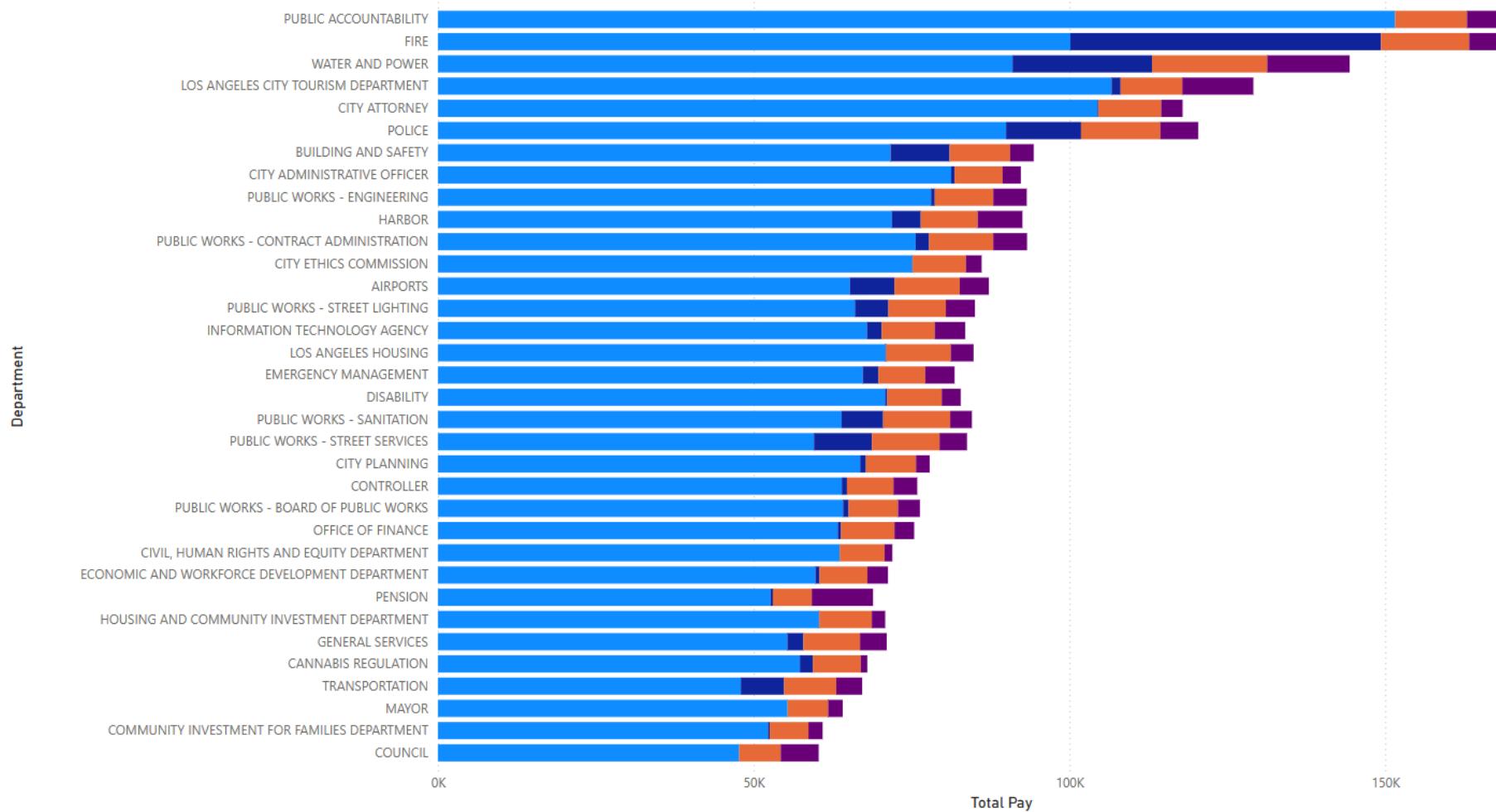
Highest employee count

1. Police – **14.98k employees** (20.88%)
2. Water and Power – **12.41k employees** (17.29%)
3. Recreation and Parks – **9.49k employees** (13.23%)

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### AVERAGE PAY BY DEPARTMENT

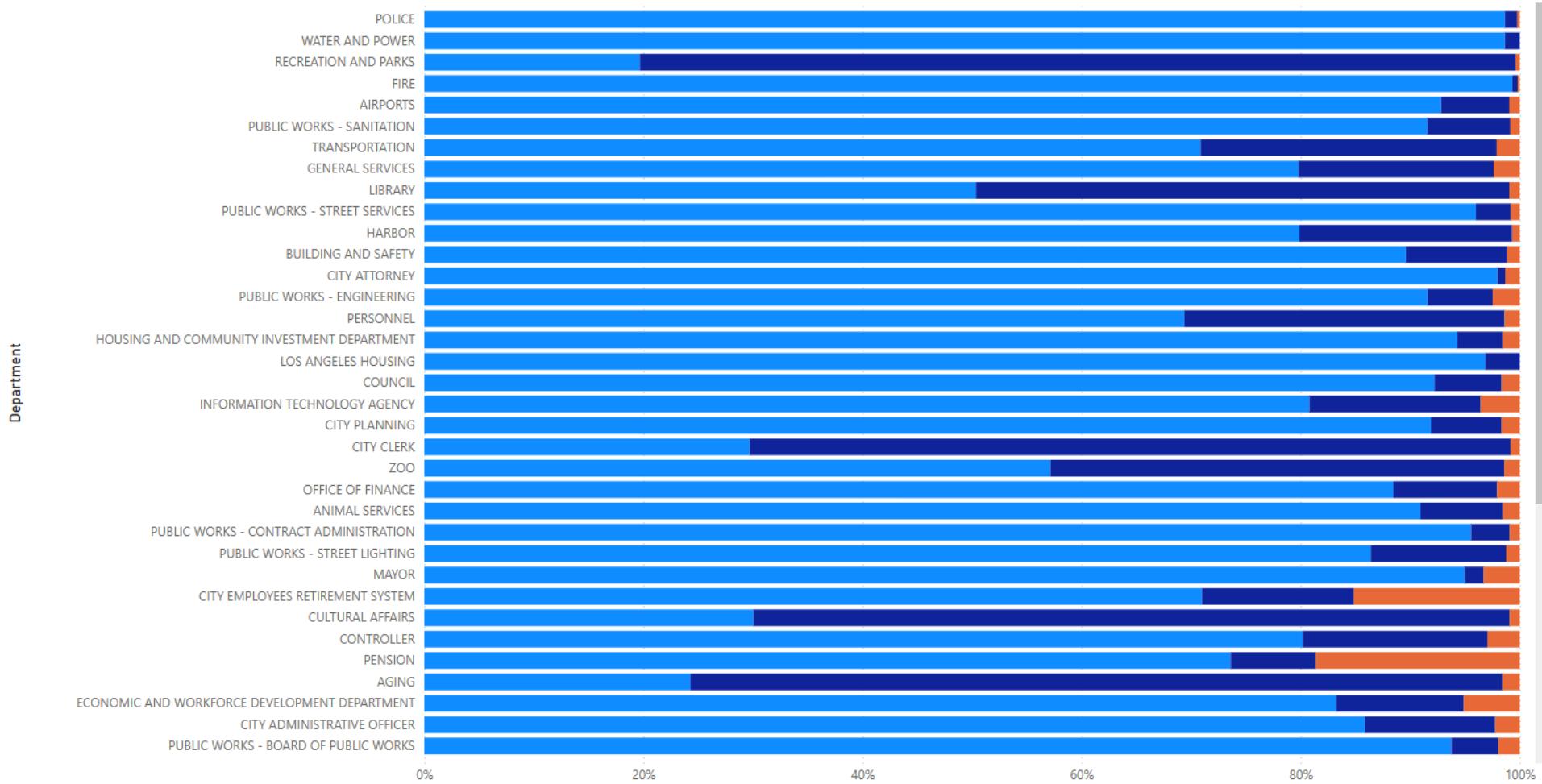
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

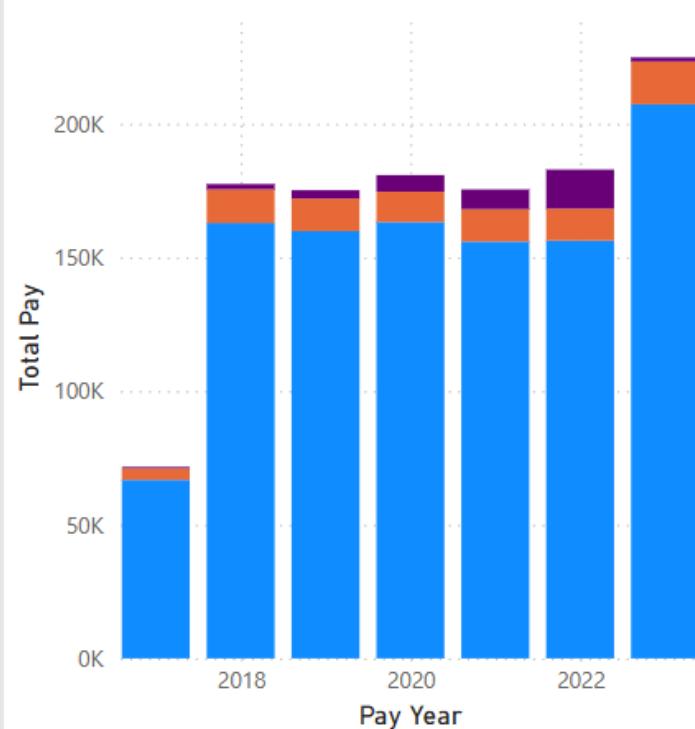
- Average pay – **\$156.70k**
- Average total employees – **4 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$294.99k, 1 employee**)
- Top ethnicity – Caucasian (**\$174.64k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$174.64k, 4 employees**)
  - Black (**\$73k, 1 employee**)
- Top gender – Male (**\$169.59k, 3 employees**)
  - Female (**\$136.04k, 1 employee**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>151,569.36</b>	<b>0.00</b>	<b>11,395.07</b>	<b>5,134.81</b>	<b>156,704.17</b>	<b>155,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	287,543.93	0.00	18,010.51	7,442.78	294,986.71	290,000
UTILITY RATES AND POLICY SPECIALIST III	188,883.05	0.00	18,010.51	1,192.82	190,075.87	190,000
UTILITY RATES AND POLICY SPECIALIST II	136,387.84	0.00	12,997.95	1,126.22	137,514.06	135,000
CHIEF ADMINISTRATIVE ANALYST	75,175.34	0.00	0.00	811.25	75,986.58	75,000
EXECUTIVE LEGAL SECRETARY II	56,237.82	0.00	7,383.26	16,762.03	72,999.85	70,000
<b>Total</b>	<b>151,569.36</b>	<b>0.00</b>	<b>11,395.07</b>	<b>5,134.81</b>	<b>156,704.17</b>	<b>155,000</b>

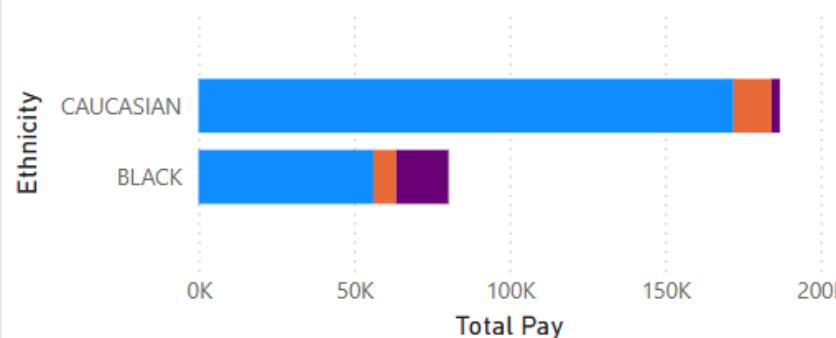
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



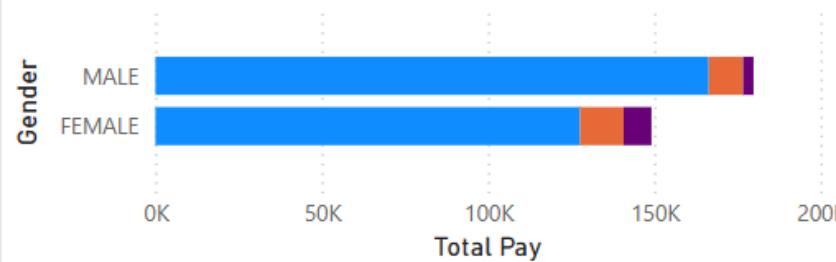
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



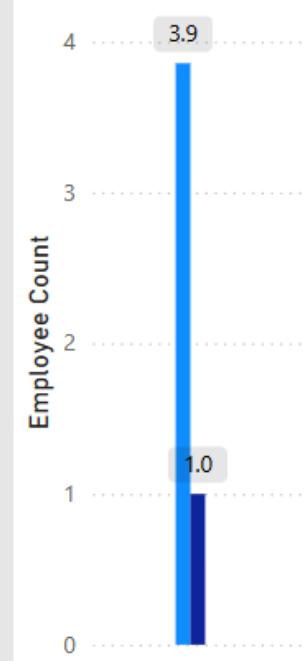
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Fire**

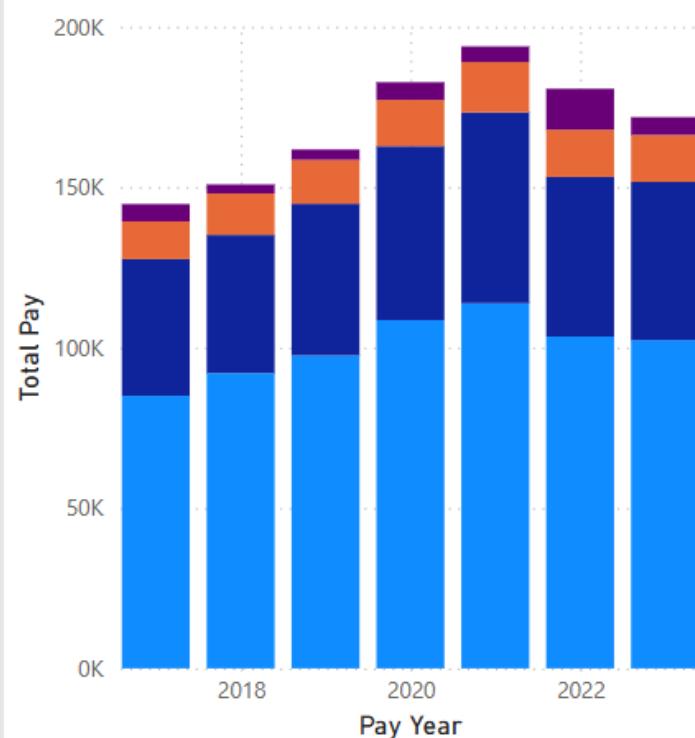
- Average pay – **\$155.07k**
- Average total employees – **4.50k employees**
- Job with most employees – Firefighter III (**1.76k employees**)
- Job with highest pay – Fire Chief (**\$349.49k, 1 employee**)
- Top ethnicity – Caucasian (**\$155.07k, 2.01k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$162.95k, 2.01k employees**)
  - Hispanic (**\$155.98k, 1.42k employees**)
  - Black (**\$154.96k, 520 employees**)
- Top gender – Male (**\$161.41k, 4.12k employees**)
  - Female (**\$86.66k, 371 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>100,144.84</b>	<b>49,196.86</b>	<b>13,963.64</b>	<b>5,725.99</b>	<b>155,067.68</b>	<b>155,000</b>
FIRE CHIEF	305,082.27	339.51	16,914.55	44,063.36	349,485.14	345,000
FIRE HELICOPTER PILOT V	171,185.64	150,434.04	16,064.30	5,141.94	326,761.63	325,000
FIRE DEPUTY CHIEF	222,073.68	15,470.83	14,199.40	40,679.89	278,224.40	275,000
FIRE ASSISTANT CHIEF	183,752.29	59,547.35	13,970.57	22,178.46	265,478.10	265,000
FIREBOAT PILOT	134,055.52	119,755.68	17,658.15	10,453.75	264,264.96	260,000
<b>Total</b>	<b>100,144.84</b>	<b>49,196.86</b>	<b>13,963.64</b>	<b>5,725.99</b>	<b>155,067.68</b>	<b>155,000</b>

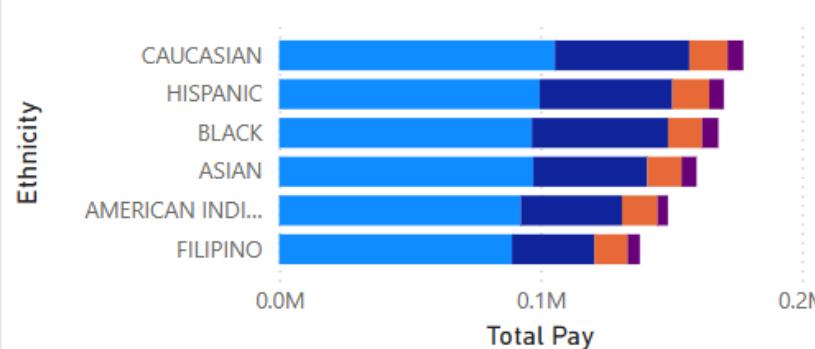
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



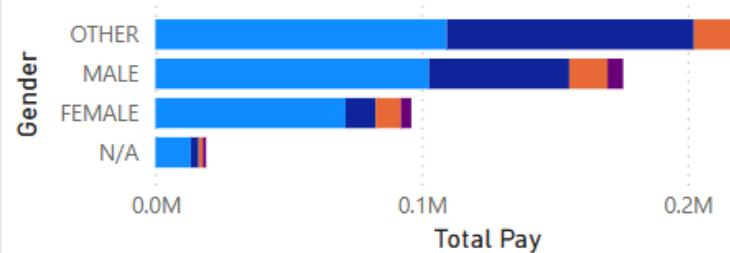
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



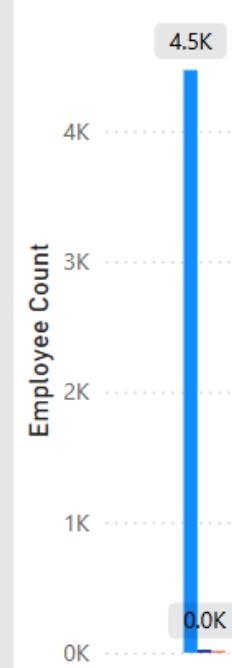
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Water and Power**

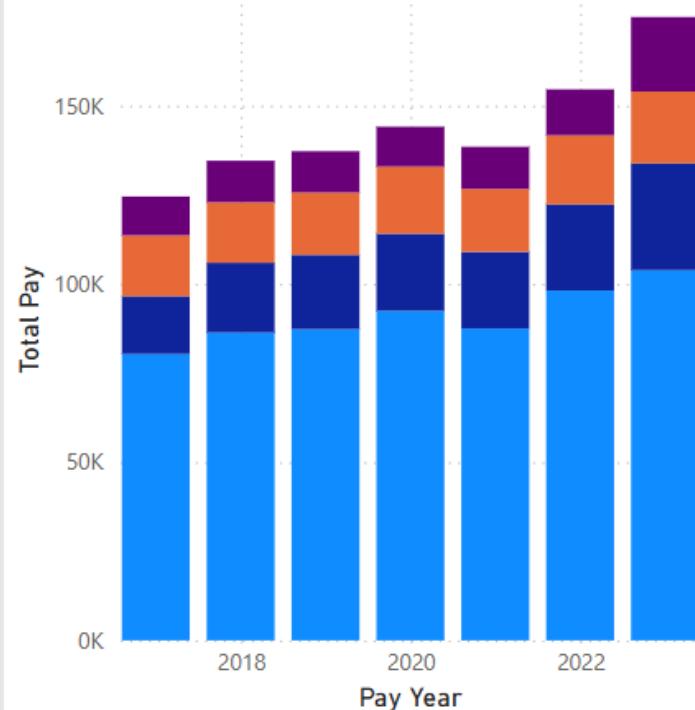
- Average pay – **\$126.12k**
- Average total employees – **12.41k employees**
- Job with most employees – Commercial Service Representative (**760 employees**)
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$392.47k, 1 employee**)
- Top ethnicity – Hispanic (**\$122.44k, 4.58k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$137.84k, 3.72k employees**)
  - Asian American (**\$131.43k, 1.43k employees**)
  - Filipino (**\$128.68k, 621 employees**)
- Top gender – Male (**\$132.86k, 9.70k employees**)
  - Female (**\$101.93k, 2.71k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>91,003.10</b>	<b>22,079.56</b>	<b>18,250.53</b>	<b>13,036.67</b>	<b>126,119.33</b>	<b>125,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	358,835.31	0.00	24,984.85	33,638.72	392,474.03	390,000
SENIOR LOAD DISPATCHER	178,899.93	111,378.01	22,418.15	59,266.23	349,544.16	345,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	188,736.28	110,664.79	23,109.00	39,853.49	339,254.56	335,000
CHIEF PHYSICIAN	289,190.01	0.00	22,557.13	20,870.93	310,060.94	310,000
WATER SERVICES MANAGER	269,092.04	0.00	22,283.38	35,600.13	304,692.18	300,000
<b>Total</b>	<b>91,003.10</b>	<b>22,079.56</b>	<b>18,250.53</b>	<b>13,036.67</b>	<b>126,119.33</b>	<b>125,000</b>

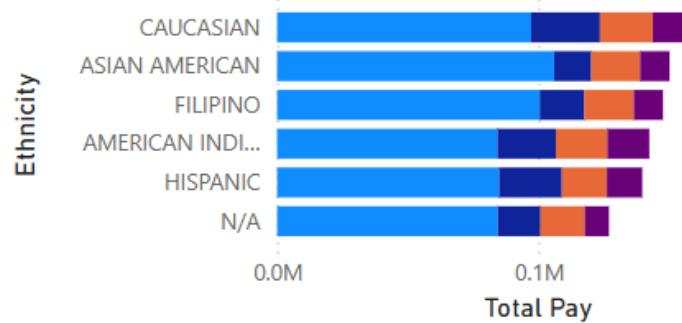
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



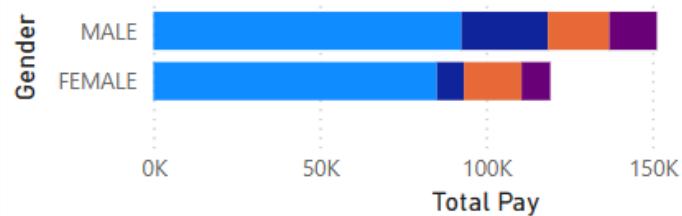
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



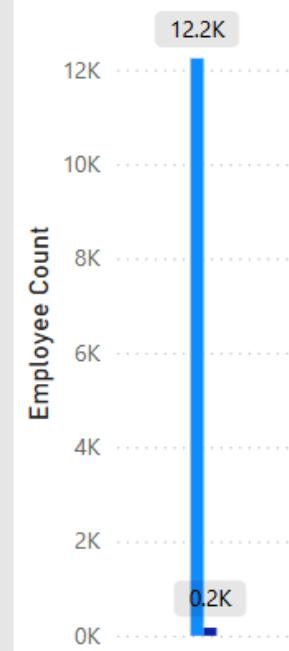
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Police**

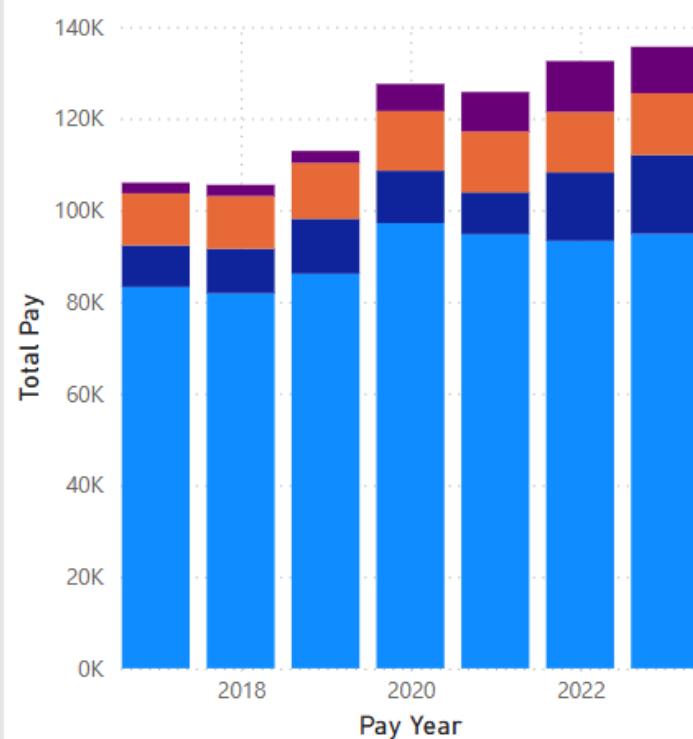
- Average pay – **\$107.85k**
- Average total employees – **14.98k employees**
- Job with most employees – Police Officer II (**4.26k employees**)
- Job with highest pay – Chief of Police (**\$344.32k, 1 employee**)
- Top ethnicity – Hispanic (**\$107.85k, 7.10k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$116.88k, 3.99k employees**)
  - American Indian/Alaskan Native (**\$115.27k, 52 employees**)
  - Pacific Islander (**\$113.07k, 2 employees**)
- Top gender – Male (**\$115.47k, 10.66k employees**)
  - Female (**\$89.24k, 4.30k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>89,971.41</b>	<b>11,866.49</b>	<b>12,555.37</b>	<b>6,011.39</b>	<b>107,849.29</b>	<b>105,000</b>
CHIEF OF POLICE	325,131.07	1.05	3,341.92	19,187.87	344,319.98	340,000
POLICE DEPUTY CHIEF II	200,833.27	2,012.12	10,870.82	59,606.80	262,452.20	260,000
EXECUTIVE DIRECTOR POLICE COMMISSION	248,350.77	0.00	19,469.05	7,962.20	256,312.97	255,000
POLICE DEPUTY CHIEF I	198,386.07	762.35	13,282.44	42,473.11	241,621.53	240,000
MUNICIPAL POLICE CAPTAIN II	180,259.36	2,588.13	16,755.11	30,607.17	213,454.66	210,000
<b>Total</b>	<b>89,971.41</b>	<b>11,866.49</b>	<b>12,555.37</b>	<b>6,011.39</b>	<b>107,849.29</b>	<b>105,000</b>

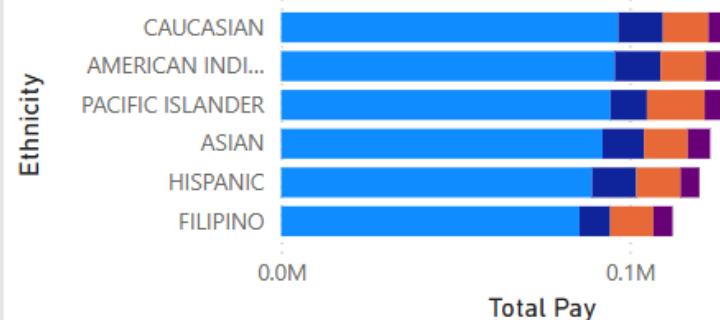
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



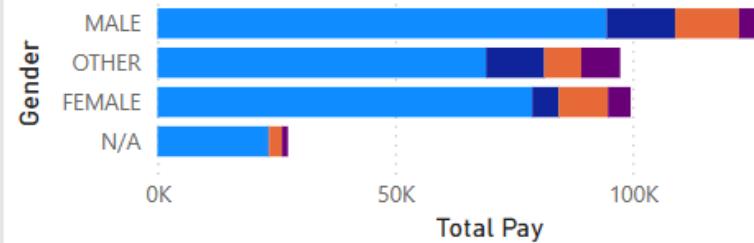
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



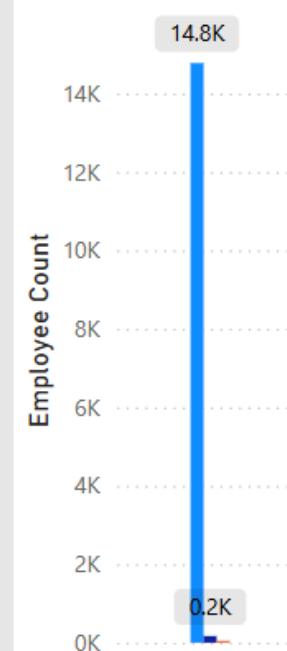
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Recreation and Parks**

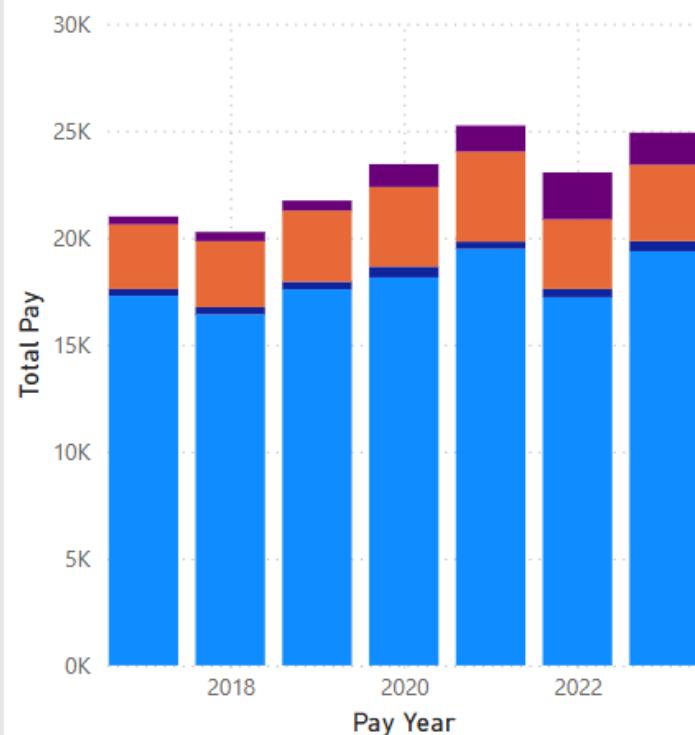
- Average pay – **\$19.29k**
- Average total employees – **9.49k employees**
- Job with most employees – Recreation Assistant (**2.44k employees**)
- Job with highest pay – General Manager Recreation and Parks (**\$235.58k, 1 employee**)
- Top ethnicity – Hispanic (**\$21.12k, 3.93k employees**)
- Ethnicity with highest pay
  - Filipino (**\$40.87k, 76 employees**)
  - Asian (**\$32.79k, 307 employees**)
  - Pacific Islander (**\$27.21k, 2 employees**)
- Top gender – Male (**\$22.52k, 5.19k employees**)
  - Female (**\$15.94k, 4.07k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>17,873.62</b>	<b>387.68</b>	<b>3,431.47</b>	<b>1,030.53</b>	<b>19,291.83</b>	<b>15,000</b>
GENERAL MANAGER RECREATION AND PARKS	216,662.42	0.00	7,799.00	18,919.57	235,581.99	235,000
CHIEF FINANCIAL OFFICER	214,374.30	0.00	7,465.06	4,168.42	218,542.72	215,000
PERSONNEL DIRECTOR III	179,763.57	0.00	16,728.08	20,540.37	200,303.94	200,000
OBSERVATORY DIRECTOR II	187,252.43	0.00	13,169.91	7,745.33	194,997.77	190,000
DEPARTMENTAL CHIEF ACCOUNTANT IV	184,432.32	0.00	18,532.83	3,507.31	187,939.63	185,000
<b>Total</b>	<b>17,873.62</b>	<b>387.68</b>	<b>3,431.47</b>	<b>1,030.53</b>	<b>19,291.83</b>	<b>15,000</b>

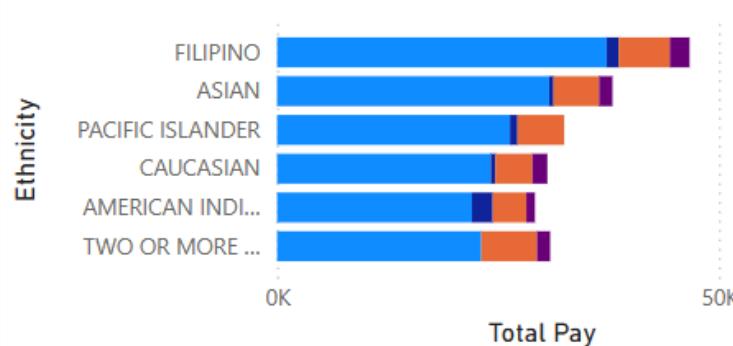
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



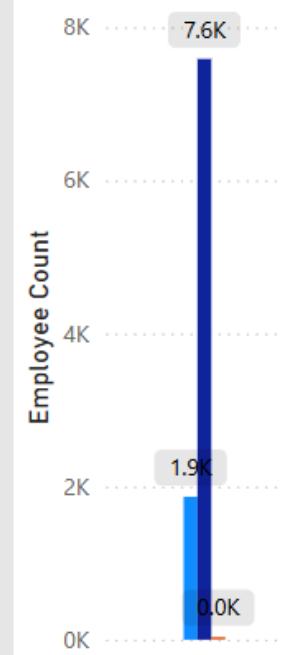
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



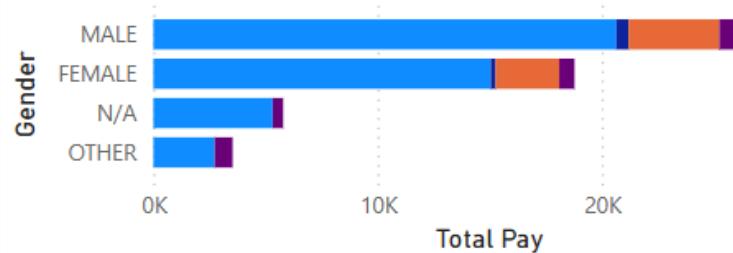
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Job

Highest pay

1. Chief Port Pilot II – **\$430.72k**
2. General Manager and Chief Engineer - Water and Power – **\$392.47k**
3. General Manager - Harbor Department – **\$387.40k**

Highest employee count

1. Police Officer II – **4.26k employees** (5.94)
2. Recreation Assistant – **2.49k employees** (3.46%)
3. Police Officer III – **2.39k employees** (3.33%)

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## Top Job Details

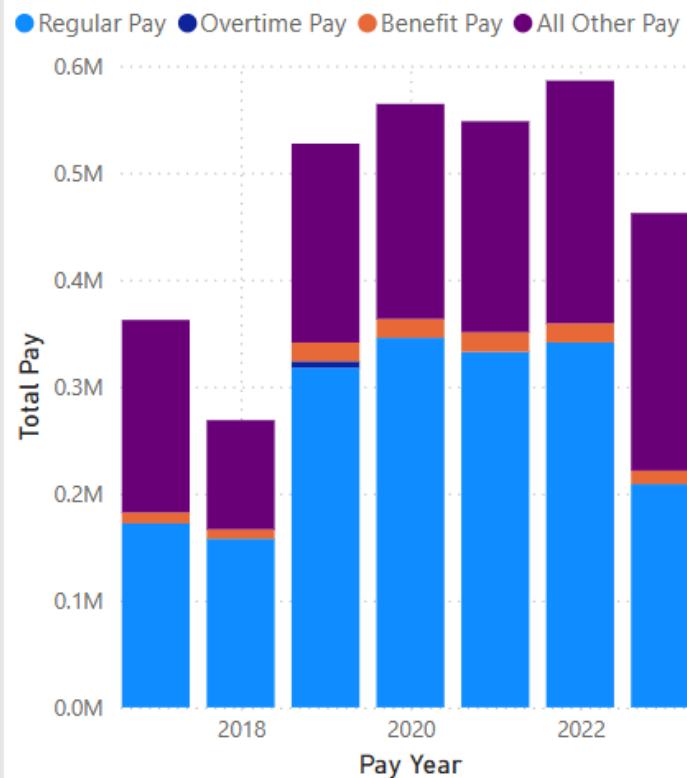
Job Title: **Chief Port Pilot II**

- Average pay – **\$430.72k**
- Average total employees – **2 employees**
- Department with highest pay – Harbor (**\$430.72k, 2 employees**)
- Top ethnicity – Caucasian (**\$430.72k, 2 employees**)
- Top gender – Male (**\$430.72k, 2 employees**)

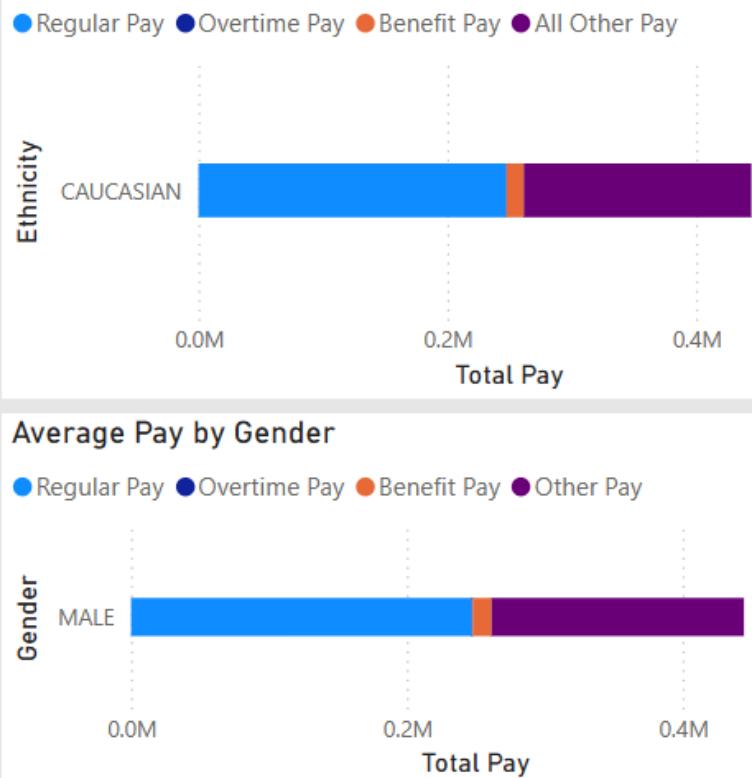
## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CHIEF PORT PILOT II	247,069.85	676.30	13,681.86	182,969.77	430,715.92	430,000
HARBOR	247,069.85	676.30	13,681.86	182,969.77	430,715.92	430,000
<b>Total</b>	<b>247,069.85</b>	<b>676.30</b>	<b>13,681.86</b>	<b>182,969.77</b>	<b>430,715.92</b>	<b>430,000</b>

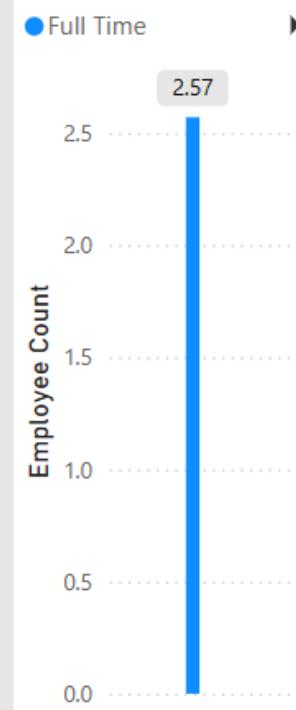
## Average Pay by Year



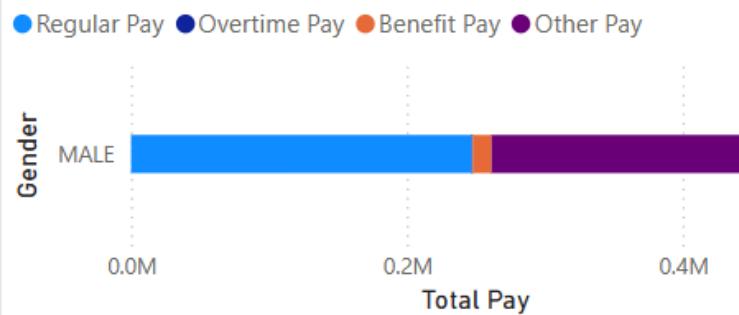
## Average Pay by Ethnicity



## Average Employment Type Distribution



## Average Pay by Gender



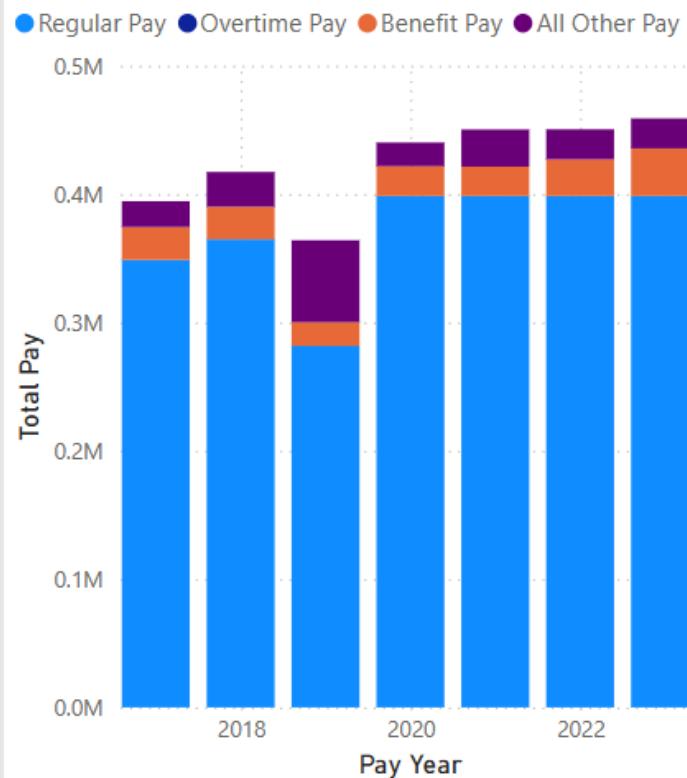
Job Title: **General Manager and Chief Engineer - Water and Power**

- Average pay – **\$392.47k**
- Average total employees – **1 employee**
- Department with highest pay – Water and Power (**\$392.47k, 1 employee**)
- Top ethnicity – Caucasian (**\$392.47k, 1 employee**)
- Top gender – Male (**\$392.47k, 1 employee**)

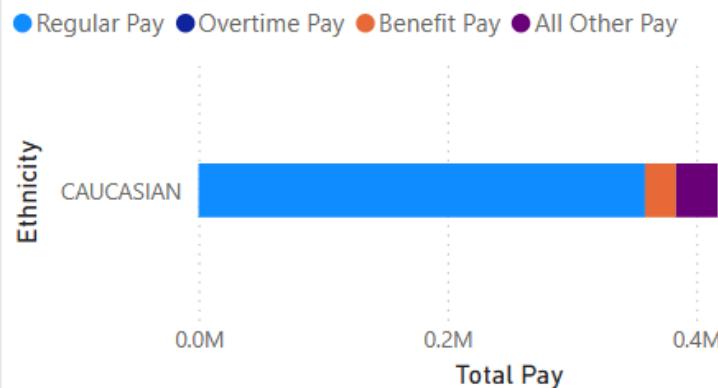
## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	358,835.31	0.00	24,984.85	33,638.72	392,474.03	390,000
WATER AND POWER	358,835.31	0.00	24,984.85	33,638.72	392,474.03	390,000
<b>Total</b>	<b>358,835.31</b>	<b>0.00</b>	<b>24,984.85</b>	<b>33,638.72</b>	<b>392,474.03</b>	<b>390,000</b>

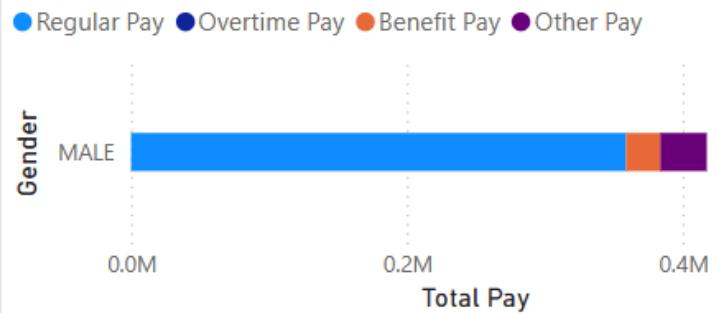
## Average Pay by Year



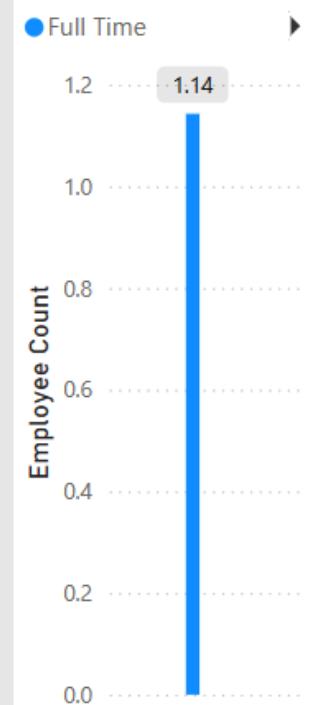
## Average Pay by Ethnicity



## Average Pay by Gender



## Average Employment Type Distribution



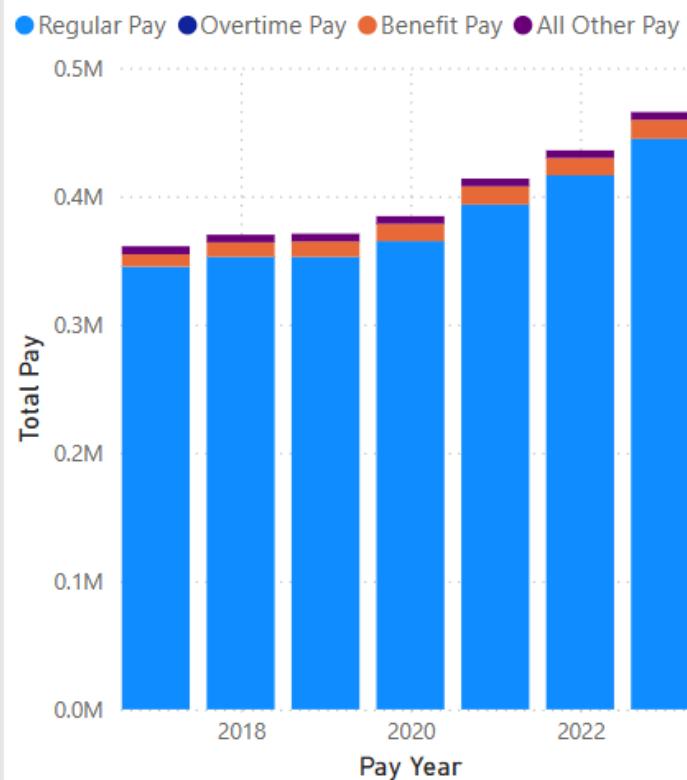
Job Title: **General Manager - Harbor Department**

- Average pay – **\$387.40k**
- Average total employees – **1 employee**
- Department with highest pay – Harbor (**\$387.40k, 1 employee**)
- Top ethnicity – Caucasian (**\$387.40k, 1 employee**)
- Top gender – Male (**\$387.40k, 1 employee**)

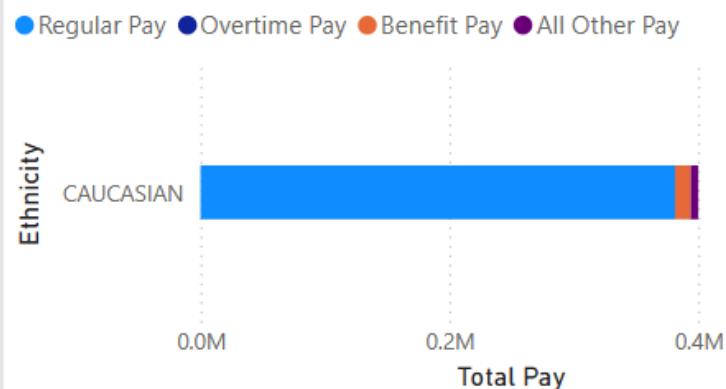
## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER HARBOR DEPARTMENT	381,359.39	0.00	12,679.04	6,035.71	387,395.11	385,000
HARBOR	381,359.39	0.00	12,679.04	6,035.71	387,395.11	385,000
<b>Total</b>	<b>381,359.39</b>	<b>0.00</b>	<b>12,679.04</b>	<b>6,035.71</b>	<b>387,395.11</b>	<b>385,000</b>

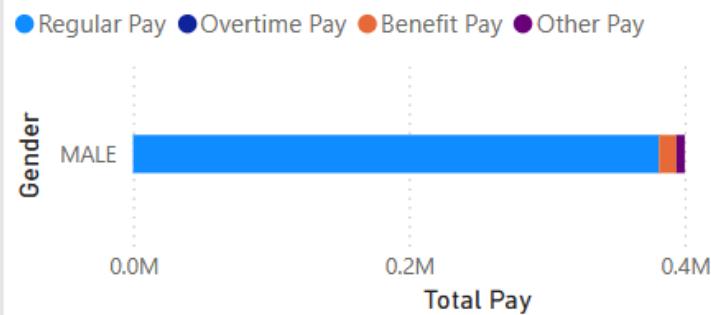
## Average Pay by Year



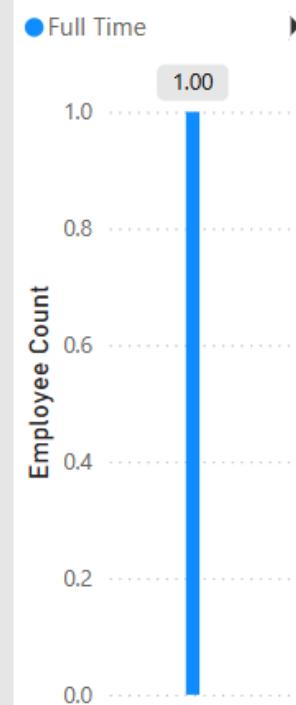
## Average Pay by Ethnicity



## Average Pay by Gender



## Average Employment Type Distribution



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Job Title: **Police Officer II**

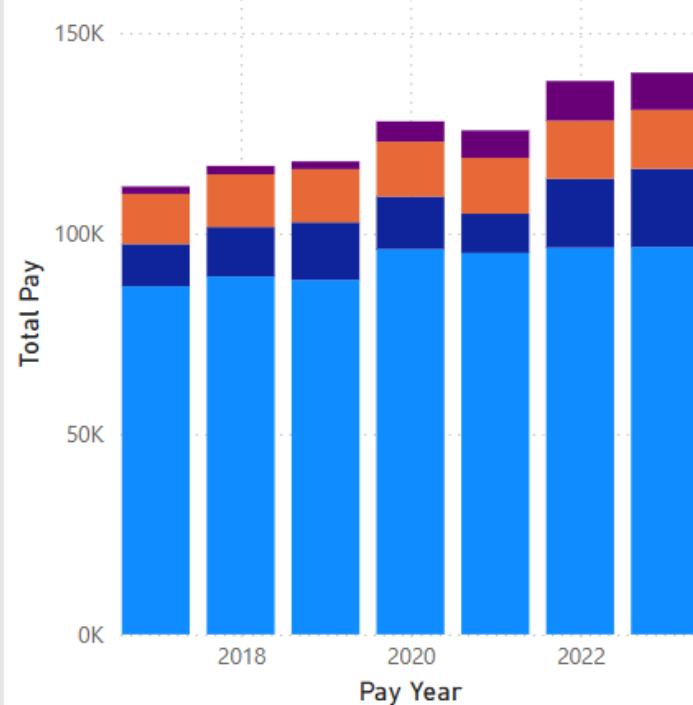
- Average pay – **\$111.81k**
- Average total employees – **4.26k employees**
- Department with highest pay – Police (**\$111.81k, 4.26k employees**)
- Top ethnicity – Hispanic (**\$112.17k, 2.32k employees**)
- Ethnicity with highest pay
  - Pacific Islander (**\$162.77k, 1 employee**)
  - American Indian/Alaskan Native (**\$123.53k, 18 employees**)
  - Filipino (**\$112.47k, 112 employees**)
- Top gender – Male (**\$113.98k, 3.58k employees**)
  - Female (**\$100.41k, 683 employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> POLICE OFFICER II	92,719.90	13,803.00	13,692.98	5,288.28	111,811.18	110,000
POLICE	92,719.90	13,803.00	13,692.98	5,288.28	111,811.18	110,000
<b>Total</b>	<b>92,719.90</b>	<b>13,803.00</b>	<b>13,692.98</b>	<b>5,288.28</b>	<b>111,811.18</b>	<b>110,000</b>

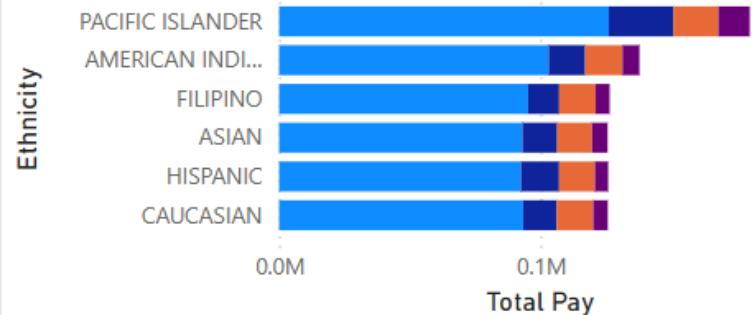
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



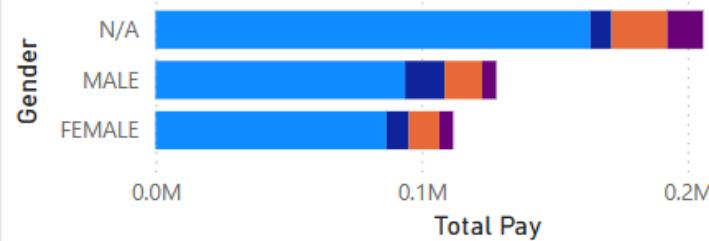
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



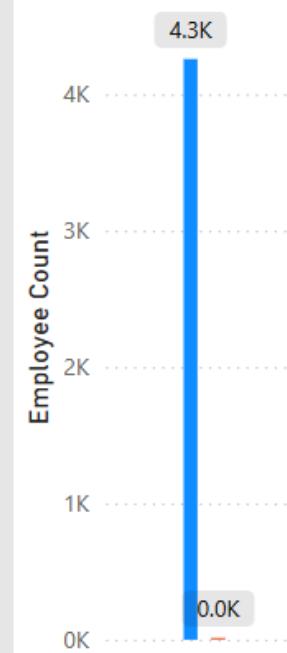
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

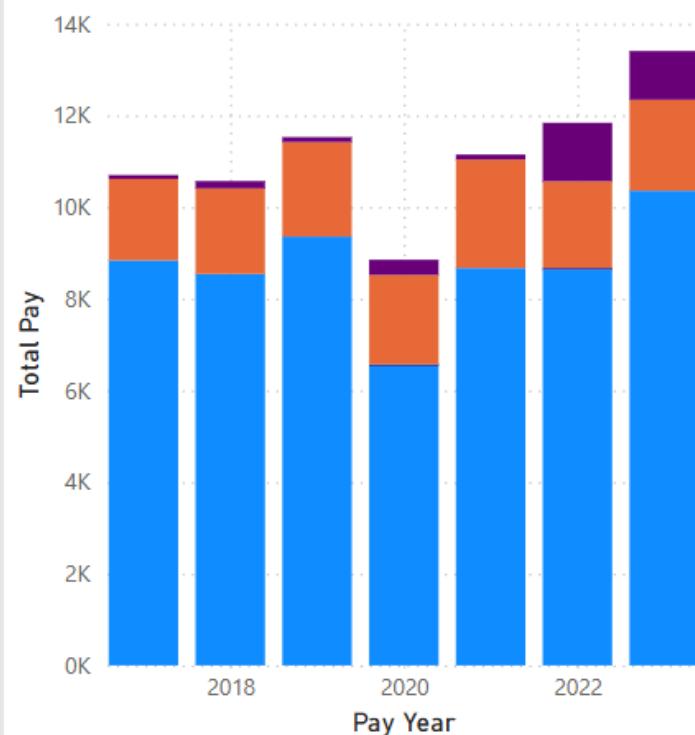
- Average pay – **\$9.19k**
- Average total employees – **2.49k employees**
- Department with highest pay – Cultural Affairs (**\$11.63k, 4 employees**)
- Top ethnicity – Hispanic (**\$10.34k, 1.04k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$12.98k, 3 employees**)
  - Hispanic (**\$10.34k, 1.04k employees**)
  - Black (**\$9.61k, 398 employees**)
- Top gender – Female (**\$8.93k, 1.30k employees**)
  - Male (**\$9.66k, 1.12k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>8,715.30</b>	<b>13.48</b>	<b>1,973.50</b>	<b>465.20</b>	<b>9,193.99</b>	<b>5,000</b>
CULTURAL AFFAIRS	11,229.93	0.00	2,694.23	396.74	11,626.68	10,000
RECREATION AND PARKS	8,733.95	13.74	2,006.54	470.49	9,218.19	5,000
ZOO	7,478.43	0.00	85.62	177.89	7,656.32	5,000
<b>Total</b>	<b>8,715.30</b>	<b>13.48</b>	<b>1,973.50</b>	<b>465.20</b>	<b>9,193.99</b>	<b>5,000</b>

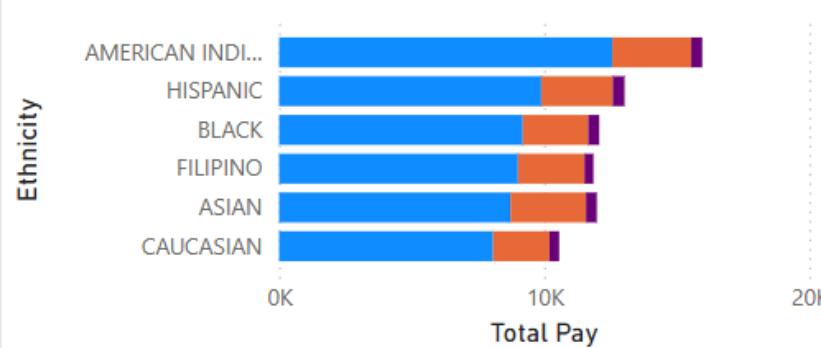
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



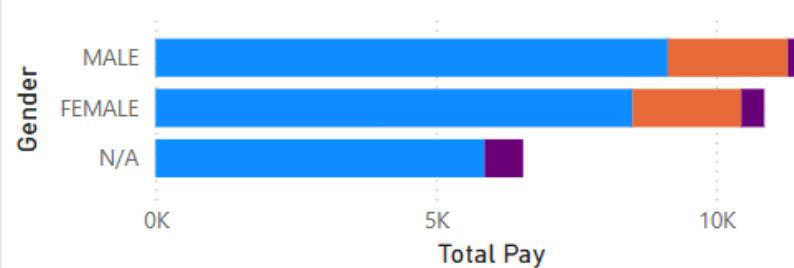
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



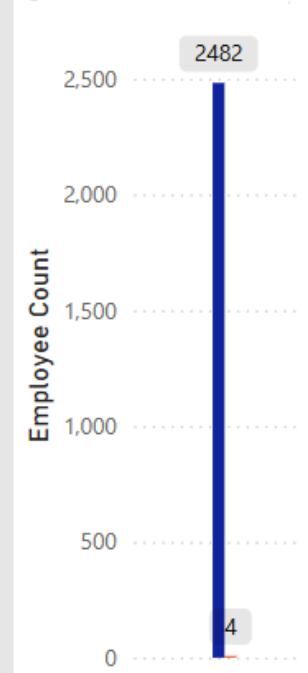
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer III**

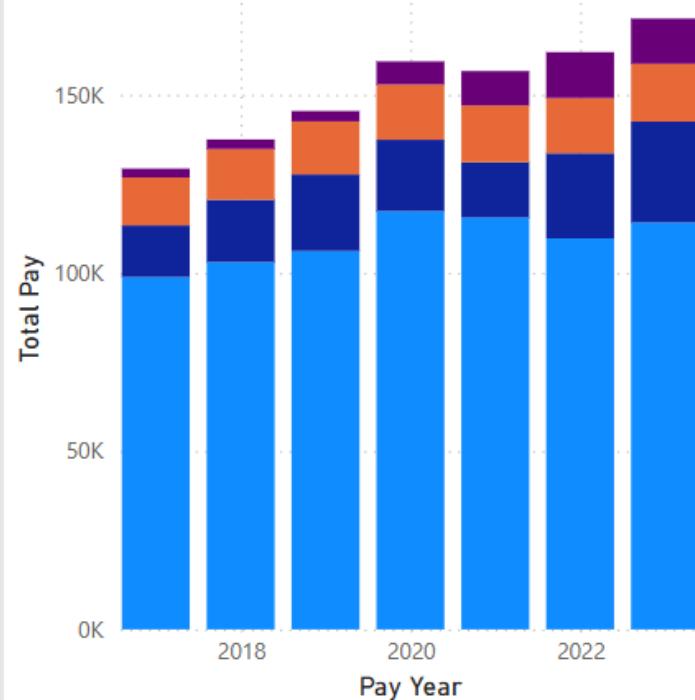
- Average pay – **\$136.11k**
- Average total employees – **2.39k employees**
- Department with highest pay – Police (**\$136.11k, 2.39k employees**)
- Top ethnicity – Hispanic (**\$136.11k, 1.21k employees**)
- Ethnicity with highest pay
  - Asian (**\$144.24k, 194 employees**)
  - Two or more races (**\$143.81k, 1 employee**)
  - Hispanic (**\$138.19k, 1.21k employees**)
- Top gender – Male (**\$139.34k, 1.94k employees**)
  - Female (**\$122.35k, 454 employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE OFFICER III</b>	<b>109,081.92</b>	<b>20,078.11</b>	<b>15,079.73</b>	<b>6,951.04</b>	<b>136,111.08</b>	<b>135,000</b>
POLICE	109,081.92	20,078.11	15,079.73	6,951.04	136,111.08	135,000
<b>Total</b>	<b>109,081.92</b>	<b>20,078.11</b>	<b>15,079.73</b>	<b>6,951.04</b>	<b>136,111.08</b>	<b>135,000</b>

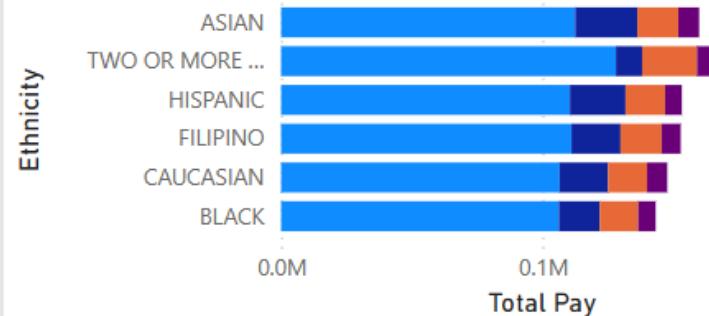
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



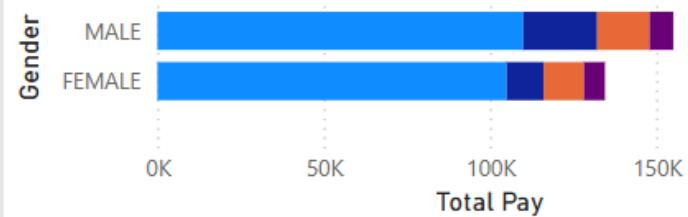
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



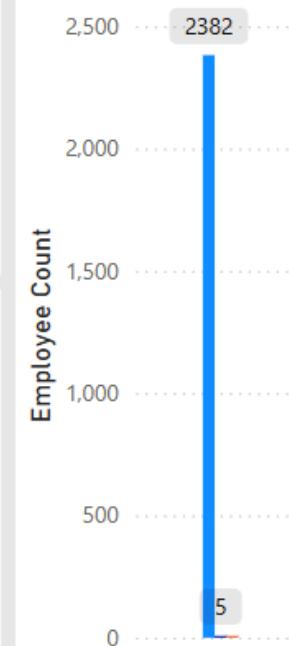
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$131.43k**
2. Caucasian – **\$106.65k**
3. American Indian/Alaskan Native – **\$99.06k**

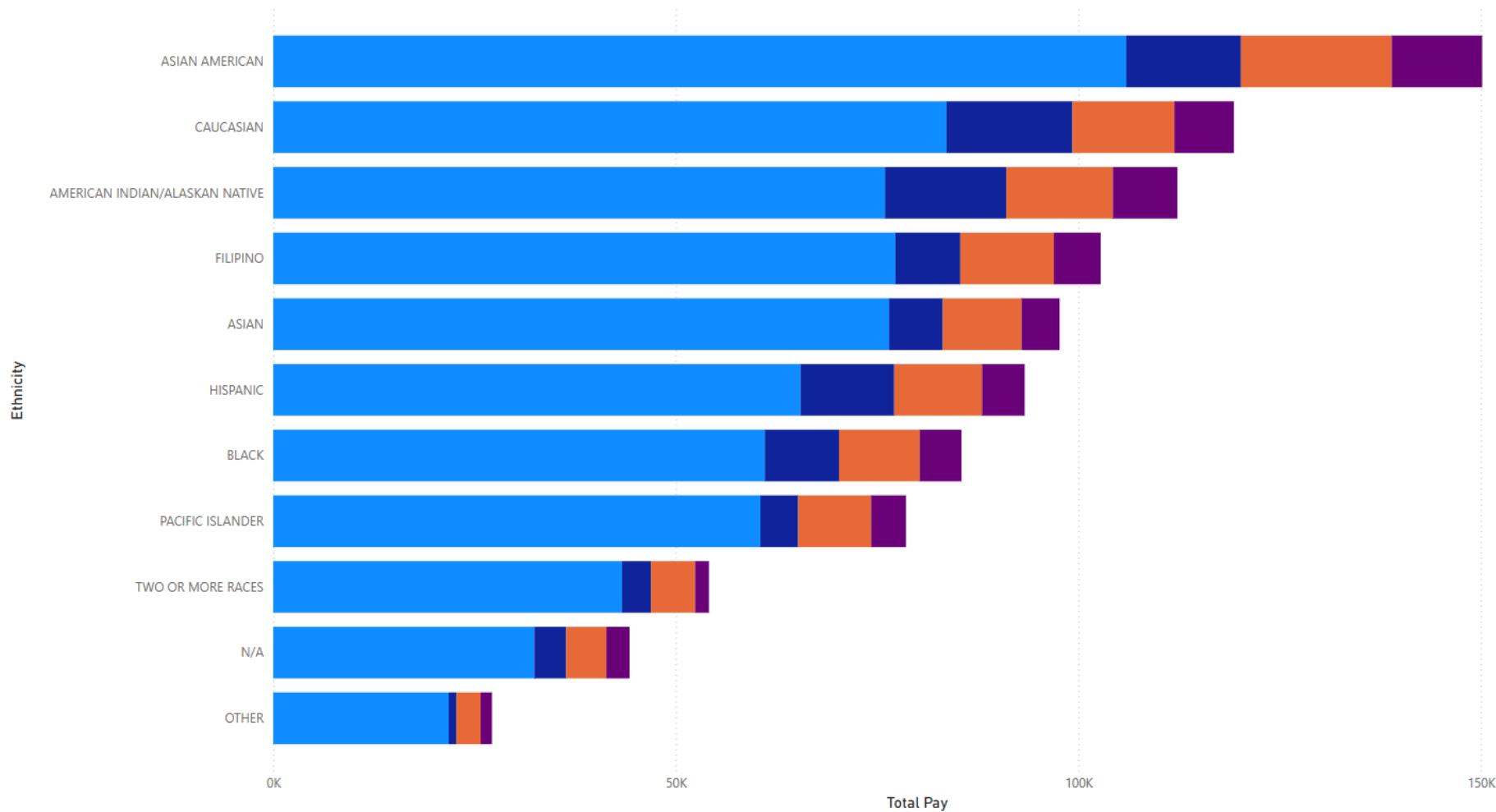
Highest employee count

1. Hispanic – **27.94k employees** (38.94%)
2. Caucasian – **12.60k employees** (24.53%)
3. Black – **10.98k employees** (15.30%)

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## AVERAGE PAY BY ETHNICITY

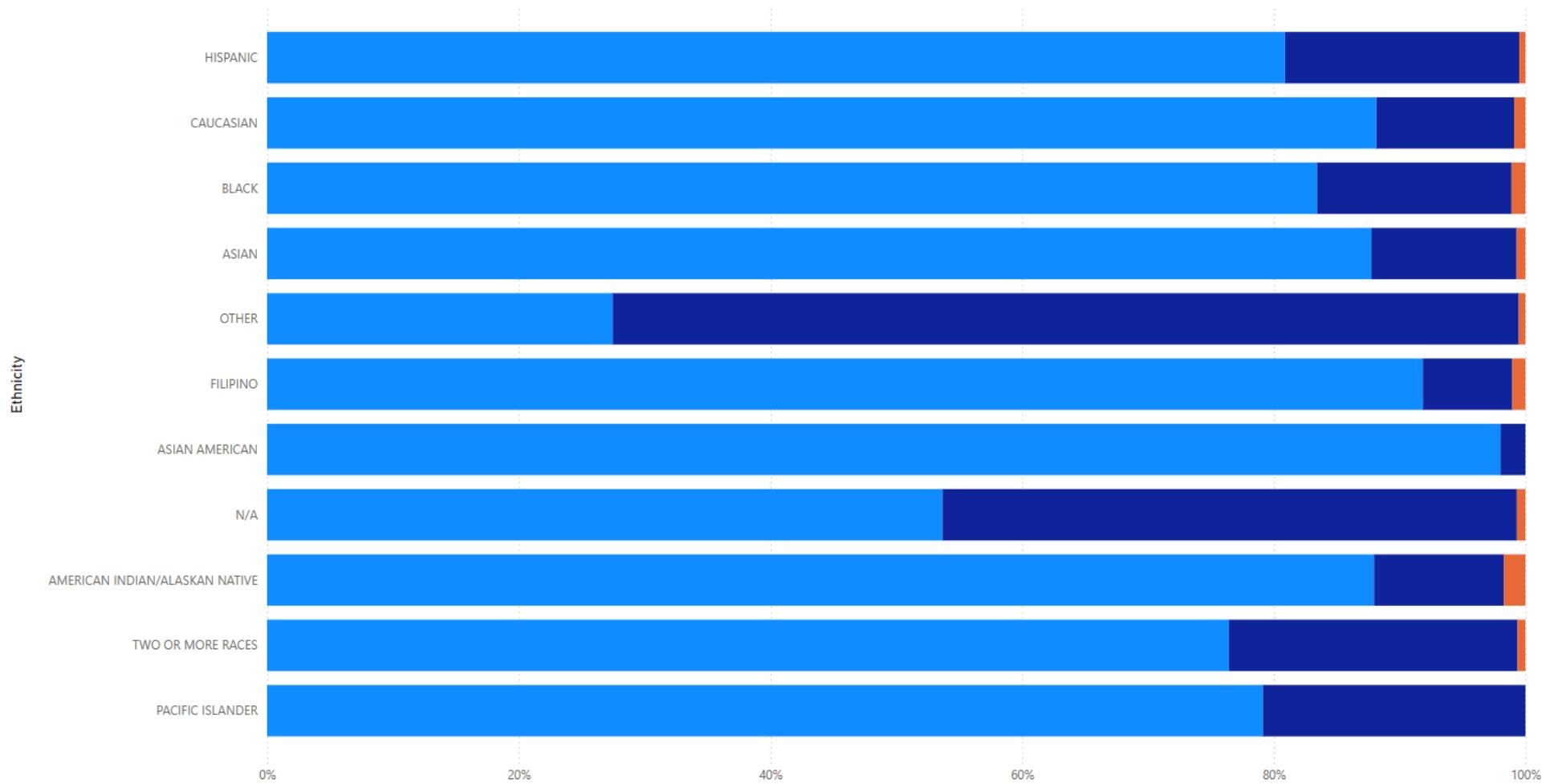
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: Asian American

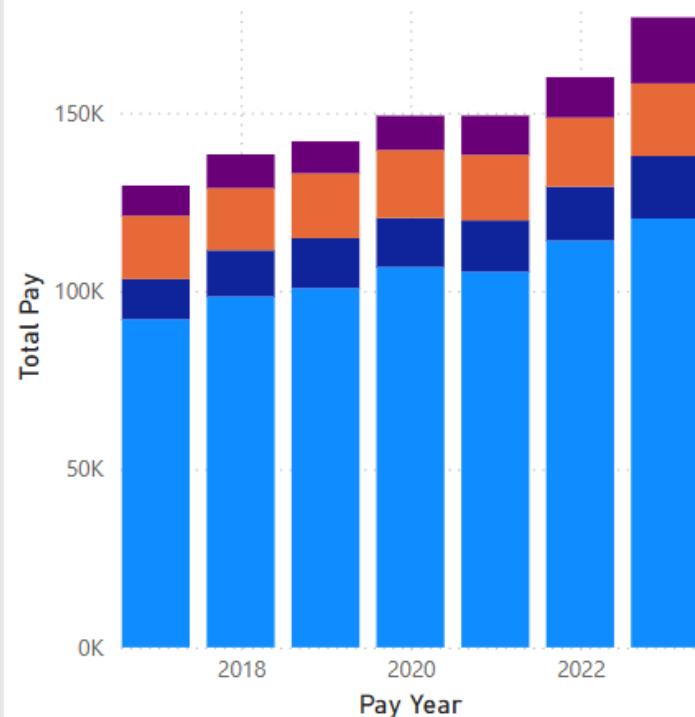
- Average pay – **\$131.43k**
- Average total employees – **1.43k employees**
- Job with most employees – Electrical Engineer Associate (**172 employees**)
- Department with most employees – Water and Power (**1.43k employees**)
- Department with highest pay – Water and Power (**\$131.43k, 1.43k employees**)
- Top gender – Male (**\$136.64k, 1.02k employees**)
  - Female (**\$118.80k, 419k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	105,963.89	14,236.63	18,728.25	11,228.10	131,428.62	130000
WATER AND POWER	105,963.89	14,236.63	18,728.25	11,228.10	131,428.62	130000
<b>Total</b>	<b>105,963.89</b>	<b>14,236.63</b>	<b>18,728.25</b>	<b>11,228.10</b>	<b>131,428.62</b>	<b>130000</b>

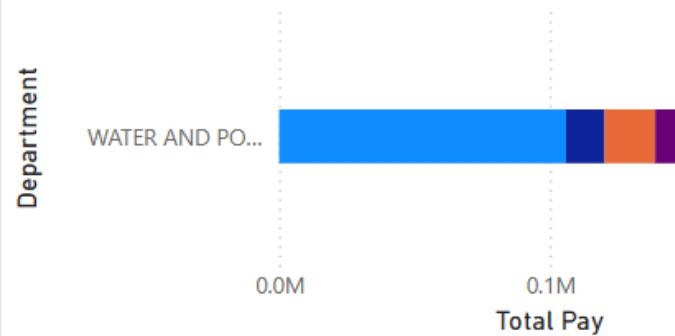
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



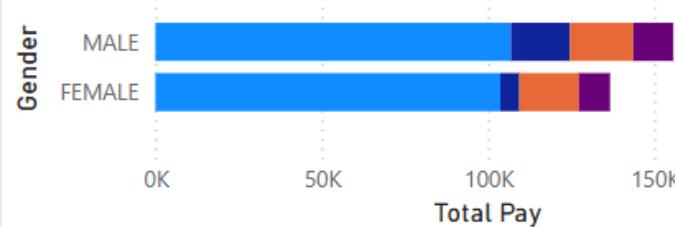
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



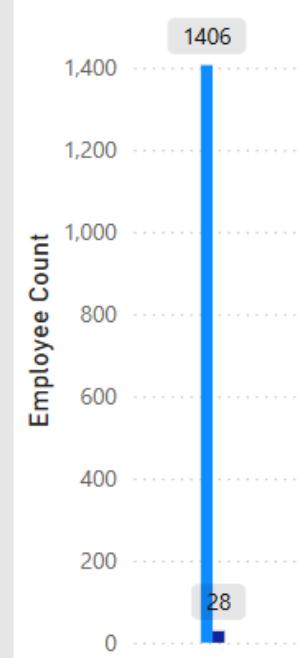
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

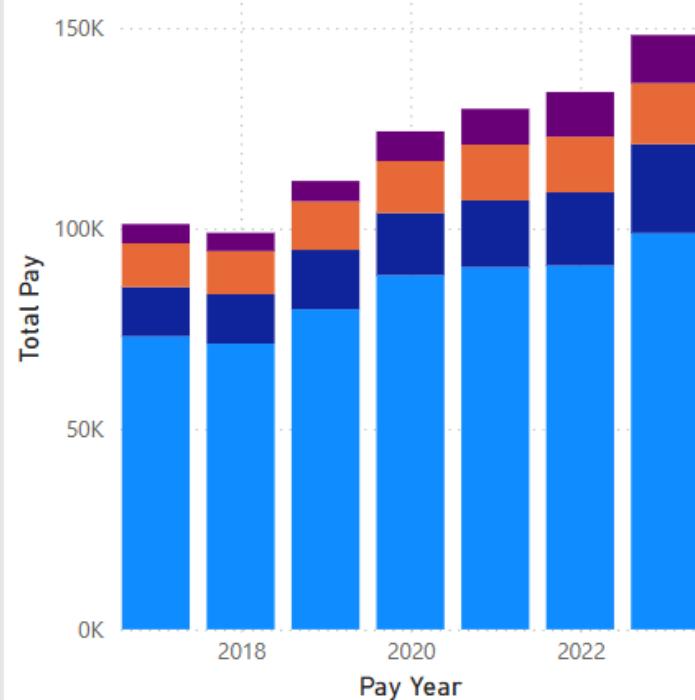
- Average pay – **\$106.65k**
- Average total employees – **17.60k employees**
- Job with most employees – Police Officer II (**1.09k employees**)
- Department with most employees – Police (**3.99k employees**)
- Department with highest pay
  - Public Accountability (**\$174k, 4 employees**)
  - Fire (**\$162.95k, 2.01k employees**)
  - Water and Power (**\$137.84k, 3.72k employees**)
- Top gender – Male (**\$116.81k, 13.38k employees**)
  - Female (**\$74.44k, 4.23k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> CAUCASIAN	<b>83,619.37</b>	<b>15,643.07</b>	<b>12,670.83</b>	<b>7,391.46</b>	<b>106,653.90</b>	<b>105000</b>
PUBLIC ACCOUNTABILITY	171,997.54	0.00	12,254.74	2,643.27	174,640.81	170000
FIRE	105,522.30	51,409.46	14,664.70	6,022.55	162,954.31	160000
WATER AND POWER	97,200.87	26,338.16	20,219.91	14,298.31	137,837.35	135000
CITY ATTORNEY	122,896.80	113.86	10,050.64	4,366.61	127,377.27	125000
POLICE	96,772.51	12,792.21	13,100.17	7,318.54	116,883.26	115000
<b>Total</b>	<b>83,619.37</b>	<b>15,643.07</b>	<b>12,670.83</b>	<b>7,391.46</b>	<b>106,653.90</b>	<b>105000</b>

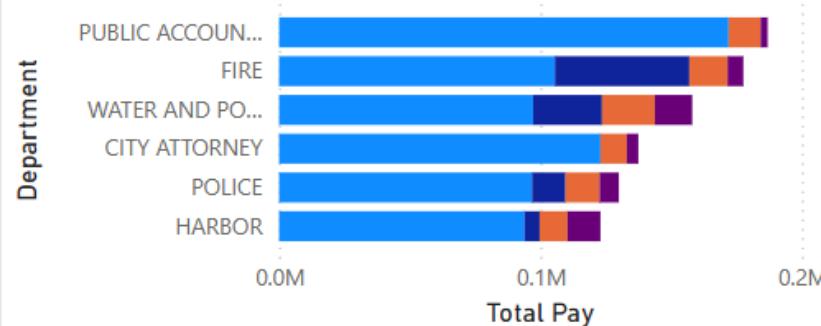
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



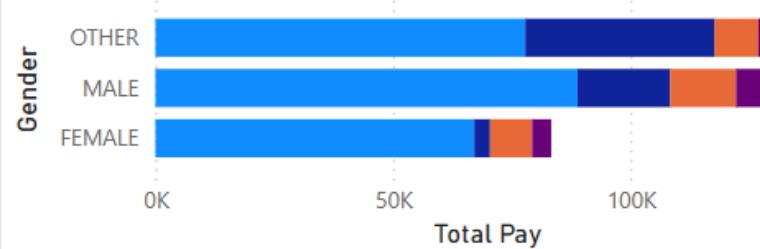
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



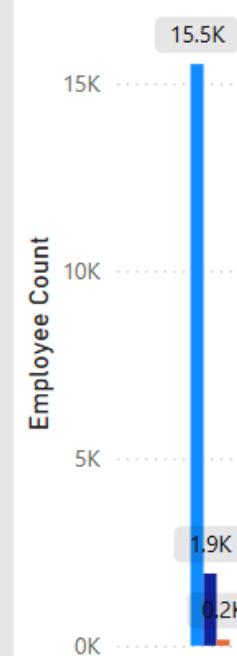
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Ethnicity: **American Indian/Alaskan Native**

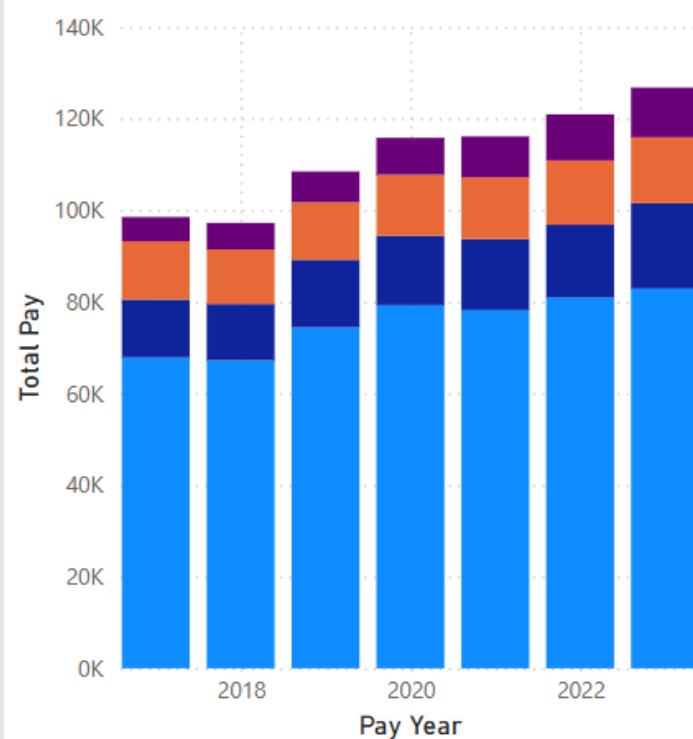
- Average pay – **\$99.06k**
- Average total employees – **233 employees**
- Job with most employees – Police Officer II (**18 employees**)
- Department with most employees – Water and Power (**71 employees**)
- Department with highest pay
  - Fire (**\$135.14k, 22 employees**)
  - City Attorney (**\$125.92k, 3 employees**)
  - Water and Power (**\$122.68k, 71 employees**)
- Top gender – Male (**\$108.66k, 180 employees**)
  - Female (**\$66.07k, 53 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>AMERICAN INDIAN/ALASKAN NATIVE</b>	<b>75,993.41</b>	<b>15,051.80</b>	<b>13,244.26</b>	<b>8,019.63</b>	<b>99,064.84</b>	<b>95000</b>
FIRE	92,456.95	38,722.54	13,626.24	3,957.31	135,136.80	135000
CITY ATTORNEY	123,071.18	0.00	12,922.05	2,849.23	125,920.42	125000
WATER AND POWER	84,267.97	22,405.70	19,720.02	16,004.94	122,678.62	120000
POLICE	95,769.31	13,100.38	12,944.95	6,399.52	115,269.20	115000
OFFICE OF FINANCE	107,206.72	610.91	12,533.75	1,829.41	109,647.03	105000
<b>Total</b>	<b>75,993.41</b>	<b>15,051.80</b>	<b>13,244.26</b>	<b>8,019.63</b>	<b>99,064.84</b>	<b>95000</b>

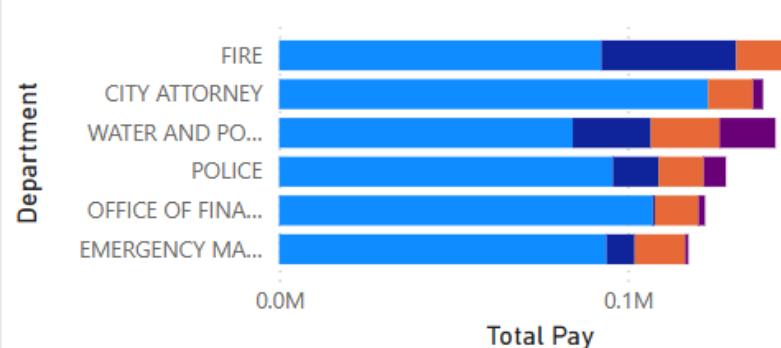
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



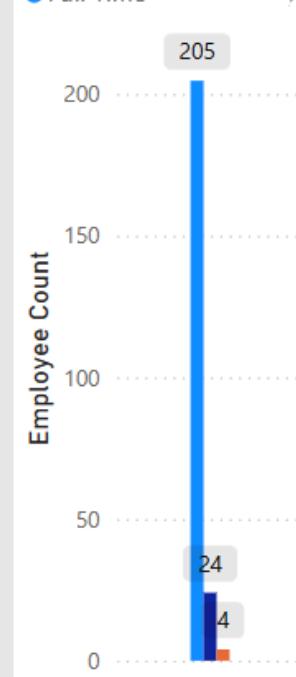
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



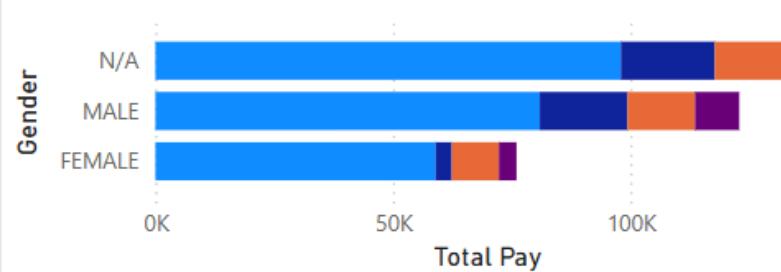
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **Hispanic**

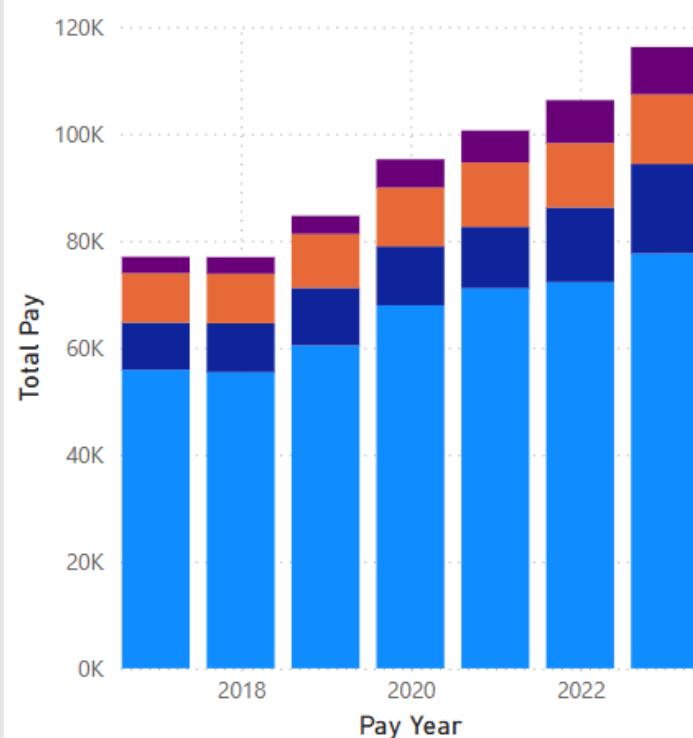
- Average pay – **\$82.41k**
- Average total employees – **27.94k employees**
- Job with most employees – Police Officer II (**2.32k employees**)
- Department with most employees – Police (**7.10k employees**)
- Department with highest pay
  - Fire (**\$155.98k, 1.42k employees**)
  - Water and Power (**\$122.45k, 4.58k employees**)
  - Police (**\$107.31k, 7.10k employees**)
- Top gender – Male (**\$93.88k, 19.26k employees**)
  - Female (**\$56.97k, 8.68k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>65,502.18</b>	<b>11,622.92</b>	<b>10,916.45</b>	<b>5,289.08</b>	<b>82,414.17</b>	<b>80000</b>
FIRE	99,753.14	50,674.06	14,161.48	5,554.33	155,981.53	155000
WATER AND POWER	84,982.37	23,990.02	17,249.97	13,473.05	122,445.45	120000
POLICE	89,245.85	12,676.31	12,712.23	5,391.94	107,314.10	105000
CITY ATTORNEY	79,736.82	194.83	9,836.45	2,414.29	82,345.93	80000
PUBLIC WORKS - CONTRACT ADMINISTRATION	74,132.04	2,310.29	10,879.69	4,750.64	81,192.97	80000
<b>Total</b>	<b>65,502.18</b>	<b>11,622.92</b>	<b>10,916.45</b>	<b>5,289.08</b>	<b>82,414.17</b>	<b>80000</b>

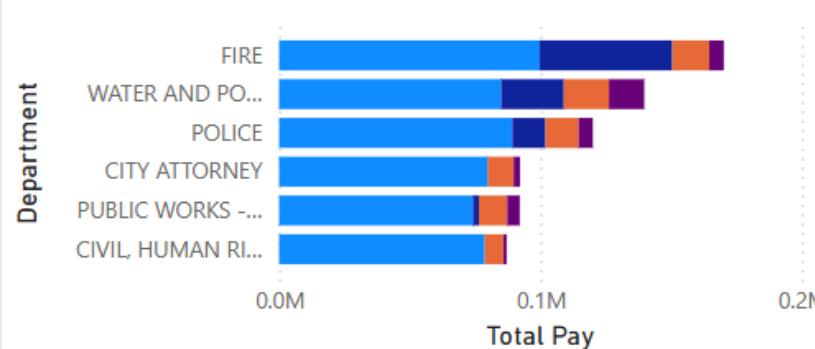
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



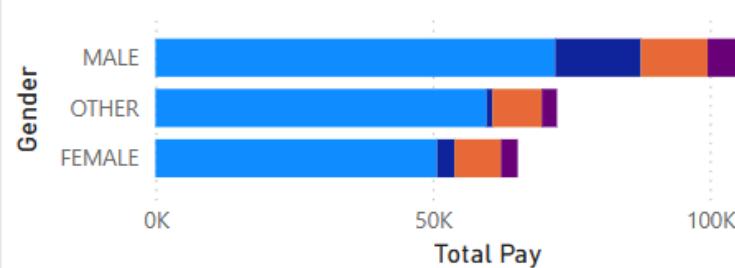
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



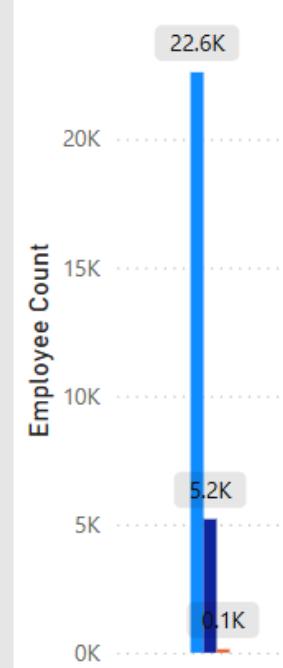
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Ethnicity: **Black**

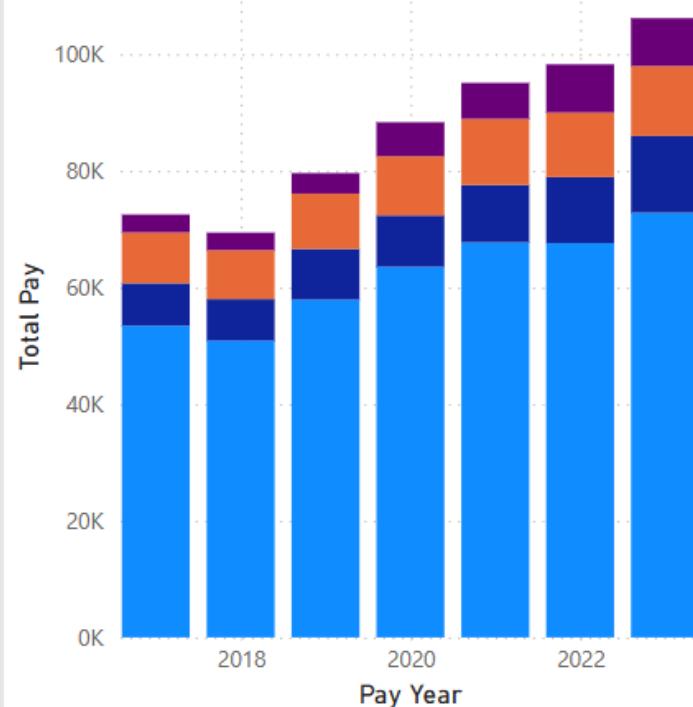
- Average pay – **\$75.46k**
- Average total employees – **10.98k employees**
- Job with most employees – Senior Administrative Clerk (**506 employees**)
- Department with most employees – Police (**1.91k employees**)
- Department with highest pay
  - Fire (**\$154.96k, 521 employees**)
  - Water and Power (**\$107.77k, 1.75k employees**)
  - Disability (**\$99.66k, 3 employees**)
- Top gender – Male (**\$87.25k, 6.07k employees**)
  - Female (**\$60.87k, 4.91k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> BLACK	<b>61,065.58</b>	<b>9,216.50</b>	<b>10,019.69</b>	<b>5,181.47</b>	<b>75,463.56</b>	<b>75000</b>
FIRE	96,705.73	52,087.41	13,088.45	6,166.62	154,959.76	150000
WATER AND POWER	79,076.39	16,959.91	16,145.83	11,738.70	107,774.99	105000
DISABILITY	95,501.94	118.38	7,725.51	4,042.02	99,662.34	95000
CITY ATTORNEY	95,129.41	57.73	9,635.13	3,396.94	98,584.08	95000
POLICE	81,359.73	8,314.18	11,303.29	5,723.04	95,396.94	95000
<b>Total</b>	<b>61,065.58</b>	<b>9,216.50</b>	<b>10,019.69</b>	<b>5,181.47</b>	<b>75,463.56</b>	<b>75000</b>

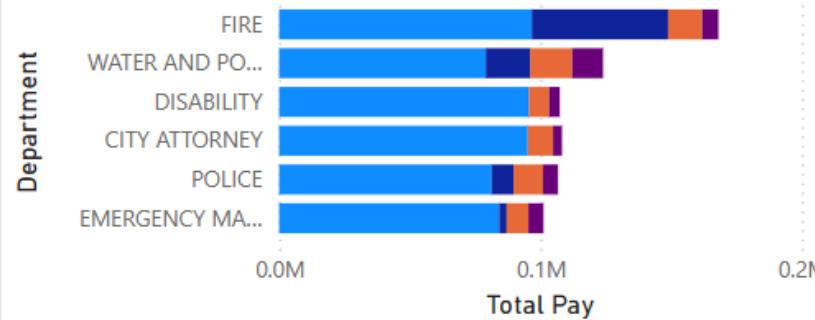
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



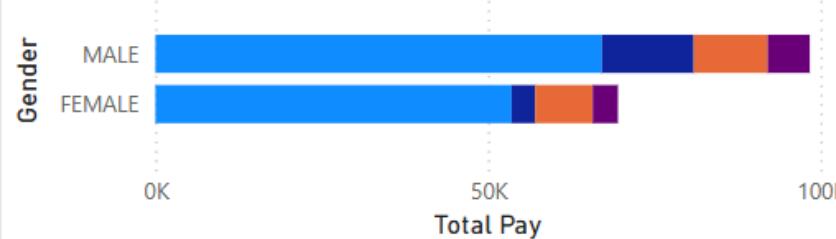
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



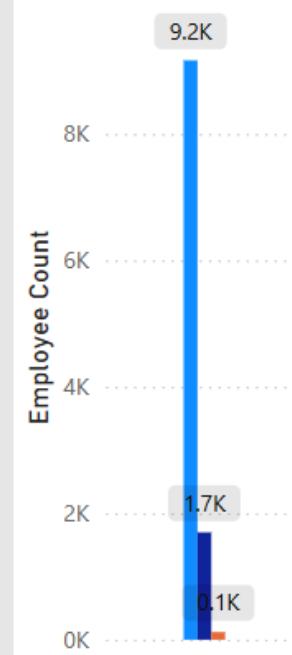
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Gender

Highest pay

1. Male – **\$97.64k**
2. Female – **\$61.88k**

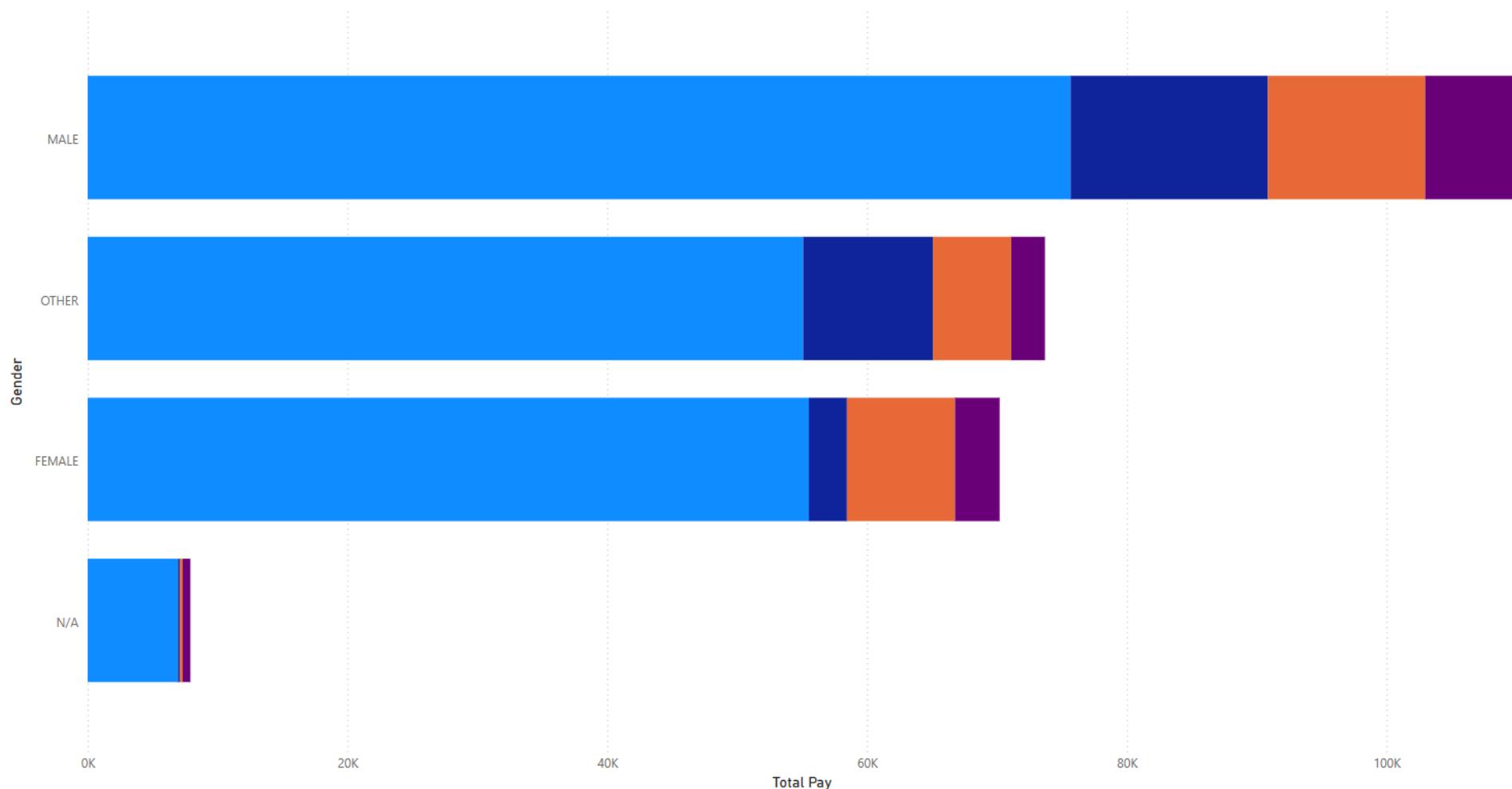
Highest employee count

1. Male – **47.86k employees** (66.70%)
2. Female – **23.59k employees** (32.88%)

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### AVERAGE PAY BY GENDER

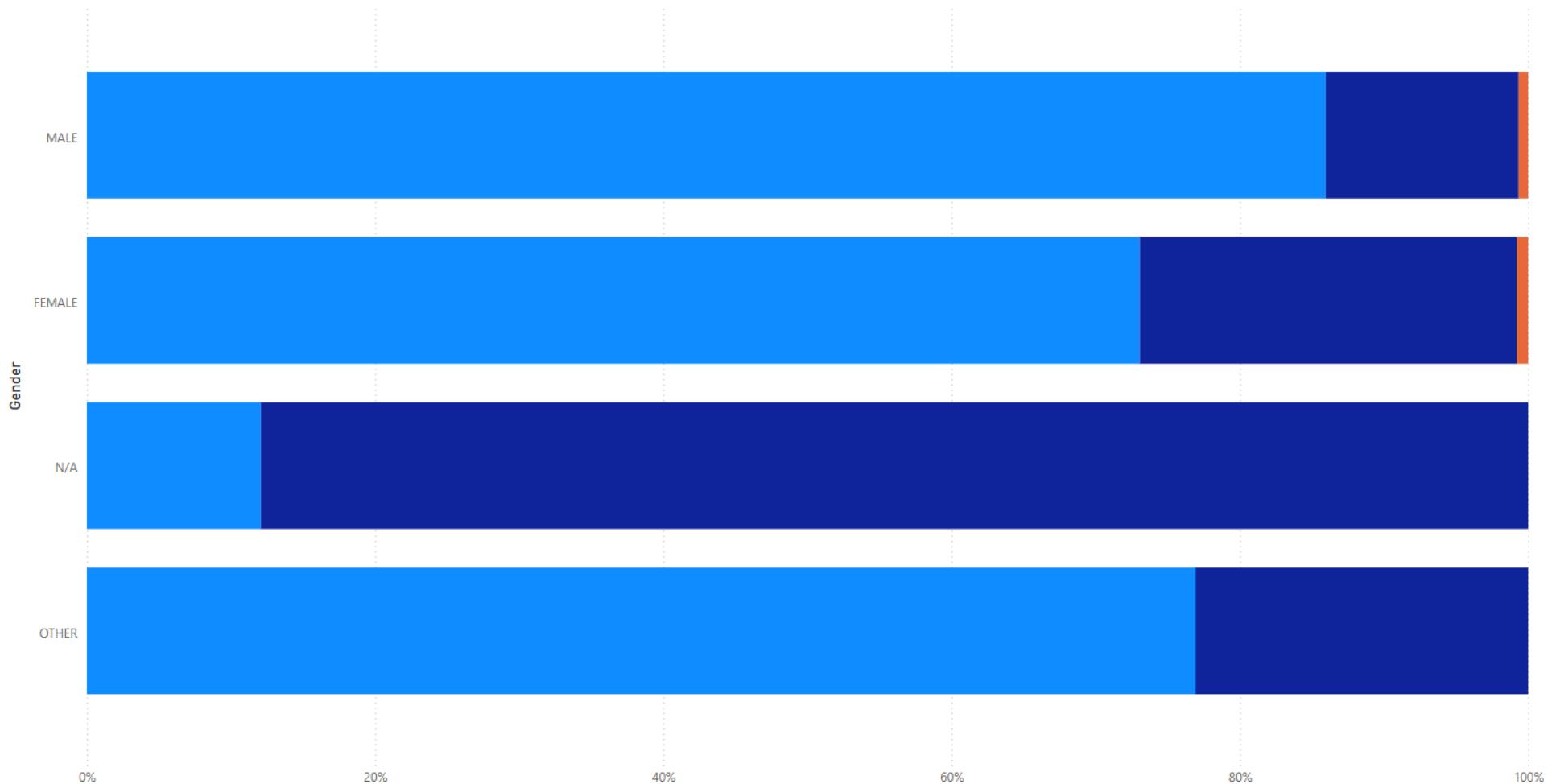
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

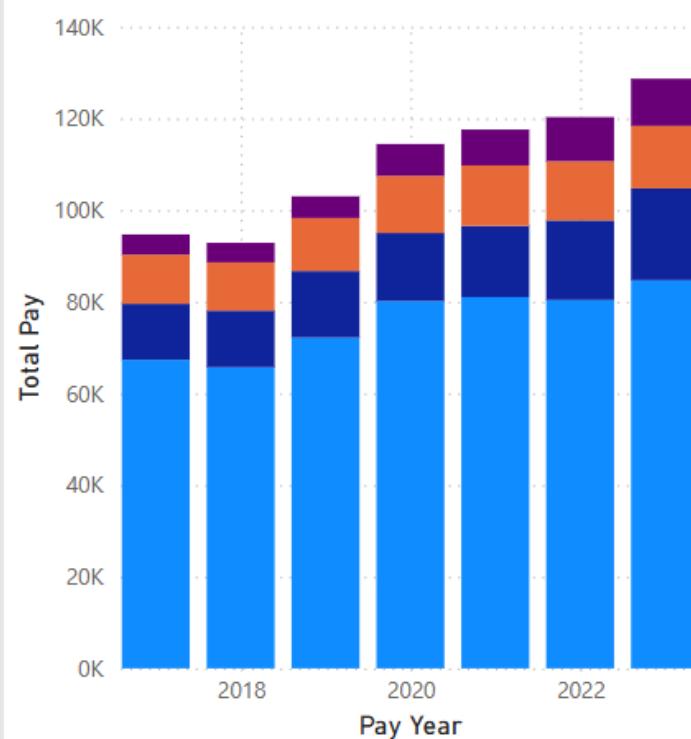
- Average pay – **\$97.64k**
- Average total employees – **47.86k employees**
- Job with most employees – Police Officer II (**3.58k employees**)
- Department with most employees – Police (**10.66k employees**)
- Department with highest pay
  - Public Accountability (**\$169.50k, 3 employees**)
  - Fire (**\$161.41k, 4.12k employees**)
  - Los Angeles City Tourism Department (**\$136.70k, 5 employees**)
- Top ethnicity – Hispanic (**\$93.88k, 19.26k employees**)
- Ethnicity with highest pay
  - Asian American (**\$136.63k, 1.02k employees**)
  - Caucasian (**\$116.81k, 13.38k employees**)
  - American Indian/Alaskan Native (**\$108.66k, 180 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>75,667.37</b>	<b>15,188.65</b>	<b>12,114.36</b>	<b>6,781.49</b>	<b>97,637.52</b>	<b>95000</b>
PUBLIC ACCOUNTABILITY	166,369.04	0.00	10,336.15	3,126.75	169,495.79	165000
FIRE	102,844.77	52,671.51	14,381.86	5,894.32	161,410.61	160000
LOS ANGELES CITY TOURISM DEPARTMENT	116,468.95	1,774.93	6,528.51	18,453.64	136,697.52	135000
WATER AND POWER	92,595.61	25,996.28	18,500.62	14,266.14	132,858.02	130000
CITY ATTORNEY	115,677.75	157.31	10,179.64	3,966.19	119,801.24	115000
<b>Total</b>	<b>75,667.37</b>	<b>15,188.65</b>	<b>12,114.36</b>	<b>6,781.49</b>	<b>97,637.52</b>	<b>95000</b>

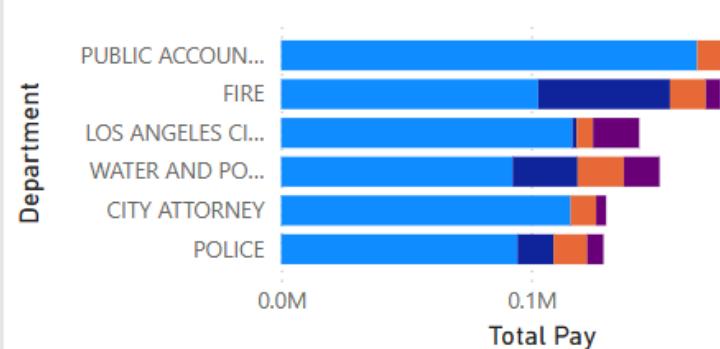
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



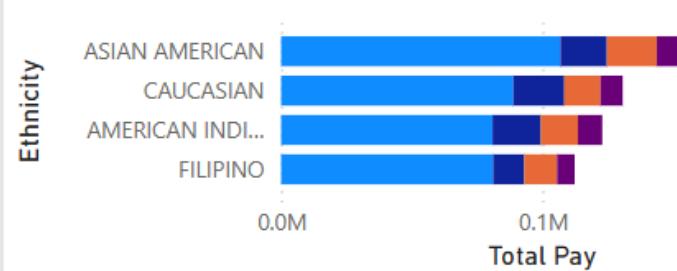
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



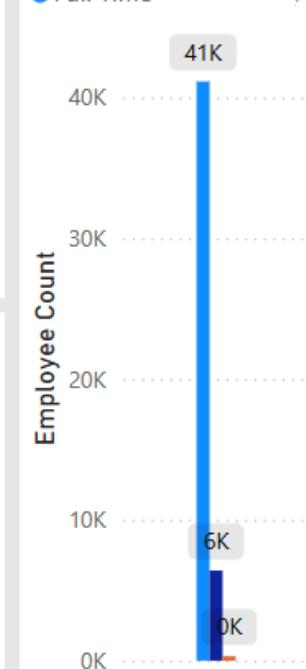
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

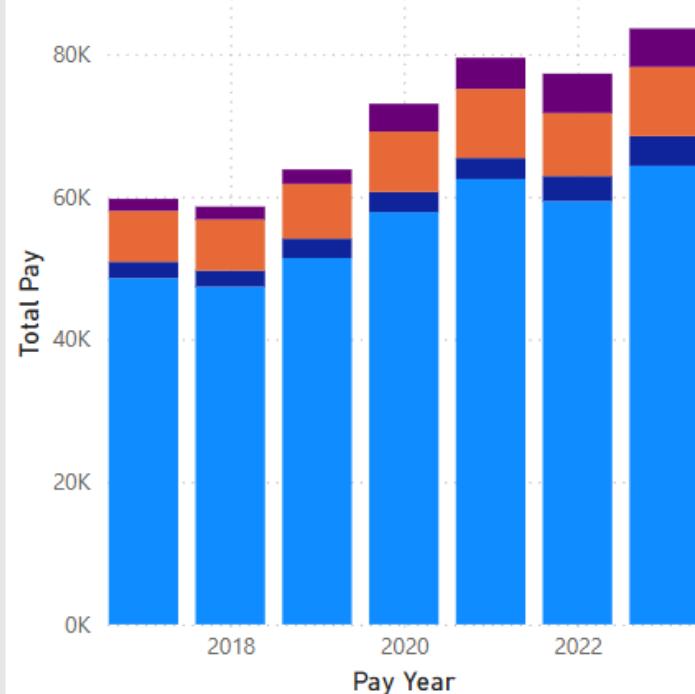
- Average pay – **\$61.88k**
- Average total employees – **23.59k employees**
- Job with most employees – Administrative Clerk (**1.49k employees**)
- Department with most employees – Police (**4.30k employees**)
- Department with highest pay
  - Public Accountability (**\$136.04k, 2 employees**)
  - Los Angeles City Tourism Department (**\$107.49k, 6 employees**)
  - Water and Power (**\$101.97k, 2.71k employees**)
- Top ethnicity – Hispanic (**\$56.97k, 8.68k employees**)
- Ethnicity with highest pay
  - Asian American (**\$118.80k, 419 employees**)
  - Filipino (**\$78.74k, 1.21k employees**)
  - Caucasian (**\$74.44k, 4.23k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>55,518.22</b>	<b>2,928.88</b>	<b>8,327.05</b>	<b>3,434.13</b>	<b>61,881.23</b>	<b>60000</b>
PUBLIC ACCOUNTABILITY	127,662.18	0.00	13,105.62	8,378.61	136,040.78	135000
LOS ANGELES CITY TOURISM DEPARTMENT	99,971.97	1,187.05	11,993.41	6,332.39	107,491.42	105000
WATER AND POWER	85,296.69	8,044.85	17,354.42	8,631.14	101,972.68	100000
CITY ATTORNEY	97,299.77	120.50	9,787.69	3,028.88	100,449.15	100000
POLICE	78,883.54	5,568.29	10,369.35	4,789.75	89,241.57	85000
<b>Total</b>	<b>55,518.22</b>	<b>2,928.88</b>	<b>8,327.05</b>	<b>3,434.13</b>	<b>61,881.23</b>	<b>60000</b>

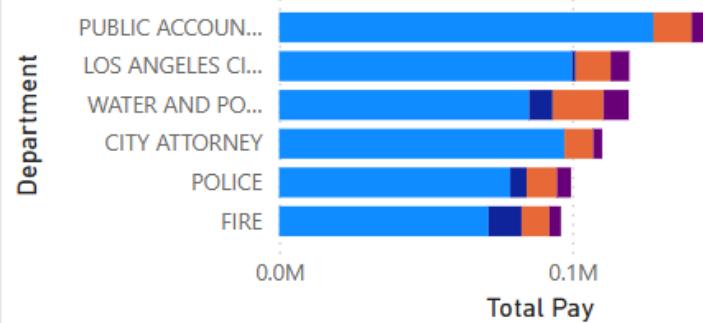
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



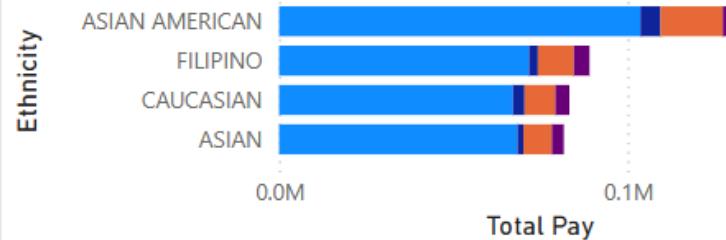
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



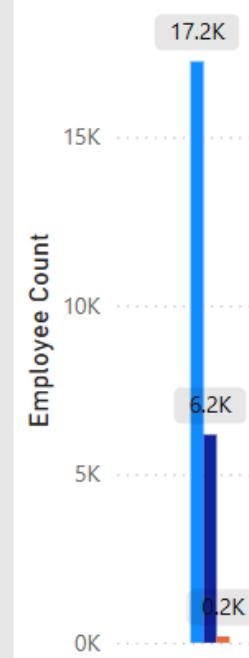
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



## 2017

Total payroll – **\$5.32 billion**

Employee count – **72.42k employees**

Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
\$4.42 billion	\$643.77 million	\$690.71 million	\$252.17 million	\$5.32 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$61.06k	\$8.89k	\$9.54k	\$3.48k	\$73.44k

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## Department

Highest pay

1. Fire – **\$132.97k**
2. Water and Power – **\$107.46k**
3. Police – **\$94.60k**

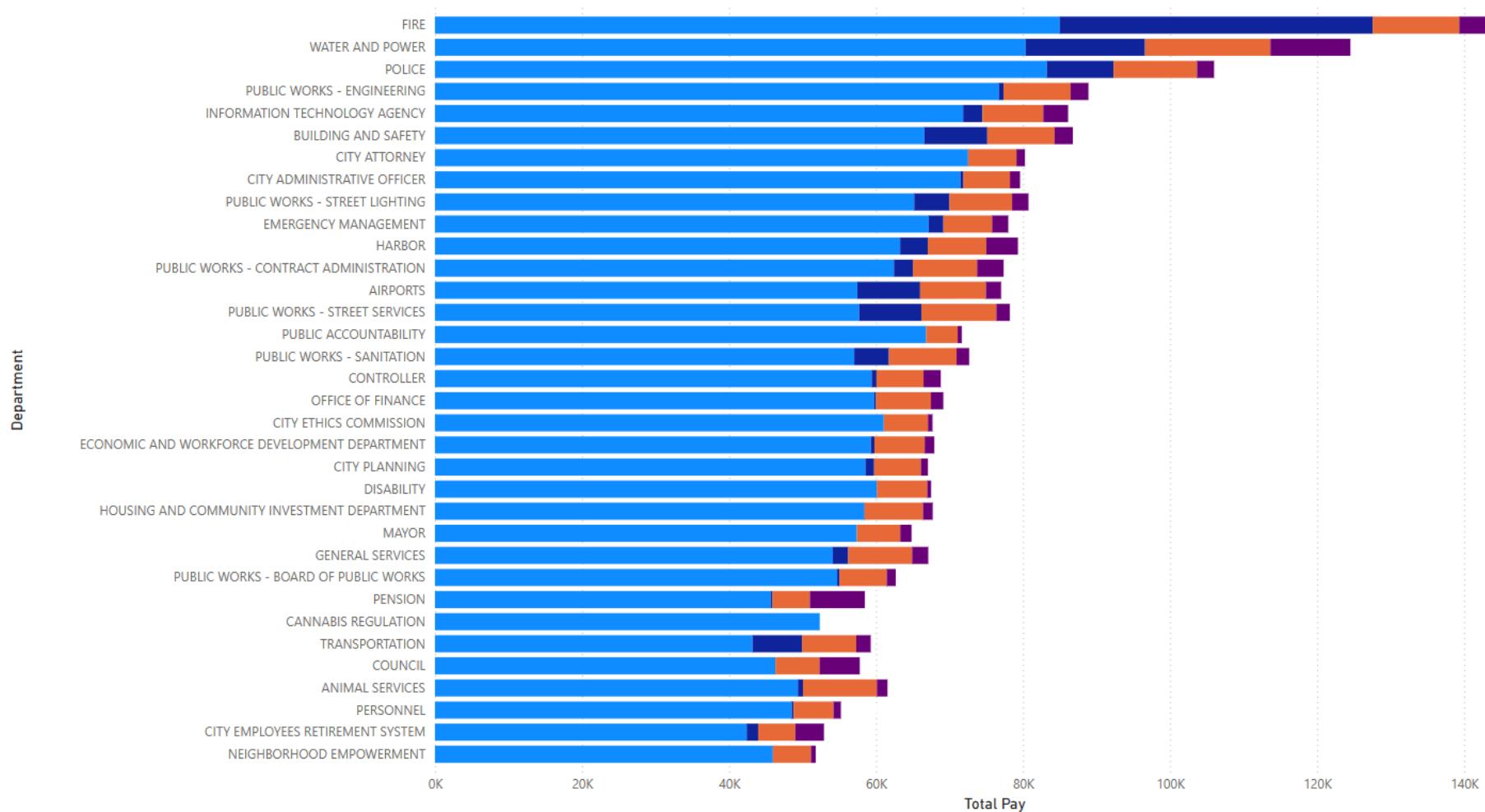
Highest employee count

1. Police – **15.20k employees** (20.99%)
2. Water and Power – **11.69k employees** (16.14%)
3. Recreation and Parks – **9.27k employees** (12.80%)

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## AVERAGE PAY BY DEPARTMENT

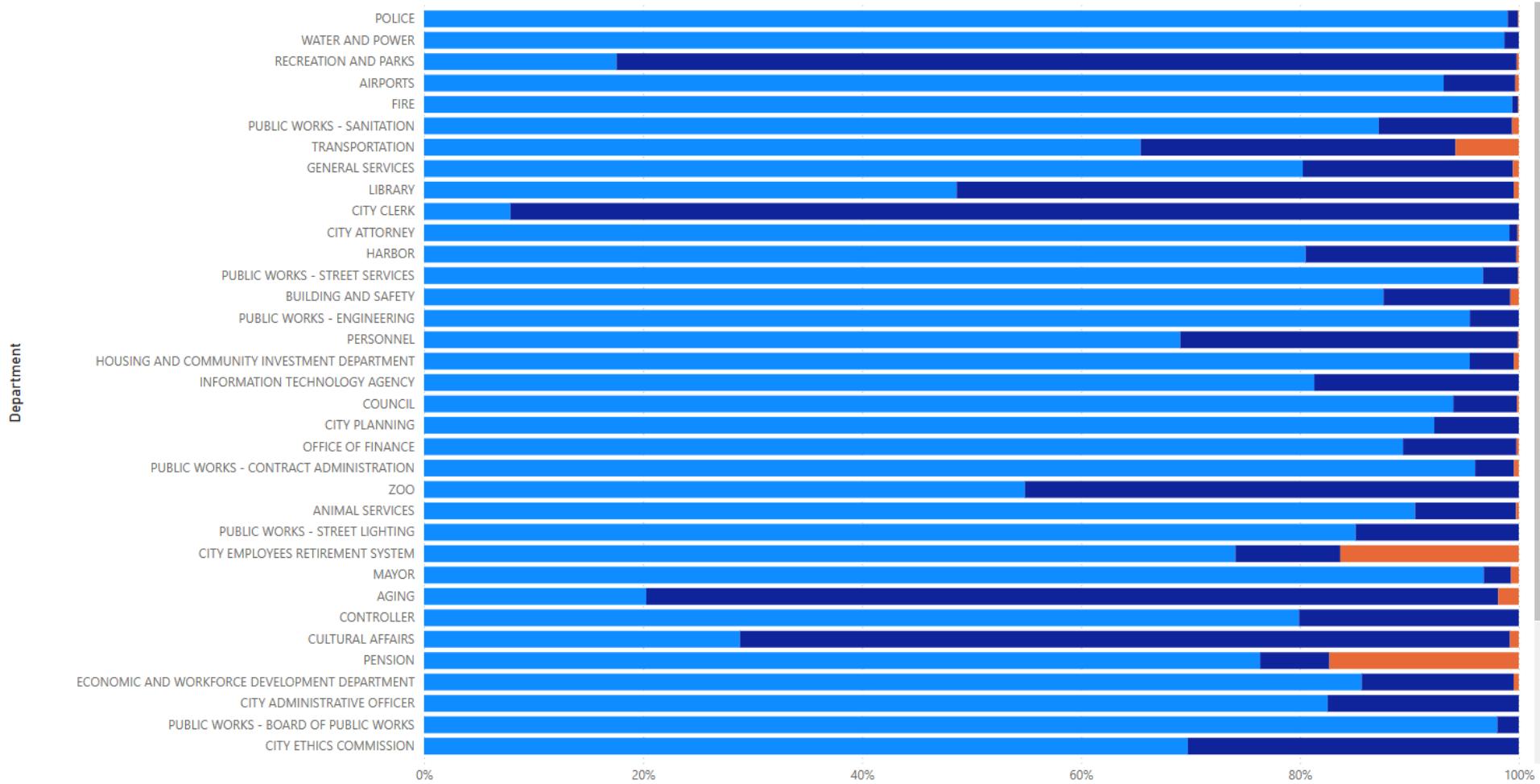
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Fire**

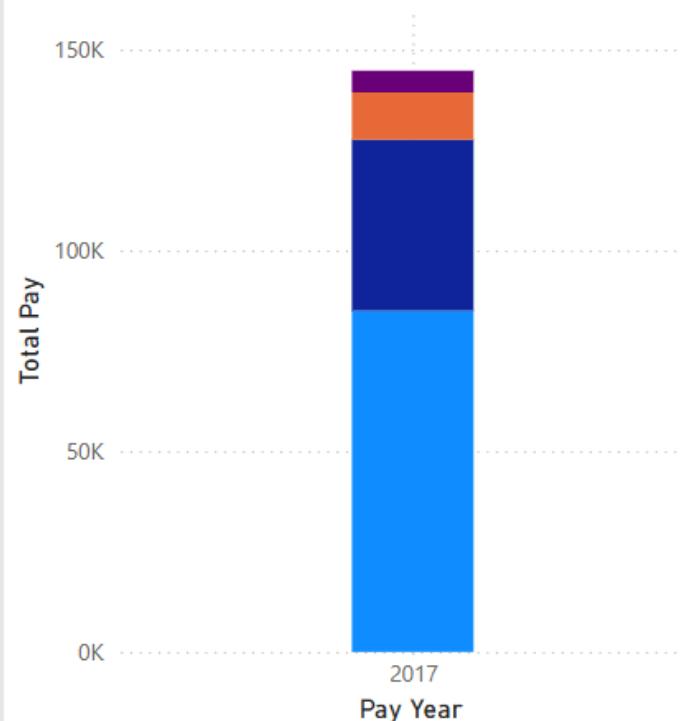
- Average pay – **\$132.97k**
- Average total employees – **4.66k employees**
- Job with highest pay – Fire Helicopter Pilot V (**\$317.23k, 1 employee**)
- Top ethnicity – Caucasian
- Ethnicity with highest pay
  - Caucasian (**\$134.90k, 2.19k employees**)
  - Black (**\$134.09k, 527 employees**)
  - Hispanic (**\$133.64k, 1.48k employees**)
- Top gender – Male (**\$137.65k, 4.29k employees**)
  - Female (**\$77.71k, 364 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>84,983.56</b>	<b>42,585.05</b>	<b>11,775.21</b>	<b>5,398.94</b>	<b>132,967.55</b>	<b>130,000</b>
FIRE HELICOPTER PILOT V	152,885.20	158,275.25	9,942.80	6,065.96	317,226.41	315,000
FIRE CHIEF	316,896.00	0.00	16,187.00	0.00	316,896.00	315,000
FIRE ASSISTANT CHIEF	163,894.90	47,558.02	13,058.89	34,482.79	245,935.71	245,000
FIRE DEPUTY CHIEF	175,332.24	8,254.90	12,131.76	41,980.99	225,568.13	225,000
FIRE BATTALION CHIEF	129,588.12	71,827.17	12,539.63	20,105.02	221,520.31	220,000
<b>Total</b>	<b>84,983.56</b>	<b>42,585.05</b>	<b>11,775.21</b>	<b>5,398.94</b>	<b>132,967.55</b>	<b>130,000</b>

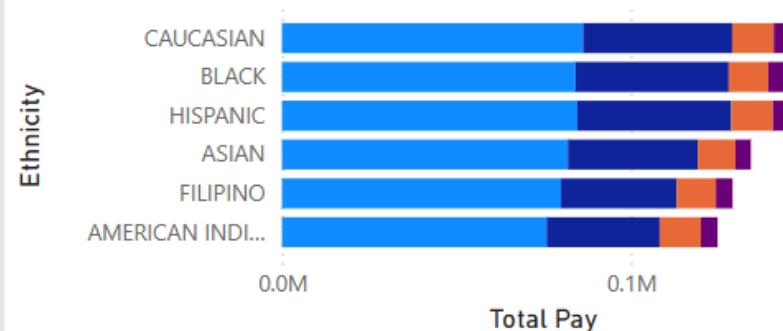
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



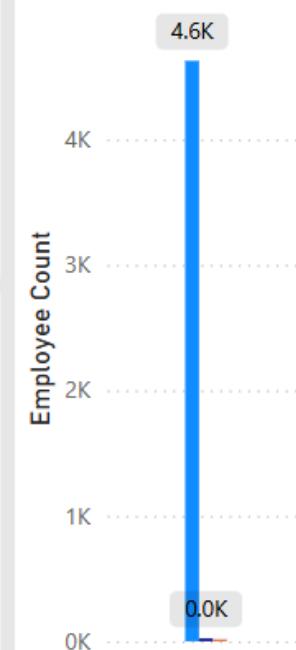
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



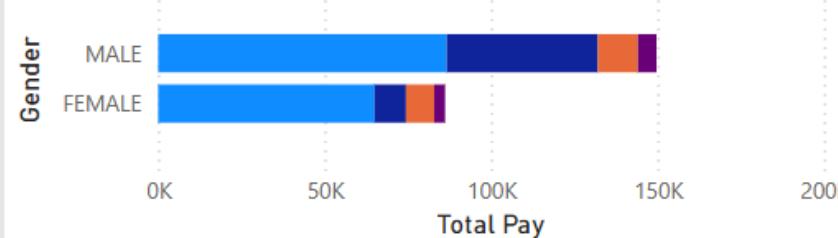
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Water and Power**

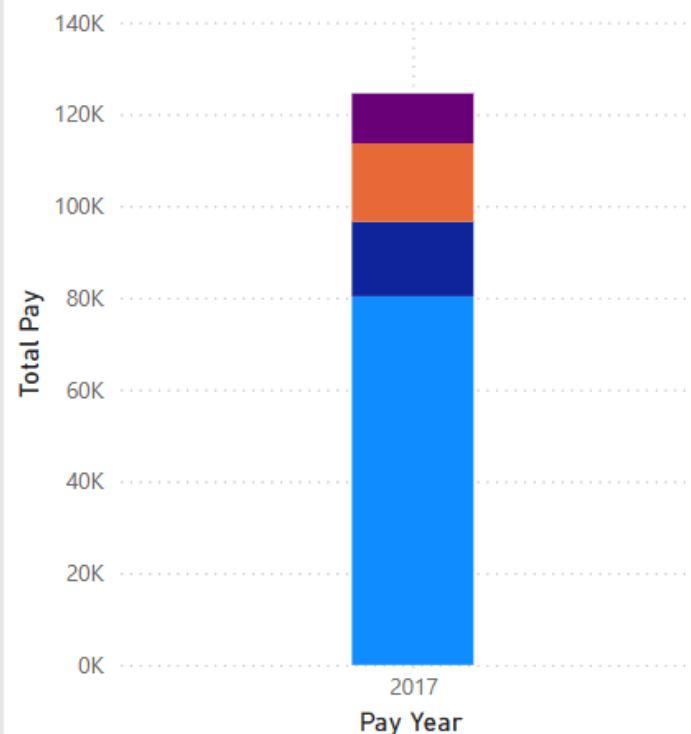
- Average pay – **\$107.46k**
- Average total employees – **11.69k employees**
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$368.76k, 1 employee**)
- Top ethnicity – Hispanic (**\$102.35k, 4.09k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$119.10k, 3.75k employees**)
  - Asian American (**\$111.75k, 1.28k employees**)
  - American Indian/Alaskan Native (**\$110.16k, 67 employees**)
- Top gender – Male (**\$113.40k, 9.13k employees**)
  - Female (**\$86.25k, 2.56k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>80,352.49</b>	<b>16,229.63</b>	<b>17,065.85</b>	<b>10,875.47</b>	<b>107,457.60</b>	<b>105,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	348,670.40	0.00	25,704.27	20,089.35	368,759.75	365,000
CHIEF PHYSICIAN	259,958.40	0.00	21,389.86	12,922.96	272,881.36	270,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	165,551.12	88,617.30	19,988.39	18,646.80	272,815.22	270,000
GENERAL SERVICES MANAGER	247,416.00	0.00	24,128.61	13,127.63	260,543.63	260,000
SENIOR LOAD DISPATCHER	149,487.42	67,317.36	19,554.07	35,877.75	252,682.53	250,000
<b>Total</b>	<b>80,352.49</b>	<b>16,229.63</b>	<b>17,065.85</b>	<b>10,875.47</b>	<b>107,457.60</b>	<b>105,000</b>

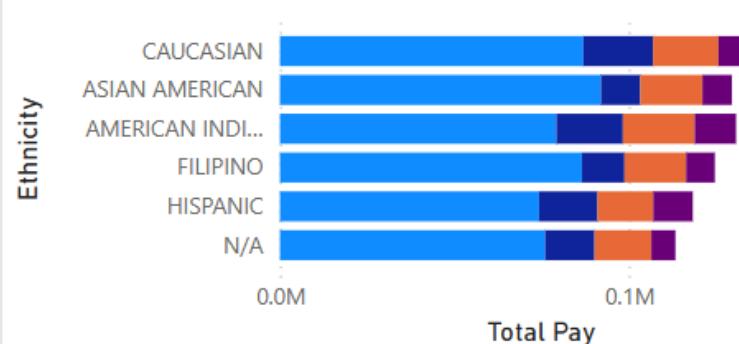
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



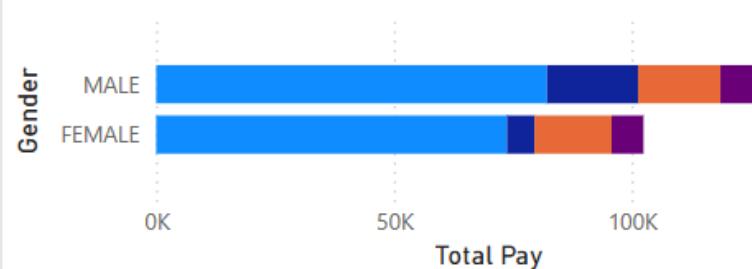
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



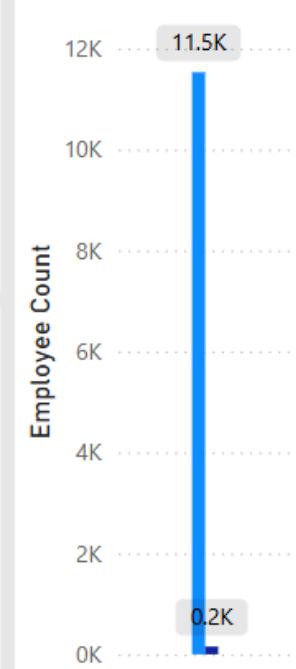
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Police**

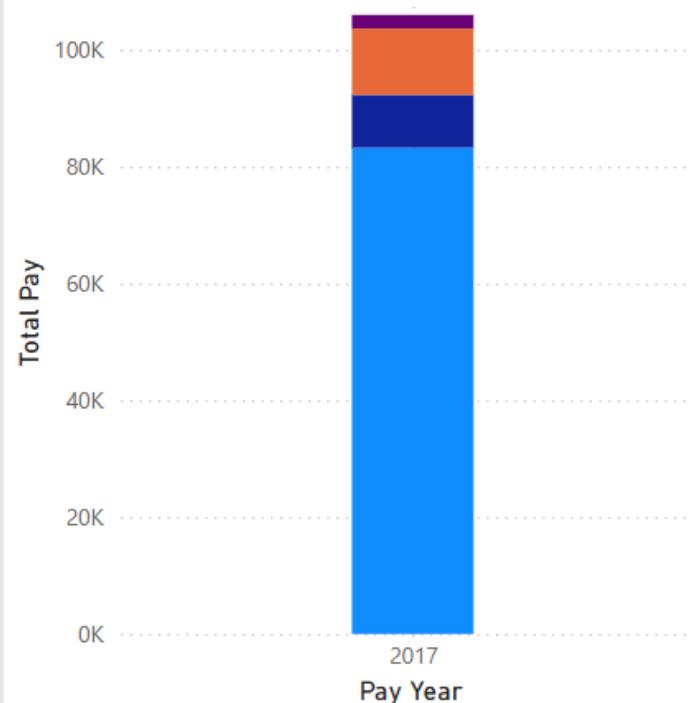
- Average pay – **\$94.60k**
- Average total employees – **15.20k employees**
- Job with highest pay – Chief of Police (**\$357.63k, 1 employee**)
- Top ethnicity – Hispanic
- Ethnicity with highest pay
  - Caucasian (**\$101.98k, 4.42k employees**)
  - American Indian/Alaskan Native (**\$101.54k, 51 employee**)
  - Hispanic (**\$93.90k, 6.76k employees**)
- Top gender – Male (**\$100.13k, 10.88k employees**)
  - Female (**\$80.66k, 4.32k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>83,236.91</b>	<b>9,058.05</b>	<b>11,372.46</b>	<b>2,306.02</b>	<b>94,600.98</b>	<b>90,000</b>
CHIEF OF POLICE	349,564.80	0.00	15,305.38	8,066.88	357,631.68	355,000
POLICE DEPUTY CHIEF II	277,855.20	0.00	14,659.46	12,485.05	290,340.25	290,000
EXECUTIVE DIRECTOR POLICE COMMISSION	229,620.76	0.00	16,777.89	5,628.35	235,249.11	235,000
POLICE ADMINISTRATOR III	219,072.93	0.00	17,901.33	2,437.92	221,510.85	220,000
POLICE DEPUTY CHIEF I	177,593.63	2.50	12,235.07	37,490.71	215,086.84	215,000
<b>Total</b>	<b>83,236.91</b>	<b>9,058.05</b>	<b>11,372.46</b>	<b>2,306.02</b>	<b>94,600.98</b>	<b>90,000</b>

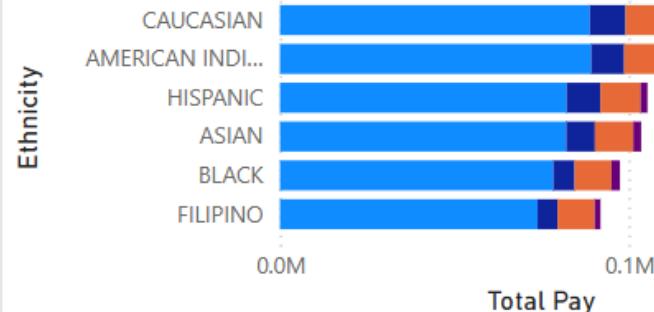
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



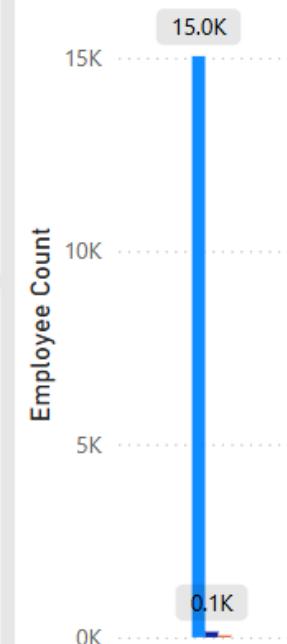
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



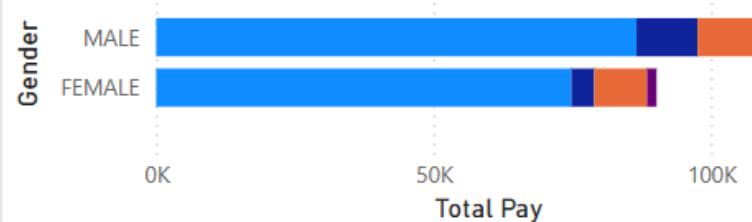
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

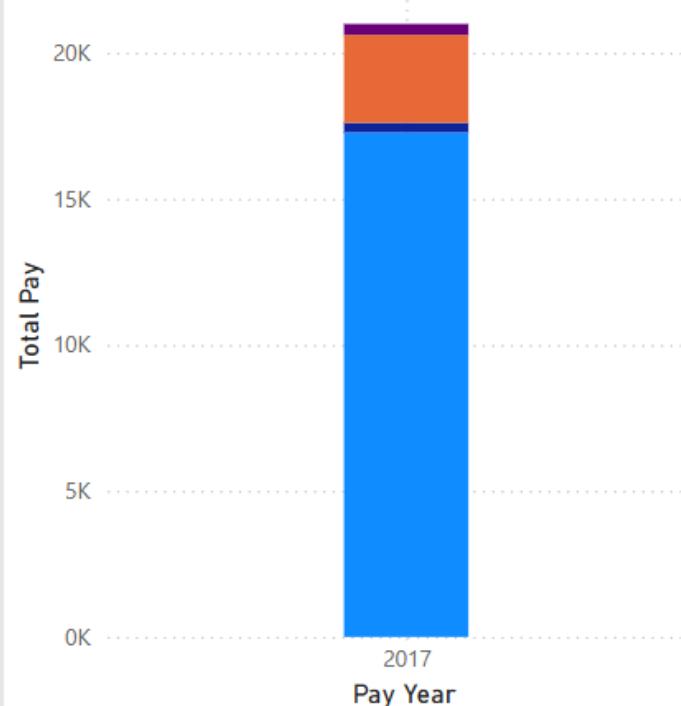
- Average pay – **\$17.97k**
- Average total employees – **9.27k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$248.42k, 1 employee**)
- Top ethnicity – Hispanic (**\$17.40k, 4.70k employees**)
- Ethnicity with highest pay
  - Filipino (**\$36.62k, 87 employees**)
  - Asian (**\$25.69k, 397 employee**)
  - Caucasian (**\$22.53k, 1.64k employees**)
- Top gender – Male (**\$21.04k, 5.16k employees**)
  - Female (**\$14.10k, 4.11k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>17,279.26</b>	<b>321.50</b>	<b>3,018.97</b>	<b>368.76</b>	<b>17,969.52</b>	<b>15,000</b>
GENERAL MANAGER RECREATION AND PARKS	243,059.20	0.00	625.22	5,362.68	248,421.88	245,000
PERSONNEL DIRECTOR III	185,551.60	0.00	15,857.66	5,221.57	190,773.17	190,000
CHIEF FINANCIAL OFFICER	178,570.84	0.00	7,134.68	0.00	178,570.84	175,000
OBSERVATORY DIRECTOR II	172,590.40	0.00	10,621.02	3,946.08	176,536.48	175,000
EXECUTIVE DIRECTOR EXPOSITION PARK COMPLEX	172,590.40	0.00	10,621.02	0.00	172,590.40	170,000
<b>Total</b>	<b>17,279.26</b>	<b>321.50</b>	<b>3,018.97</b>	<b>368.76</b>	<b>17,969.52</b>	<b>15,000</b>

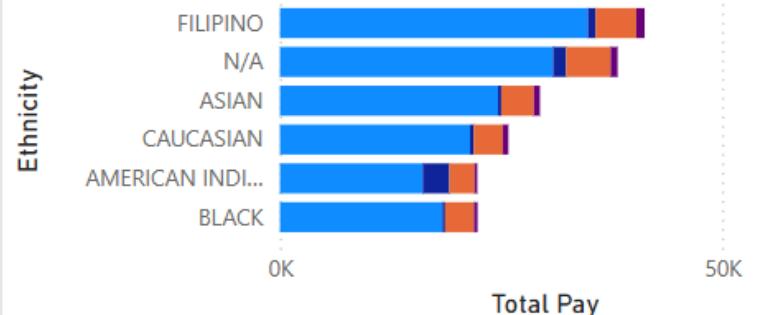
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



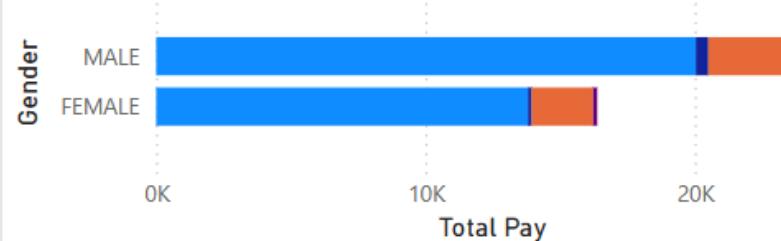
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



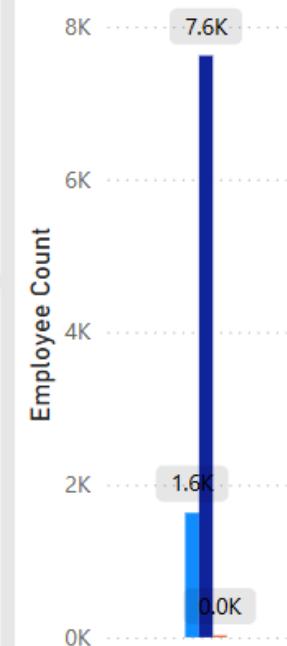
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. General Manager and Chief Engineer Water and Power – **\$368.76k**
2. General Manager Airports – **\$366.94k**
3. Chief Legislative Analyst – **\$358.48k**

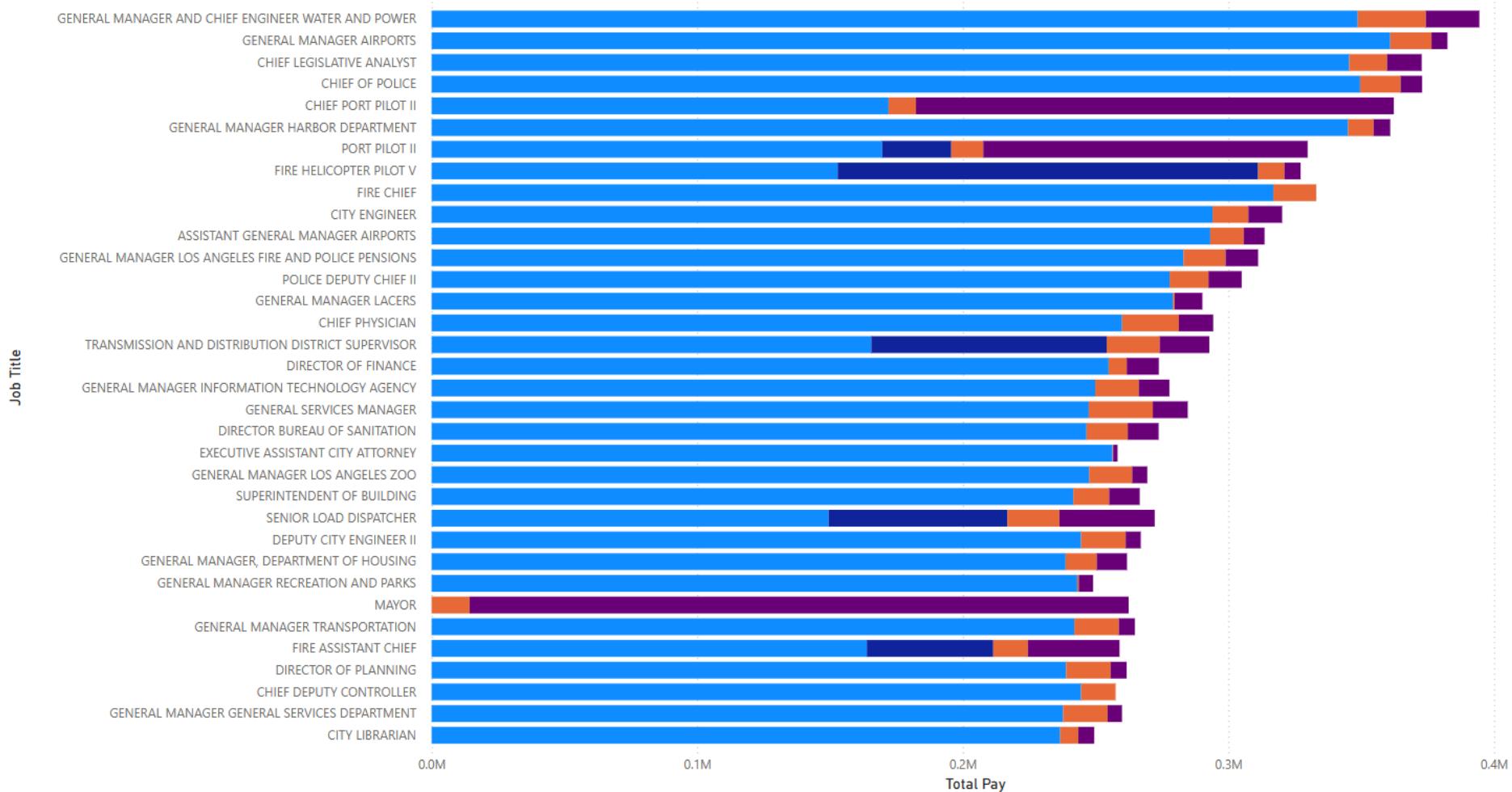
Highest employee count

1. Police Officer II – **4.11k employees** (5.67%)
2. Police Officer III – **2.51k employees** (3.47%)
3. Recreation Assistant – **2.39k employees** (3.30%)

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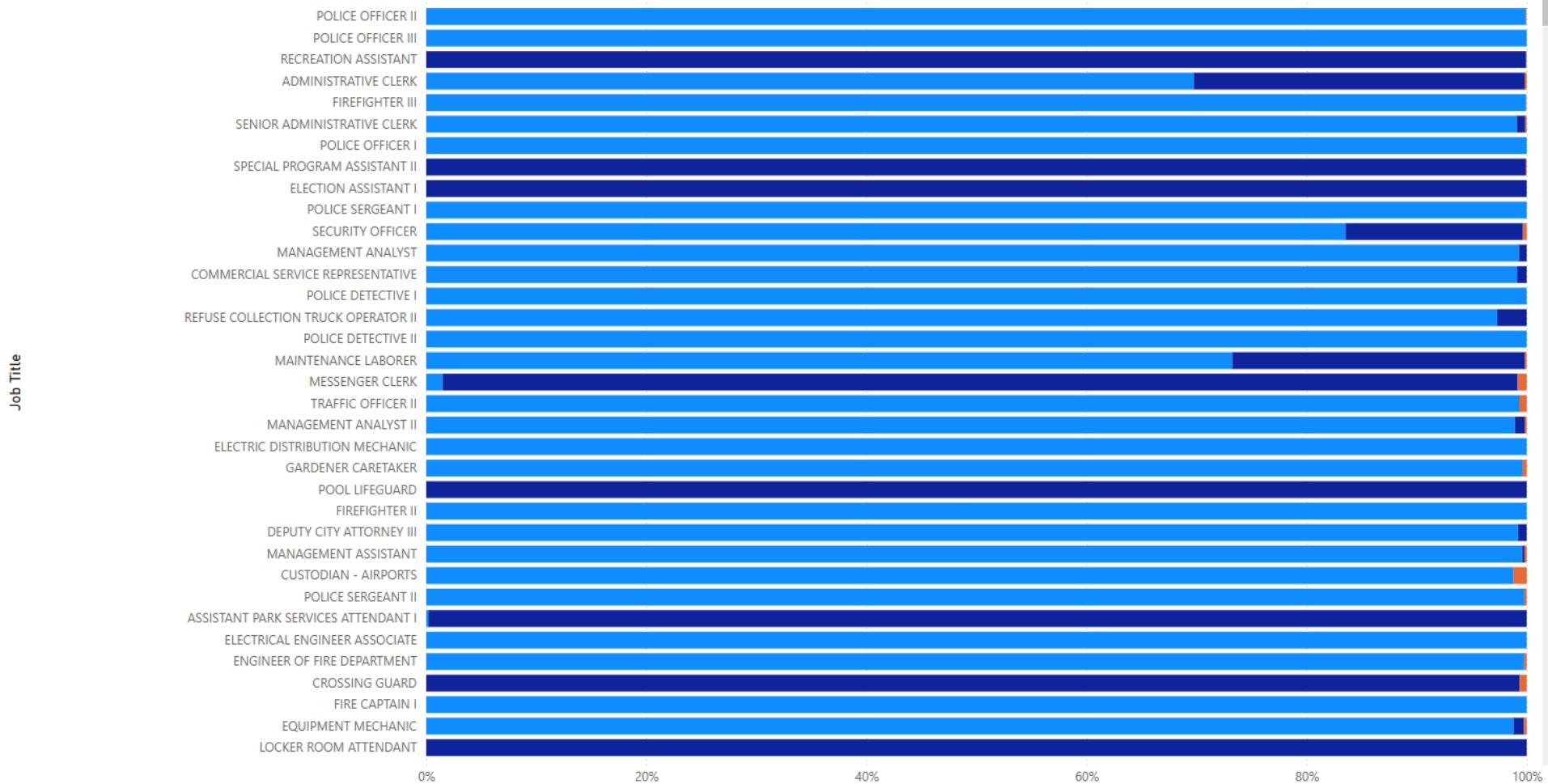
## AVERAGE PAY BY JOB

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event

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## Top Job Details

Job Title: **General Manager and Chief Engineer - Water and Power**

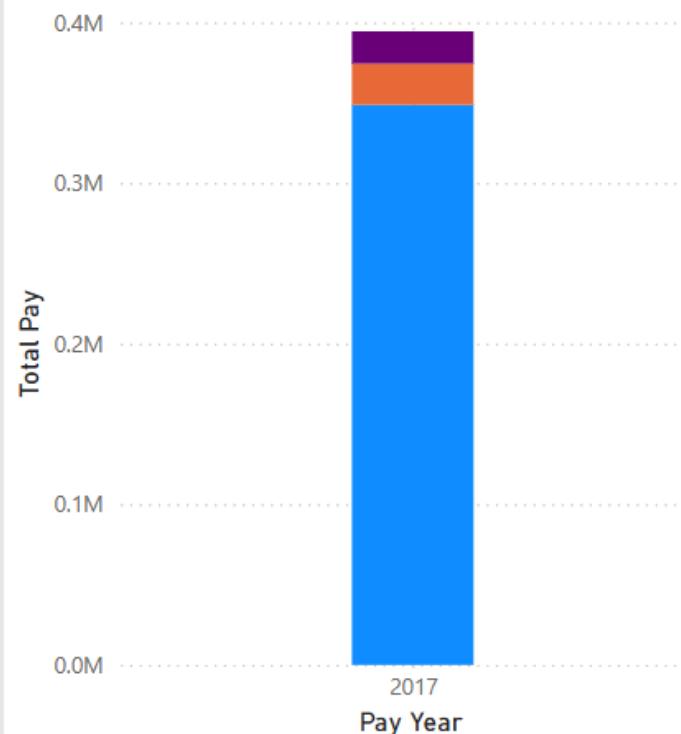
- Average pay – **\$368.76k**
- Average total employees – **1 employee**
- Department with highest pay – Water and Power (**\$368.76k, 1 employee**)
- Top ethnicity – Caucasian (**\$368.76k, 1 employee**)
- Top gender – Male (**\$368.76k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	348,670.40	0.00	25,704.27	20,089.35	368,759.75	365,000
WATER AND POWER	348,670.40	0.00	25,704.27	20,089.35	368,759.75	365,000
<b>Total</b>	<b>348,670.40</b>	<b>0.00</b>	<b>25,704.27</b>	<b>20,089.35</b>	<b>368,759.75</b>	<b>365,000</b>

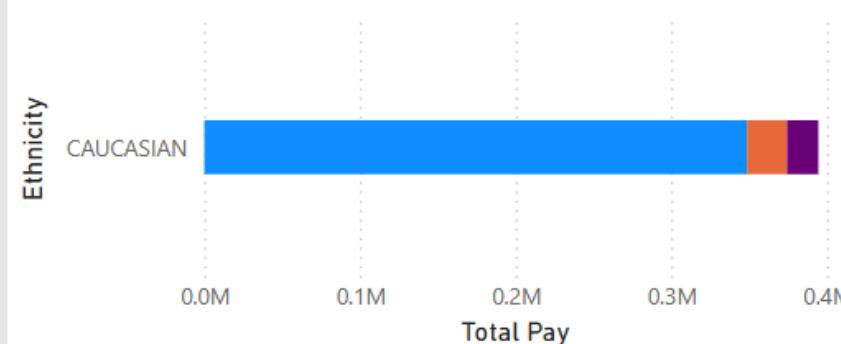
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



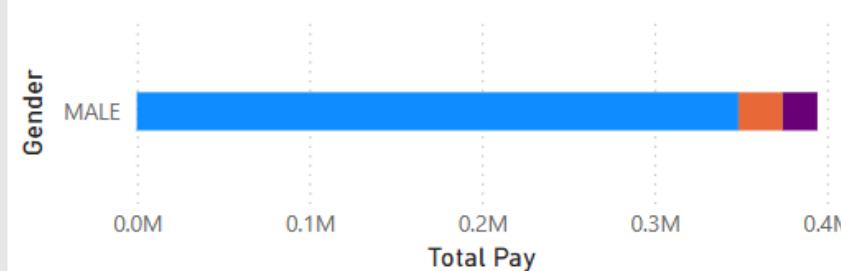
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



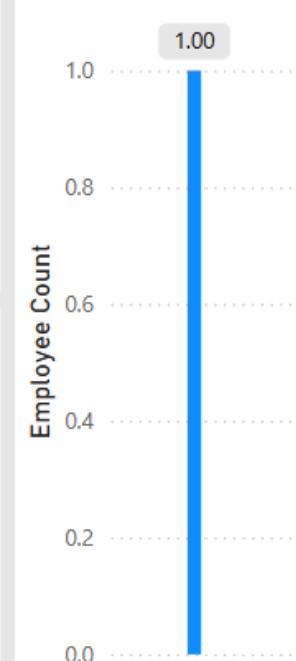
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **General Manager Airports**

- Average pay – **\$366.94k**
- Average total employees – **1 employee**
- Department with highest pay – Airports (**\$366.94k, 1 employee**)
- Top ethnicity – Black (**\$366.94k, 1 employee**)
- Top gender – Female (**\$366.94k, 1 employee**)

## Average Pay by Job

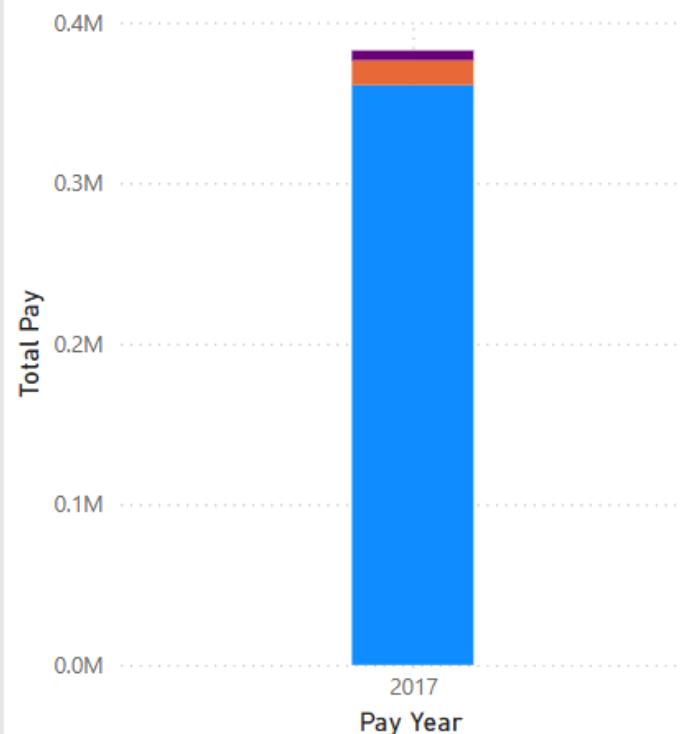
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> GENERAL MANAGER AIRPORTS	<b>360,942.40</b>	0.00	15,537.73	6,000.00	<b>366,942.40</b>	<b>365,000</b>
AIRPORTS	360,942.40	0.00	15,537.73	6,000.00	366,942.40	365,000
<b>Total</b>	<b>360,942.40</b>	<b>0.00</b>	<b>15,537.73</b>	<b>6,000.00</b>	<b>366,942.40</b>	<b>365,000</b>

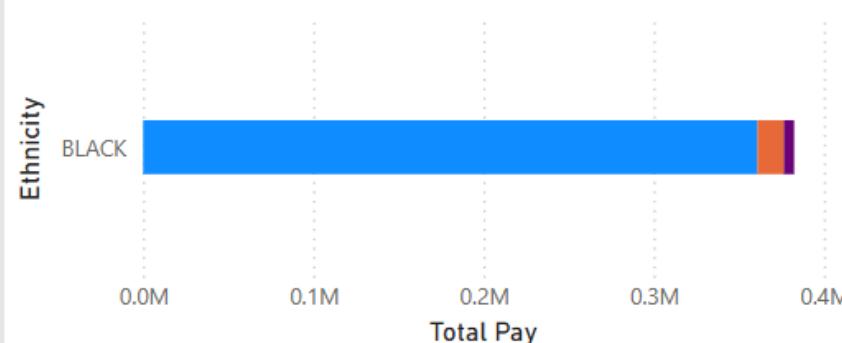
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



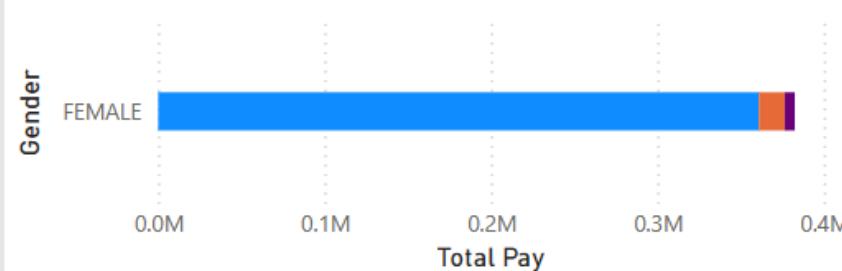
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



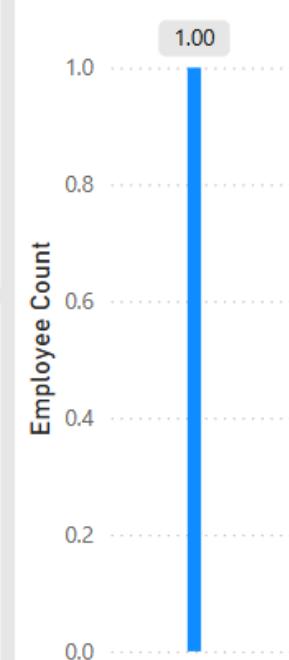
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **Chief Legislative Analyst**

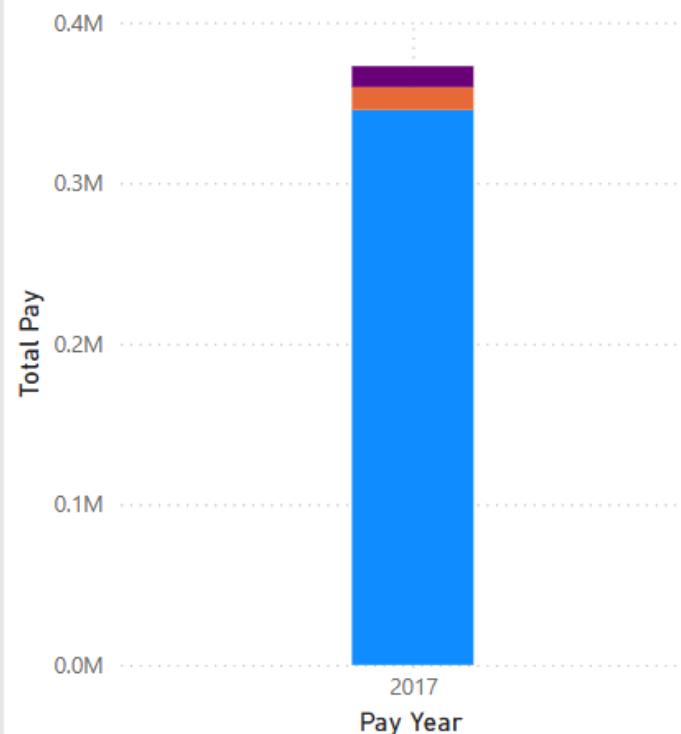
- Average pay – **\$358.48k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$358.48k, 1 employee**)
- Top ethnicity – Asian (**\$358.48k, 1 employee**)
- Top gender – Female (**\$358.48k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CHIEF LEGISLATIVE ANALYST	345,498.40	0.00	14,292.28	12,983.04	358,481.44	355,000
COUNCIL	345,498.40	0.00	14,292.28	12,983.04	358,481.44	355,000
<b>Total</b>	<b>345,498.40</b>	<b>0.00</b>	<b>14,292.28</b>	<b>12,983.04</b>	<b>358,481.44</b>	<b>355,000</b>

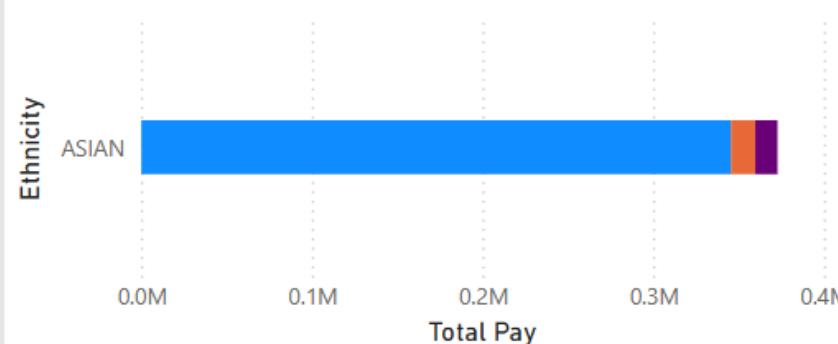
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



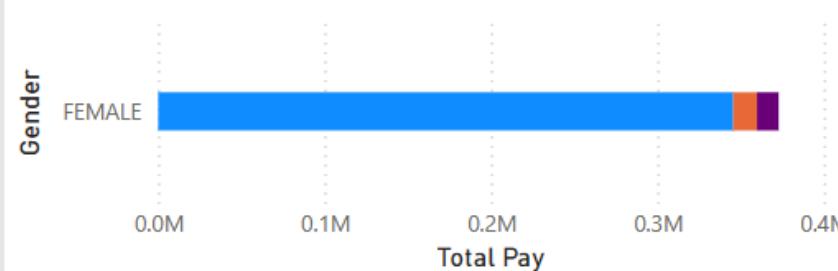
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



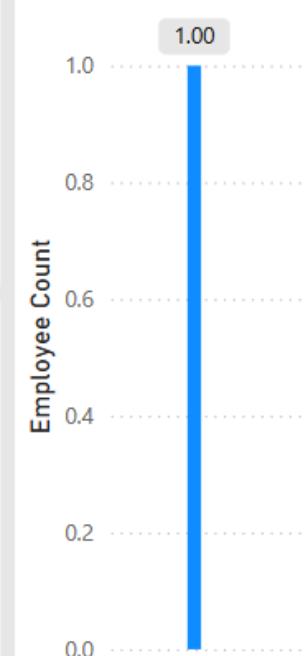
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$99.18k**
- Average total employees – **4.11k employees**
- Department with highest pay – Police (**\$99.18k, 4.11k employees**)
- Top ethnicity – Hispanic
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$106.15k, 20 employees**)
  - Filipino (**\$103.05k, 110 employees**)
  - Hispanic (**\$99.92k, 2.10k employees**)
- Top gender – Male (**\$100.68k, 3.46k employees**)
  - Female (**\$91.22k, 653 employee**)

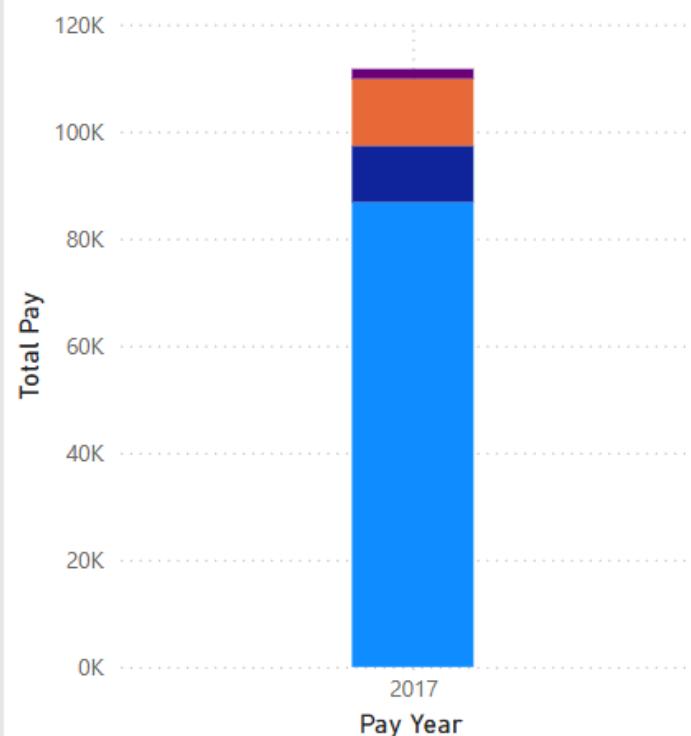
## Average Pay by Job

Job Title

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> <b>POLICE OFFICER II</b>	<b>86,812.62</b>	<b>10,523.30</b>	<b>12,512.49</b>	<b>1,840.85</b>	<b>99,176.77</b>	<b>95,000</b>
POLICE	86,812.62	10,523.30	12,512.49	1,840.85	99,176.77	95,000
<b>Total</b>	<b>86,812.62</b>	<b>10,523.30</b>	<b>12,512.49</b>	<b>1,840.85</b>	<b>99,176.77</b>	<b>95,000</b>

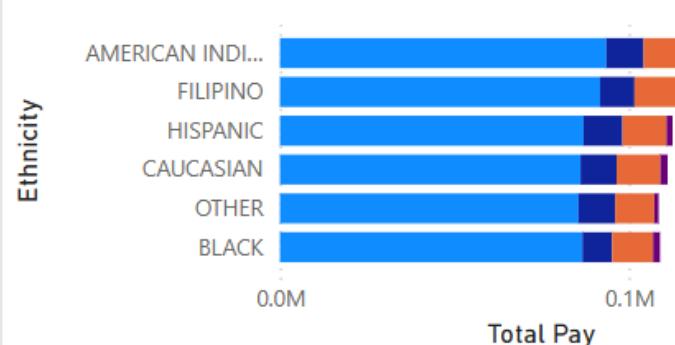
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



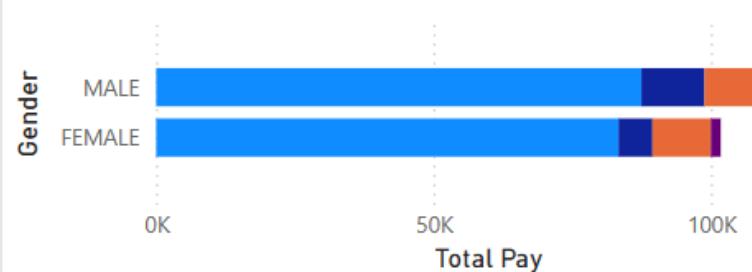
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



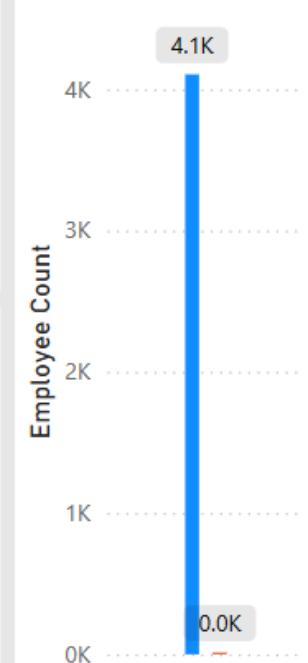
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



---

Job Title: **Police Officer III**

- Average pay – **\$115.82k**
- Average total employees – **2.51k employees**
- Department with highest pay – Police (**\$115.82k, 2.51k employees**)
- Top ethnicity – Hispanic
- Ethnicity with highest pay
  - Asian (**\$121.35k, 197 employees**)
  - Hispanic (**\$117.97k, 1.21k employees**)
  - Filipino (**\$113.37k, 64 employee**)
- Top gender – Male (**\$118.39k, 2.03k employees**)
  - Female (**\$105.08k, 485 employee**)

## Average Pay by Job

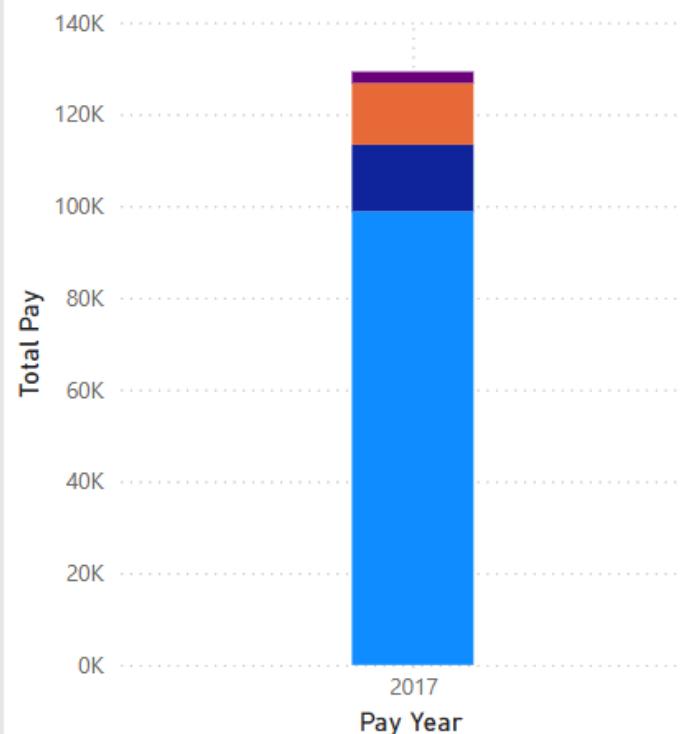
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III POLICE <b>Total</b>	<b>98,846.90</b>	<b>14,501.84</b>	<b>13,444.08</b>	<b>2,468.57</b>	<b>115,817.31</b>	<b>115,000</b>
	98,846.90	14,501.84	13,444.08	2,468.57	115,817.31	115,000
	<b>98,846.90</b>	<b>14,501.84</b>	<b>13,444.08</b>	<b>2,468.57</b>	<b>115,817.31</b>	<b>115,000</b>

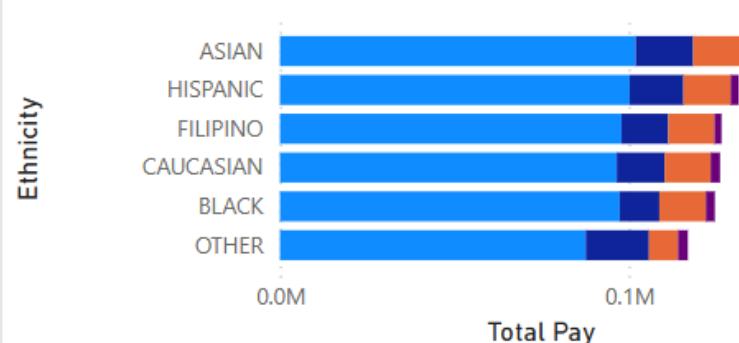
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



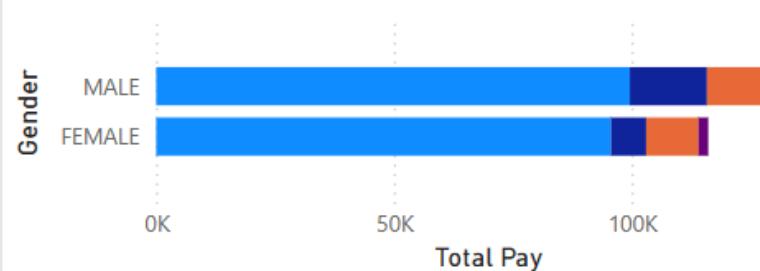
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



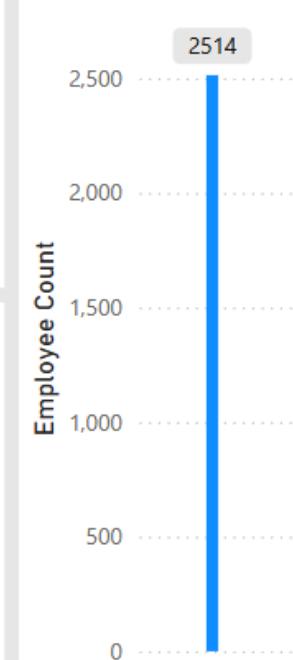
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

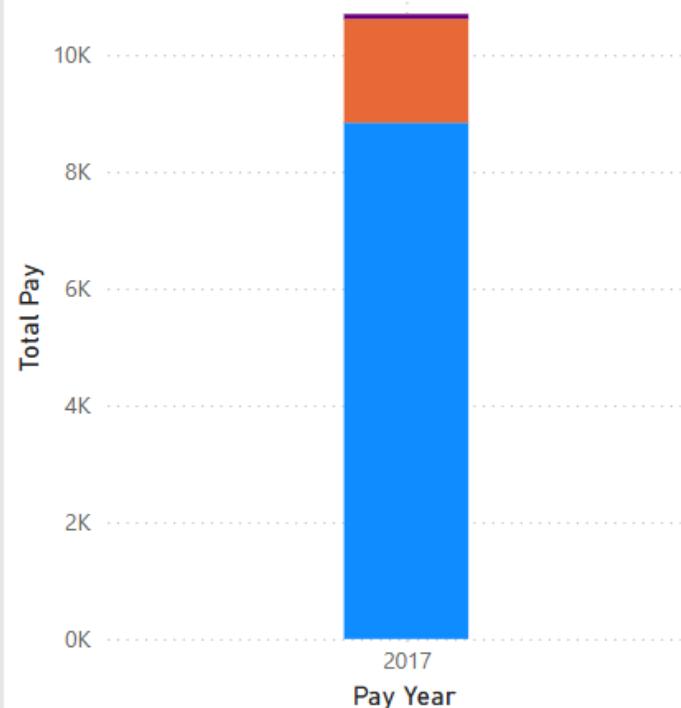
- Average pay – **\$8.92k**
- Average total employees – **2.39k employees**
- Department with highest pay – Culture Affairs (**\$10.69k, 4 employees**)
- Top ethnicity – Hispanic
  - Hispanic (**\$9.53k, 1.22k employees**)
  - Asian (**\$9.34k, 62 employees**)
  - Black (**\$8.77k, 515 employee**)
- Top gender – Male (**\$9.26k, 1.09k employees**)
  - Female (**\$8.64k, 1.31k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>8,838.23</b>	<b>1.17</b>	<b>1,775.27</b>	<b>83.33</b>	<b>8,922.74</b>	<b>5,000</b>
CULTURAL AFFAIRS	10,587.73	0.00	0.00	100.00	10,687.73	10,000
RECREATION AND PARKS	8,861.42	1.20	1,816.07	85.10	8,947.72	5,000
ZOO	7,684.27	0.00	110.75	4.23	7,688.50	5,000
<b>Total</b>	<b>8,838.23</b>	<b>1.17</b>	<b>1,775.27</b>	<b>83.33</b>	<b>8,922.74</b>	<b>5,000</b>

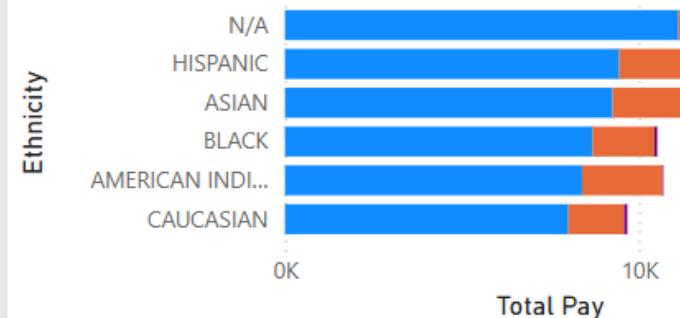
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



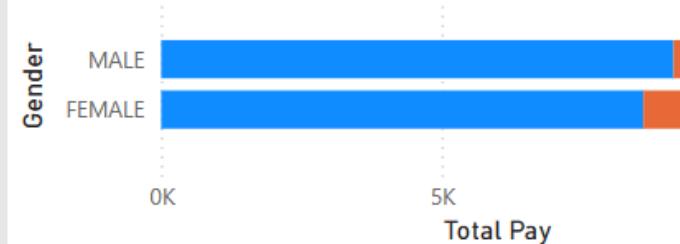
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



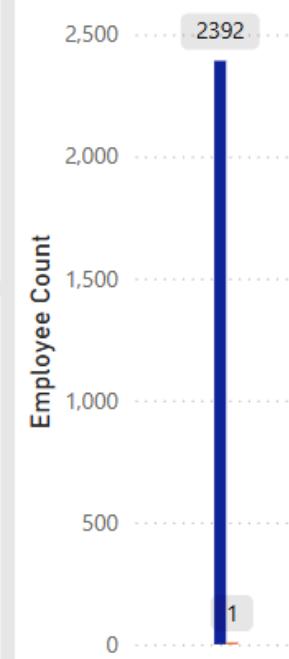
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$111.75k**
2. Caucasian – **\$90.13k**
3. American Indian/Alaskan Native – **\$85.76k**

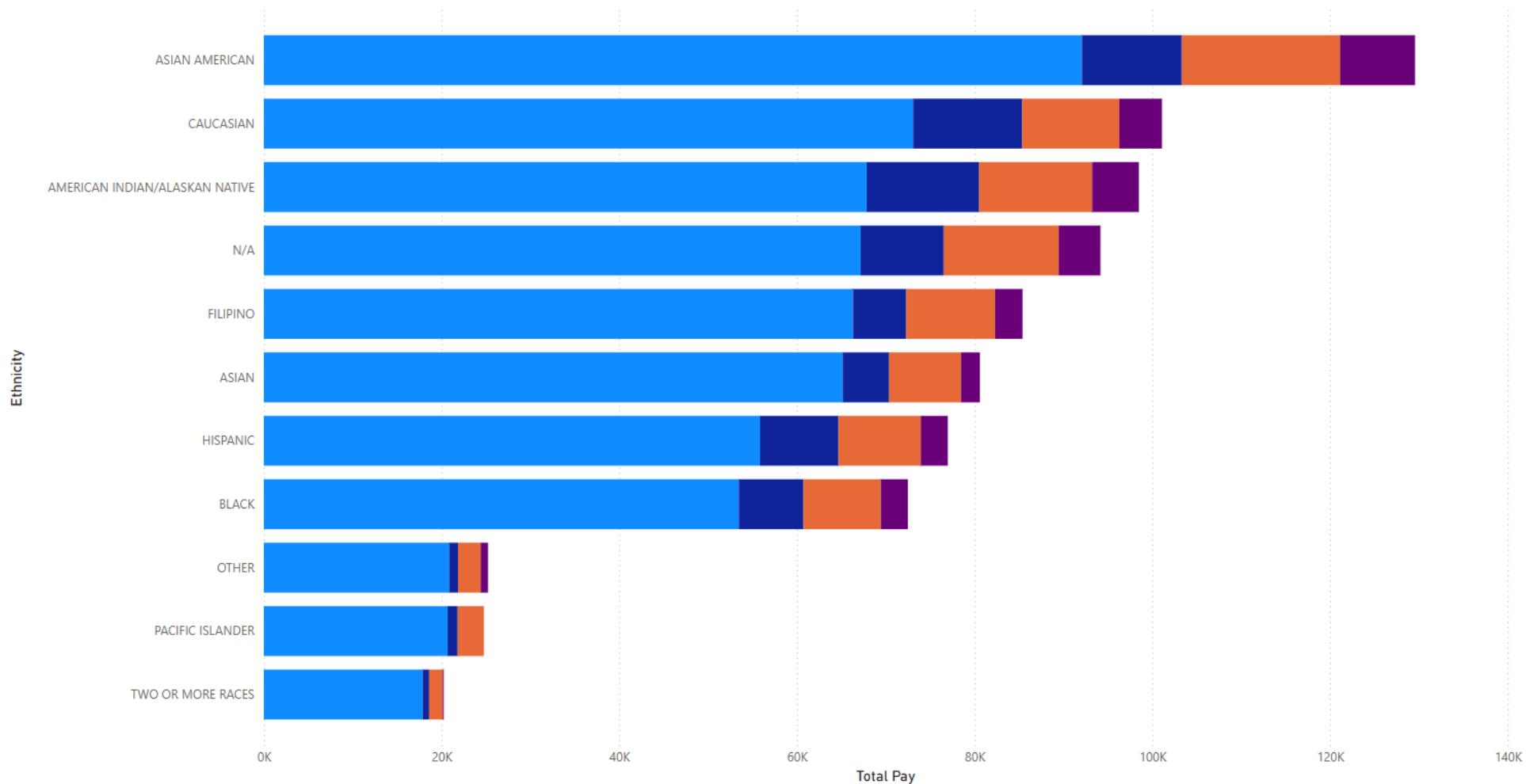
Highest employee count

1. Hispanic – **27.66k employees** (38.19%)
2. Caucasian – **19.44k employees** (26.84%)
3. Black – **12.16k employees** (16.79%)

[Back to report](#)

## AVERAGE PAY BY ETHNICITY

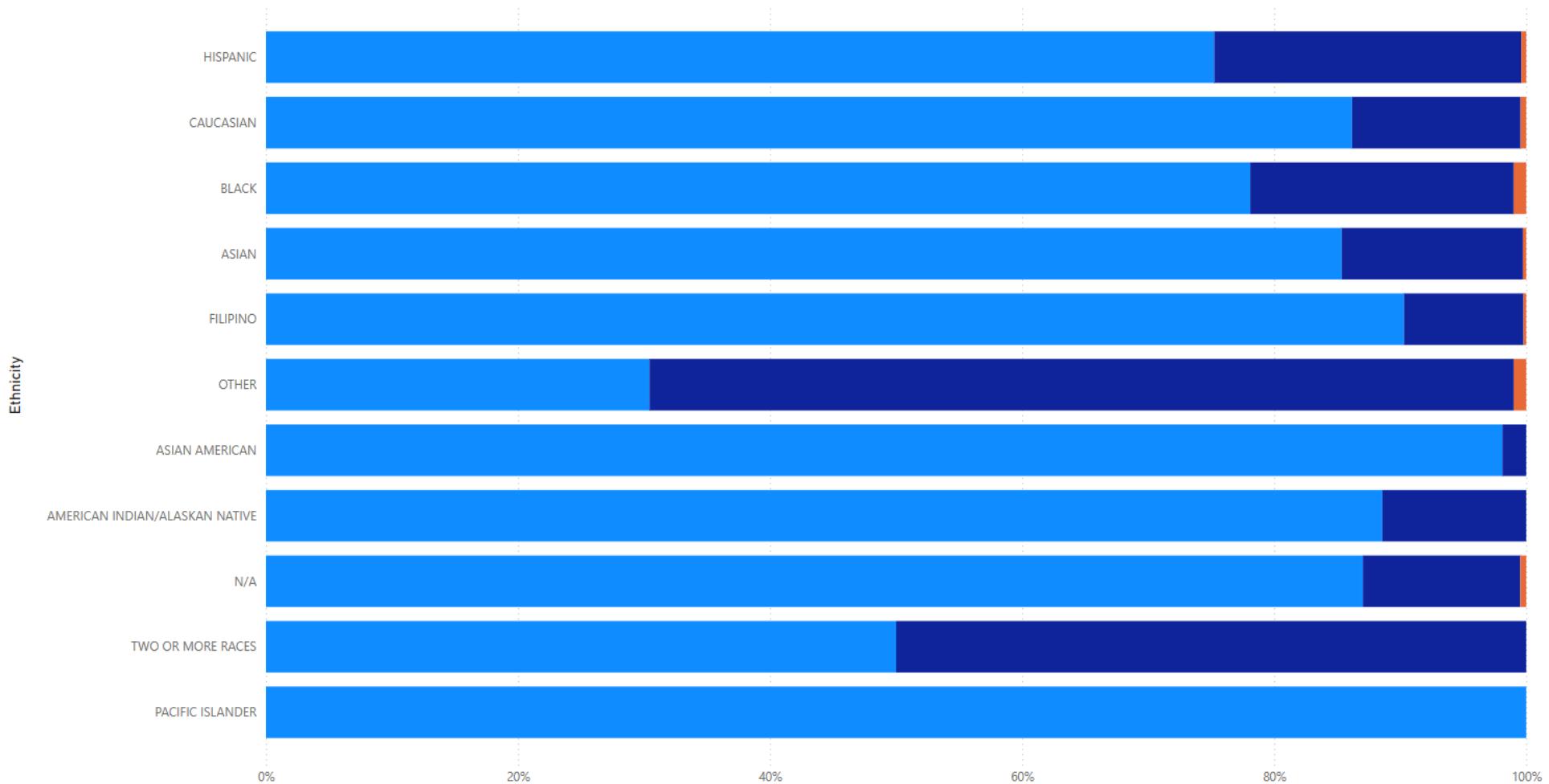
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

- Average pay – **\$111.75k**
- Average total employees – **1.28k employees**
- Job with most employees – Electrical Engineer Associate (**145 employees**)
- Department with most employees – Water and Power (**1.28k employees**)
- Top gender – Male (**\$114.57k, 910 employees**)
  - Female (**\$104.71k, 365 employees**)

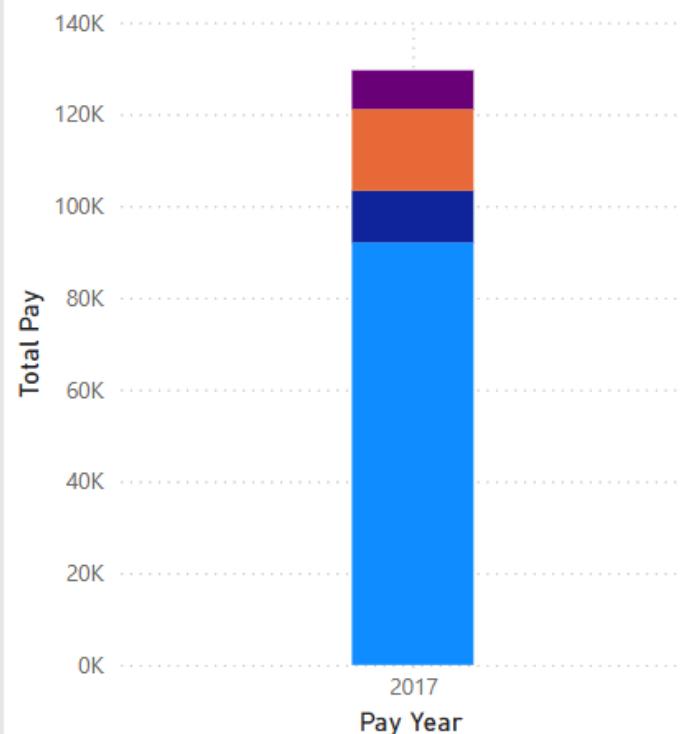
## Average Pay by Ethnicity

Ethnicity

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	92,066.93	11,252.67	17,808.33	8,430.10	111,749.70	110000
WATER AND POWER	92,066.93	11,252.67	17,808.33	8,430.10	111,749.70	110000
<b>Total</b>	<b>92,066.93</b>	<b>11,252.67</b>	<b>17,808.33</b>	<b>8,430.10</b>	<b>111,749.70</b>	<b>110000</b>

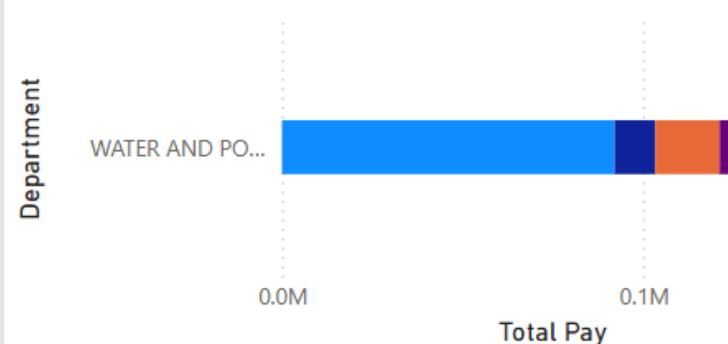
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



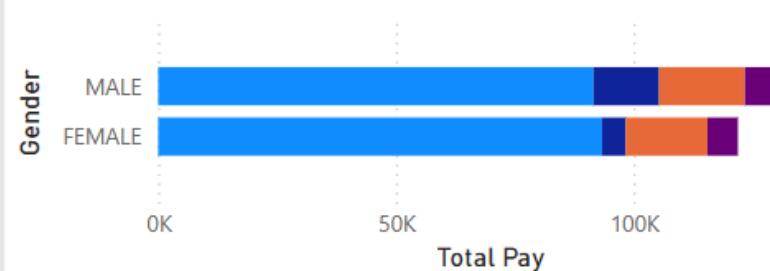
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



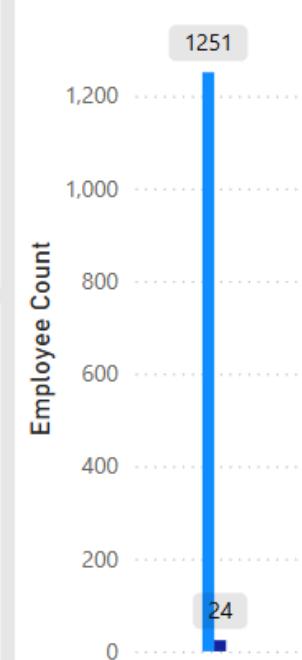
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

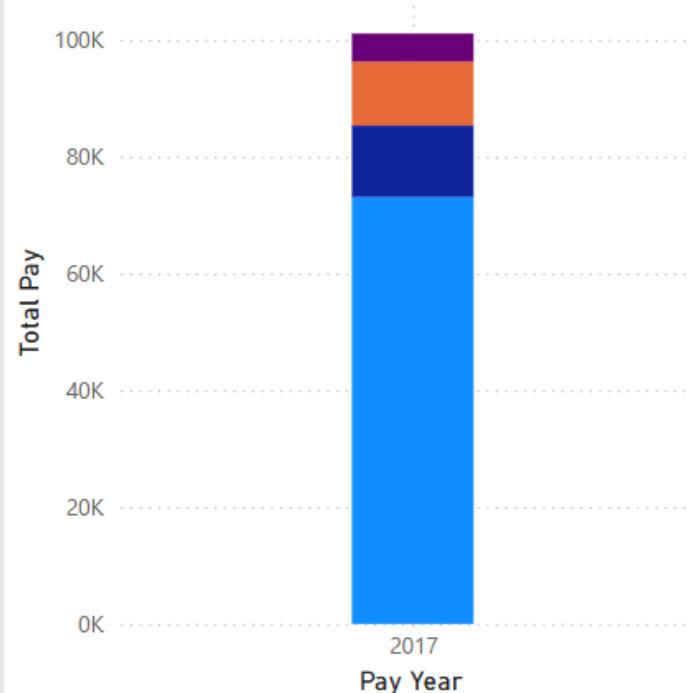
- Average pay – **\$90.13k**
- Average total employees – **19.44k employees**
- Job with most employees – Police Officer II (**1.19k employees**)
- Department with most employees – Police (**4.42k employees**)
- Department with highest pay
  - Fire (**\$134.90k, 2.19k employees**)
  - Water and Power (**\$119.10k, 3.75k employees**)
  - Police (**\$101.98k, 4.42k employees**)
- Top gender – Male (**\$98.91k, 14.76k employees**)
  - Female (**\$62.47k, 4.68k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>73,088.15</b>	<b>12,253.60</b>	<b>10,947.66</b>	<b>4,791.82</b>	<b>90,133.58</b>	<b>90000</b>
FIRE	86,312.88	42,741.92	11,927.16	5,841.73	134,896.53	130000
WATER AND POWER	86,996.51	19,969.73	18,747.76	12,130.29	119,096.53	115000
POLICE	88,845.32	10,242.51	11,748.61	2,889.02	101,976.84	100000
CITY ETHICS COMMISSION	96,117.87	0.00	9,668.60	1,118.22	97,236.09	95000
HARBOR	81,601.44	4,747.95	9,105.24	8,655.43	95,004.82	95000
<b>Total</b>	<b>73,088.15</b>	<b>12,253.60</b>	<b>10,947.66</b>	<b>4,791.82</b>	<b>90,133.58</b>	<b>90000</b>

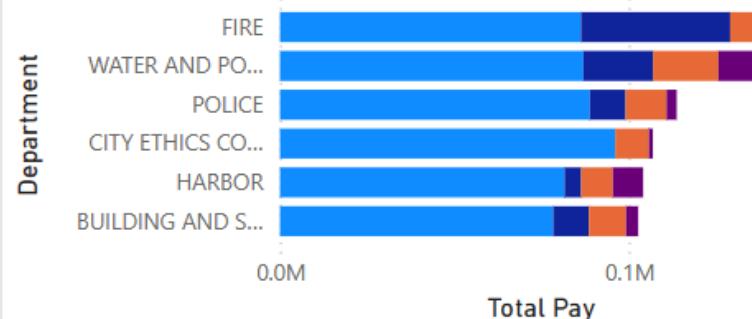
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



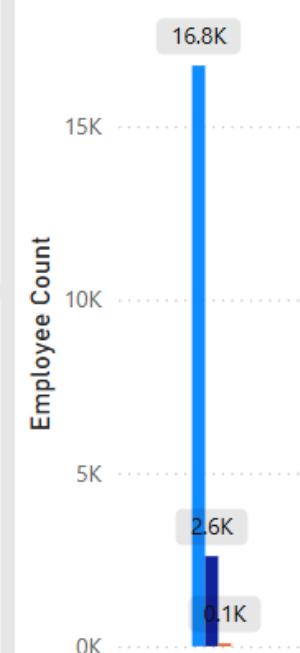
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



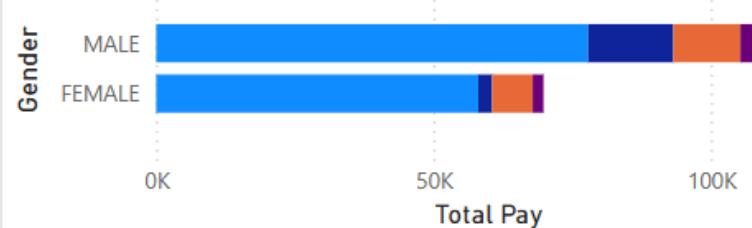
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **American Indian/Alaskan Native**

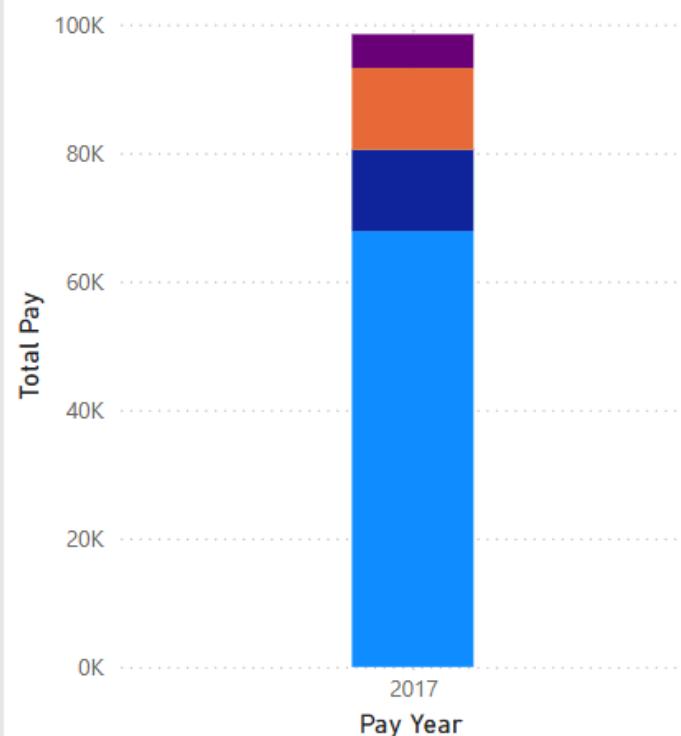
- Average pay – **\$85.76k**
- Average total employees – **219 employees**
- Job with most employees – Police Officer II (**20 employees**)
- Department with most employees – Water and Power (**67 employees**)
- Department with highest pay
  - Fire (**\$113.04k, 20 employees**)
  - Water and Power (**\$110.16k, 67 employees**)
  - Office of Finance (**\$108.11k, 2 employees**)
- Top gender – Male (**\$93.90k, 170 employees**)
  - Female (**\$57.51k, 49 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>AMERICAN INDIAN/ALASKAN NATIVE</b>	<b>67,854.32</b>	<b>12,643.70</b>	<b>12,725.70</b>	<b>5,257.01</b>	<b>85,755.03</b>	<b>85000</b>
FIRE	75,887.64	32,384.92	11,846.07	4,762.77	113,035.34	110000
WATER AND POWER	79,264.68	19,051.15	20,592.70	11,847.39	110,163.22	110000
OFFICE OF FINANCE	106,022.40	480.90	11,187.97	1,603.37	108,106.67	105000
POLICE	89,251.09	9,427.91	11,979.23	2,864.40	101,543.40	100000
CITY ATTORNEY	97,430.80	0.00	8,388.95	2,036.16	99,466.96	95000
<b>Total</b>	<b>67,854.32</b>	<b>12,643.70</b>	<b>12,725.70</b>	<b>5,257.01</b>	<b>85,755.03</b>	<b>85000</b>

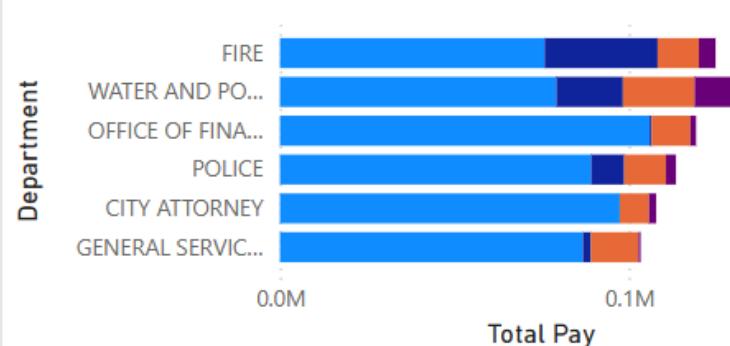
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



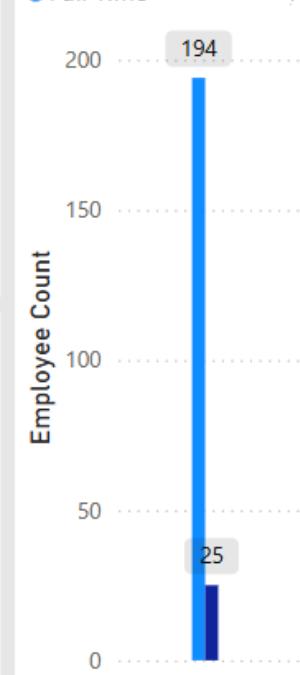
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



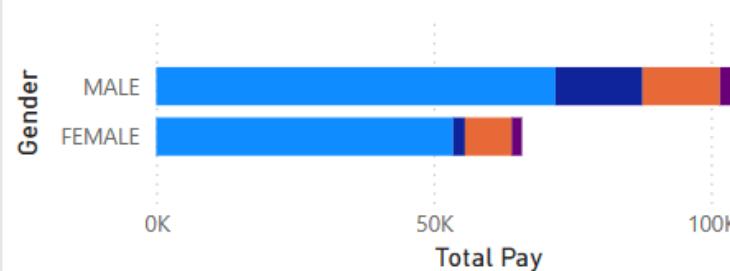
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **Hispanic**

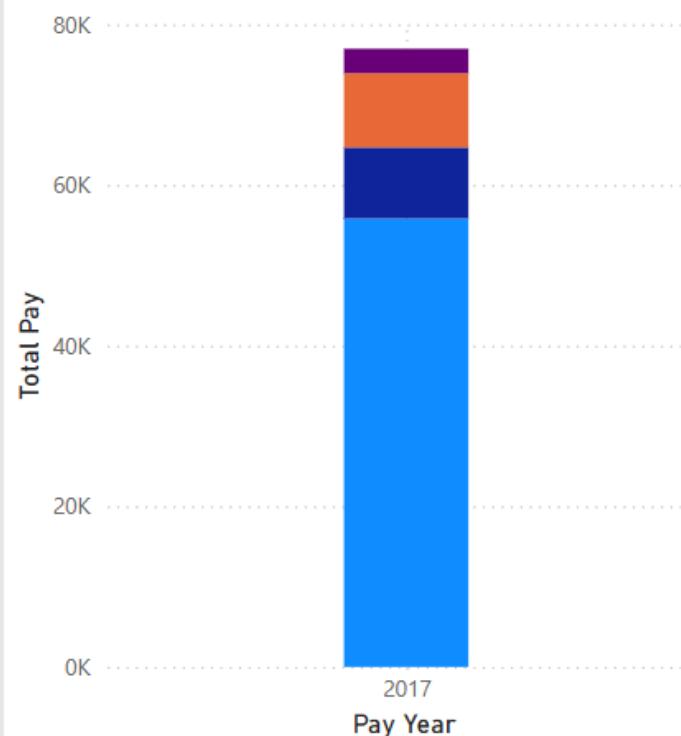
- Average pay – **\$67.72k**
- Average total employees – **27.66k employees**
- Job with most employees – Police Officer II (**2.10k employees**)
- Department with most employees – Police (**6.76k employees**)
- Department with highest pay
  - Fire (**\$133.64k, 1.48k employees**)
  - Water and Power (**\$102.35k, 4.09k employees**)
  - Police (**\$93.84k, 6.76k employees**)
- Top gender – Male (**\$77.70k, 18.91k employees**)
  - Female (**\$46.15k, 8.75k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>55,844.76</b>	<b>8,834.24</b>	<b>9,253.07</b>	<b>3,041.42</b>	<b>67,720.43</b>	<b>65000</b>
FIRE	84,696.58	44,120.85	11,966.28	4,820.69	133,638.11	130000
WATER AND POWER	74,285.43	16,759.01	15,993.01	11,306.82	102,351.26	100000
POLICE	82,209.50	9,658.74	11,521.31	1,971.21	93,839.45	90000
PUBLIC WORKS - ENGINEERING	70,106.82	588.99	8,555.94	1,742.82	72,438.63	70000
CITY ADMINISTRATIVE OFFICER	67,345.06	342.40	6,862.60	1,468.43	69,155.89	65000
<b>Total</b>	<b>55,844.76</b>	<b>8,834.24</b>	<b>9,253.07</b>	<b>3,041.42</b>	<b>67,720.43</b>	<b>65000</b>

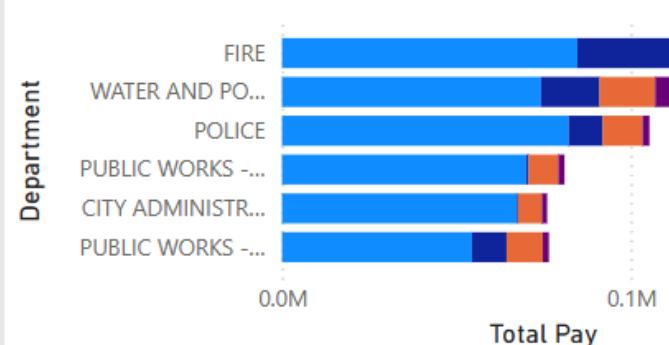
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



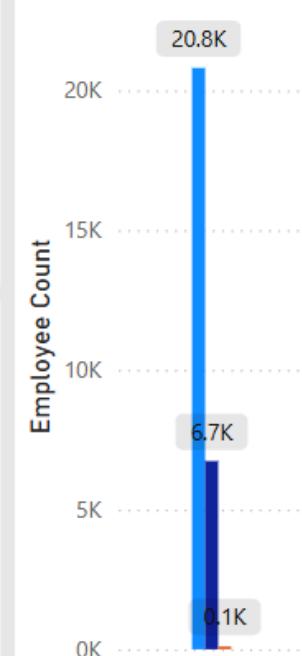
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



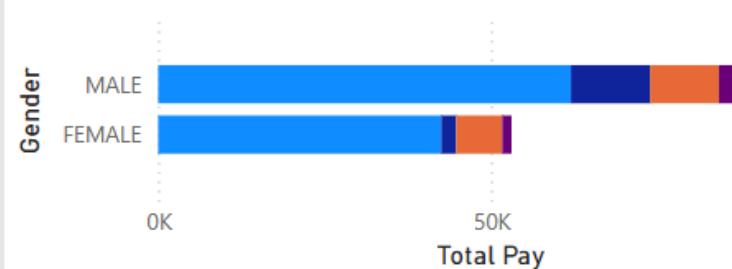
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Ethnicity: **Black**

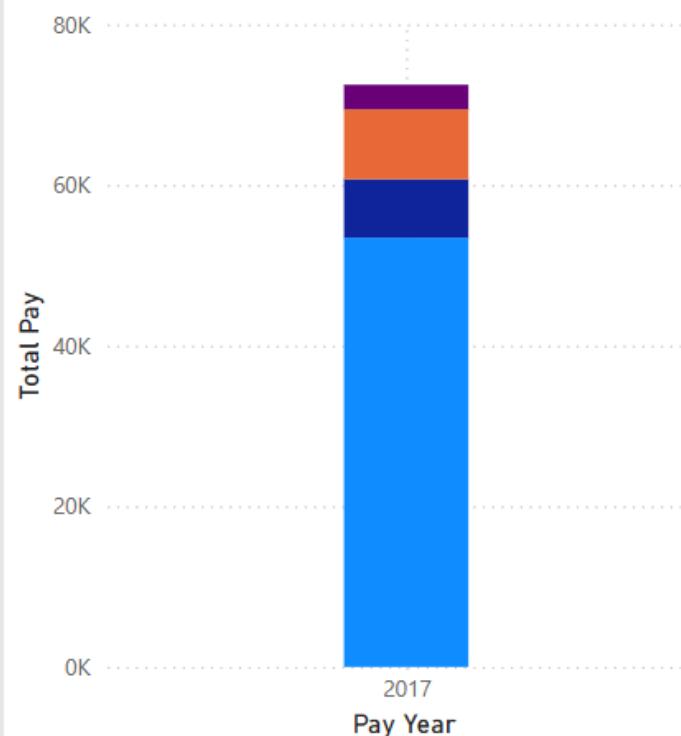
- Average pay – **\$63.77k**
- Average total employees – **12.16k employees**
- Job with most employees – Recreation Assistant (**515 employees**)
- Department with most employees – Police (**2.05k employees**)
- Department with highest pay
  - Fire (**\$134.09k, 527 employees**)
  - Disability (**\$95.35k, 4 employees**)
  - Water and Power (**\$92.18k, 1.76k employees**)
- Top gender – Male (**\$74.96k, 6.56k employees**)
  - Female (**\$50.68k, 5.60k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> BLACK	<b>53,449.66</b>	<b>7,271.21</b>	<b>8,718.09</b>	<b>3,053.55</b>	<b>63,774.42</b>	<b>60000</b>
FIRE	84,123.70	43,945.20	11,370.46	6,018.35	134,087.25	130000
DISABILITY	93,729.74	0.00	7,644.64	1,618.49	95,348.23	95000
WATER AND POWER	69,946.11	12,082.05	15,134.27	10,152.93	92,181.09	90000
PUBLIC WORKS - BOARD OF PUBLIC WORKS	87,214.38	56.86	10,560.03	491.71	87,762.94	85000
EMERGENCY MANAGEMENT	83,674.33	2,833.92	8,916.89	630.61	87,138.85	85000
<b>Total</b>	<b>53,449.66</b>	<b>7,271.21</b>	<b>8,718.09</b>	<b>3,053.55</b>	<b>63,774.42</b>	<b>60000</b>

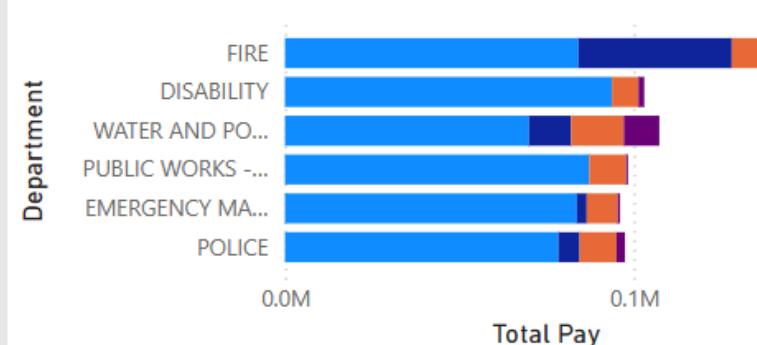
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



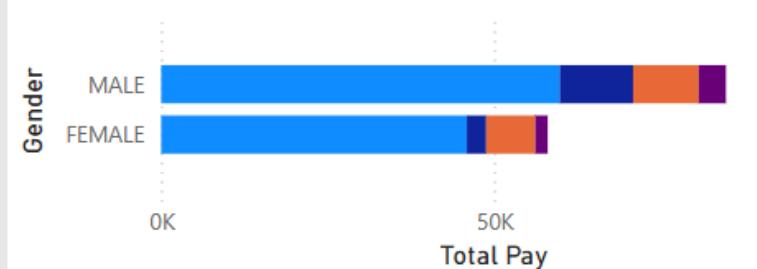
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



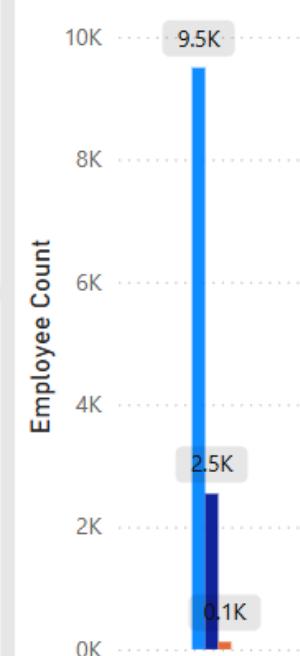
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Gender

Highest pay

1. Male – **\$83.94k**
2. Female – **\$52.54k**

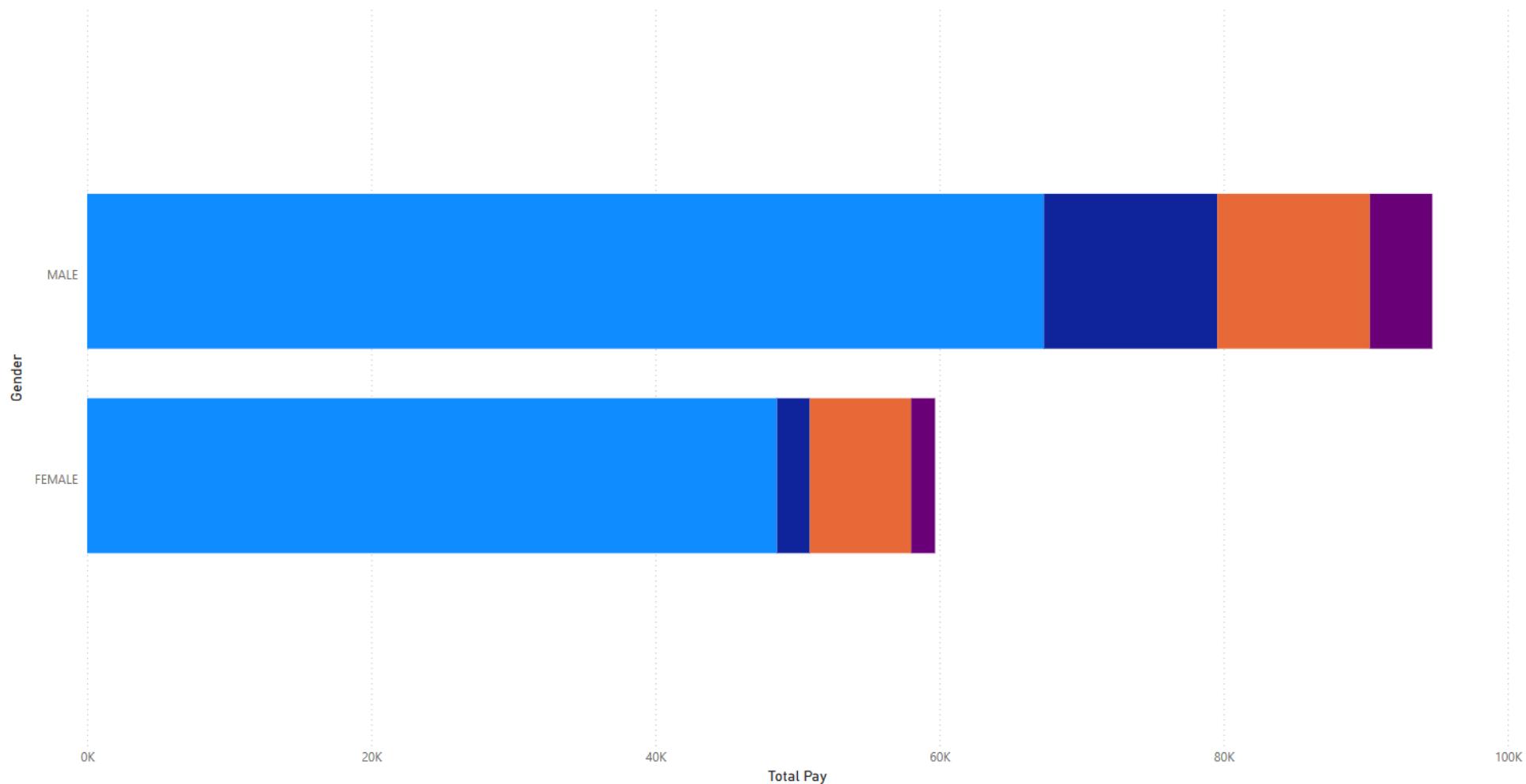
Highest employee count

1. Male – **48.18k employees** (66.54%)
2. Female – **24.23k employees** (33.46%)

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### AVERAGE PAY BY GENDER

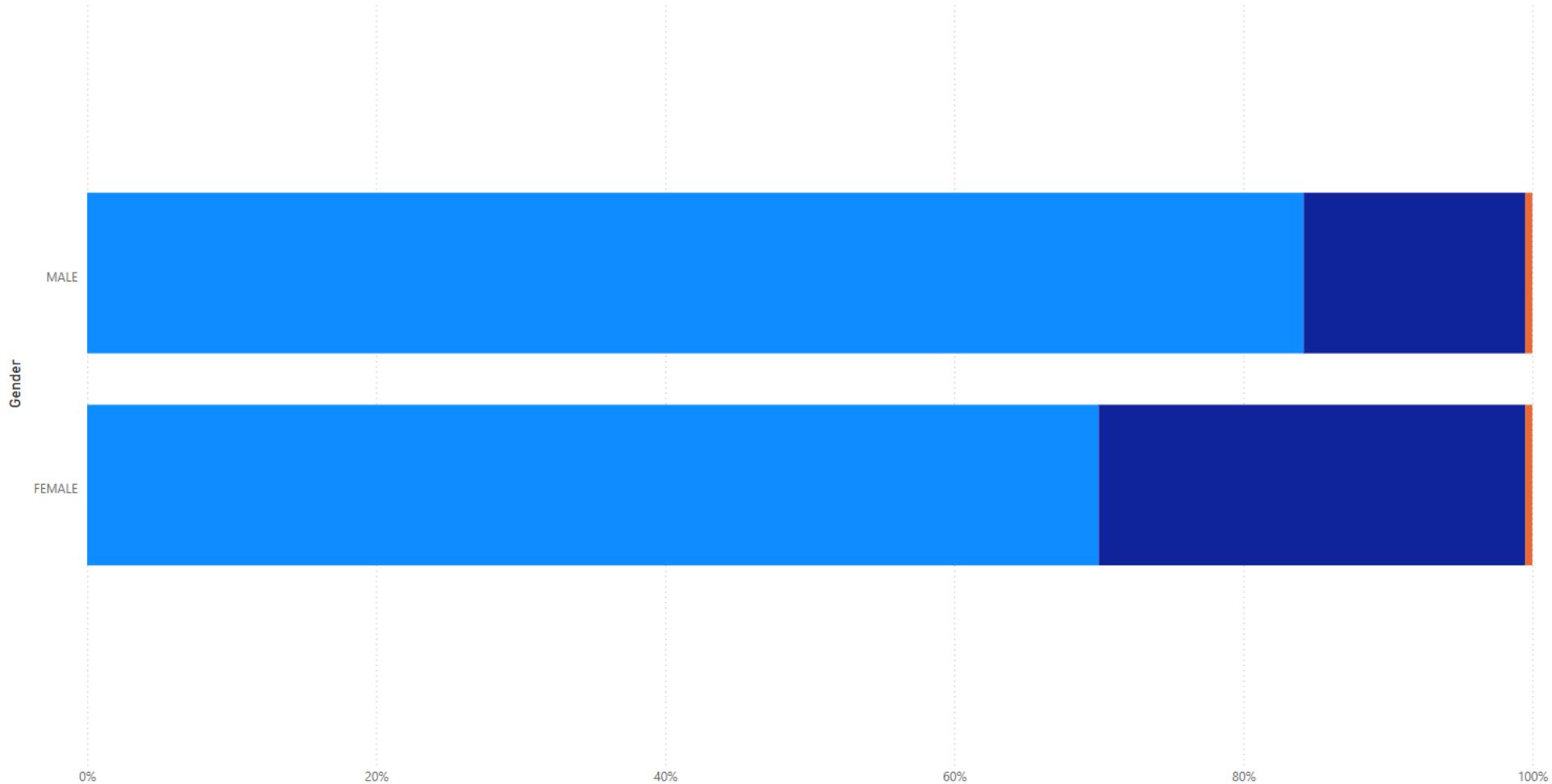
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

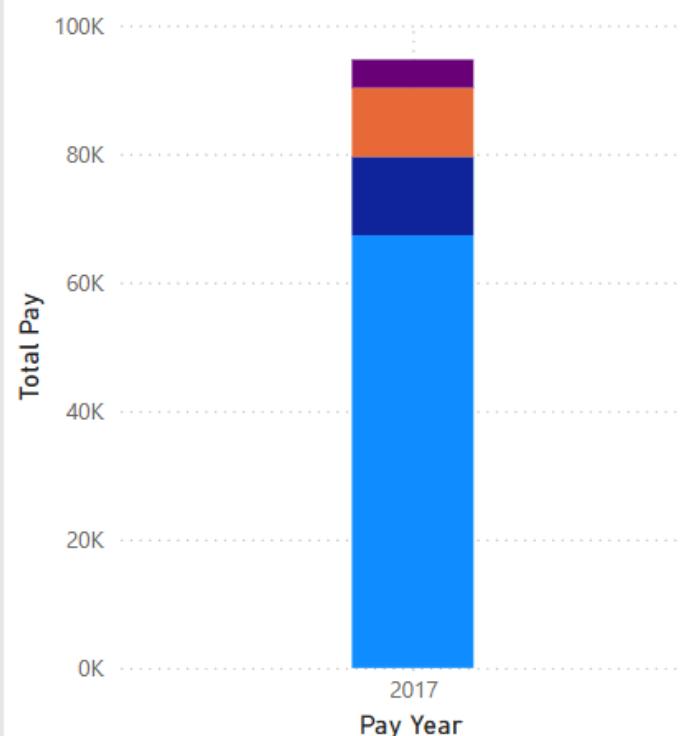
- Average pay – **\$83.94k**
- Average total employees – **48.18k employees**
- Job with most employees – Police Officer II (**3.46k employees**)
- Department with most employees – Police (**10.88k employees**)
- Department with highest pay
  - Fire (**\$137.65k, 4.29k employees**)
  - Water and Power (**\$113.40k, 9.13k employees**)
  - Police (**\$100.13k, 10.88k employees**)
- Top ethnicity – Hispanic (**\$77.70k, 18.91k employees**)
- Ethnicity with highest pay
  - Asian American (**\$114.57k, 910 employees**)
  - Caucasian (**\$98.91k, 14.76k employees**)
  - American Indian/Alaskan Native (**\$93.90k, 170 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>67,348.37</b>	<b>12,203.67</b>	<b>10,743.56</b>	<b>4,389.99</b>	<b>83,942.02</b>	<b>80000</b>
FIRE	86,680.04	45,394.97	12,054.74	5,579.88	137,654.89	135000
WATER AND POWER	82,192.91	19,156.31	17,302.44	12,046.36	113,395.59	110000
POLICE	86,565.87	11,015.32	12,104.45	2,546.87	100,128.06	100000
BUILDING AND SAFETY	74,155.23	10,371.73	10,180.35	3,084.91	87,611.87	85000
PUBLIC WORKS - ENGINEERING	82,571.39	727.80	9,745.10	3,140.84	86,440.03	85000
<b>Total</b>	<b>67,348.37</b>	<b>12,203.67</b>	<b>10,743.56</b>	<b>4,389.99</b>	<b>83,942.02</b>	<b>80000</b>

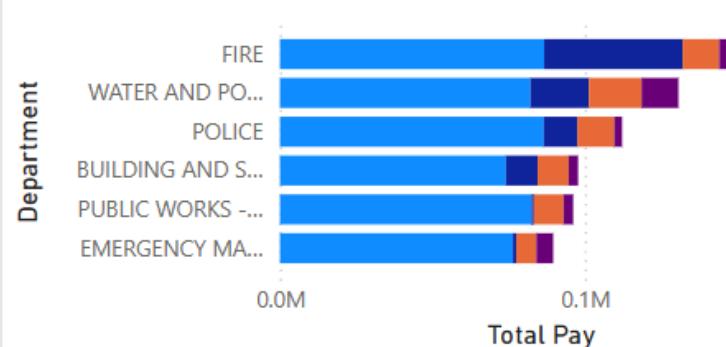
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



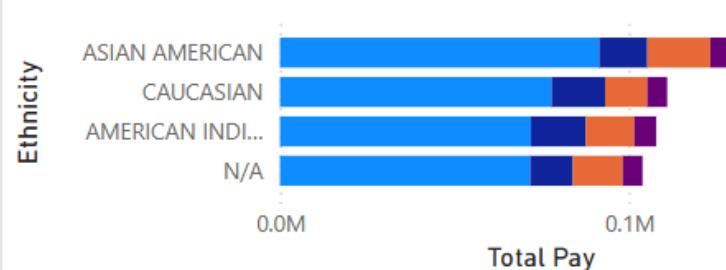
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



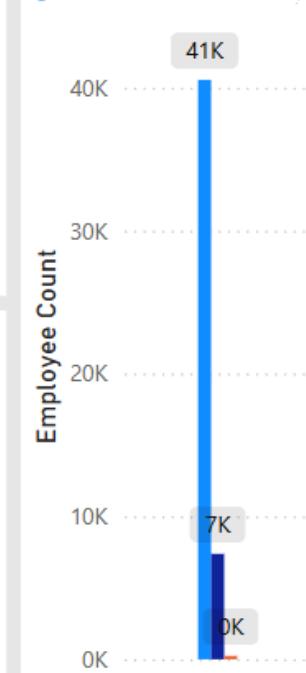
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

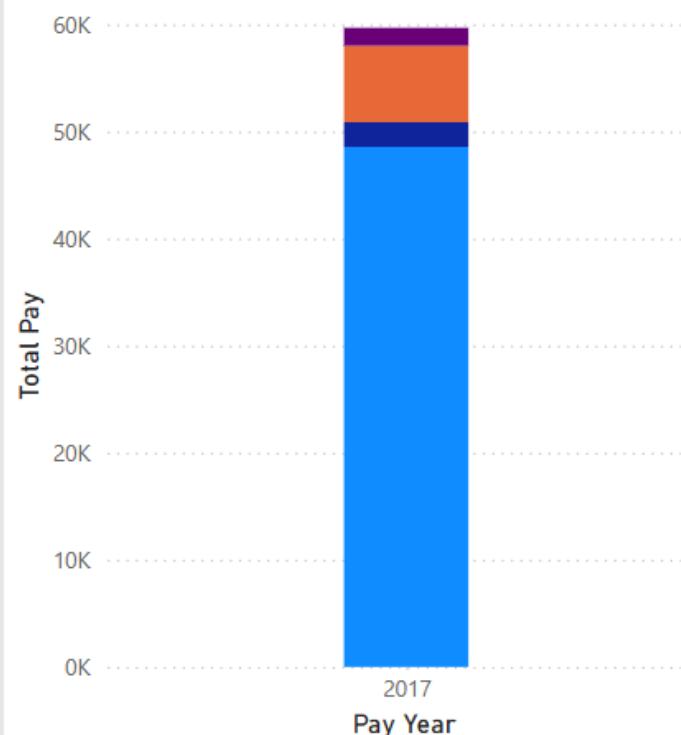
- Average pay – **\$52.54k**
- Average total employees – **24.23k employees**
- Job with most employees – Administrative Clerk (**1.56k employees**)
- Department with most employees – Police (**4.32k employees**)
- Department with highest pay
  - Water and Power (**\$86.25k, 2.56k employees**)
  - Police (**\$80.66k, 4.32k employees**)
  - Fire (**\$77.71k, 364 employees**)
- Top ethnicity – Hispanic (**\$46.15k, 8.75k employees**)
- Ethnicity with highest pay
  - Asian American (**\$104.71k, 365 employees**)
  - Filipino (**\$64.15k, 1.40k employees**)
  - Caucasian (**\$62.47k, 4.68k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>48,565.97</b>	<b>2,301.56</b>	<b>7,141.51</b>	<b>1,677.44</b>	<b>52,544.97</b>	<b>50000</b>
WATER AND POWER	73,779.25	5,776.72	16,220.84	6,693.53	86,249.51	85000
POLICE	74,840.83	4,121.58	9,526.26	1,698.57	80,660.97	80000
FIRE	64,984.64	9,460.36	8,480.00	3,265.93	77,710.93	75000
INFORMATION TECHNOLOGY AGENCY	68,512.89	628.33	7,519.32	2,869.53	72,010.76	70000
CITY ADMINISTRATIVE OFFICER	70,189.75	535.12	6,299.15	932.48	71,657.34	70000
<b>Total</b>	<b>48,565.97</b>	<b>2,301.56</b>	<b>7,141.51</b>	<b>1,677.44</b>	<b>52,544.97</b>	<b>50000</b>

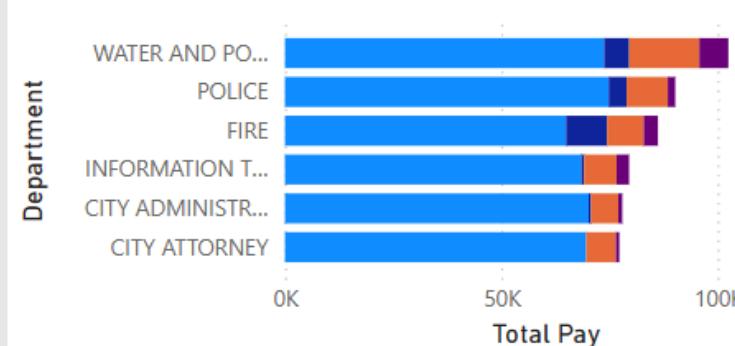
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



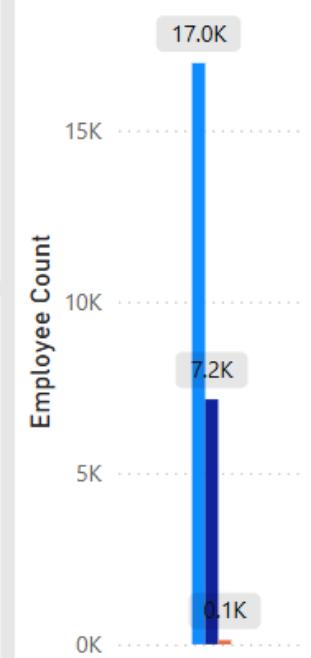
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



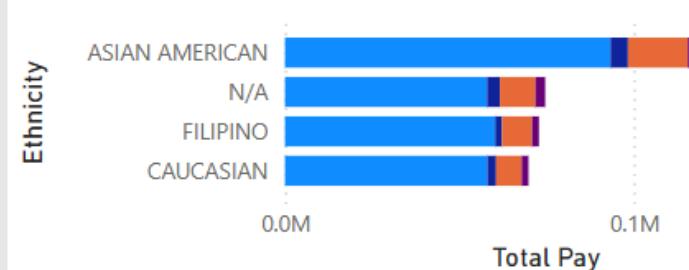
## Average Employment Type Distribution

● Full Time



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## 2018

Total payroll – **\$5.66 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2018	\$4.69 billion	\$707.04 million	\$739.90 million	\$270.85 million	\$5.66 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$59.58k	\$8.99k	\$9.41k	\$3.44k	\$72.02k

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## Department

Highest pay

1. Public Accountability – **\$164.78k**
2. Fire – **\$137.93k**
3. Water and Power – **\$117.60k**

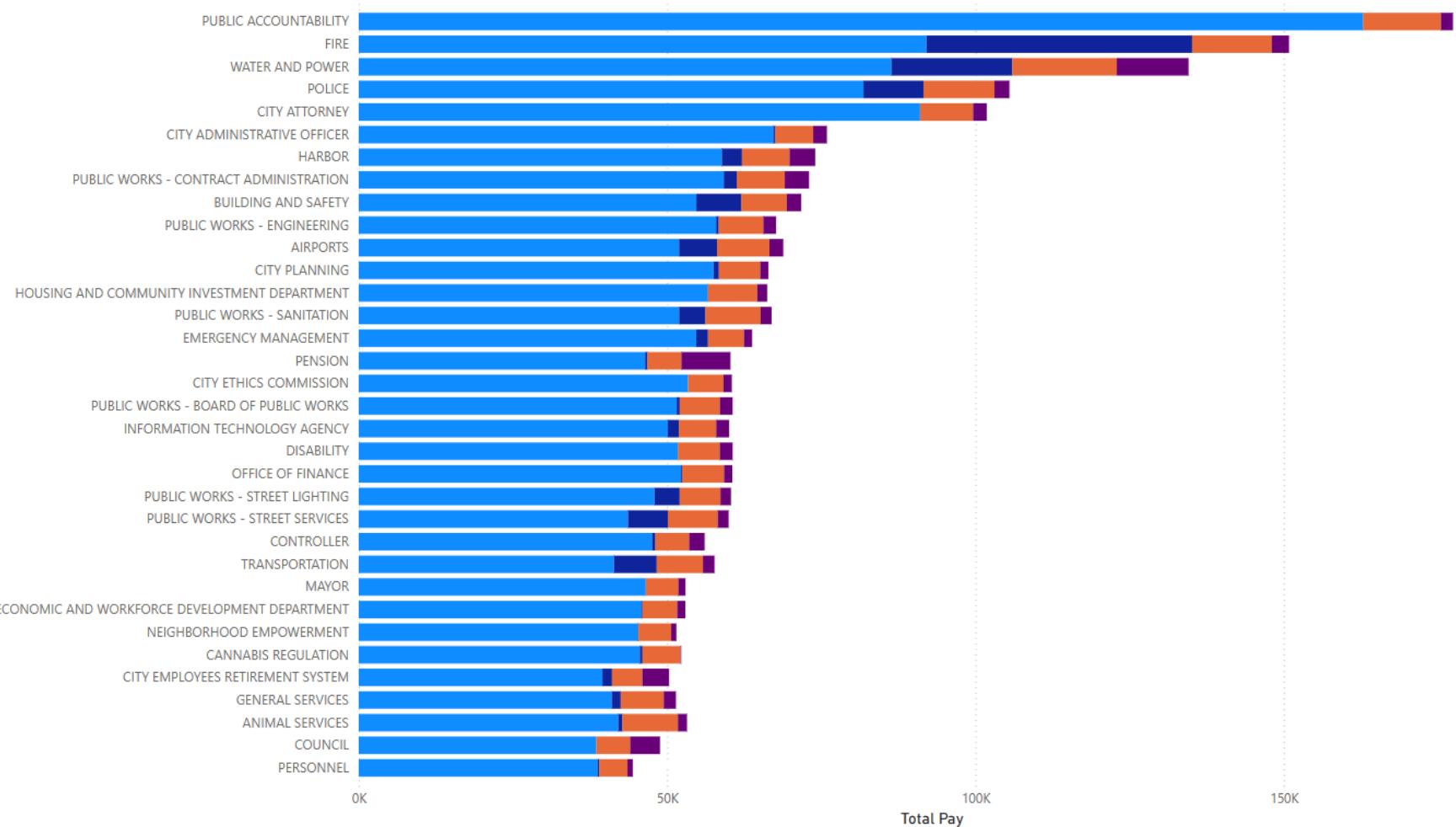
Highest employee count

1. Police – **16.06k employees** (20.42%)
2. Water and Power – **12.20k employees** (15.51%)
3. Recreation and Parks – **10.35k employees** (13.15%)

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## AVERAGE PAY BY DEPARTMENT

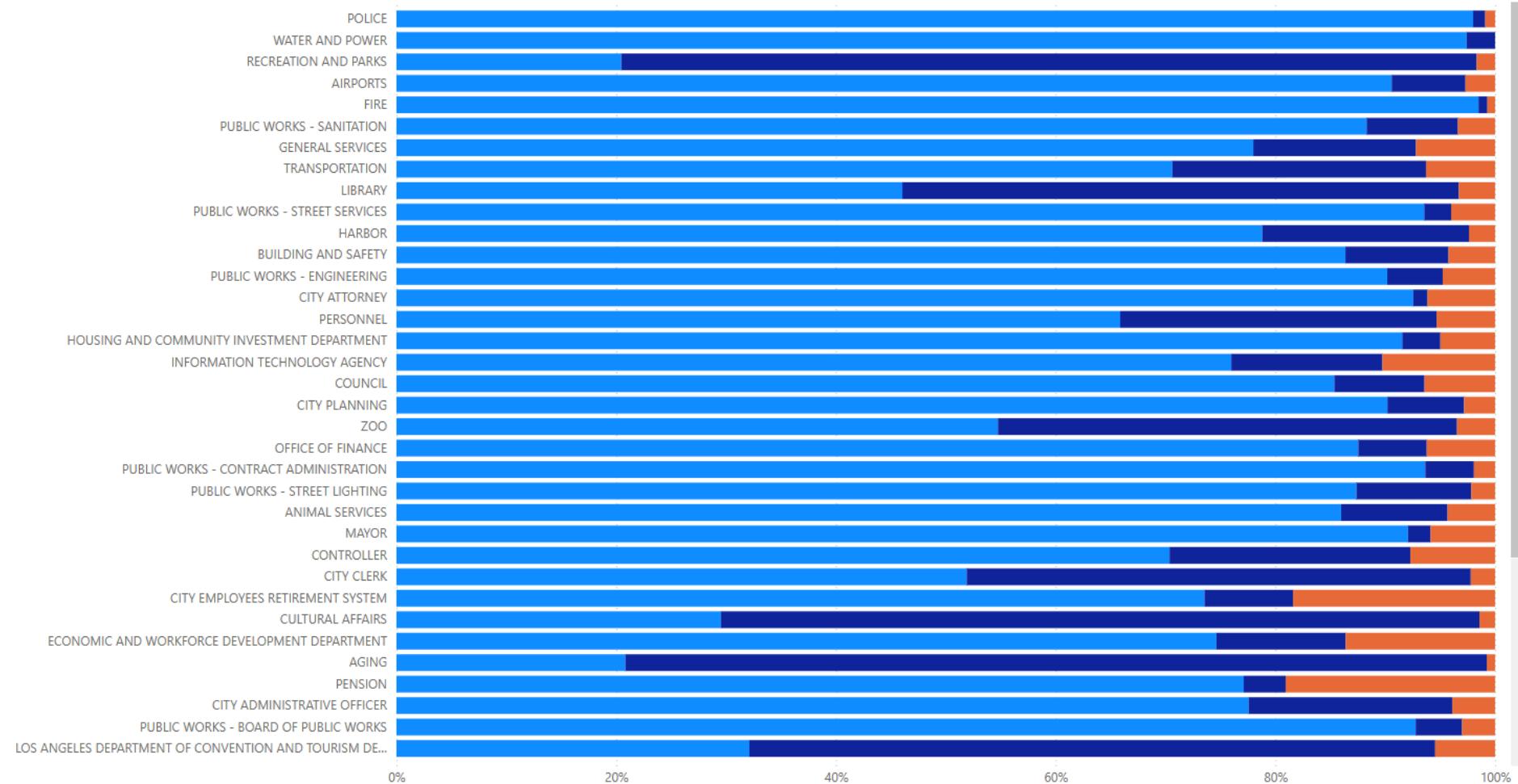
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

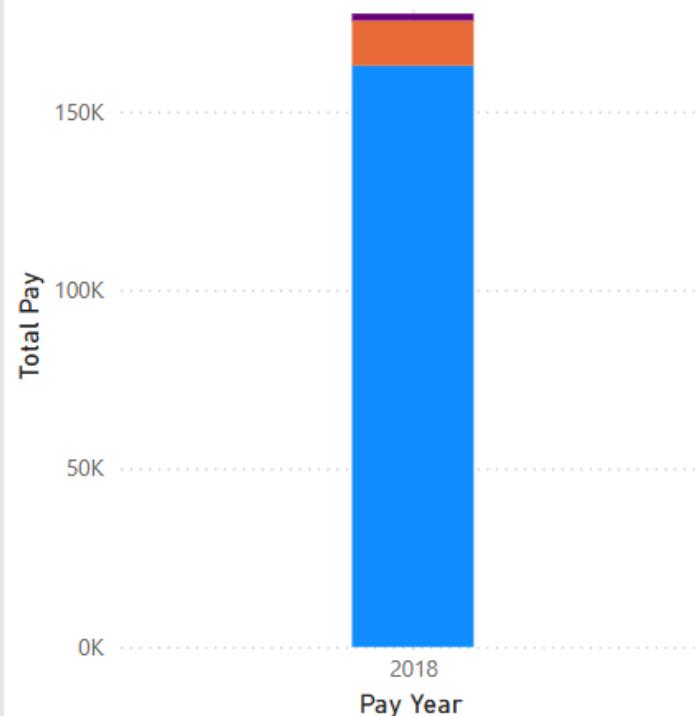
- Average pay – **\$164.78k**
- Average total employees – **5 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$299.99k, 1 employee**)
- Top ethnicity – Caucasian (**\$183.44k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$183.44k, 4 employees**)
  - Black (**\$90.14k, 1 employee**)
- Top gender – Male (**\$184.52k, 3 employees**)
  - Female (**\$135.19k, 2 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>162,838.72</b>	<b>0.00</b>	<b>12,645.89</b>	<b>1,944.62</b>	<b>164,783.34</b>	<b>160,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	293,993.60	0.00	17,823.36	6,000.00	299,993.60	295,000
UTILITY RATES AND POLICY SPECIALIST III	180,233.60	0.00	17,823.36	0.00	180,233.60	180,000
UTILITY RATES AND POLICY SPECIALIST II	157,830.40	0.00	15,180.24	600.00	158,430.40	155,000
CHIEF ADMINISTRATIVE ANALYST	92,344.80	0.00	0.00	2,776.41	95,121.21	95,000
EXECUTIVE LEGAL SECRETARY II	89,791.20	0.00	12,402.48	346.71	90,137.91	90,000
<b>Total</b>	<b>162,838.72</b>	<b>0.00</b>	<b>12,645.89</b>	<b>1,944.62</b>	<b>164,783.34</b>	<b>160,000</b>

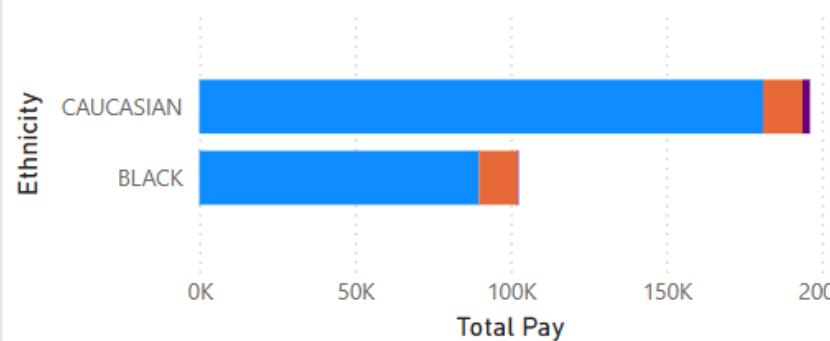
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



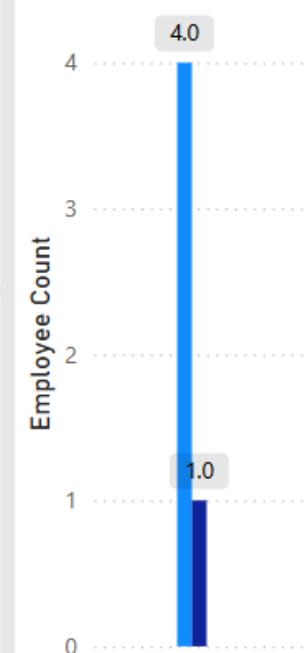
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Fire**

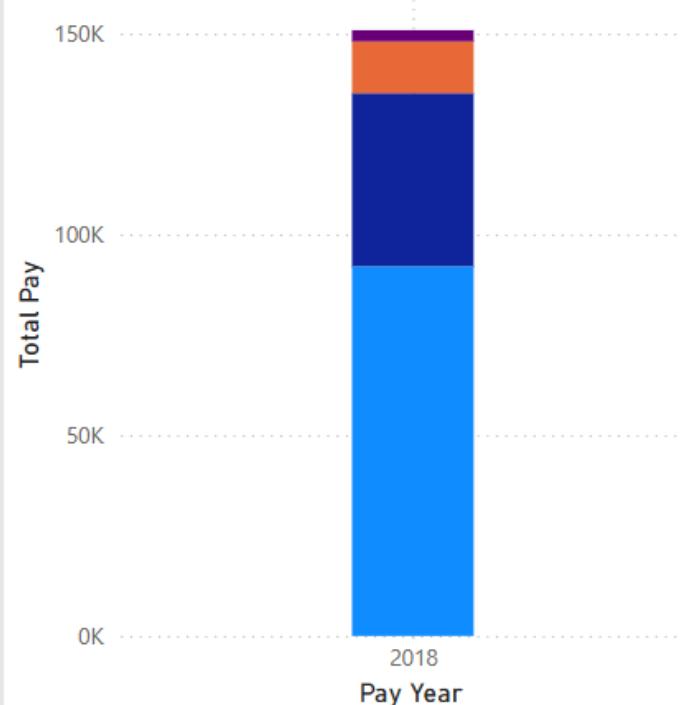
- Average pay – **\$137.93k**
- Average total employees – **4.57k employees**
- Job with highest pay – Fire Chief (**\$321.84k, 1 employee**)
- Top ethnicity – Caucasian (**\$141.74k, 2.12k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$141.74k, 2.12k employees**)
  - Black (**\$139.59k, 512 employees**)
  - Hispanic (**\$137.86k, 1.46k employees**)
- Top gender – Male (**\$144.88k, 4.15k employees**)
  - Female (**\$68.74k, 417 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>92,057.78</b>	<b>43,079.83</b>	<b>12,920.96</b>	<b>2,790.71</b>	<b>137,928.31</b>	<b>135,000</b>
FIRE CHIEF	321,835.20	0.00	17,942.00	0.00	321,835.20	320,000
FIRE HELICOPTER PILOT V	158,891.01	119,970.04	14,035.56	1,803.82	280,664.87	280,000
FIRE HELICOPTER PILOT IV	135,701.68	101,448.88	13,142.57	2,423.68	239,574.25	235,000
MEDICAL DIRECTOR	230,920.00	0.00	313.68	6,387.92	237,307.92	235,000
CHIEF INFORMATION OFFICER	235,220.80	0.00	16,369.20	0.00	235,220.80	235,000
<b>Total</b>	<b>92,057.78</b>	<b>43,079.83</b>	<b>12,920.96</b>	<b>2,790.71</b>	<b>137,928.31</b>	<b>135,000</b>

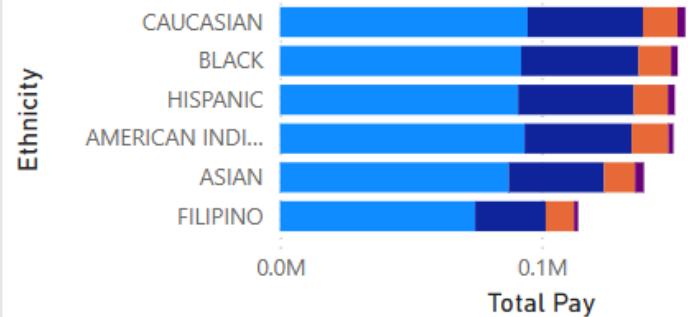
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



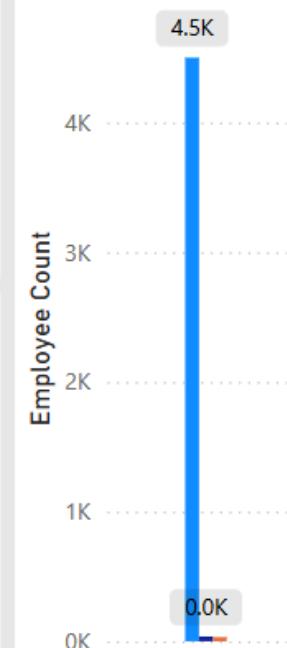
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



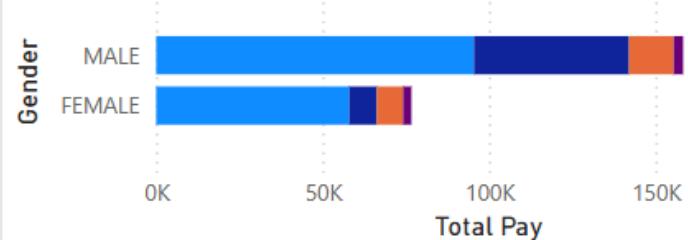
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Water and Power**

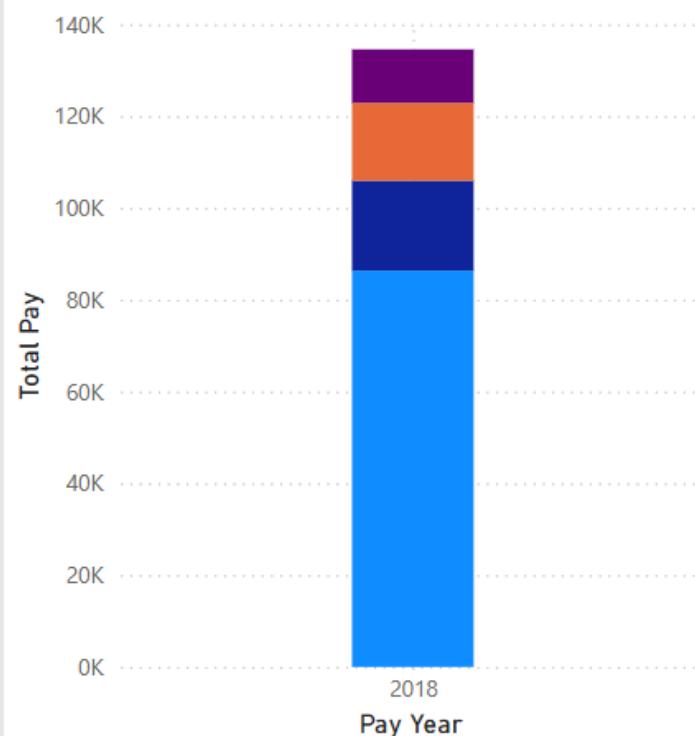
- Average pay – **\$117.60k**
- Average total employees – **12.20k employees**
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$391.81k, 1 employee**)
- Top ethnicity – Hispanic (**\$113.36k, 4.35k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$129.71k, 3.81k employees**)
  - Asian American (**\$120.87k, 1.37k employees**)
  - Filipino (**\$119.88k, 629 employees**)
- Top gender – Male (**\$124.97k, 9.49k employees**)
  - Female (**\$91.86k, 2.72k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>86,368.28</b>	<b>19,593.58</b>	<b>16,960.97</b>	<b>11,637.28</b>	<b>117,599.13</b>	<b>115,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	364,762.40	0.00	25,415.08	27,045.83	391,808.23	390,000
SENIOR LOAD DISPATCHER	170,157.96	101,423.20	20,746.12	49,387.08	320,968.25	320,000
WATER SERVICES MANAGER	276,004.68	0.00	25,574.67	31,225.96	307,230.64	305,000
CHIEF PHYSICIAN	281,318.40	0.00	21,876.90	22,860.07	304,178.47	300,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	162,744.71	92,944.38	19,504.33	34,446.84	290,135.93	290,000
<b>Total</b>	<b>86,368.28</b>	<b>19,593.58</b>	<b>16,960.97</b>	<b>11,637.28</b>	<b>117,599.13</b>	<b>115,000</b>

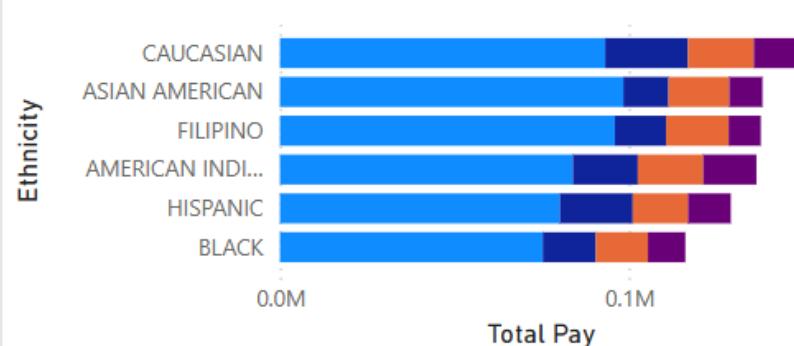
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



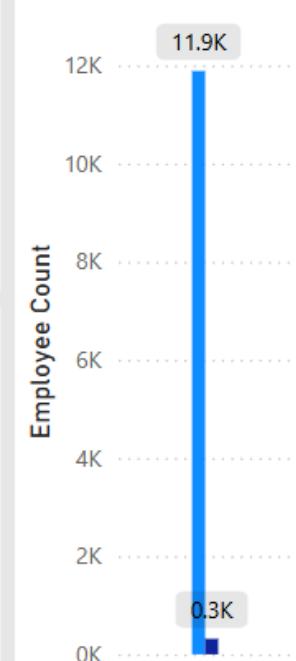
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



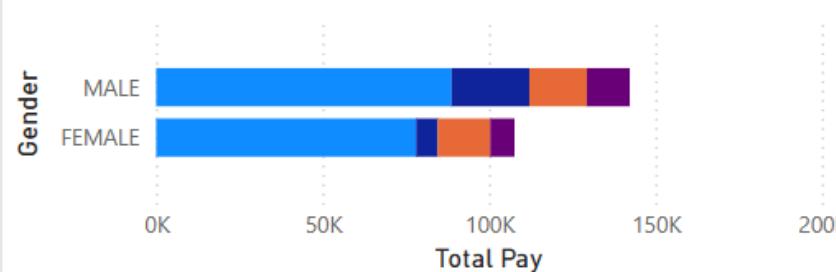
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Police**

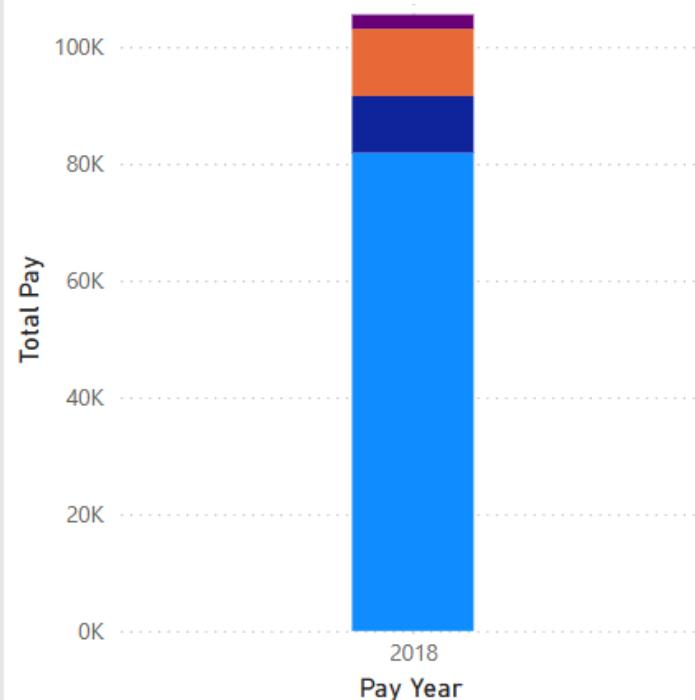
- Average pay – **\$94k**
- Average total employees – **16.06k employees**
- Job with highest pay – Police Deputy Chief II (**\$257.74k, 4 employees**)
- Top ethnicity – Hispanic (**\$93.62k, 7.26k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$103.16k, 4.50k employees**)
  - American Indian/Alaskan Native (**\$98.29k, 52 employees**)
  - Asian (**\$94.91k, 1.34k employees**)
- Top gender – Male (**\$101.75k, 11.26k employees**)
  - Female (**\$75.86k, 4.80k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>81,854.11</b>	<b>9,724.53</b>	<b>11,503.94</b>	<b>2,425.24</b>	<b>94,003.88</b>	<b>90,000</b>
POLICE DEPUTY CHIEF II	203,913.48	0.00	9,894.12	53,824.72	257,738.19	255,000
CHIEF OF POLICE	174,278.22	4.20	4,992.33	69,718.02	244,000.44	240,000
EXECUTIVE DIRECTOR POLICE COMMISSION	234,820.92	0.00	17,823.36	8,642.32	243,463.24	240,000
POLICE ADMINISTRATOR III	231,235.23	0.00	18,723.87	3,293.14	234,528.37	230,000
POLICE DEPUTY CHIEF I	200,591.64	1.40	13,702.41	24,113.91	224,706.94	220,000
<b>Total</b>	<b>81,854.11</b>	<b>9,724.53</b>	<b>11,503.94</b>	<b>2,425.24</b>	<b>94,003.88</b>	<b>90,000</b>

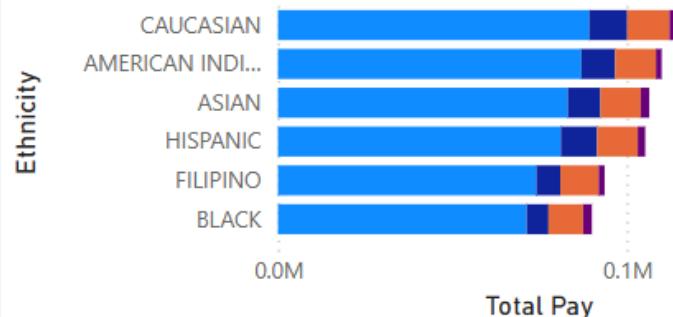
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



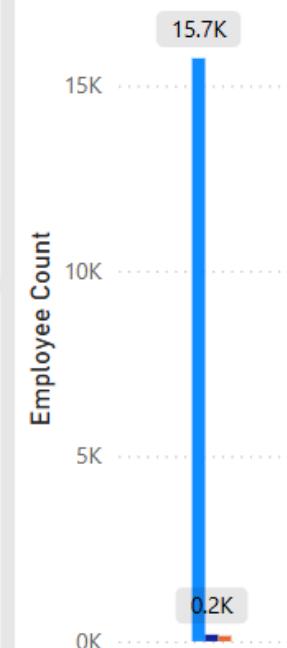
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



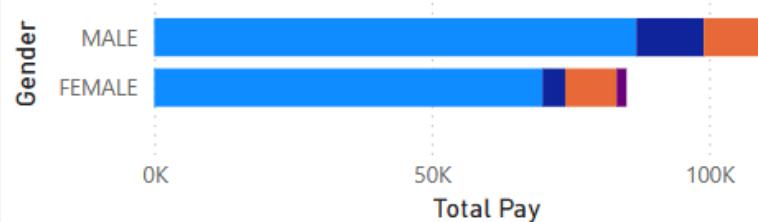
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

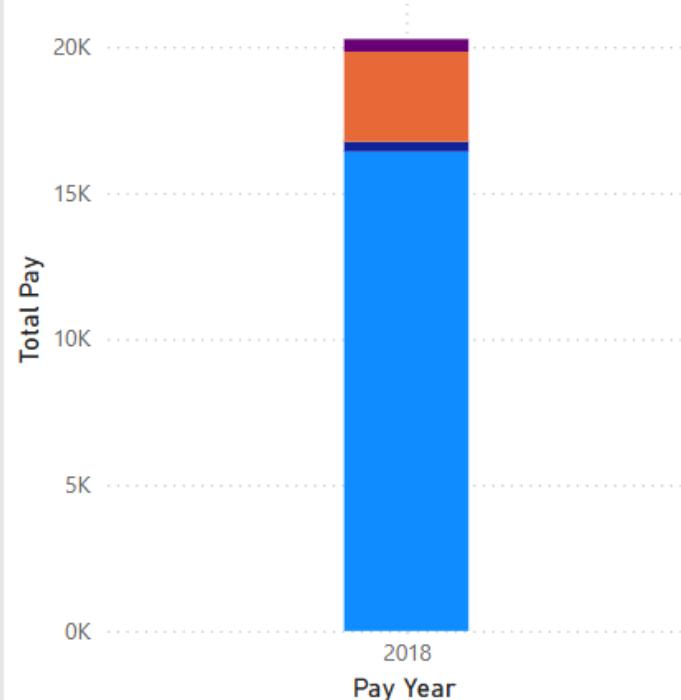
- Average pay – **\$17.18k**
- Average total employees – **10.35k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$252.89k, 1 employee**)
- Top ethnicity – Hispanic (**\$17.33k, 5.11k employees**)
- Ethnicity with highest pay
  - Filipino (**\$27.89k, 107 employees**)
  - Asian (**\$26.23k, 398 employees**)
  - Caucasian (**\$21.54k, 1.71k employees**)
- Top gender – Male (**\$19.98k, 5.78k employees**)
  - Female (**\$13.64k, 4.57k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>16,413.51</b>	<b>336.48</b>	<b>3,084.78</b>	<b>430.66</b>	<b>17,180.65</b>	<b>15,000</b>
GENERAL MANAGER RECREATION AND PARKS	246,758.40	0.00	535.20	6,135.63	252,894.03	250,000
CHIEF FINANCIAL OFFICER	206,193.60	0.00	7,945.20	940.74	207,134.34	205,000
PERSONNEL DIRECTOR III	189,932.86	0.00	17,823.36	6,005.99	195,938.85	195,000
PRINCIPAL CIVIL ENGINEER PROJECT MANAGER III	188,433.60	0.00	19,731.84	360.26	188,793.86	185,000
OBSERVATORY DIRECTOR II	178,884.80	0.00	12,402.48	4,025.76	182,910.56	180,000
<b>Total</b>	<b>16,413.51</b>	<b>336.48</b>	<b>3,084.78</b>	<b>430.66</b>	<b>17,180.65</b>	<b>15,000</b>

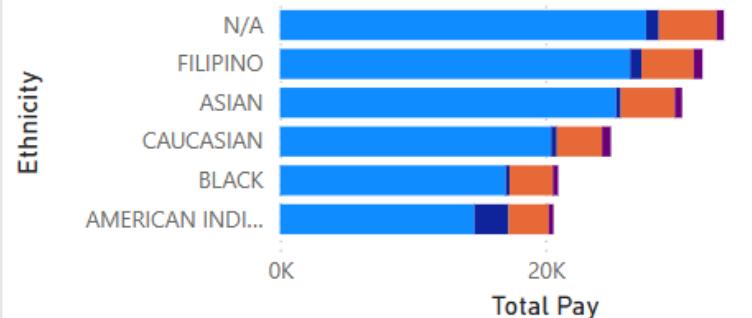
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



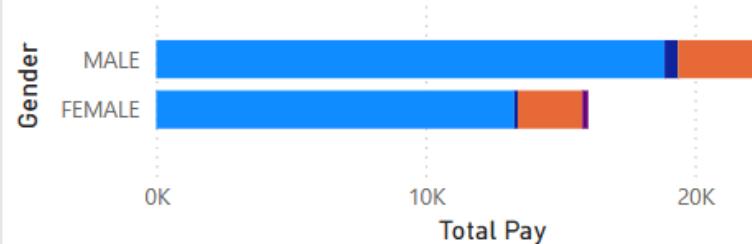
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



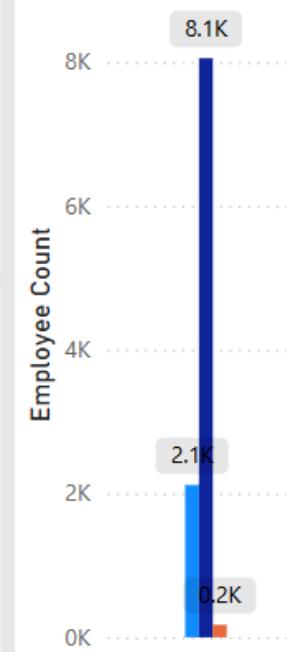
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. General Manager and Chief Engineer Water and Power – **\$391.81k**
2. Chief Legislative Analyst – **\$390.13k**
3. General Manager Airports – **\$381.30k**

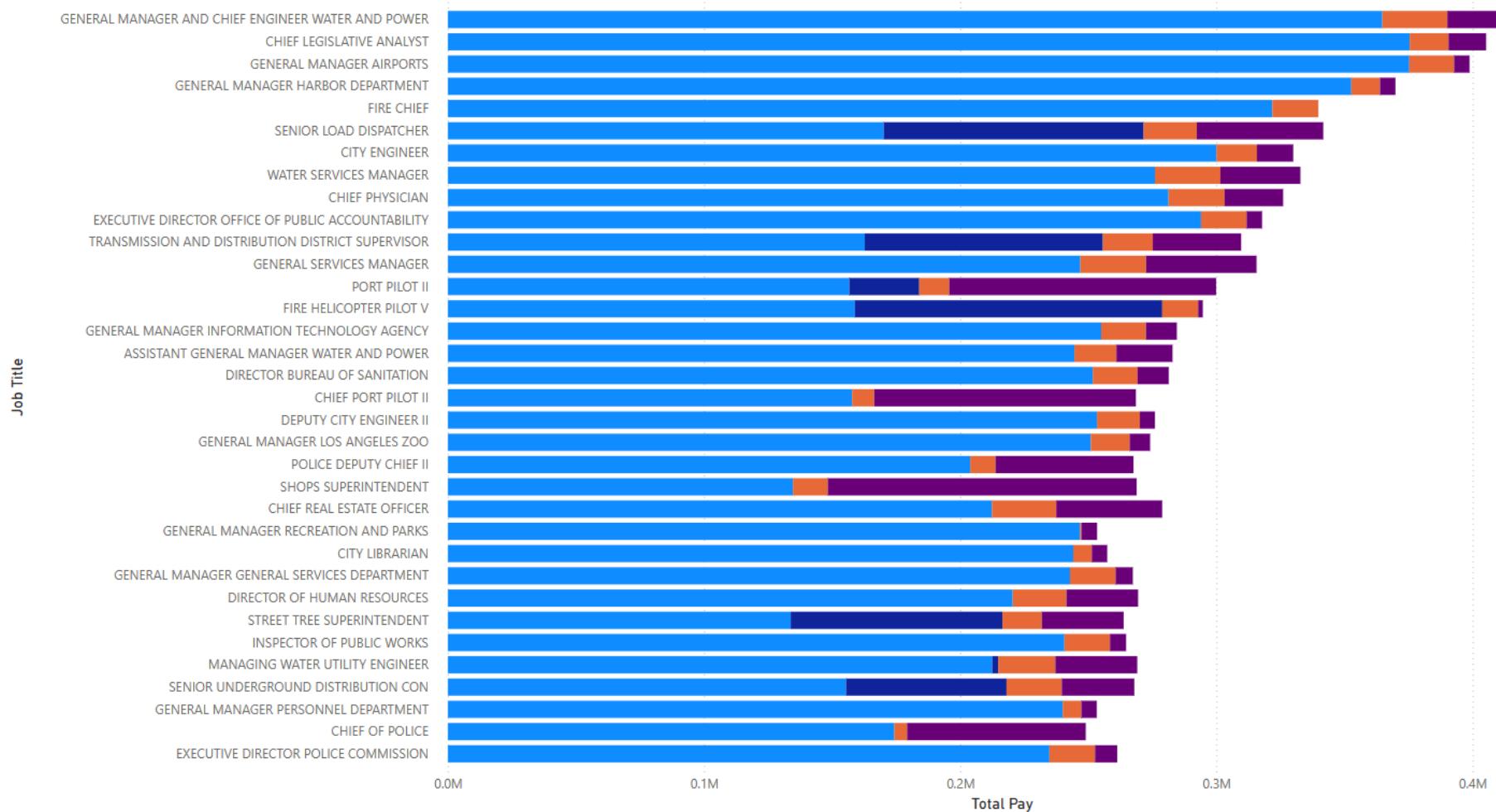
Highest employee count

1. Police Officer II – **4.18k employees** (5.31%)
2. Recreation Assistant – **2.66k employees** (3.38%)
3. Police Officer III – **2.43k employees** (3.08%)

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## AVERAGE PAY BY JOB

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event

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## Top Job Details

Job Title: **General Manager and Chief Engineer Water and Power**

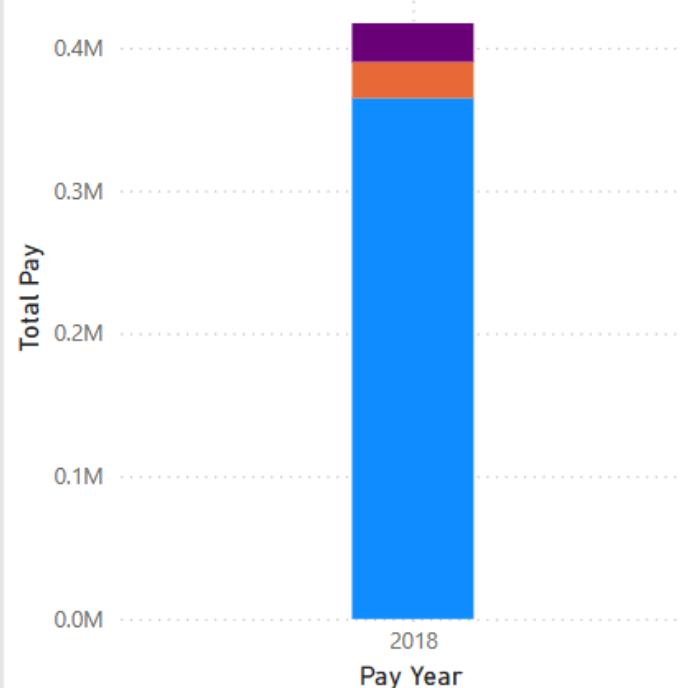
- Average pay – **\$391.81k**
- Average total employees – **1 employee**
- Department with highest pay – Water and Power (**\$391.81k, 1 employee**)
- Top ethnicity – Caucasian (**\$391.81k, 1 employee**)
- Top gender – Male (**\$391.81k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	364,762.40	0.00	25,415.08	27,045.83	391,808.23	390,000
WATER AND POWER	364,762.40	0.00	25,415.08	27,045.83	391,808.23	390,000
<b>Total</b>	<b>364,762.40</b>	<b>0.00</b>	<b>25,415.08</b>	<b>27,045.83</b>	<b>391,808.23</b>	<b>390,000</b>

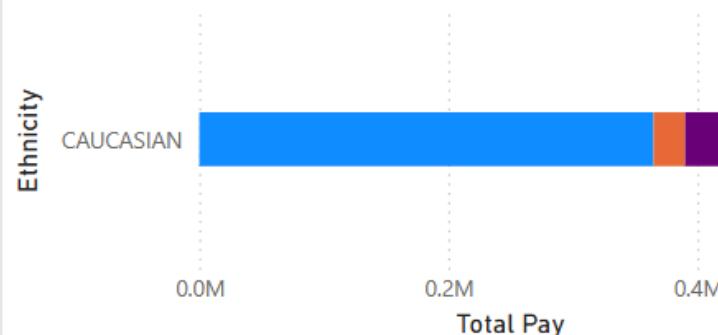
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



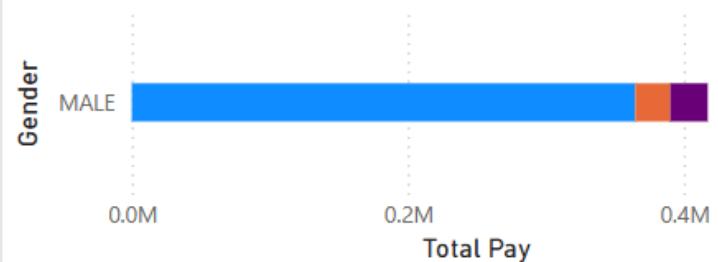
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



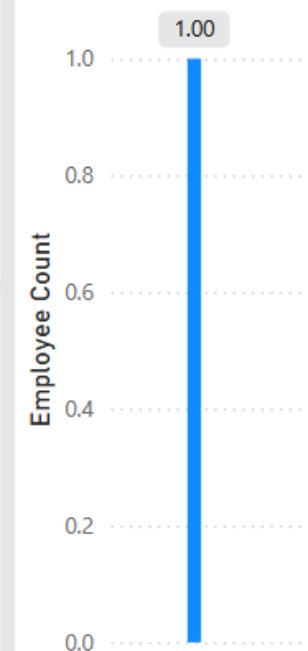
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Chief Legislative Analyst**

- Average pay – **\$390.13k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$390.13k, 1 employee**)
- Top ethnicity – Asian (**\$390.13k, 1 employee**)
- Top gender – Female (**\$390.13k, 1 employee**)

## Average Pay by Job

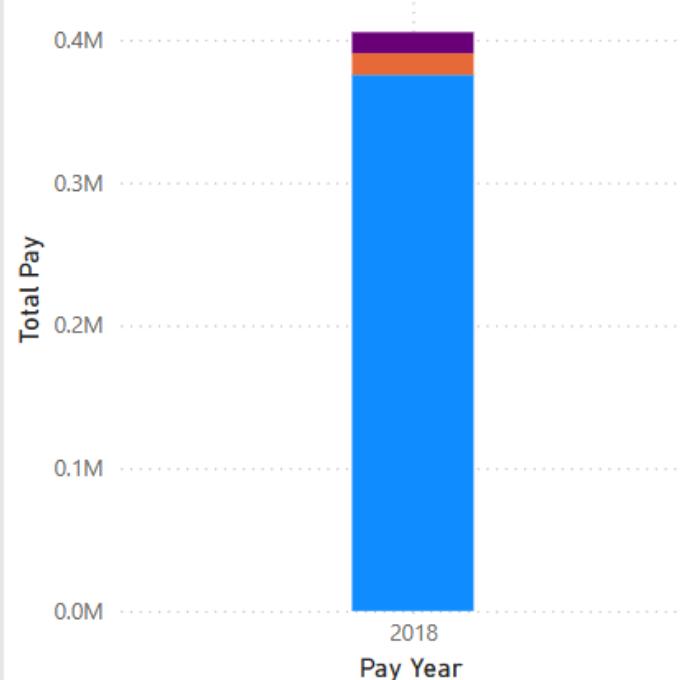
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF LEGISLATIVE ANALYST	375,464.80	0.00	15,180.24	14,663.92	390,128.72	390,000
COUNCIL	375,464.80	0.00	15,180.24	14,663.92	390,128.72	390,000
<b>Total</b>	<b>375,464.80</b>	<b>0.00</b>	<b>15,180.24</b>	<b>14,663.92</b>	<b>390,128.72</b>	<b>390,000</b>

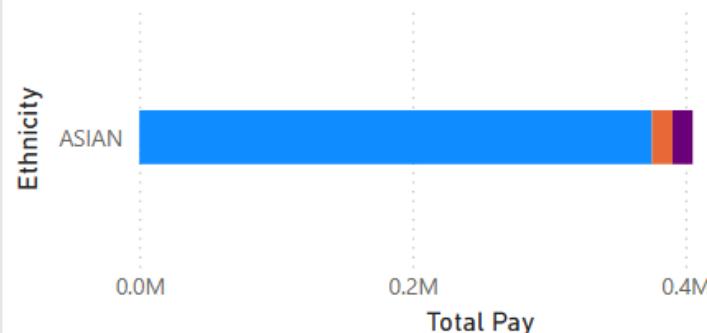
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



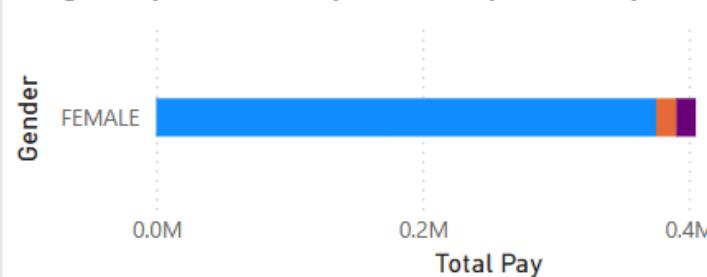
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



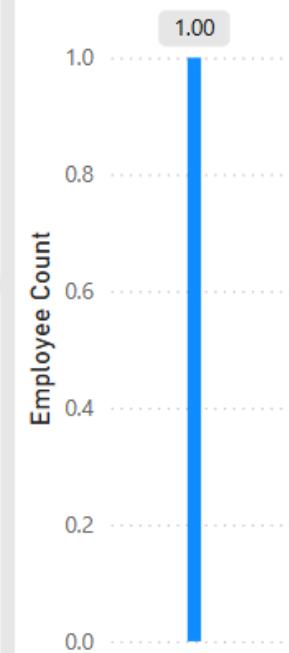
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



---

Job Title: **General Manager Airports**

- Average pay – **\$381.30k**
- Average total employees – **1 employee**
- Department with highest pay – Airports (**\$381.30k, 1 employee**)
- Top ethnicity – Black (**\$381.30k, 1 employee**)
- Top gender – Female (**\$381.30k, 1 employee**)

## Average Pay by Job

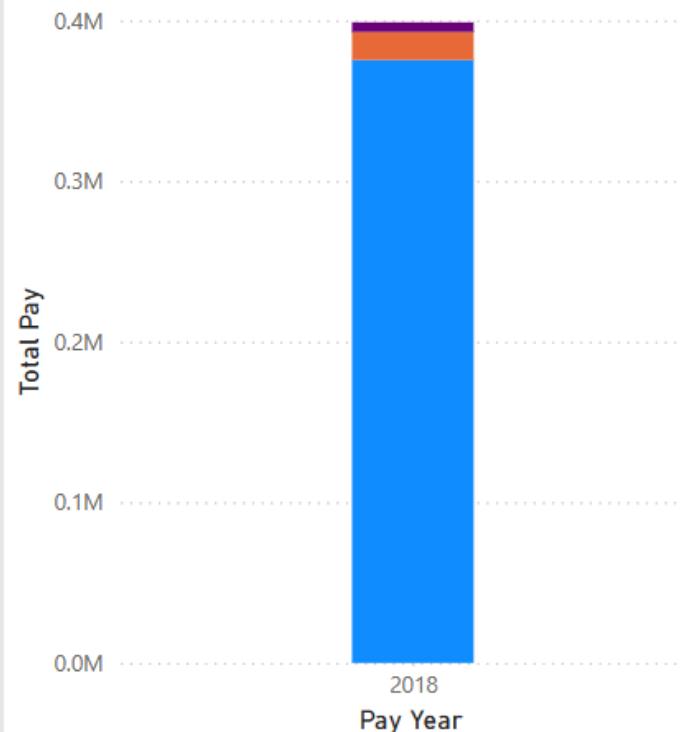
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> GENERAL MANAGER AIRPORTS	375,303.60	0.00	17,489.52	6,000.00	381,303.60	380,000
AIRPORTS	375,303.60	0.00	17,489.52	6,000.00	381,303.60	380,000
<b>Total</b>	<b>375,303.60</b>	<b>0.00</b>	<b>17,489.52</b>	<b>6,000.00</b>	<b>381,303.60</b>	<b>380,000</b>

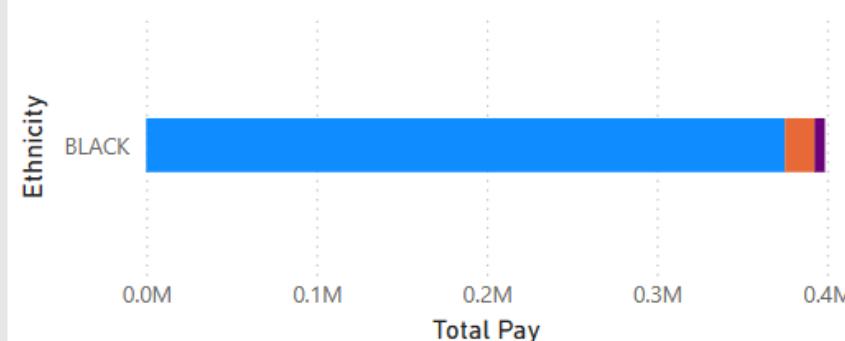
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



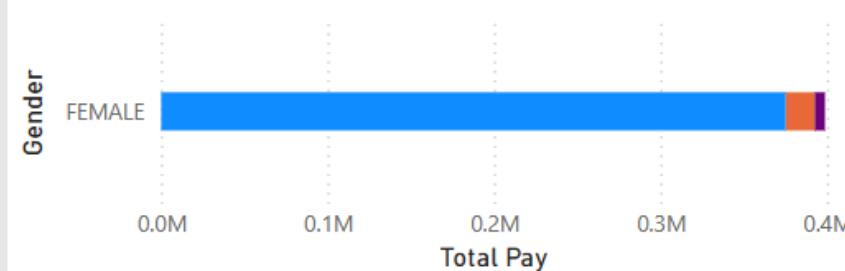
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



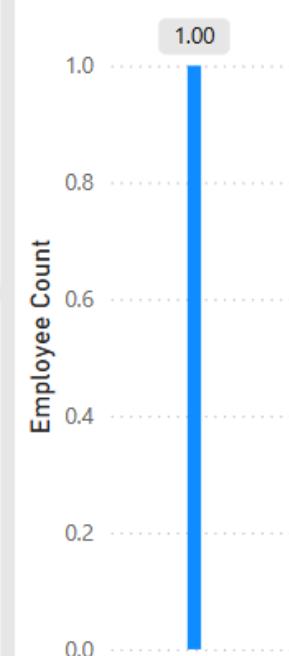
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



---

Job Title: **Police Officer II**

- Average pay – **\$103.64k**
- Average total employees – **4.18k employees**
- Department with highest pay – Police (**\$103.64k, 4.18k employees**)
- Top ethnicity – Hispanic (**\$103.61k, 2.18k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$112.74k, 18 employees**)
  - Filipino (**\$107.18k, 113 employees**)
  - Black (**\$104.36k, 351 employees**)
- Top gender – Male (**\$105.20k, 3.53k employees**)
  - Female (**\$95.10k, 646 employees**)

## Average Pay by Job

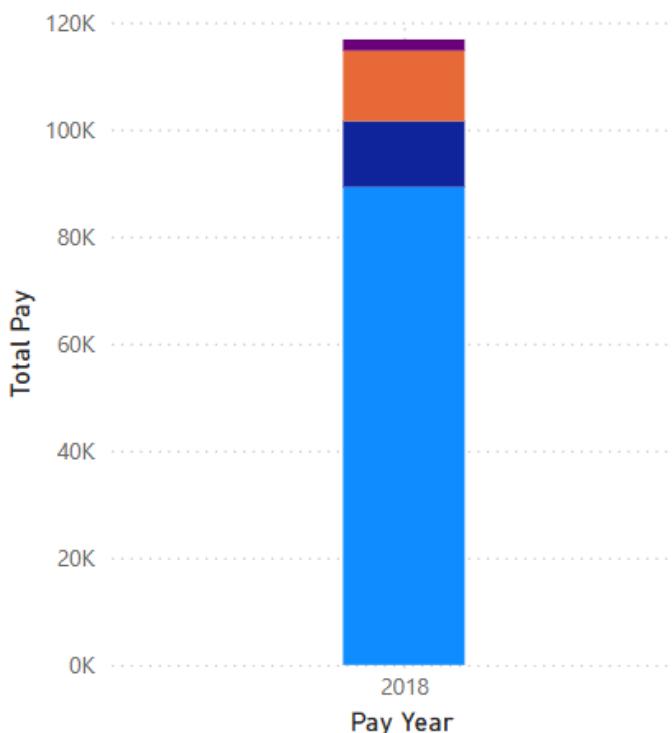
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II	<b>89,264.18</b>	<b>12,294.76</b>	<b>13,178.04</b>	<b>2,080.35</b>	<b>103,639.29</b>	<b>100,000</b>
POLICE	89,264.18	12,294.76	13,178.04	2,080.35	103,639.29	100,000
<b>Total</b>	<b>89,264.18</b>	<b>12,294.76</b>	<b>13,178.04</b>	<b>2,080.35</b>	<b>103,639.29</b>	<b>100,000</b>

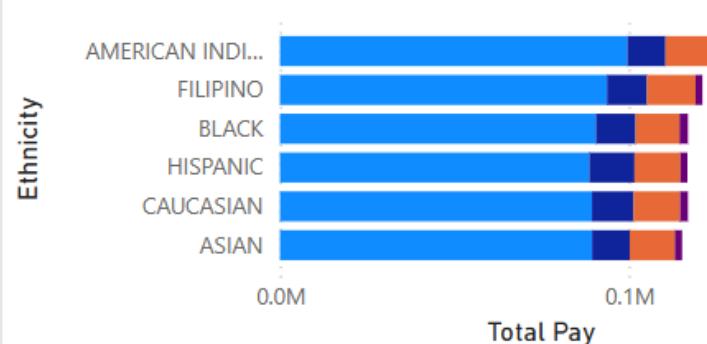
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



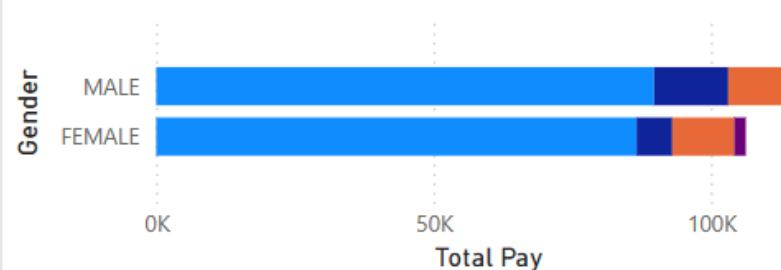
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



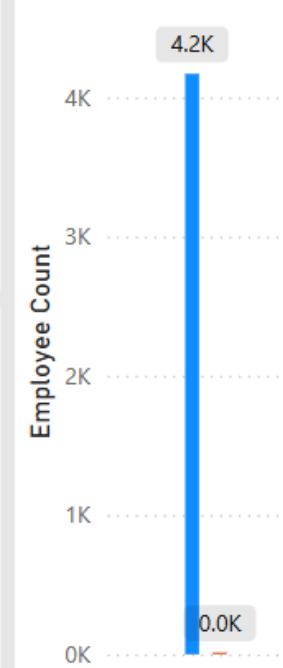
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

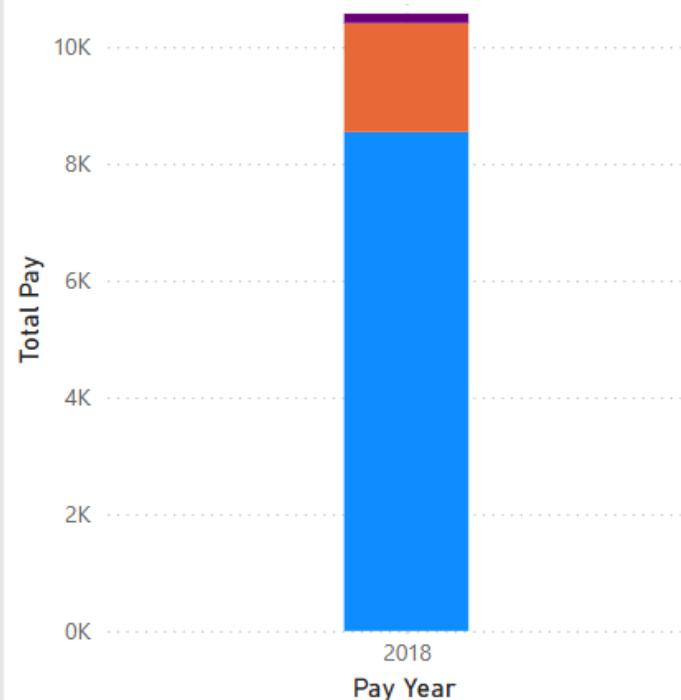
- Average pay – **\$8.70k**
- Average total employees – **2.66k employees**
- Department with highest pay – Recreation and Parks (**\$8.75k, 2.60k employees**)
- Top ethnicity – Hispanic (**\$9.47k, 1.32k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$11.81k, 3 employees**)
  - Hispanic (**\$9.47k, 1.32k employees**)
  - Black (**\$8.99k, 539 employees**)
- Top gender – Female (**\$8.26k, 1.46k employees**)
  - Male (**\$9.24k, 1.20k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>8,539.74</b>	<b>0.88</b>	<b>1,866.49</b>	<b>160.98</b>	<b>8,701.61</b>	<b>5,000</b>
RECREATION AND PARKS	8,588.82	0.91	1,910.27	164.90	8,754.63	5,000
CULTURAL AFFAIRS	8,572.37	0.00	1,029.05	50.00	8,622.37	5,000
ZOO	6,449.29	0.00	72.79	3.40	6,452.69	5,000
<b>Total</b>	<b>8,539.74</b>	<b>0.88</b>	<b>1,866.49</b>	<b>160.98</b>	<b>8,701.61</b>	<b>5,000</b>

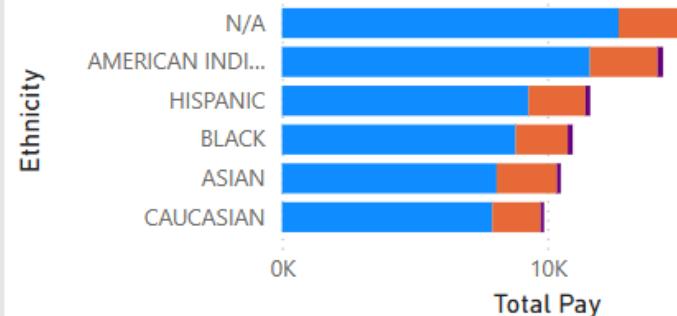
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



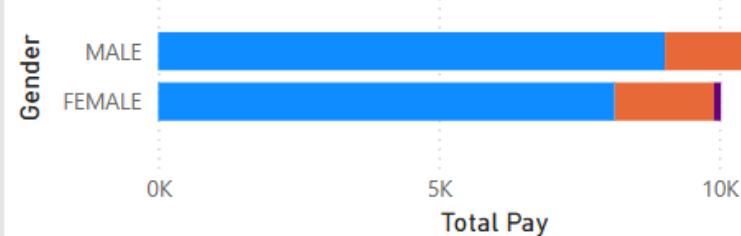
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



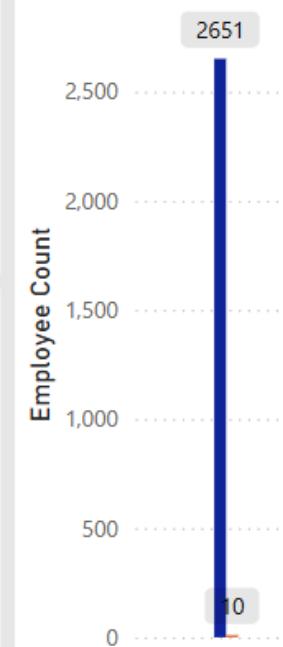
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer III**

- Average pay – **\$123.20k**
- Average total employees – **2.43k employees**
- Department with highest pay – Police (**\$123.20k, 2.43k employees**)
- Top ethnicity – Hispanic (**\$123.58k, 1.19k employees**)
- Ethnicity with highest pay
  - Asian (**\$130.17k, 195 employees**)
  - Filipino (**\$128.36k, 58 employees**)
  - Hispanic (**\$123.58k, 1.19k employees**)
- Top gender – Male (**\$125.46k, 1.97k employees**)
  - Female (**\$113.40k, 454 employees**)

## Average Pay by Job

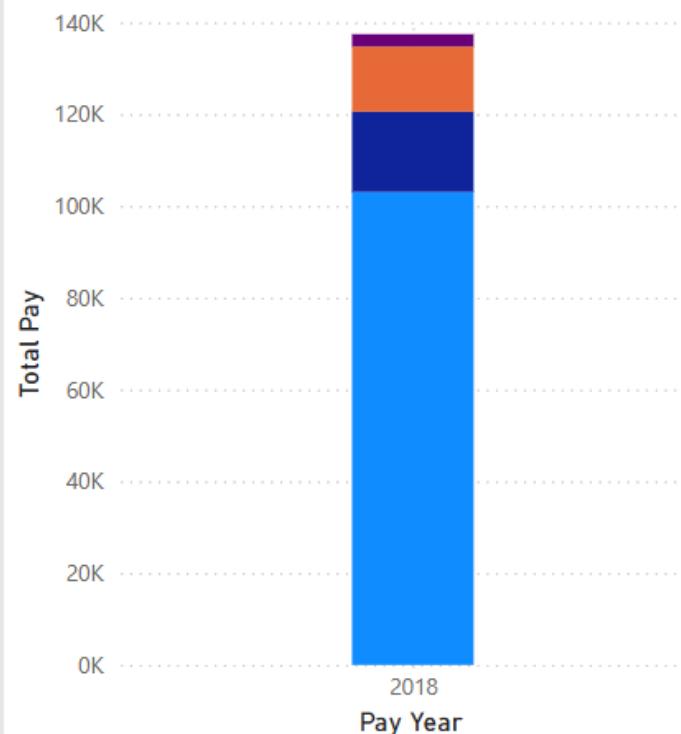
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	103,046.48	17,483.55	14,235.42	2,671.88	123,201.90	120,000
POLICE	103,046.48	17,483.55	14,235.42	2,671.88	123,201.90	120,000
<b>Total</b>	<b>103,046.48</b>	<b>17,483.55</b>	<b>14,235.42</b>	<b>2,671.88</b>	<b>123,201.90</b>	<b>120,000</b>

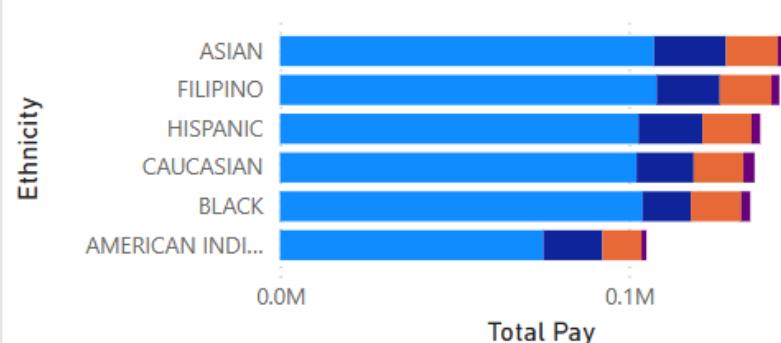
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



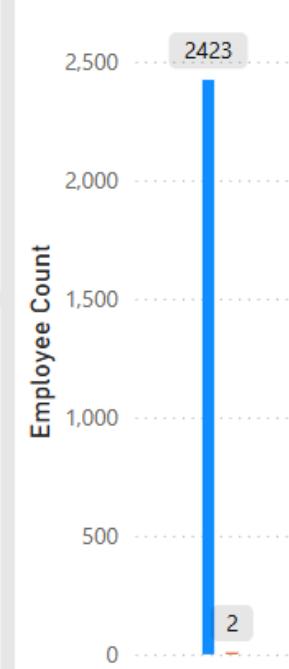
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



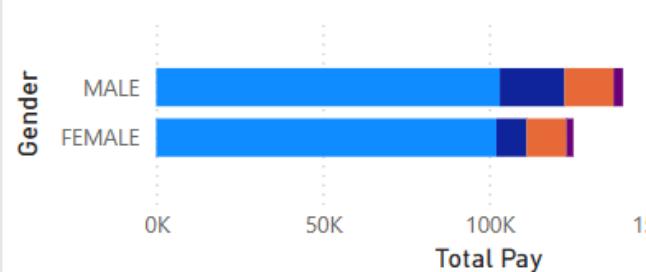
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Ethnicity

Highest pay

1. Asian American – **\$120.87k**
2. Caucasian – **\$88.14k**
3. American Indian/Alaskan Native – **\$85.29k**

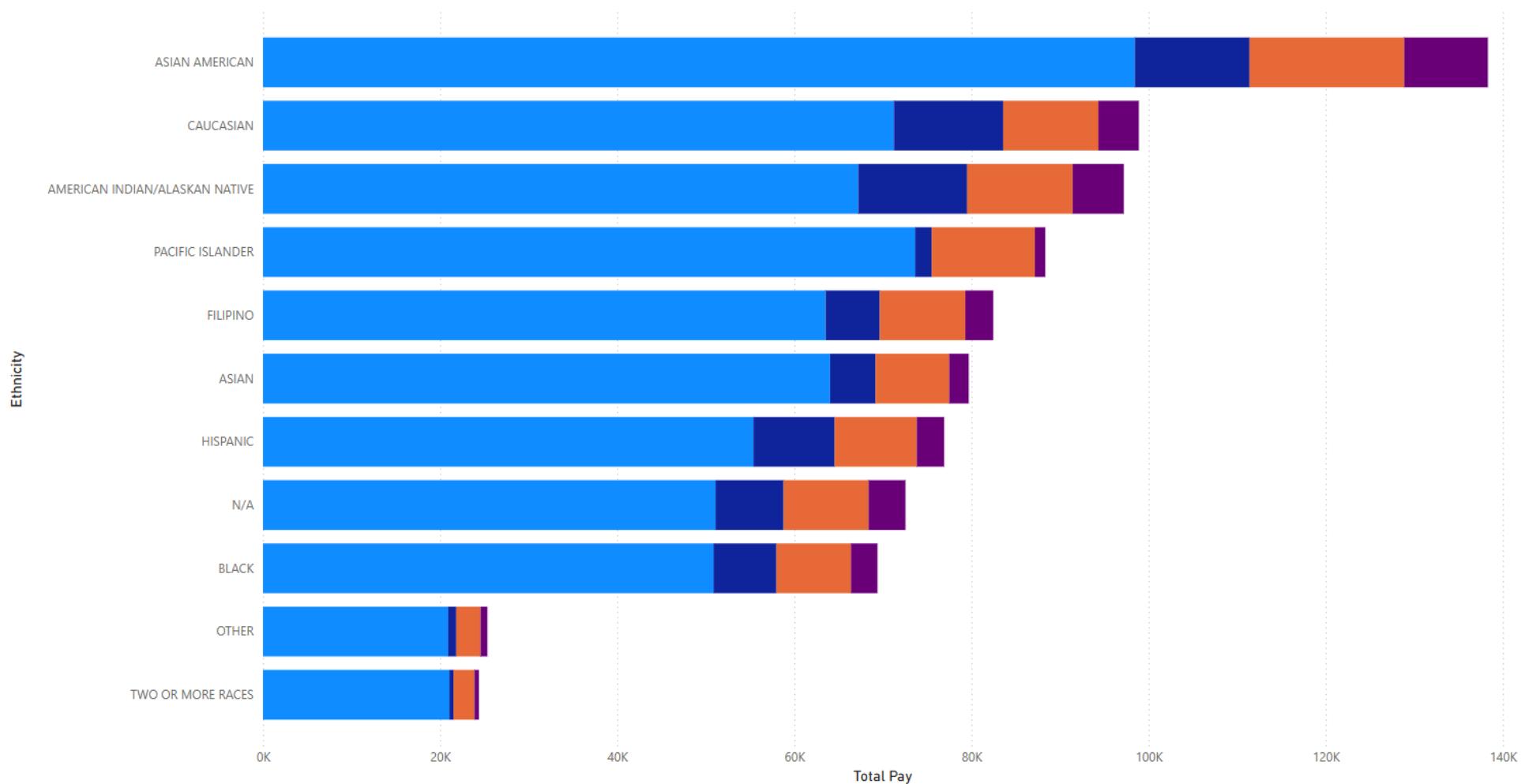
Highest employee count

1. Hispanic – **30.21k employees** (38.41%)
2. Caucasian – **20.73k employees** (26.35%)
3. Black – **13.24k employees** (16.83%)

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## AVERAGE PAY BY ETHNICITY

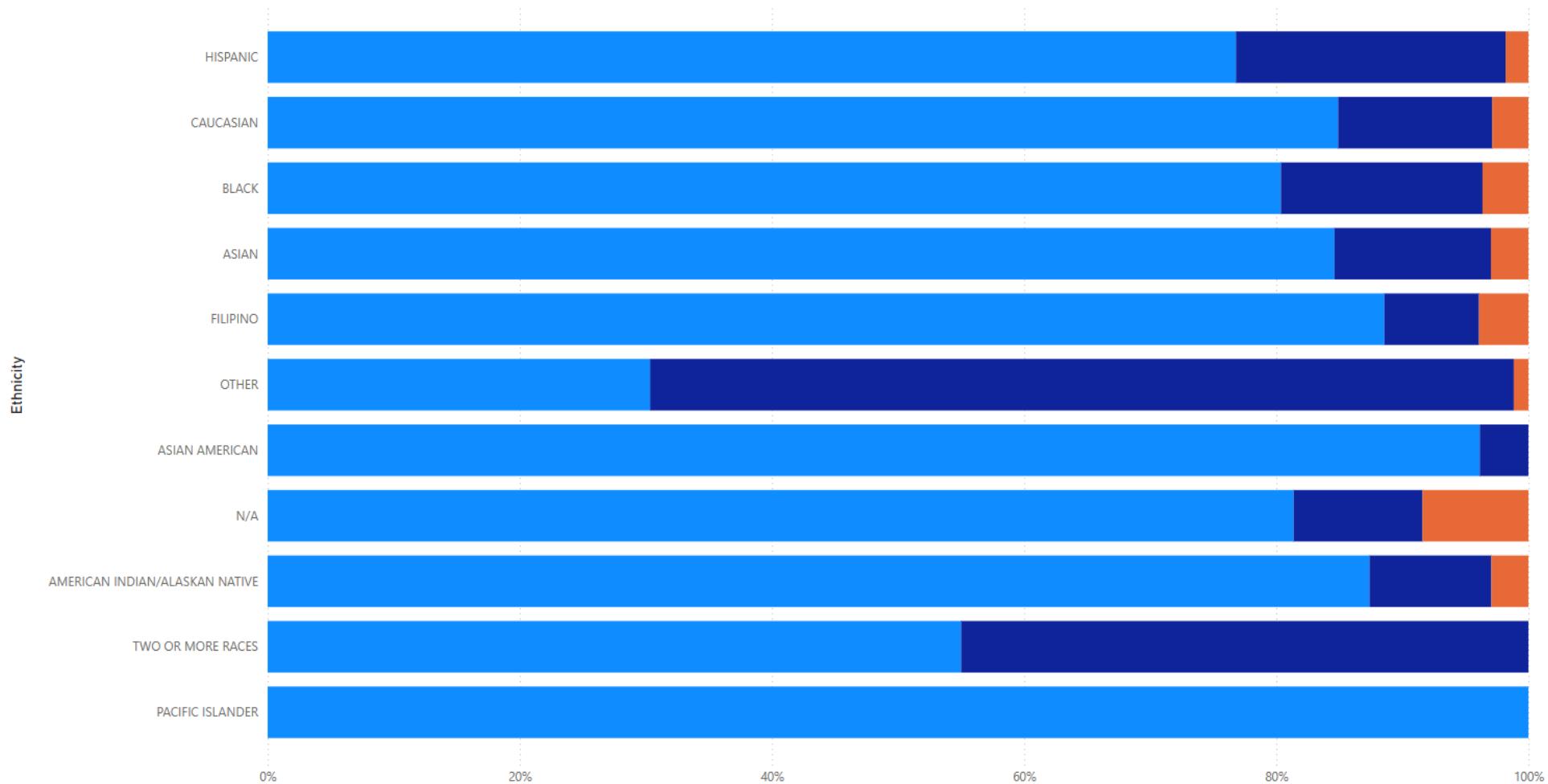
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

- Average pay – **\$120.87k**
- Average total employees – **1.37k employees**
- Job with most employees – Electrical Engineer Associate (**149 employees**)
- Department with most employees – Water and Power (**1.37k employees**)
- Top gender – Male (**\$125.82k, 975 employees**)
  - Female (**\$108.77k, 399 employees**)

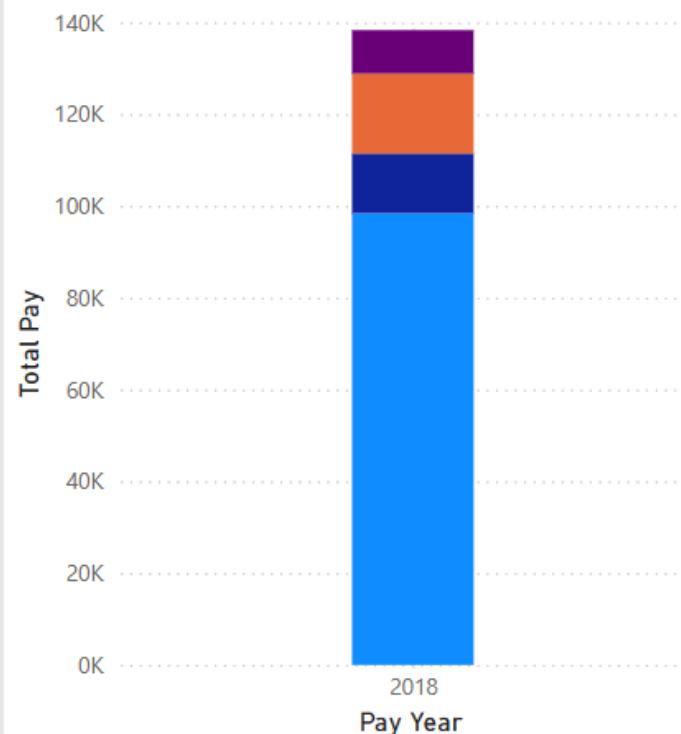
## Average Pay by Ethnicity

Ethnicity

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	98,447.45	12,965.73	17,450.11	9,454.59	120,867.76	120000
WATER AND POWER	98,447.45	12,965.73	17,450.11	9,454.59	120,867.76	120000
<b>Total</b>	<b>98,447.45</b>	<b>12,965.73</b>	<b>17,450.11</b>	<b>9,454.59</b>	<b>120,867.76</b>	<b>120000</b>

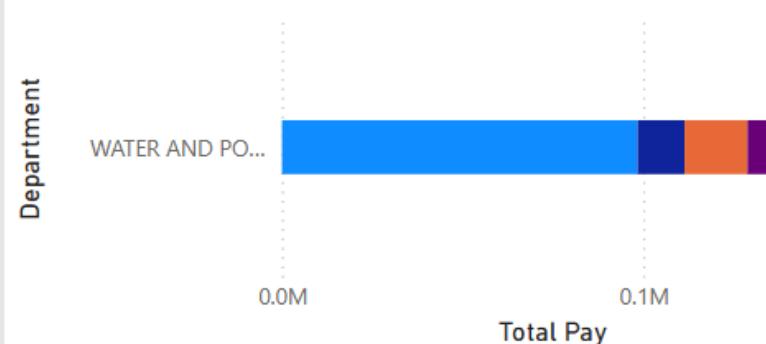
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



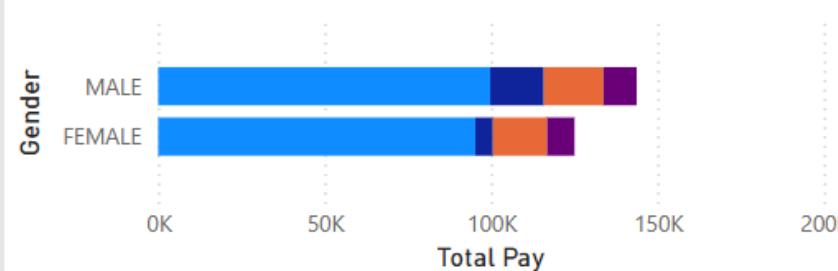
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



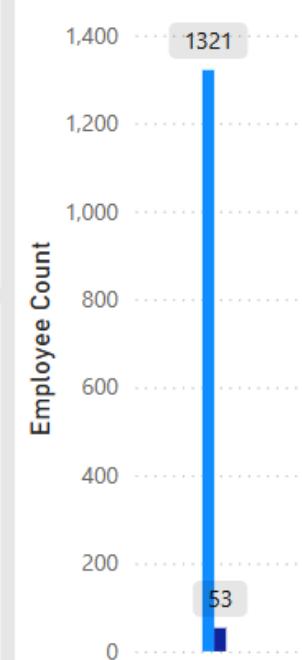
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

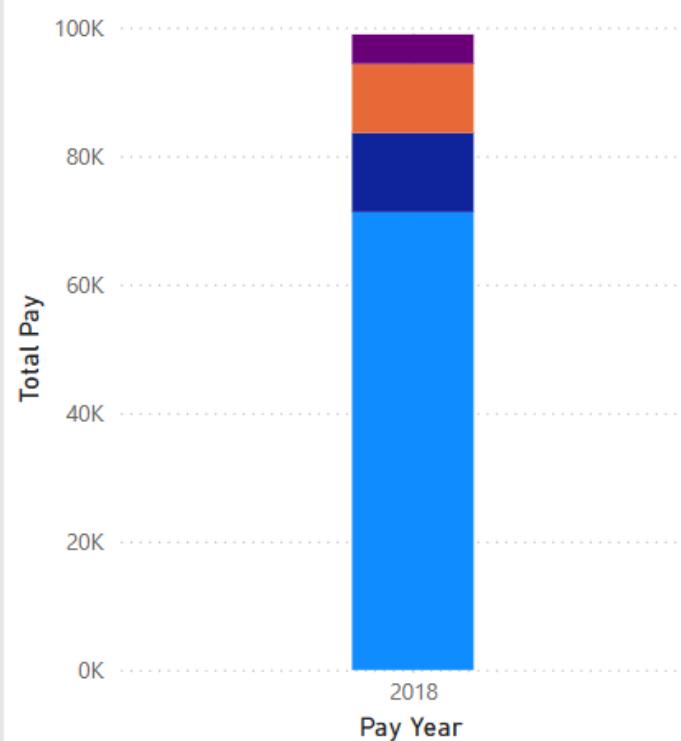
- Average pay – **\$88.14k**
- Average total employees – **20.73k employees**
- Job with most employees – Police Officer II (**1.17k employees**)
- Department with most employees – Police (**4.50k employees**)
- Department with highest pay
  - Public Accountability (**\$183.44k, 4 employees**)
  - Fire (**\$141.74k, 2.12k employees**)
  - Water and Power (**\$129.71k, 3.81k employees**)
- Top gender – Male (**\$97.02k, 15.67k employees**)
  - Female (**\$60.59k, 5.06k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>71,251.58</b>	<b>12,325.24</b>	<b>10,765.76</b>	<b>4,558.78</b>	<b>88,135.59</b>	<b>85000</b>
PUBLIC ACCOUNTABILITY	181,100.60	0.00	12,706.74	2,344.10	183,444.70	180000
FIRE	94,680.34	44,068.89	13,230.11	2,987.92	141,737.14	140000
WATER AND POWER	93,258.14	23,708.25	18,887.89	12,745.22	129,711.60	125000
CITY ATTORNEY	105,206.38	14.19	8,484.19	3,452.99	108,673.56	105000
POLICE	89,243.06	10,897.45	12,133.92	3,022.77	103,163.27	100000
<b>Total</b>	<b>71,251.58</b>	<b>12,325.24</b>	<b>10,765.76</b>	<b>4,558.78</b>	<b>88,135.59</b>	<b>85000</b>

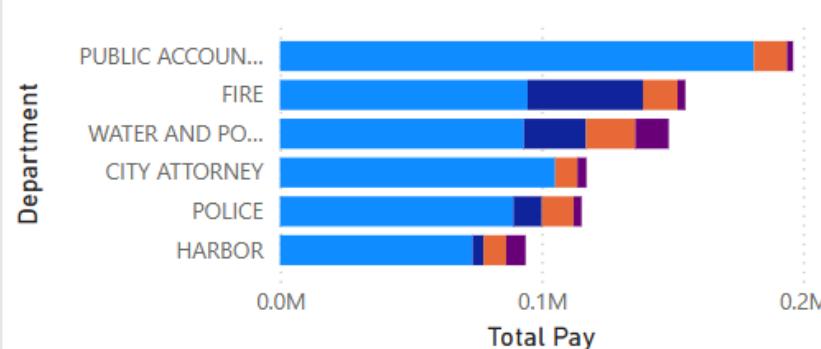
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



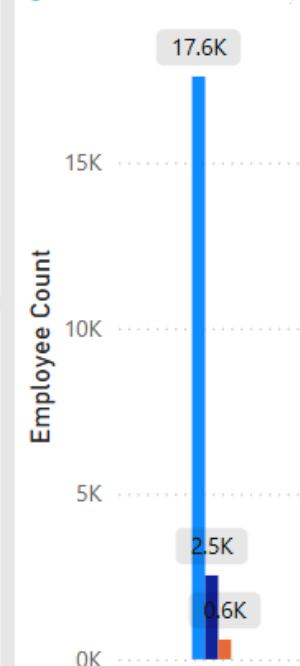
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



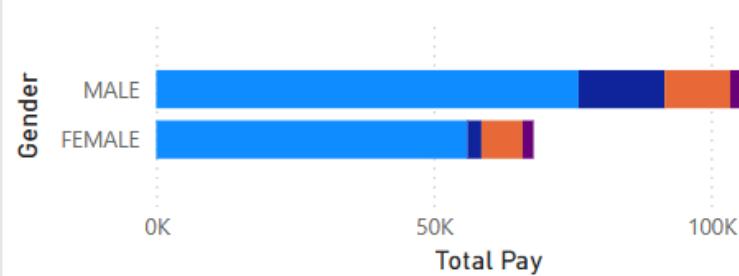
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **American Indian/Alaskan Native**

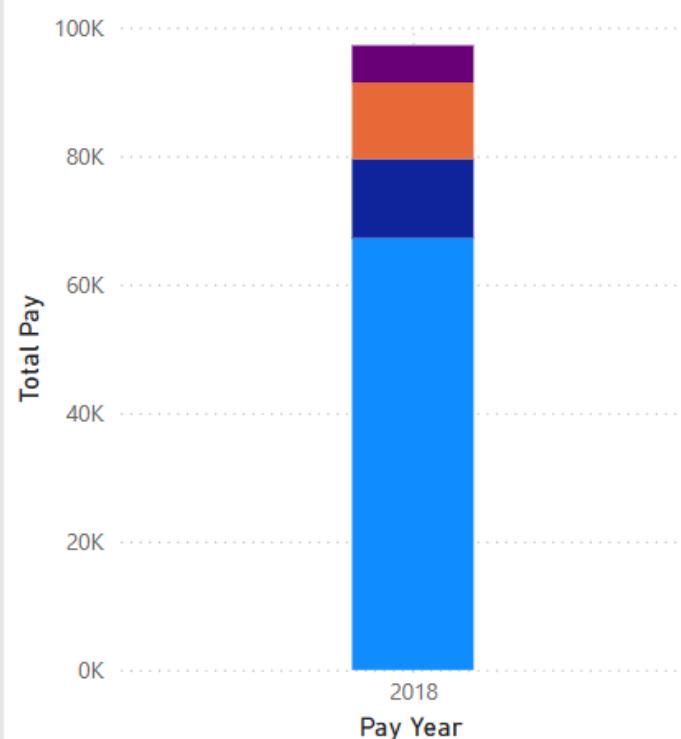
- Average pay – **\$85.29k**
- Average total employees – **238 employees**
- Job with most employees – Police Officer II (**18 employees**)
- Department with most employees – Water and Power (**72 employees**)
- Department with highest pay
  - Fire (**\$136.32k, 18 employees**)
  - Water and Power (**\$117.82k, 72 employees**)
  - City Attorney (**\$105.88k, 2 employees**)
- Top gender – Male (**\$92.81k, 188 employees**)
  - Female (**\$57k, 50 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>AMERICAN INDIAN/ALASKAN NATIVE</b>	<b>67,223.02</b>	<b>12,292.52</b>	<b>11,908.73</b>	<b>5,775.06</b>	<b>85,290.60</b>	<b>85000</b>
FIRE	93,520.22	40,868.29	14,087.33	1,932.54	136,321.05	135000
WATER AND POWER	83,981.92	18,608.87	18,779.35	15,228.15	117,818.94	115000
CITY ATTORNEY	103,152.80	0.00	8,911.68	2,724.28	105,877.08	105000
POLICE	86,963.86	9,725.01	11,698.37	1,604.79	98,293.66	95000
AIRPORTS	68,924.44	6,890.35	10,329.00	2,593.62	78,408.42	75000
<b>Total</b>	<b>67,223.02</b>	<b>12,292.52</b>	<b>11,908.73</b>	<b>5,775.06</b>	<b>85,290.60</b>	<b>85000</b>

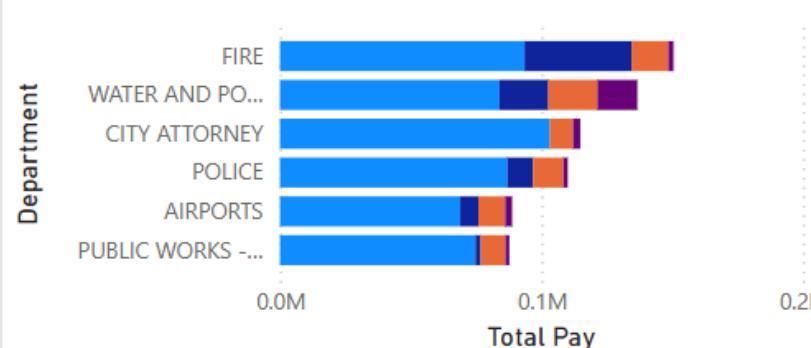
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



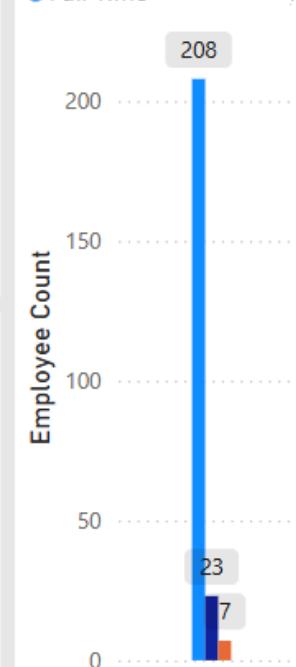
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



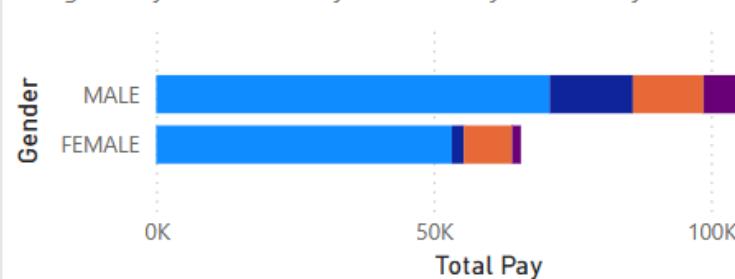
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **Hispanic**

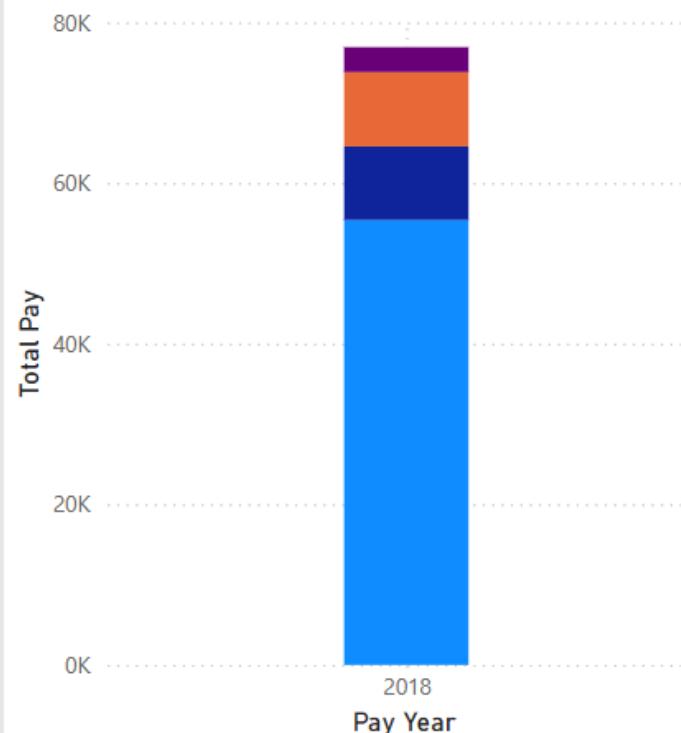
- Average pay – **\$67.64k**
- Average total employees – **30.21k employees**
- Job with most employees – Police Officer II (**2.18k employees**)
- Department with most employees – Police (**7.26k employees**)
- Department with highest pay
  - Fire (**\$137.86k, 1.46k employees**)
  - Water and Power (**\$113.36k, 4.35k employees**)
  - Police (**\$93.62k, 7.26k employees**)
- Top gender – Male (**\$77.93k, 20.60k employees**)
  - Female (**\$45.60k, 9.62k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>55,390.49</b>	<b>9,159.16</b>	<b>9,269.70</b>	<b>3,094.64</b>	<b>67,644.29</b>	<b>65000</b>
FIRE	91,042.44	44,213.11	13,060.16	2,608.96	137,864.51	135000
WATER AND POWER	80,283.48	20,856.42	15,873.42	12,222.62	113,362.52	110000
POLICE	81,108.90	10,404.90	11,659.44	2,101.97	93,615.78	90000
CITY ATTORNEY	65,465.56	63.00	8,193.23	1,081.82	66,610.38	65000
CITY ADMINISTRATIVE OFFICER	60,816.29	275.73	6,793.64	2,935.32	64,027.34	60000
<b>Total</b>	<b>55,390.49</b>	<b>9,159.16</b>	<b>9,269.70</b>	<b>3,094.64</b>	<b>67,644.29</b>	<b>65000</b>

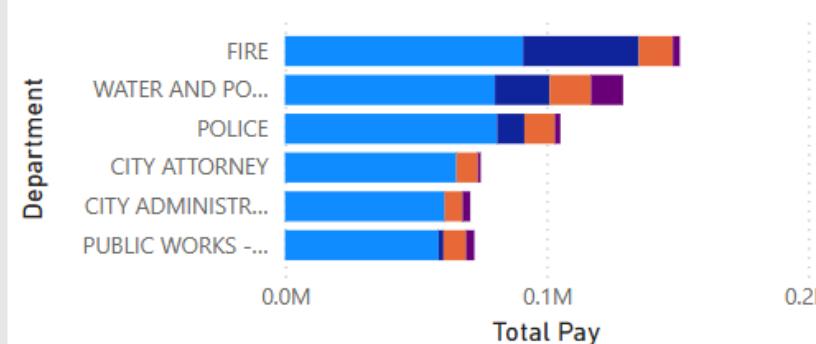
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



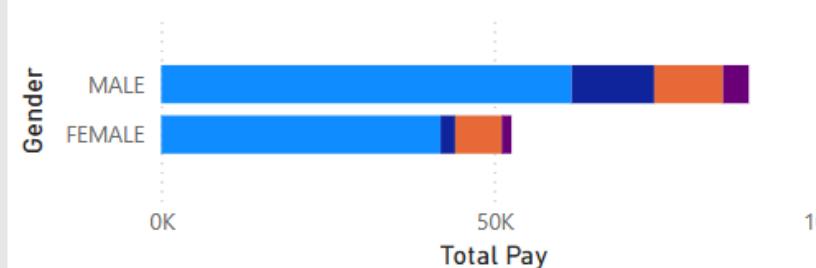
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



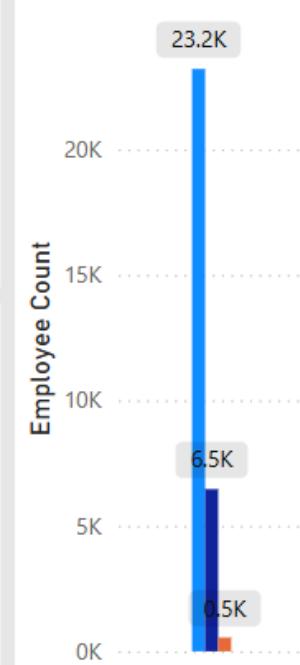
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Black**

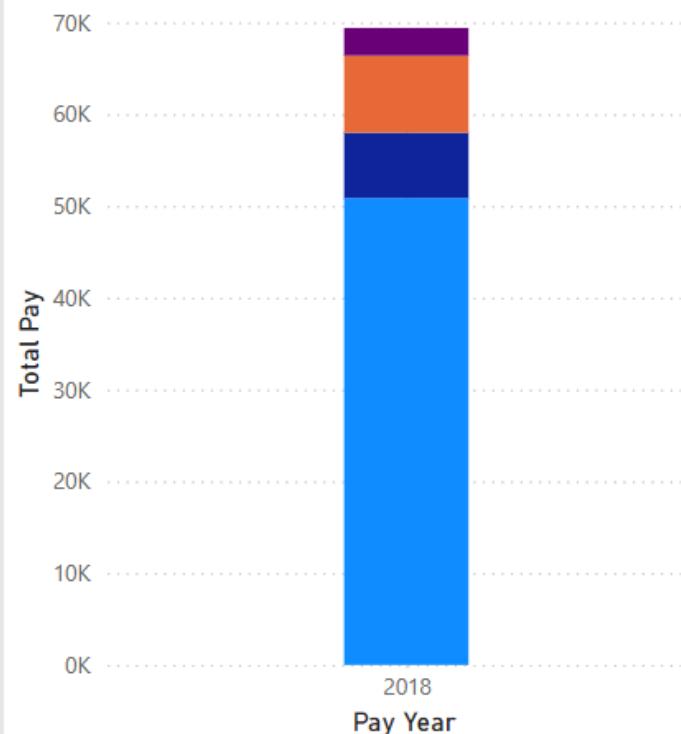
- Average pay – **\$60.99k**
- Average total employees – **13.24k employees**
- Job with most employees – Senior Administrative Clerk (**639 employees**)
- Department with most employees – Police (**2.25k employees**)
- Department with highest pay
  - Fire (**\$139.59k, 512 employees**)
  - Water and Power (**\$101.25k, 1.80k employees**)
  - Public Accountability (**\$90.14k, 1 employee**)
- Top gender – Male (**\$70.92k, 7.22k employees**)
  - Female (**\$49.08k, 6.02k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
BLACK	<b>50,880.94</b>	<b>7,106.93</b>	<b>8,406.12</b>	<b>3,001.51</b>	<b>60,989.38</b>	<b>60000</b>
FIRE	92,188.43	44,872.68	12,468.29	2,524.78	139,585.88	135000
WATER AND POWER	75,353.60	15,187.30	14,965.21	10,709.63	101,250.53	100000
PUBLIC ACCOUNTABILITY	89,791.20	0.00	12,402.48	346.71	90,137.91	90000
CITY ATTORNEY	85,971.55	59.55	8,506.03	1,689.31	87,720.41	85000
EMERGENCY MANAGEMENT	79,075.11	2,793.52	8,717.87	478.54	82,347.18	80000
<b>Total</b>	<b>50,880.94</b>	<b>7,106.93</b>	<b>8,406.12</b>	<b>3,001.51</b>	<b>60,989.38</b>	<b>60000</b>

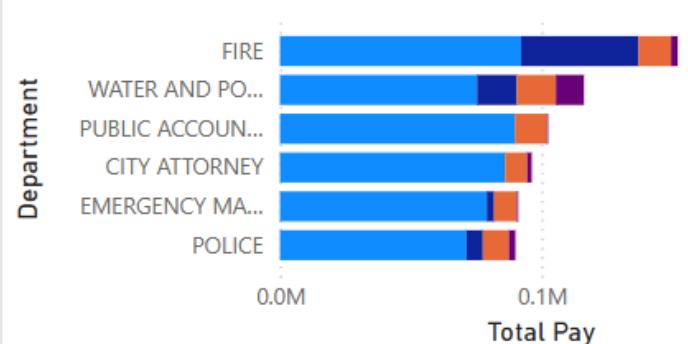
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



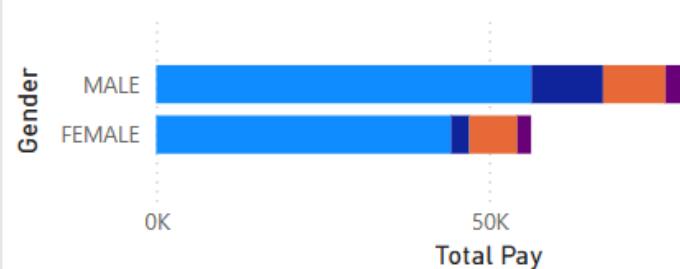
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



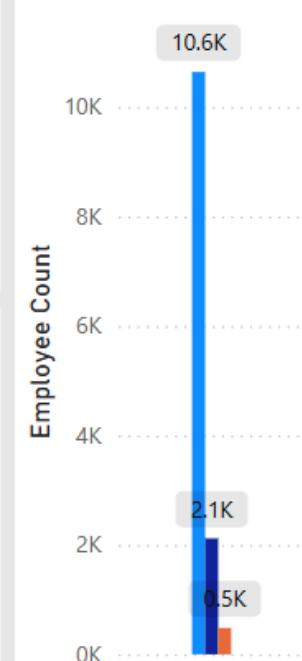
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Gender

Highest pay

1. Male – **\$82.33k**
2. Female – **\$51.44k**

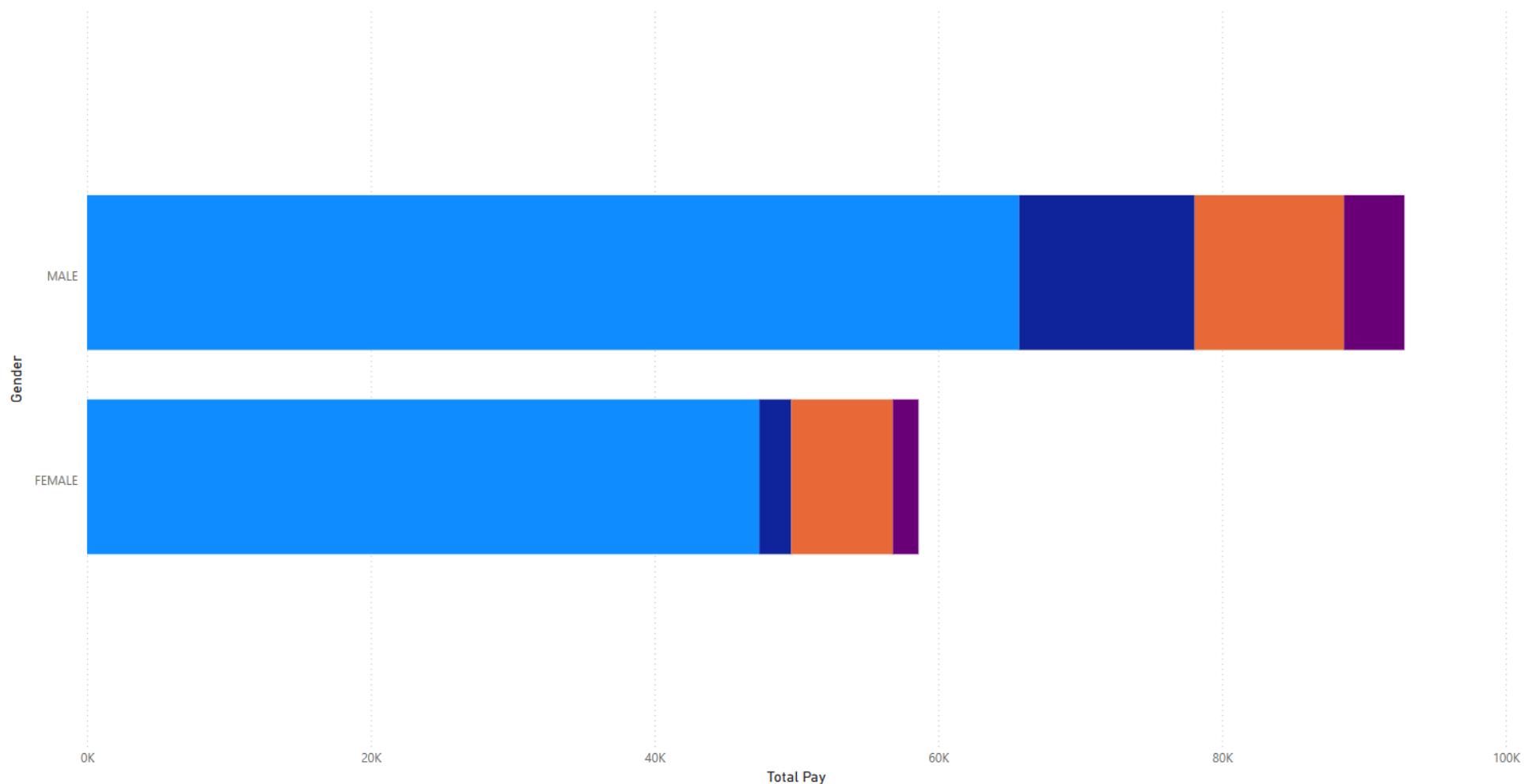
Highest employee count

1. Male – **52.40k employees** (66.61%)
2. Female – **26.27k employees** (33.39%)

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### AVERAGE PAY BY GENDER

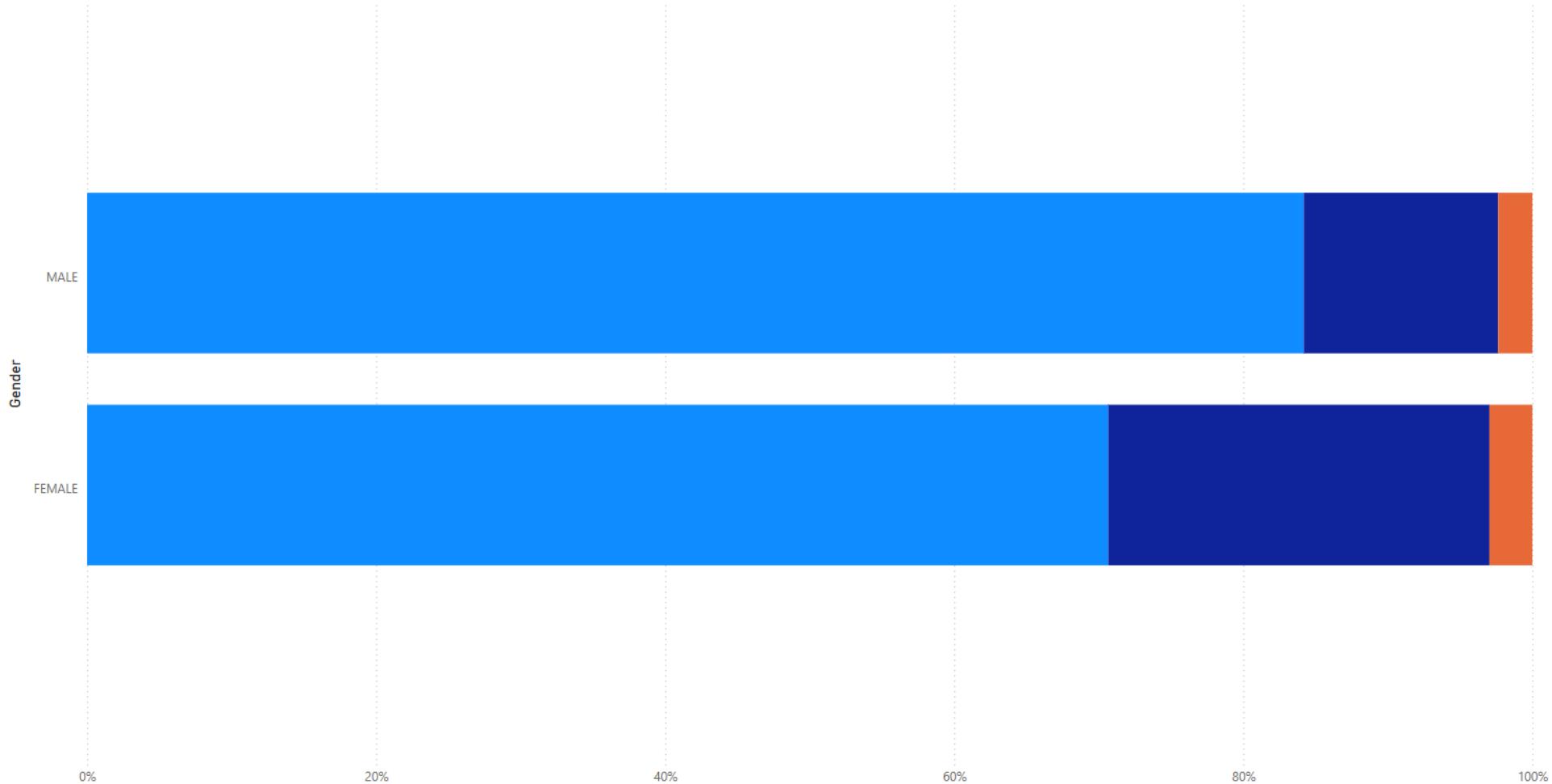
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



## Top Gender Details

Gender: **Male**

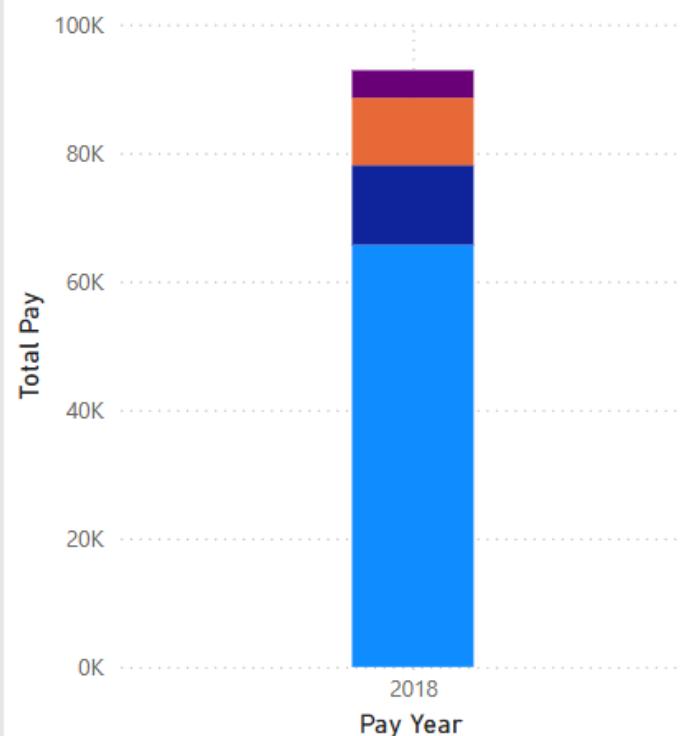
- Average pay – **\$82.33k**
- Average total employees – **52.40k employees**
- Job with most employees – Police Officer II (**3.53k employees**)
- Department with most employees – Police (**11.26k employees**)
- Department with highest pay
  - Public Accountability (**\$184.52k, 3 employees**)
  - Fire (**\$144.88k, 4.15k employees**)
  - Water and Power (**\$124.97k, 9.49k employees**)
- Top ethnicity – Hispanic (**\$77.93k, 20.60k employees**)
- Ethnicity with highest pay
  - Asian American (**\$125.82k, 975 employees**)
  - Caucasian (**\$97.02k, 15.67k employees**)
  - American Indian/Alaskan Native (**\$92.81k, 188 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>65,701.51</b>	<b>12,365.79</b>	<b>10,528.39</b>	<b>4,262.93</b>	<b>82,330.23</b>	<b>80000</b>
PUBLIC ACCOUNTABILITY	181,389.60	0.00	11,001.20	3,125.47	184,515.07	180000
FIRE	95,475.64	46,577.92	13,422.64	2,823.44	144,877.00	140000
WATER AND POWER	88,738.51	23,349.40	17,297.12	12,884.13	124,972.03	120000
CITY ATTORNEY	101,258.87	11.79	8,560.13	3,269.77	104,540.44	100000
POLICE	86,916.30	12,130.06	12,451.80	2,702.45	101,748.80	100000
<b>Total</b>	<b>65,701.51</b>	<b>12,365.79</b>	<b>10,528.39</b>	<b>4,262.93</b>	<b>82,330.23</b>	<b>80000</b>

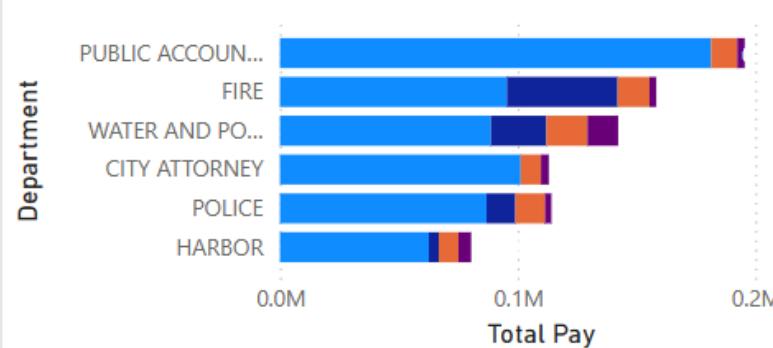
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



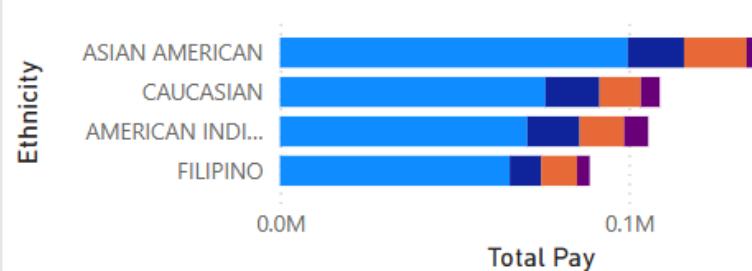
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



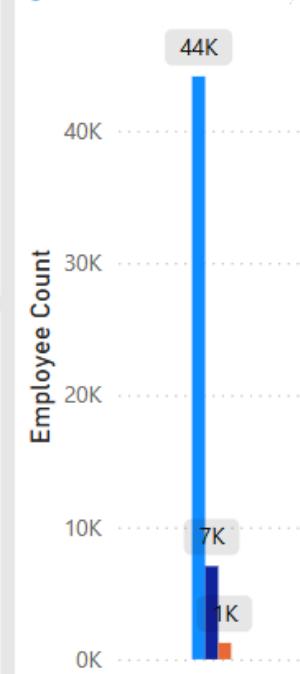
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

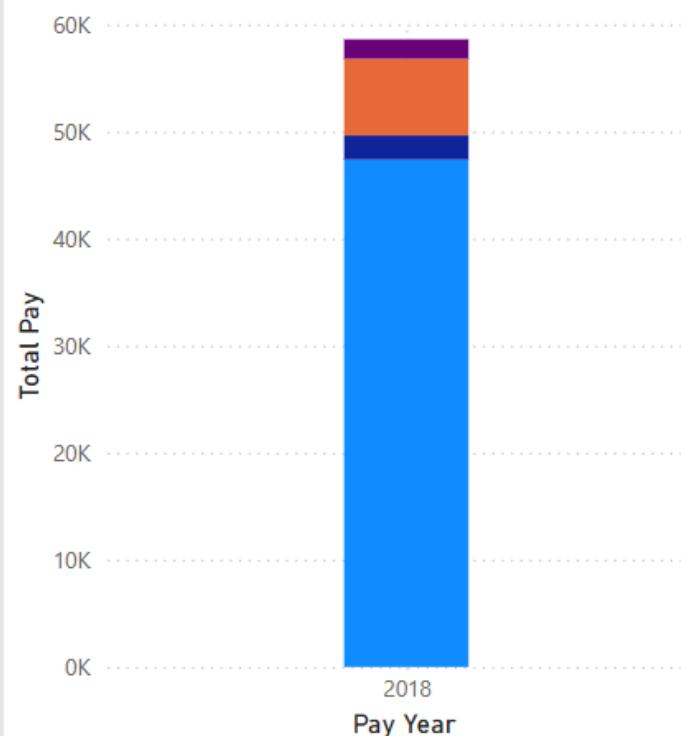
- Average pay – **\$51.44k**
- Average total employees – **26.27k employees**
- Job with most employees – Administrative Clerk (**1.72k employees**)
- Department with most employees – Police (**4.80k employees**)
- Department with highest pay
  - Public Accountability (**\$135.19k, 2 employees**)
  - Water and Power (**\$91.86k, 91.86k employees**)
  - City Attorney (**\$86.33k, 857 employees**)
- Top ethnicity – Hispanic (**\$45.60k, 9.62k employees**)
- Ethnicity with highest pay
  - Asian American (**\$108.77k, 399 employees**)
  - Filipino (**\$64.45k, 1.44k employees**)
  - Caucasian (**\$60.59k, 5.06k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>47,379.44</b>	<b>2,250.52</b>	<b>7,166.93</b>	<b>1,807.73</b>	<b>51,437.69</b>	<b>50000</b>
PUBLIC ACCOUNTABILITY	135,012.40	0.00	15,112.92	173.36	135,185.76	135000
WATER AND POWER	78,092.98	6,480.67	15,787.37	7,284.10	91,857.75	90000
CITY ATTORNEY	84,718.99	50.86	8,593.59	1,561.19	86,331.04	85000
POLICE	69,992.10	4,087.76	9,282.86	1,775.67	75,855.54	75000
CITY ADMINISTRATIVE OFFICER	67,380.22	372.09	6,204.60	1,930.91	69,683.22	65000
<b>Total</b>	<b>47,379.44</b>	<b>2,250.52</b>	<b>7,166.93</b>	<b>1,807.73</b>	<b>51,437.69</b>	<b>50000</b>

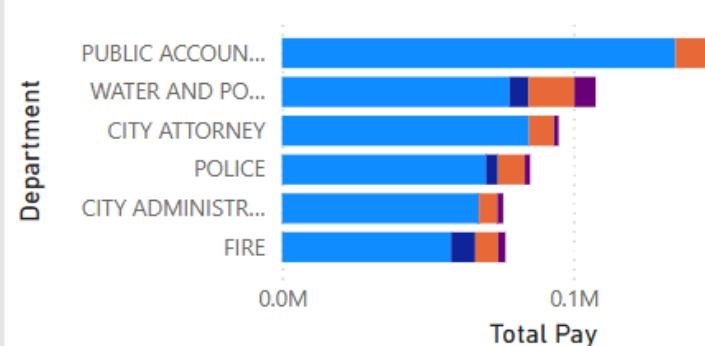
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



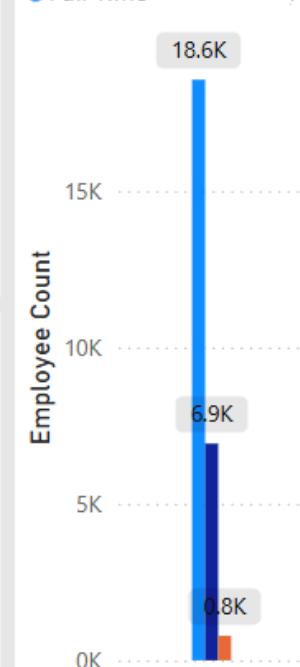
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



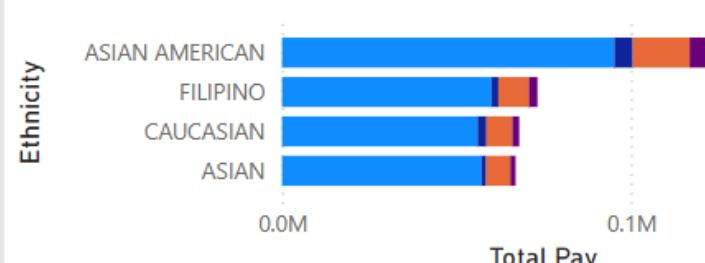
## Average Employment Type Distribution

● Full Time



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## 2019

Total payroll – **\$5.89 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2019	\$4.83 billion	\$780.40 million	\$760.36 million	\$281.67 million	\$5.89 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$65.19k	\$10.54k	\$10.27k	\$3.81k	\$79.54k

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## Department

Highest pay

1. Public Accountability – **\$162.95k**
2. Fire – **\$148.07k**
3. Water and Power – **\$119.73k**

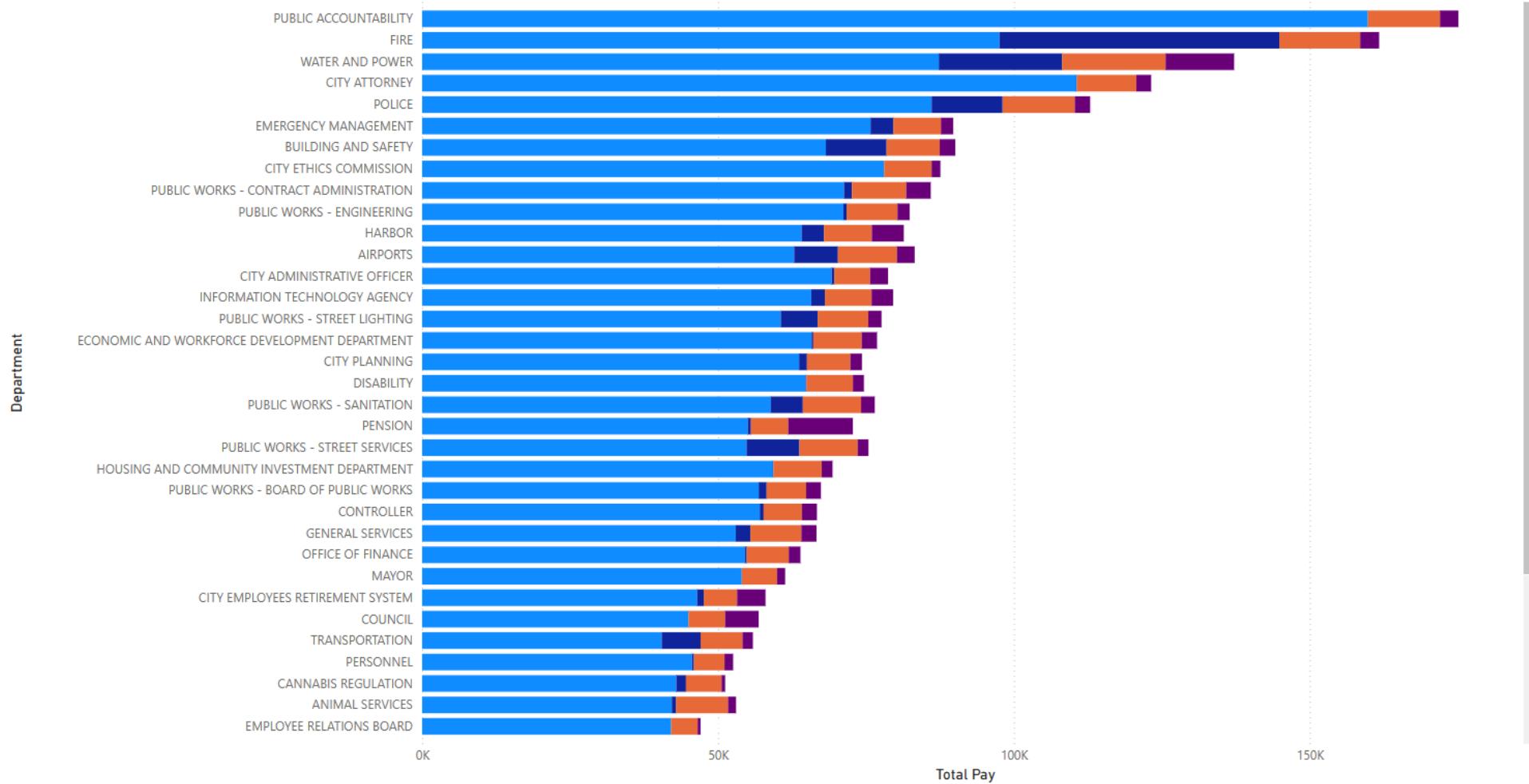
Highest employee count

1. Police – **15.63k employees** (21.11%)
2. Water and Power – **12.40k employees** (16.75%)
3. Recreation and Parks – **9.97k employees** (13.47%)

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## AVERAGE PAY BY DEPARTMENT

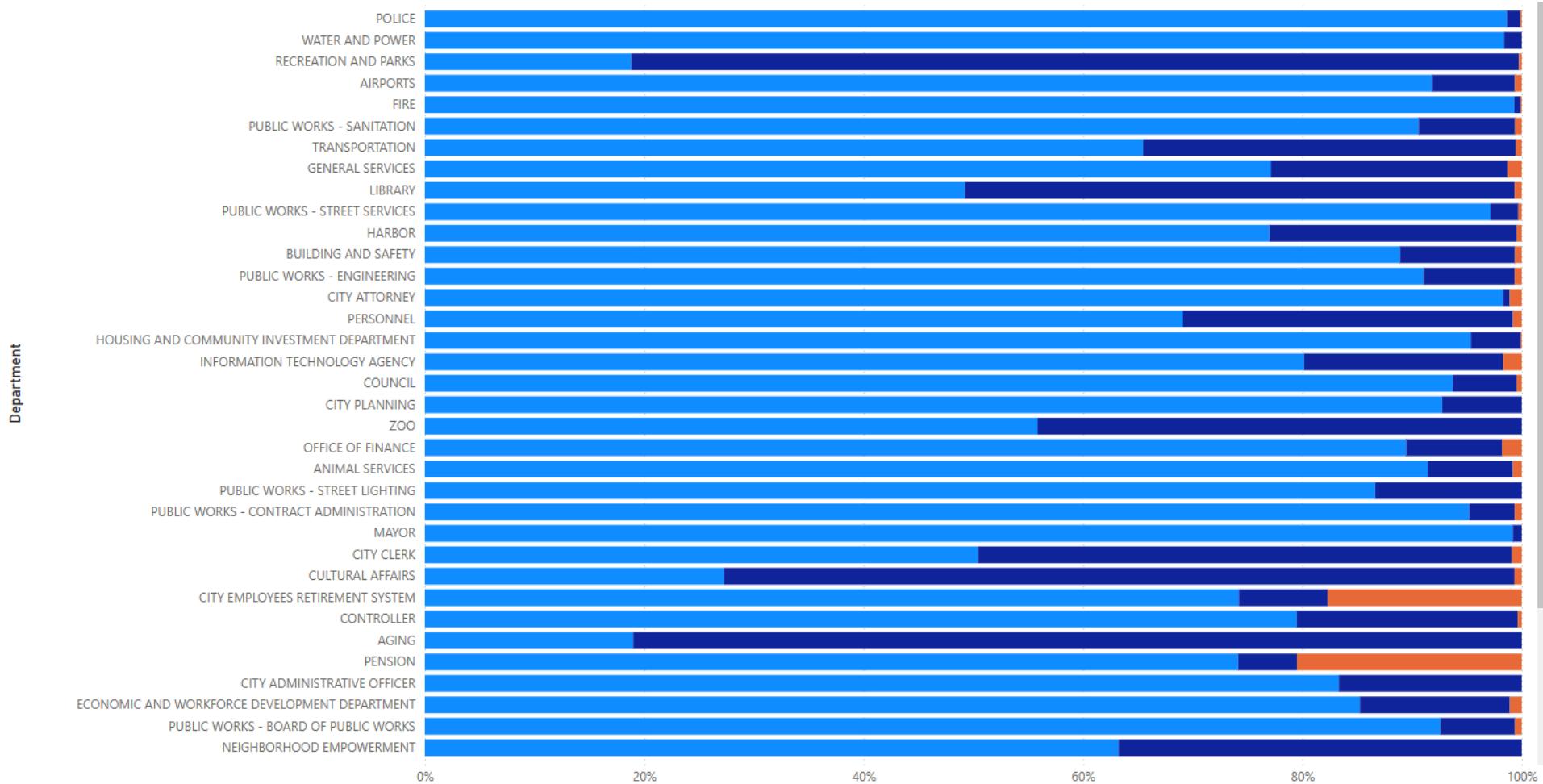
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

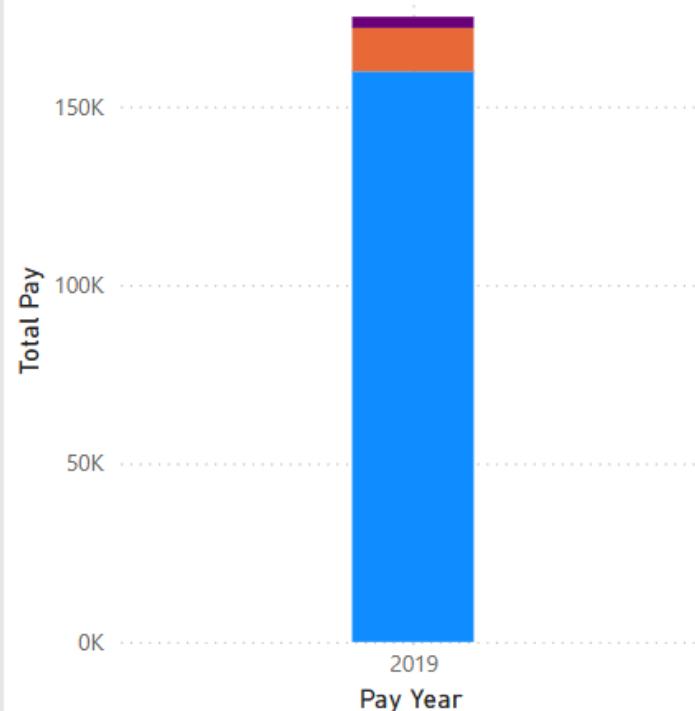
- Average pay – **\$162.95k**
- Average total employees – **5 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$308.18k, 1 employee**)
- Top ethnicity – Caucasian (**\$180.53k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$180.53k, 4 employees**)
  - Black (**\$92.64k, 1 employee**)
- Top gender – Male (**\$178.70k, 3 employees**)
  - Female (**\$139.34k, 2 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>159,838.97</b>	<b>0.00</b>	<b>12,184.55</b>	<b>3,114.34</b>	<b>162,953.31</b>	<b>160,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	297,876.00	0.00	17,823.36	10,303.45	308,179.45	305,000
UTILITY RATES AND POLICY SPECIALIST III	183,393.31	0.00	17,823.36	2,637.71	186,031.02	185,000
UTILITY RATES AND POLICY SPECIALIST II	135,329.60	0.00	12,017.69	2,630.55	137,960.15	135,000
EXECUTIVE LEGAL SECRETARY II	92,642.43	0.00	13,258.32	0.00	92,642.43	90,000
CHIEF ADMINISTRATIVE ANALYST	89,953.52	0.00	0.00	0.00	89,953.52	85,000
<b>Total</b>	<b>159,838.97</b>	<b>0.00</b>	<b>12,184.55</b>	<b>3,114.34</b>	<b>162,953.31</b>	<b>160,000</b>

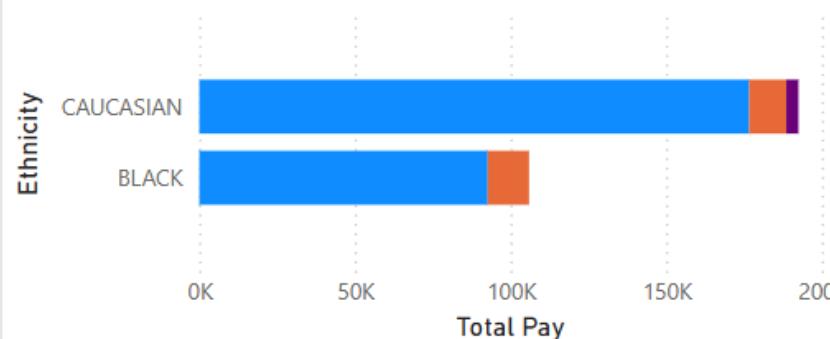
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



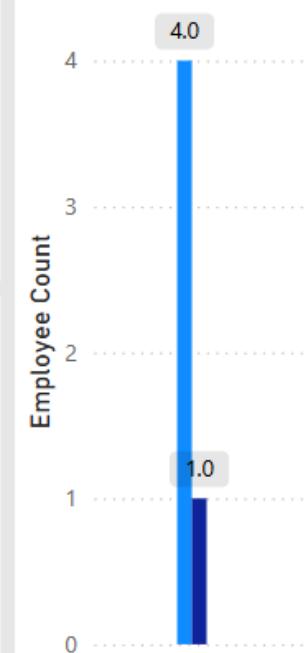
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Fire**

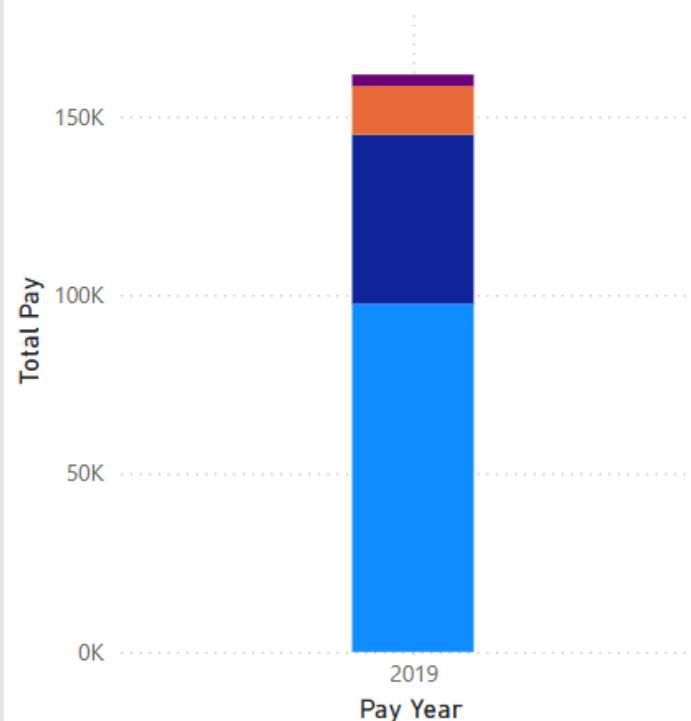
- Average pay – **\$148.07k**
- Average total employees – **4.43k employees**
- Job with highest pay – Fire Helicopter Pilot V (**\$361.59k, 1 employee**)
- Top ethnicity – Caucasian (**\$153.99k, 2.02k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$153.99k, 2.02k employees**)
  - Black (**\$149.18k, 512 employees**)
  - Hispanic (**\$145.45k, 1.43k employees**)
- Top gender – Male (**\$154.78k, 4.04k employees**)
  - Female (**\$77.66k, 385 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>97,570.88</b>	<b>47,295.68</b>	<b>13,671.73</b>	<b>3,204.01</b>	<b>148,070.57</b>	<b>145,000</b>
FIRE HELICOPTER PILOT V	161,127.20	198,885.92	16,456.96	1,574.99	361,588.11	360,000
FIRE CHIEF	332,952.00	0.00	18,556.18	0.00	332,952.00	330,000
FIRE DEPUTY CHIEF	261,341.77	15,402.85	18,089.69	8,249.06	284,993.68	280,000
FIRE ASSISTANT CHIEF	209,913.74	48,703.13	16,192.58	10,936.15	269,553.02	265,000
FIRE HELICOPTER PILOT IV	133,159.62	95,397.02	12,608.29	21,936.87	250,493.50	250,000
<b>Total</b>	<b>97,570.88</b>	<b>47,295.68</b>	<b>13,671.73</b>	<b>3,204.01</b>	<b>148,070.57</b>	<b>145,000</b>

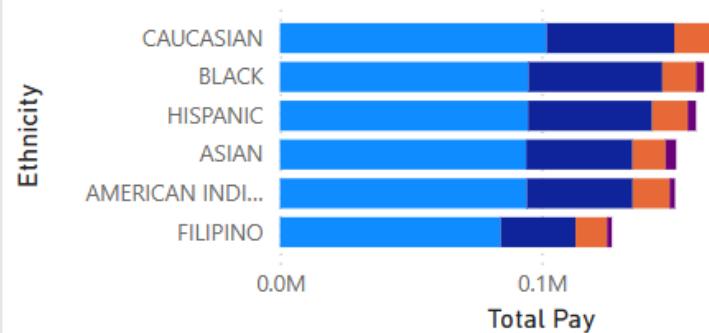
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



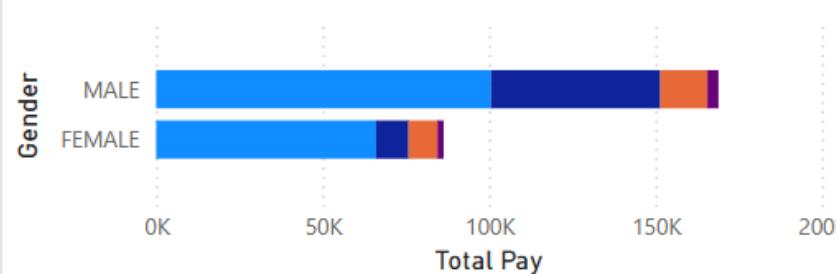
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



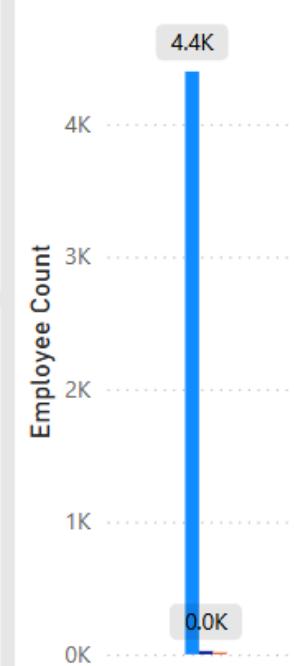
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Water and Power**

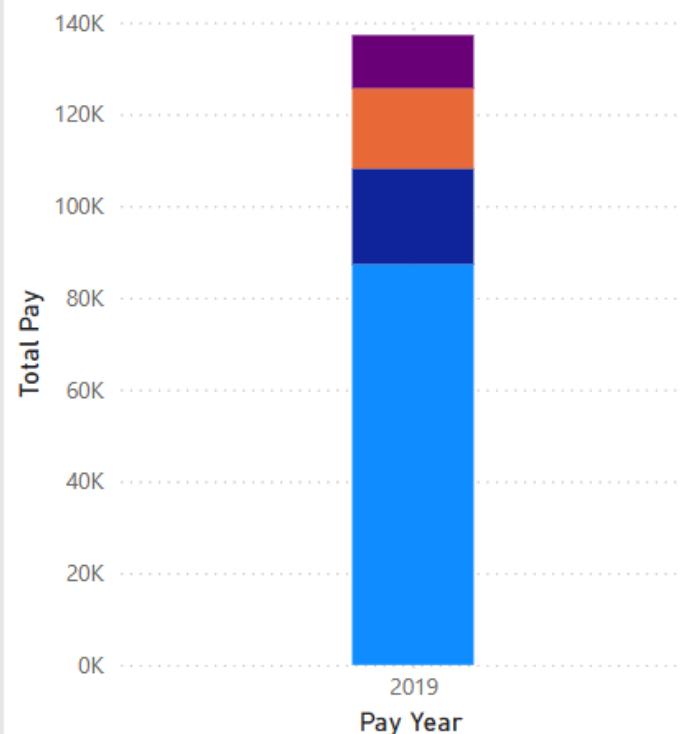
- Average pay – **\$119.73k**
- Average total employees – **12.40k employees**
- Job with highest pay – Senior Load Dispatcher (**\$359.15k, 19 employees**)
- Top ethnicity – Hispanic (**\$115.09k, 4.53k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$133.19k, 3.74k employees**)
  - Asian American (**\$123.79k, 1.41k employees**)
  - Filipino (**\$122.26k, 638 employees**)
- Top gender – Male (**\$127.14k, 9.65k employees**)
  - Female (**\$93.78k, 2.75k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>87,330.05</b>	<b>20,827.69</b>	<b>17,497.07</b>	<b>11,569.49</b>	<b>119,727.23</b>	<b>115,000</b>
SENIOR LOAD DISPATCHER	179,571.36	137,917.43	22,815.55	41,658.73	359,147.52	355,000
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	281,652.04	0.00	18,478.54	63,874.38	345,526.42	345,000
AUDITOR WATER AND POWER	297,897.60	0.00	29,498.56	13,560.63	311,458.23	310,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	177,083.37	107,158.46	22,032.33	25,818.67	310,060.50	310,000
WATER SERVICES MANAGER	285,036.76	0.00	26,115.08	18,435.88	303,472.64	300,000
<b>Total</b>	<b>87,330.05</b>	<b>20,827.69</b>	<b>17,497.07</b>	<b>11,569.49</b>	<b>119,727.23</b>	<b>115,000</b>

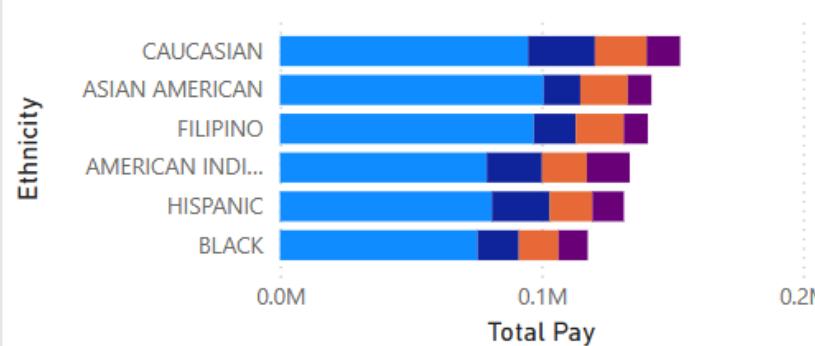
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



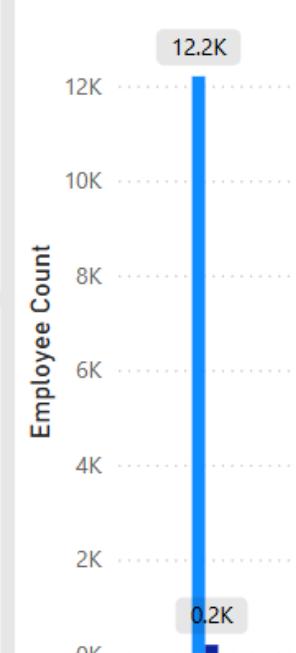
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



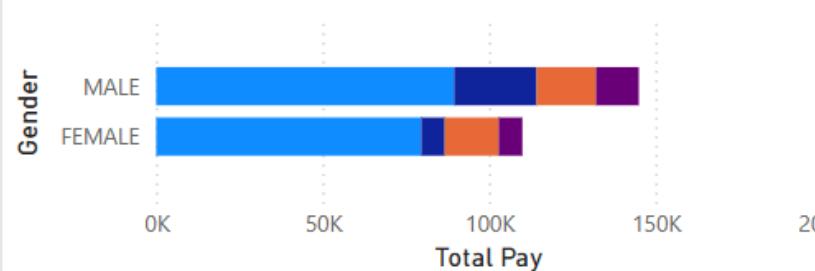
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Police**

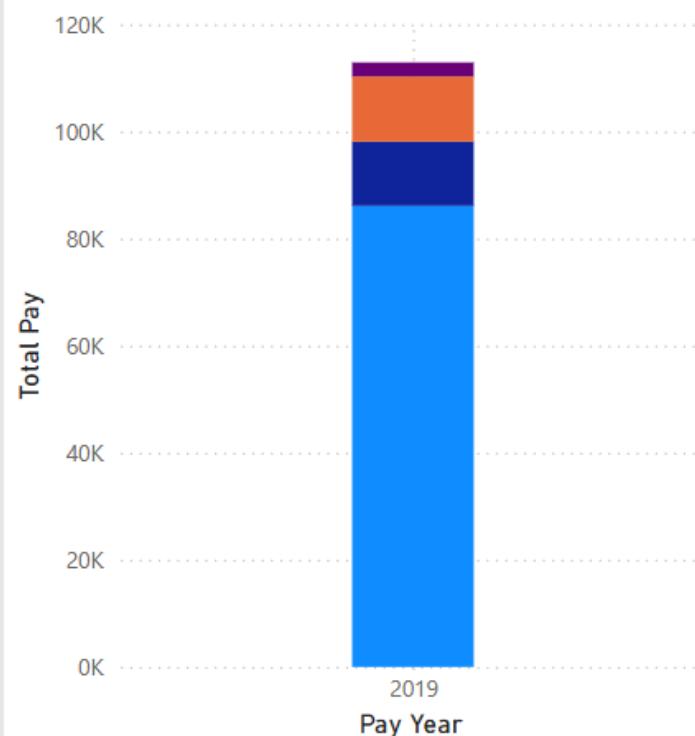
- Average pay – **\$100.69k**
- Average total employees – **15.63k employees**
- Job with highest pay – Chief of Police (**\$350.76k, 1 employee**)
- Top ethnicity – Hispanic (**\$98.86k, 7.35k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$116.05k, 46 employees**)
  - Caucasian (**\$109.42k, 4.32k employees**)
  - Asian (**\$102.26k, 1.30k employees**)
- Top gender – Male (**\$107.56k, 11.13k employees**)
  - Female (**\$83.67k, 4.49k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>86,116.44</b>	<b>11,981.55</b>	<b>12,206.20</b>	<b>2,593.12</b>	<b>100,691.10</b>	<b>100,000</b>
CHIEF OF POLICE	349,564.80	0.00	313.68	1,200.00	350,764.80	350,000
POLICE DEPUTY CHIEF II	174,219.55	4.12	10,807.89	79,397.91	253,621.58	250,000
EXECUTIVE DIRECTOR POLICE COMMISSION	237,936.00	0.00	17,823.36	8,965.83	246,901.83	245,000
INSPECTOR GENERAL	226,146.52	0.00	11,997.36	3,481.19	229,627.71	225,000
POLICE TRAINING ADMINISTRATOR	208,892.80	0.00	14,058.00	3,042.29	211,935.09	210,000
<b>Total</b>	<b>86,116.44</b>	<b>11,981.55</b>	<b>12,206.20</b>	<b>2,593.12</b>	<b>100,691.10</b>	<b>100,000</b>

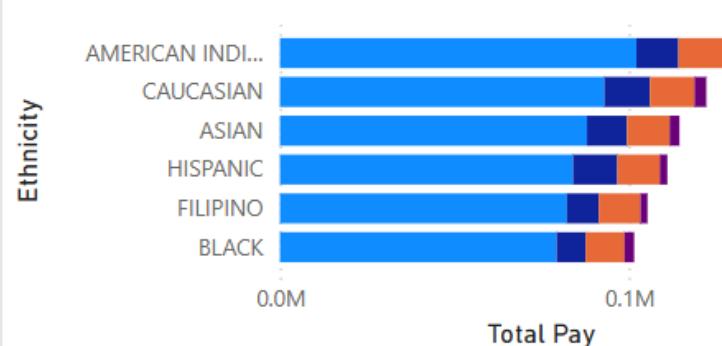
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



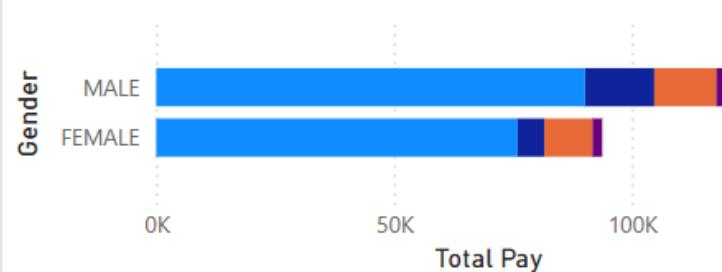
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



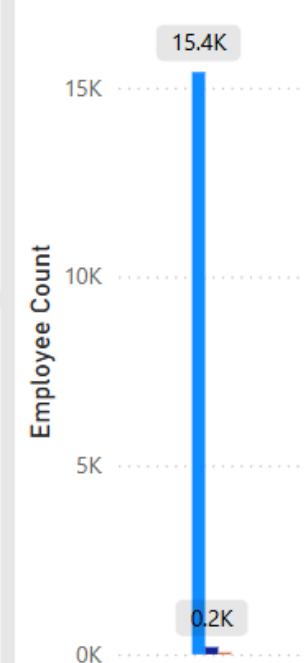
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Recreation and Parks**

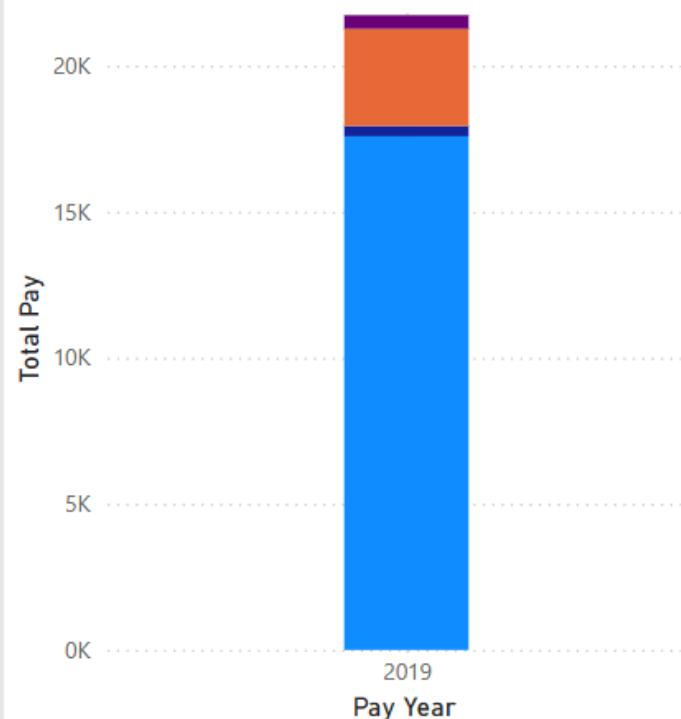
- Average pay – **\$18.40k**
- Average total employees – **9.97k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$261.34k, 1 employee**)
- Top ethnicity – Hispanic (**\$20.15k, 4.35k employees**)
- Ethnicity with highest pay
  - Filipino (**\$39.13k, 78 employees**)
  - Asian (**\$31.23k, 334 employees**)
  - American Indian/Alaskan Native (**\$29.78k, 8 employees**)
- Top gender – Male (**\$21.48k, 5.51k employees**)
  - Female (**\$14.61k, 4.46k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>17,586.56</b>	<b>351.60</b>	<b>3,328.76</b>	<b>466.63</b>	<b>18,404.79</b>	<b>15,000</b>
GENERAL MANAGER RECREATION AND PARKS	255,283.20	0.00	535.20	6,059.20	261,342.40	260,000
PERSONNEL DIRECTOR III	205,929.30	0.00	17,823.36	5,668.20	211,597.50	210,000
CHIEF FINANCIAL OFFICER	209,472.00	0.00	7,230.48	0.00	209,472.00	205,000
OBSERVATORY DIRECTOR II	180,057.60	0.00	13,258.32	4,136.64	184,194.24	180,000
ASSISTANT GENERAL MANAGER RECREATION AND PARKS	161,322.50	0.00	14,005.68	19,184.25	180,506.76	180,000
<b>Total</b>	<b>17,586.56</b>	<b>351.60</b>	<b>3,328.76</b>	<b>466.63</b>	<b>18,404.79</b>	<b>15,000</b>

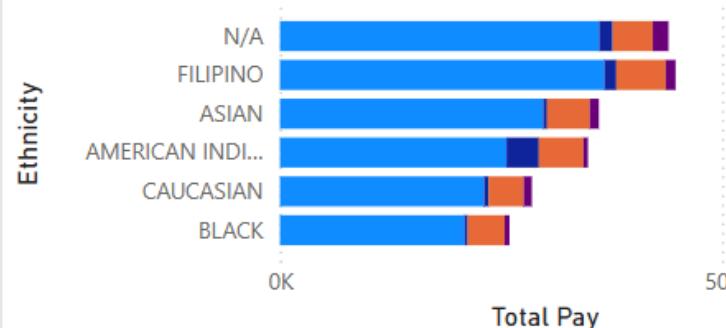
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



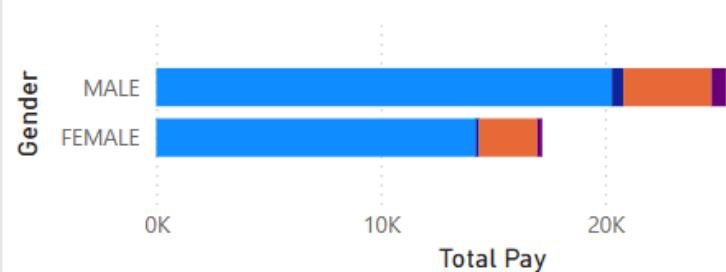
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



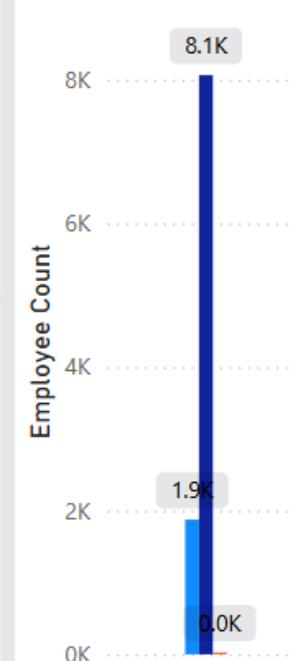
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. Chief Port Pilot II – **\$509.68k**
2. General Manager Airports – **\$399.41k**
3. Port Pilot II – **\$371.41k**

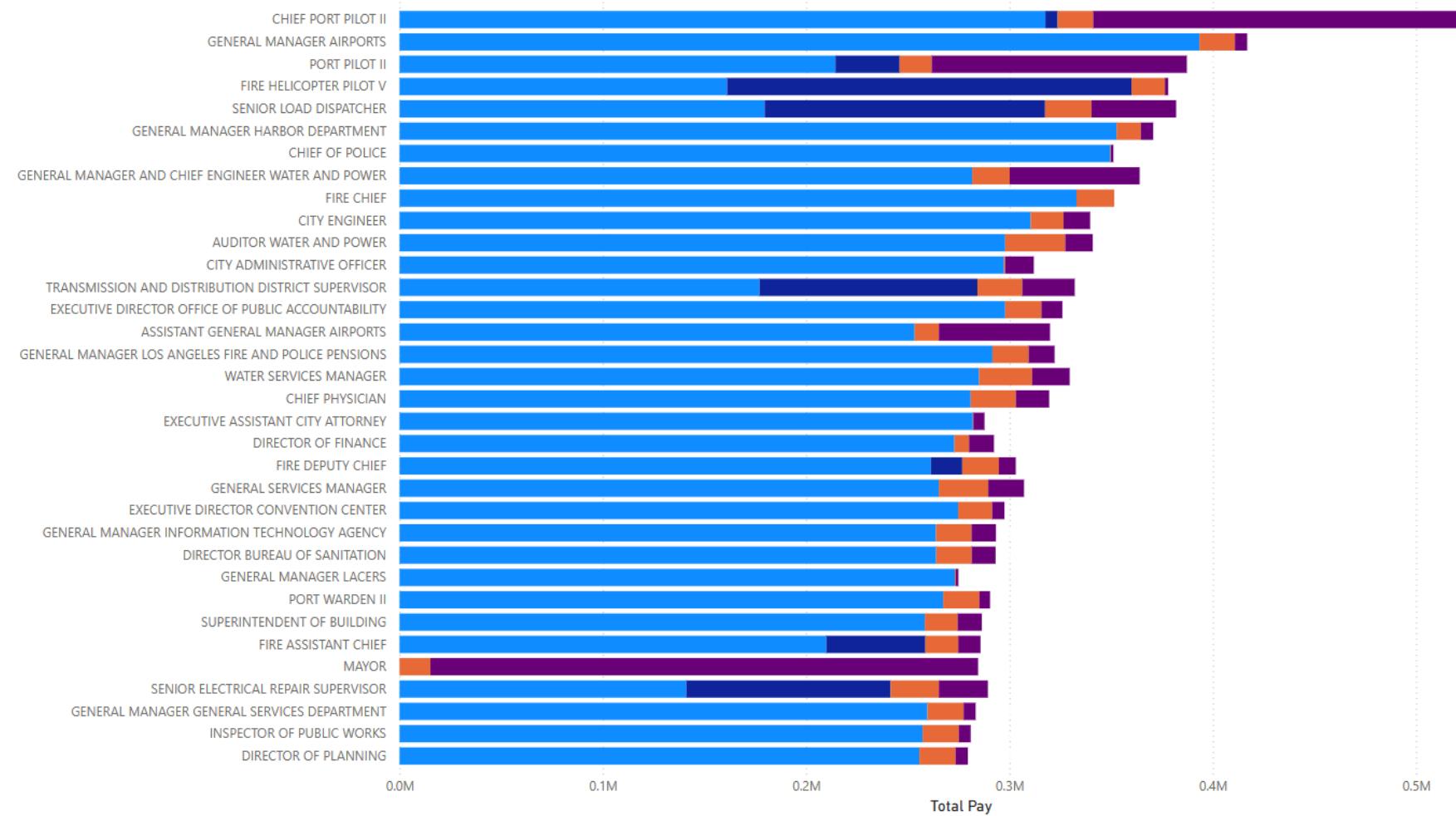
Highest employee count

1. Police Officer II – **4.31k employees** (5.82%)
2. Recreation Assistant – **2.53k employees** (3.42%)
3. Police Officer III – **2.48k employees** (3.35%)

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## AVERAGE PAY BY JOB

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



[Back to report](#)

## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event

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## Top Job Details

Job Title: **Chief Port Pilot II**

- Average pay – **\$509.68k**
- Average total employees – **2 employees**
- Department with highest pay – Harbor (**\$509.68k, 2 employees**)
- Top ethnicity – Caucasian (**\$509.68k, 2 employees**)
- Top gender – Male (**\$509.68k, 2 employees**)

## Average Pay by Job

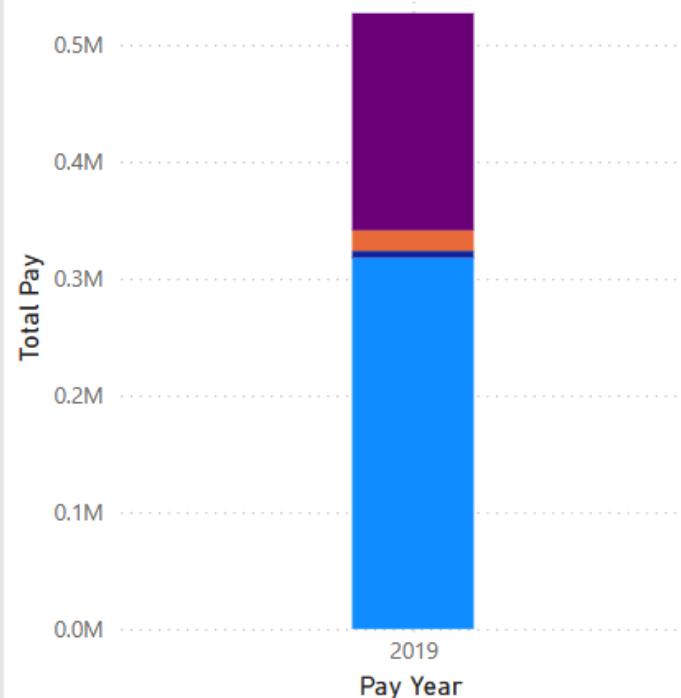
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF PORT PILOT II	<b>317,657.60</b>	<b>6,043.59</b>	<b>17,472.96</b>	<b>185,975.06</b>	<b>509,676.25</b>	<b>505,000</b>
HARBOR	317,657.60	6,043.59	17,472.96	185,975.06	509,676.25	505,000
<b>Total</b>	<b>317,657.60</b>	<b>6,043.59</b>	<b>17,472.96</b>	<b>185,975.06</b>	<b>509,676.25</b>	<b>505,000</b>

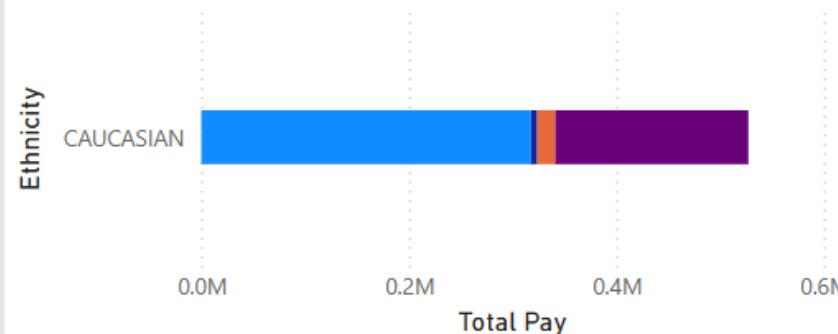
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



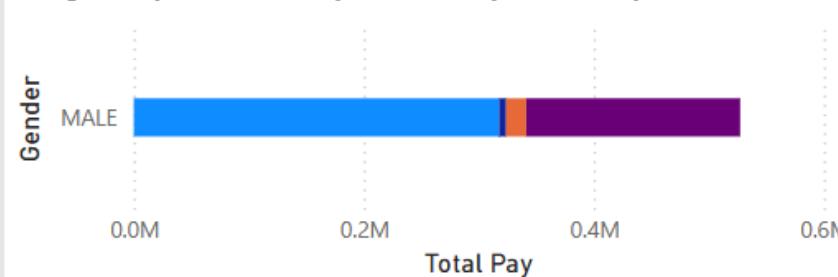
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



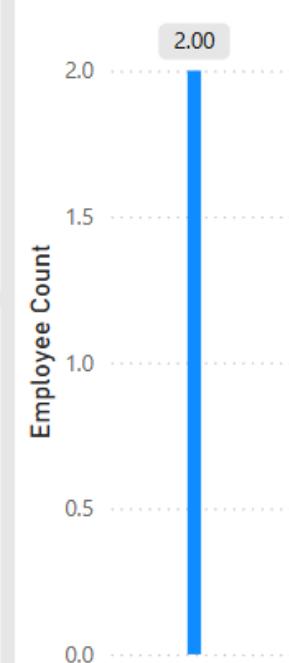
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **General Manager Airports**

- Average pay – **\$399.41k**
- Average total employees – **1 employee**
- Department with highest pay – Airports (**\$399.41k, 1 employee**)
- Top ethnicity – Black (**\$399.41k, 1 employee**)
- Top gender – Female (**\$399.41k, 1 employee**)

## Average Pay by Job

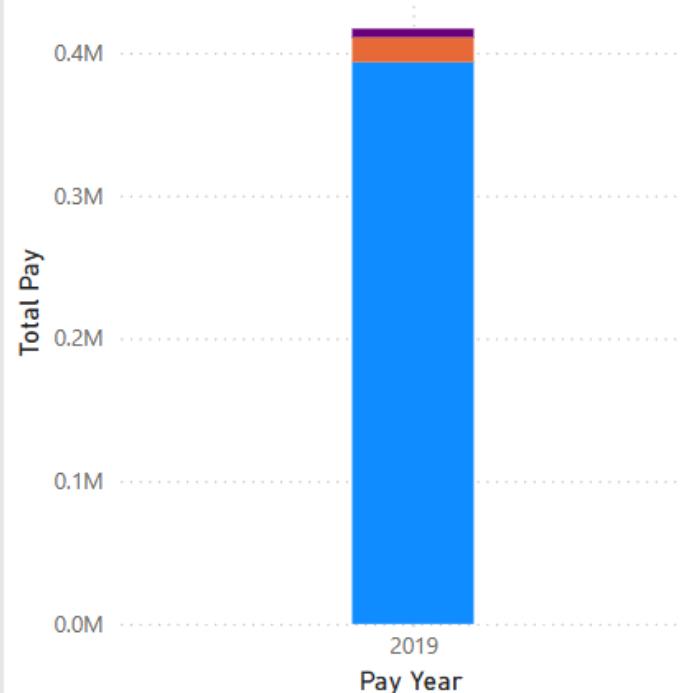
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> GENERAL MANAGER AIRPORTS	393,411.20	0.00	17,489.52	6,000.00	399,411.20	395,000
AIRPORTS	393,411.20	0.00	17,489.52	6,000.00	399,411.20	395,000
<b>Total</b>	<b>393,411.20</b>	<b>0.00</b>	<b>17,489.52</b>	<b>6,000.00</b>	<b>399,411.20</b>	<b>395,000</b>

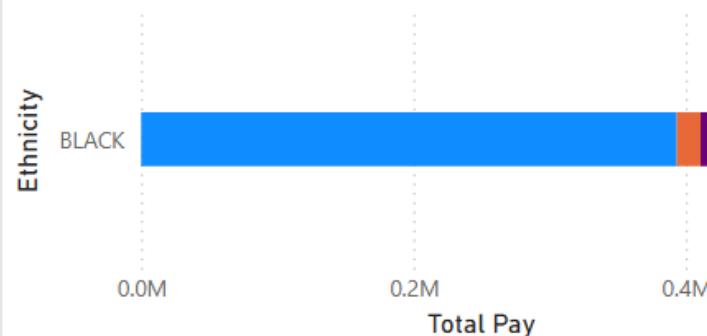
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



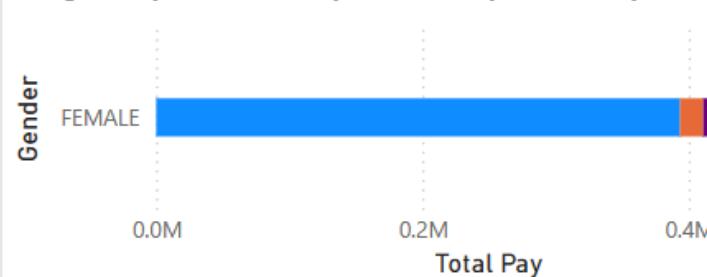
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



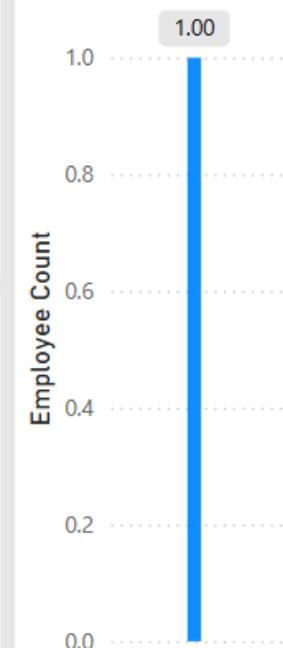
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Port Pilot II**

- Average pay – **\$371.41k**
- Average total employees – **13 employees**
- Department with highest pay – Harbor (**\$371.41k, 13 employees**)
- Top ethnicity – Caucasian (**\$366.79k, 12 employees**)
- Ethnicity with highest pay
  - Asian (**\$426.82k, 1 employee**)
  - Caucasian (**\$366.79k, 12 employees**)
- Top gender – Male (**\$371.41k, 13 employees**)

## Average Pay by Job

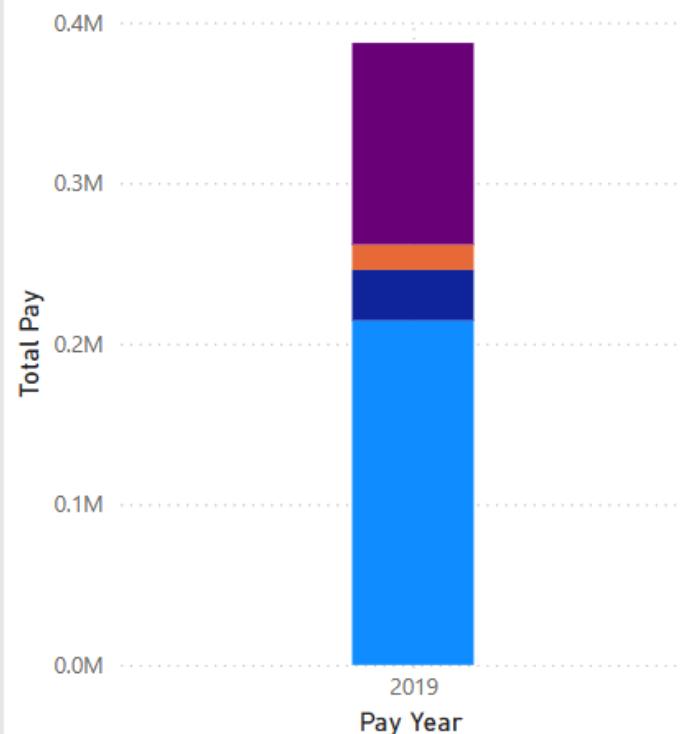
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> PORT PILOT II	214,439.00	31,502.77	15,820.28	125,464.65	371,406.42	370,000
HARBOR	214,439.00	31,502.77	15,820.28	125,464.65	371,406.42	370,000
<b>Total</b>	<b>214,439.00</b>	<b>31,502.77</b>	<b>15,820.28</b>	<b>125,464.65</b>	<b>371,406.42</b>	<b>370,000</b>

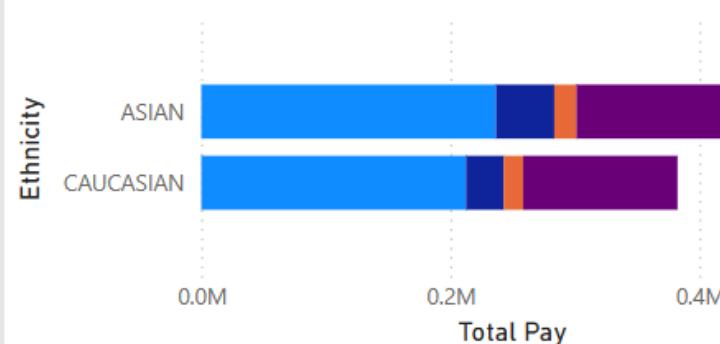
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



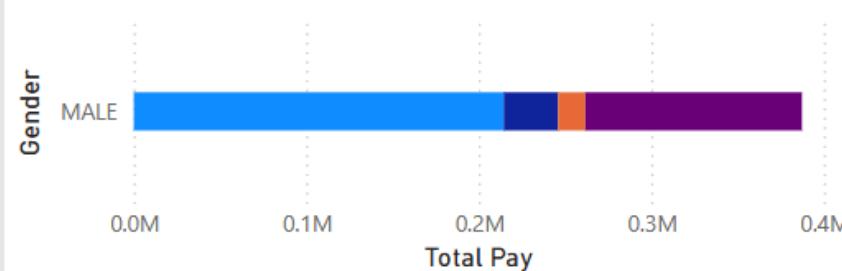
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



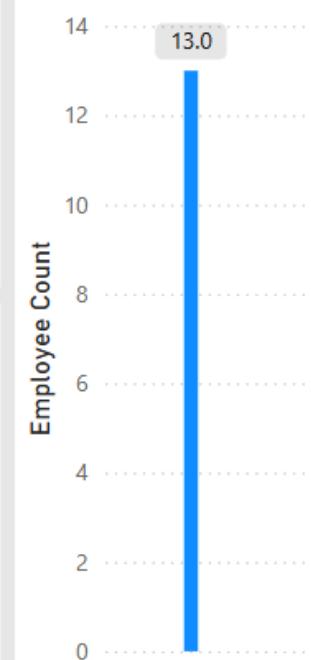
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$104.68k**
- Average total employees – **4.31k employees**
- Department with highest pay – Police (**\$104.68k, 4.31k employees**)
- Top ethnicity – Hispanic (**\$104.14k, 2.31k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$118.07k, 15 employees**)
  - Caucasian (**\$106.02k, 1.14k employees**)
  - Black (**\$104.88k, 358 employees**)
- Top gender – Male (**\$107k, 3.62k employees**)
  - Female (**\$92.58k, 694 employees**)

## Average Pay by Job

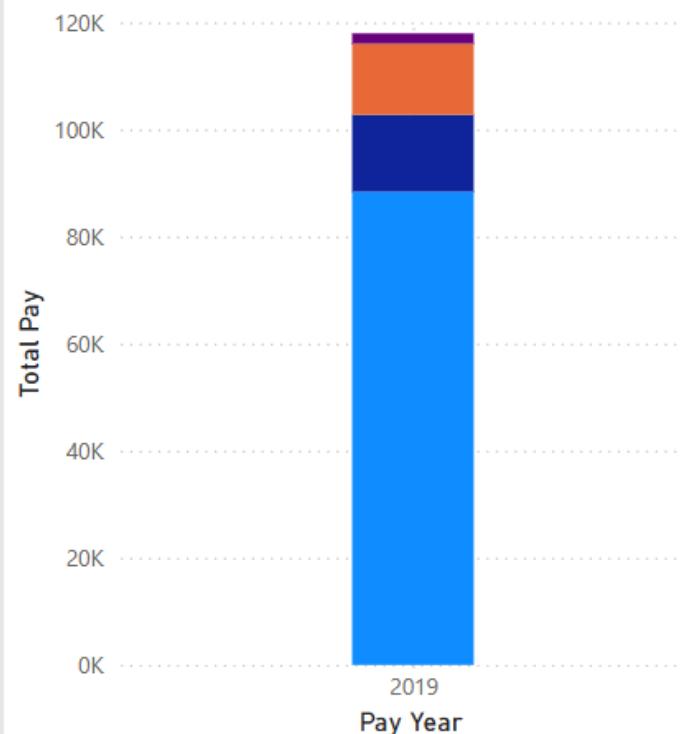
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II	<b>88,394.32</b>	<b>14,352.16</b>	<b>13,282.61</b>	<b>1,929.82</b>	<b>104,676.30</b>	<b>100,000</b>
POLICE	88,394.32	14,352.16	13,282.61	1,929.82	104,676.30	100,000
<b>Total</b>	<b>88,394.32</b>	<b>14,352.16</b>	<b>13,282.61</b>	<b>1,929.82</b>	<b>104,676.30</b>	<b>100,000</b>

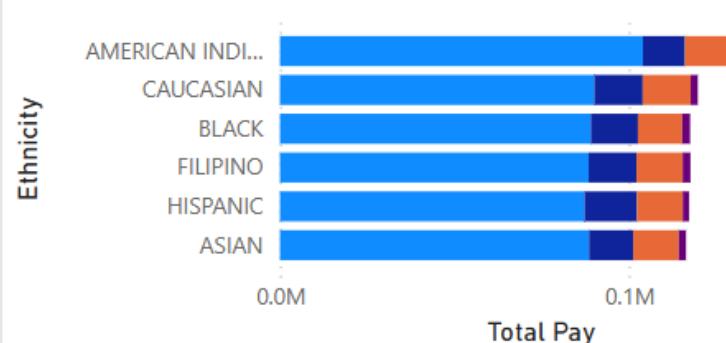
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



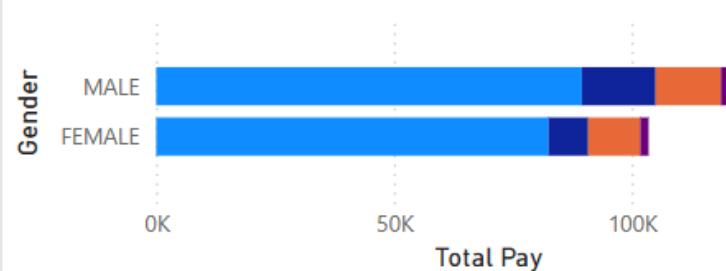
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



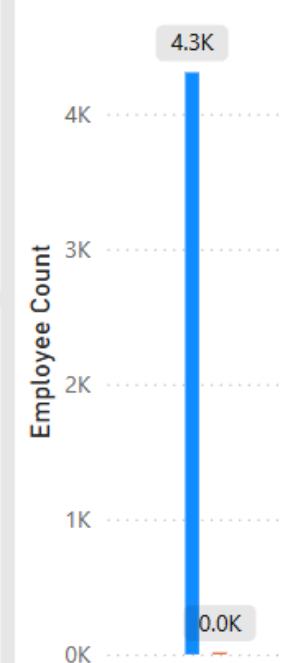
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

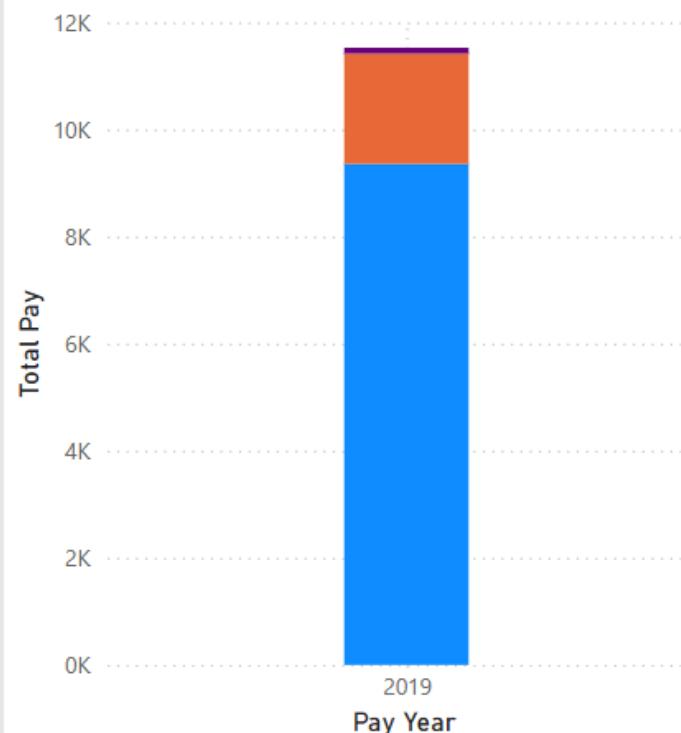
- Average pay – **\$9.47k**
- Average total employees – **2.53k employees**
- Department with highest pay – Cultural Affairs (**\$15.36k, 3 employees**)
- Top ethnicity – Hispanic (**\$11.02k, 1.13k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$14.33k, 3 employees**)
  - Hispanic (**\$11.02k, 1.13k employees**)
  - Two or more races (**\$10.66k, 2 employees**)
  - Black (**\$10.25k, 443 employees**)
- Top gender – Female (**\$9.06k, 1.39k employees**)
  - Male (**\$9.95k, 1.15k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>9,353.57</b>	<b>2.90</b>	<b>2,061.85</b>	<b>108.58</b>	<b>9,465.05</b>	<b>5,000</b>
CULTURAL AFFAIRS	15,190.82	0.00	5,140.56	166.67	15,357.49	15,000
RECREATION AND PARKS	9,366.41	2.97	2,105.64	111.01	9,480.40	5,000
ZOO	8,489.14	0.00	0.00	0.00	8,489.14	5,000
<b>Total</b>	<b>9,353.57</b>	<b>2.90</b>	<b>2,061.85</b>	<b>108.58</b>	<b>9,465.05</b>	<b>5,000</b>

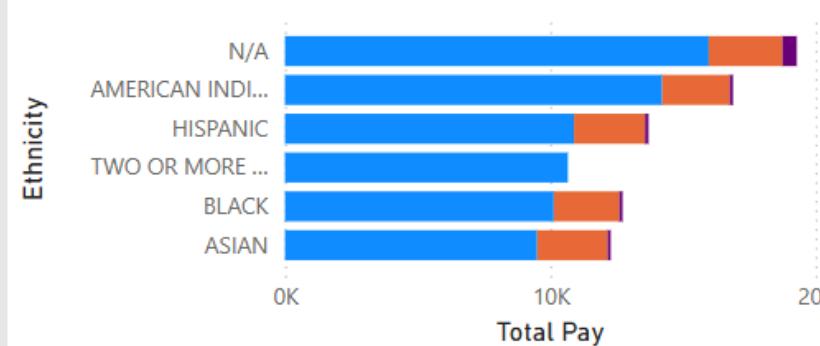
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



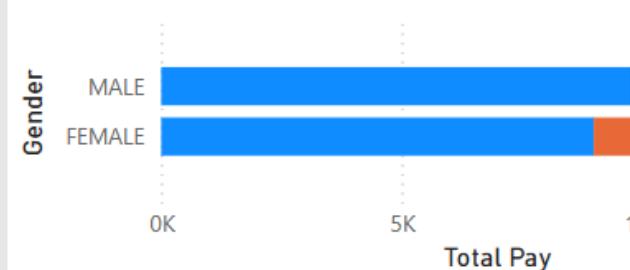
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



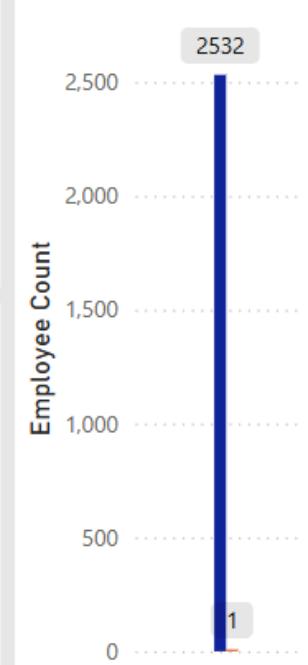
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer III**

- Average pay – **\$130.55k**
- Average total employees – **2.48k employees**
- Department with highest pay – Police (**\$130.55k, 2.48k employees**)
- Top ethnicity – Hispanic (**\$132.30k, 1.24k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$138.34k, 9 employees**)
  - Filipino (**\$135.07k, 59 employees**)
  - Asian (**\$134.19k, 206 employees**)
- Top gender – Male (**\$133.75k, 2.01k employees**)
  - Female (**\$116.88k, 471 employees**)

## Average Pay by Job

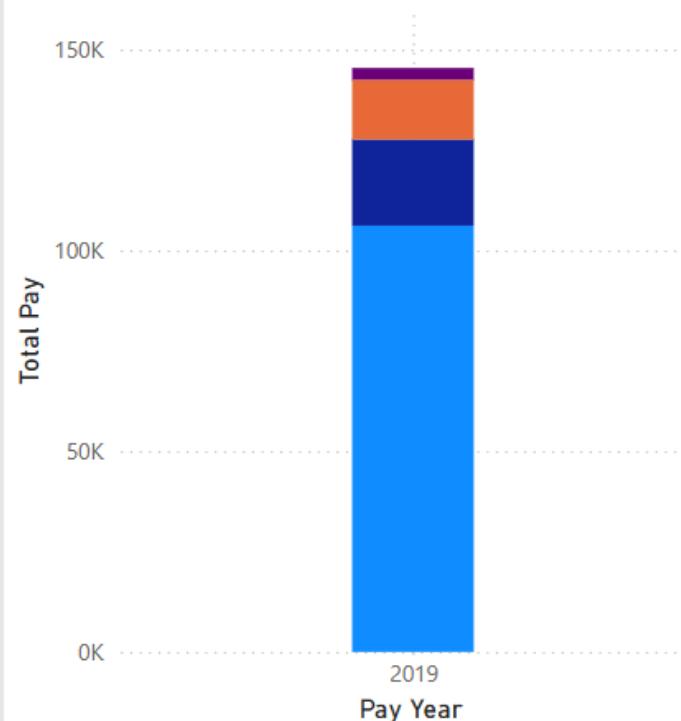
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	106,152.50	21,480.64	14,872.16	2,913.00	130,546.14	130,000
POLICE	106,152.50	21,480.64	14,872.16	2,913.00	130,546.14	130,000
<b>Total</b>	<b>106,152.50</b>	<b>21,480.64</b>	<b>14,872.16</b>	<b>2,913.00</b>	<b>130,546.14</b>	<b>130,000</b>

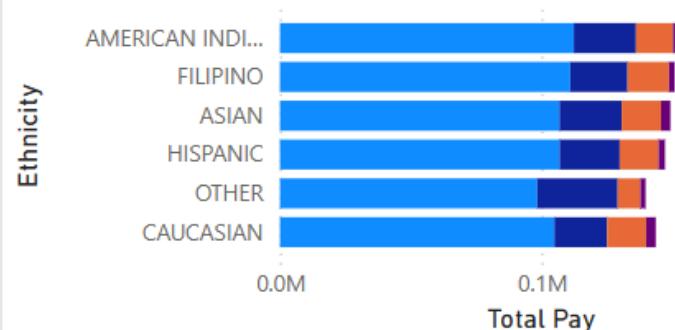
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



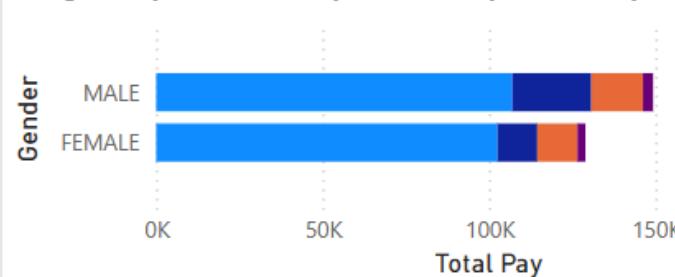
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



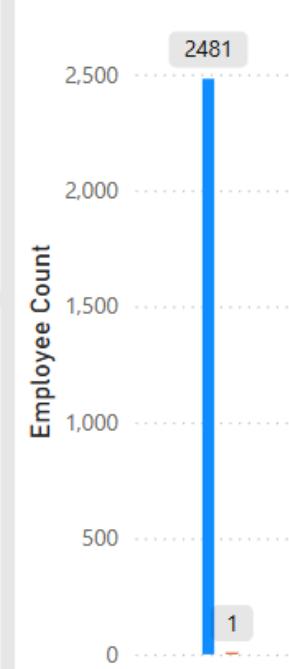
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$123.78k**
2. Caucasian – **\$99.72k**
3. American Indian/Alaskan Native – **\$95.87k**

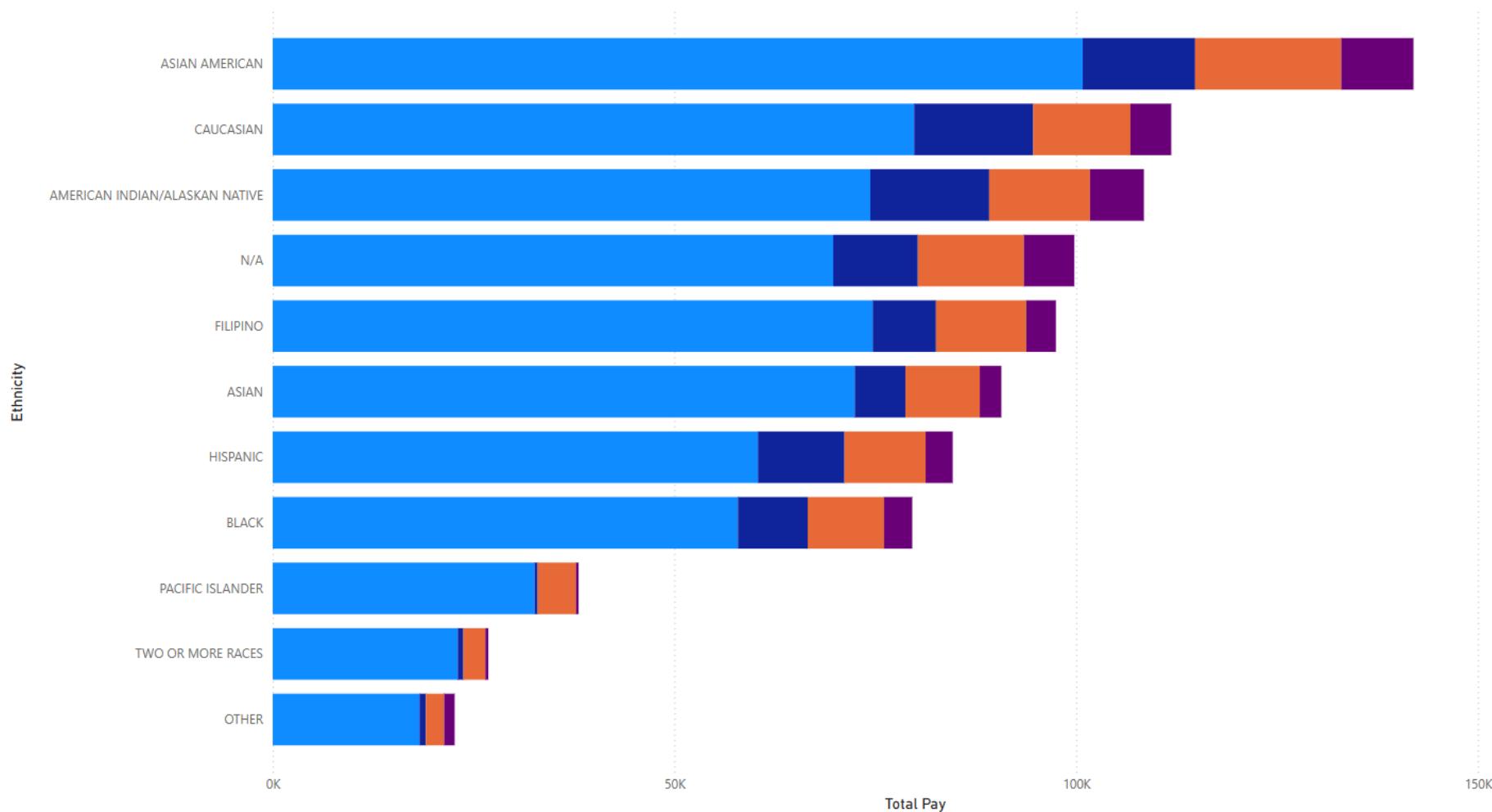
Highest employee count

1. Hispanic – **29.21k employees** (39.46%)
2. Caucasian – **18.58k employees** (25.10%)
3. Black – **11.64k employees** (15.72%)

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## AVERAGE PAY BY ETHNICITY

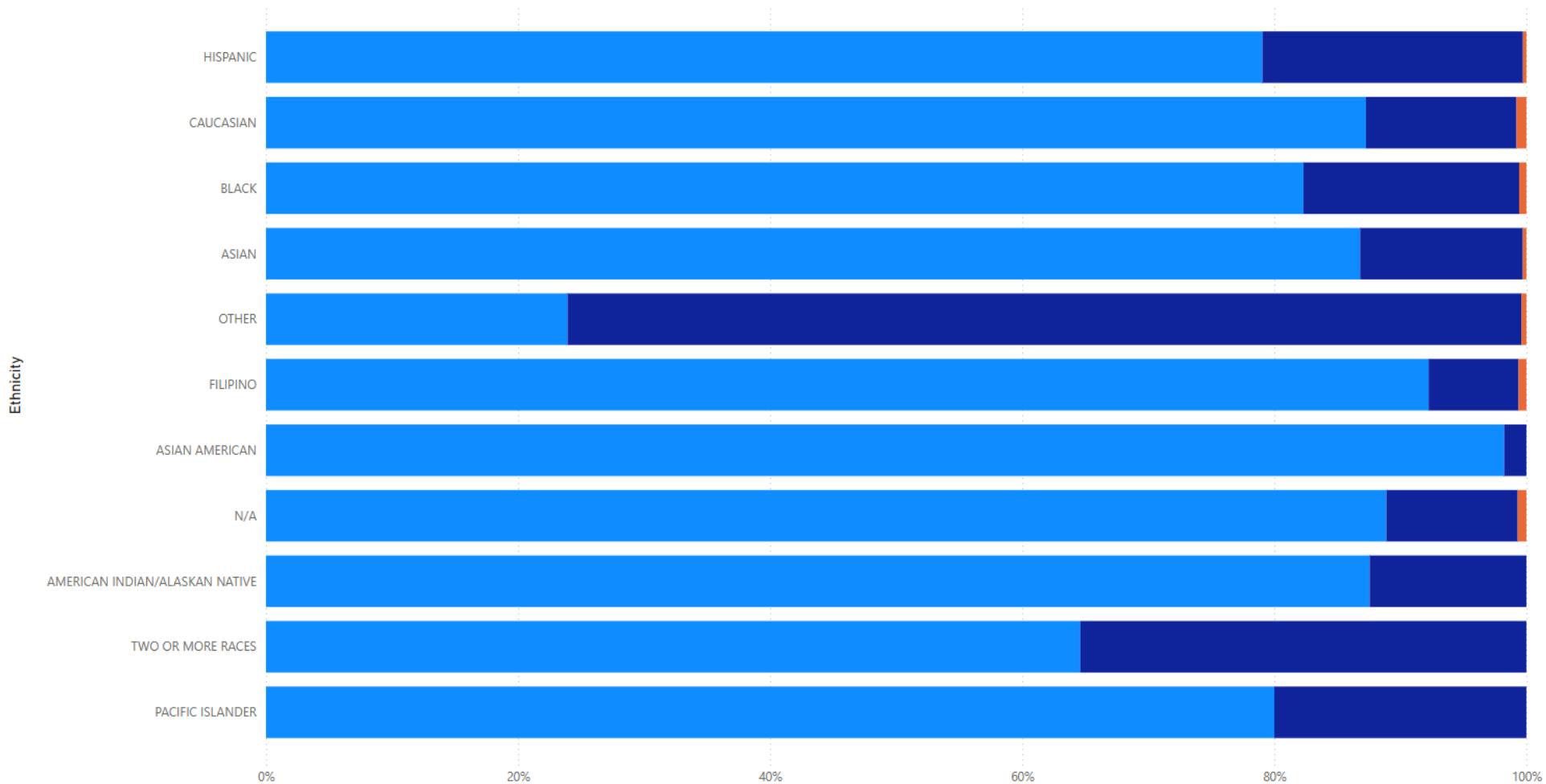
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

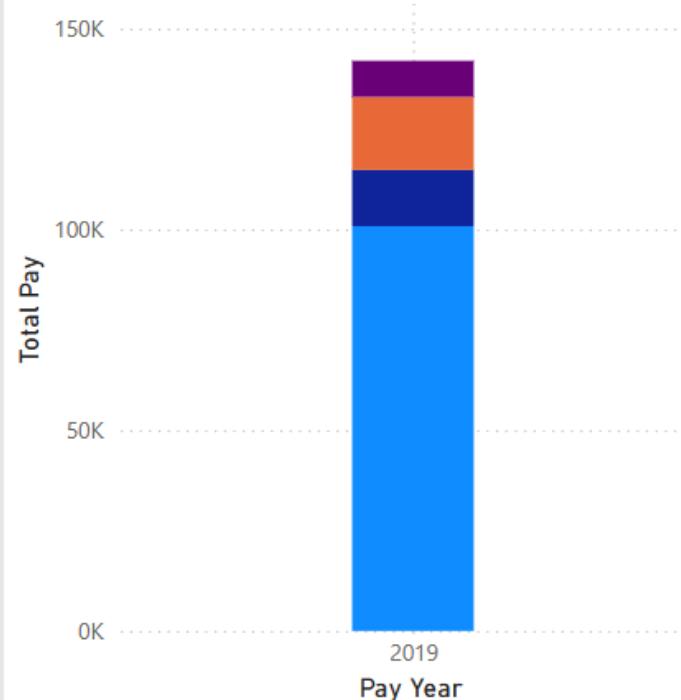
- Average pay – **\$123.78k**
- Average total employees – **1.41k employees**
- Job with most employees – Electrical Engineer Associate (**165 employees**)
- Department with most employees – Water and Power (**1.41k employees**)
- Top gender – Male (**\$129.98k, 997 employees**)
  - Female (**\$108.92k, 416 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	100,811.23	13,982.95	18,193.18	8,987.15	123,781.32	120000
WATER AND POWER	100,811.23	13,982.95	18,193.18	8,987.15	123,781.32	120000
<b>Total</b>	<b>100,811.23</b>	<b>13,982.95</b>	<b>18,193.18</b>	<b>8,987.15</b>	<b>123,781.32</b>	<b>120000</b>

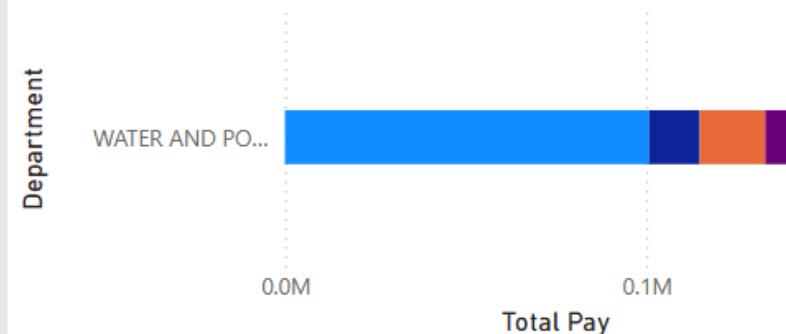
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



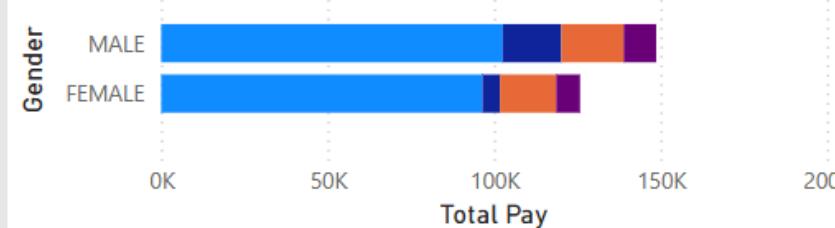
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



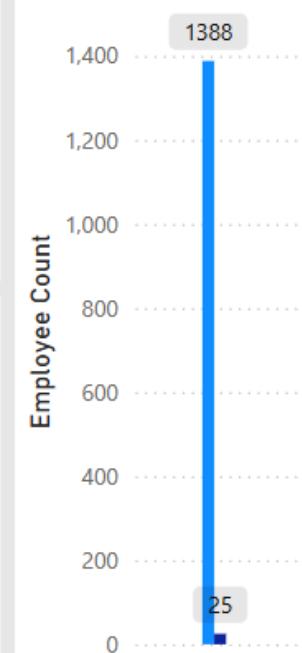
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

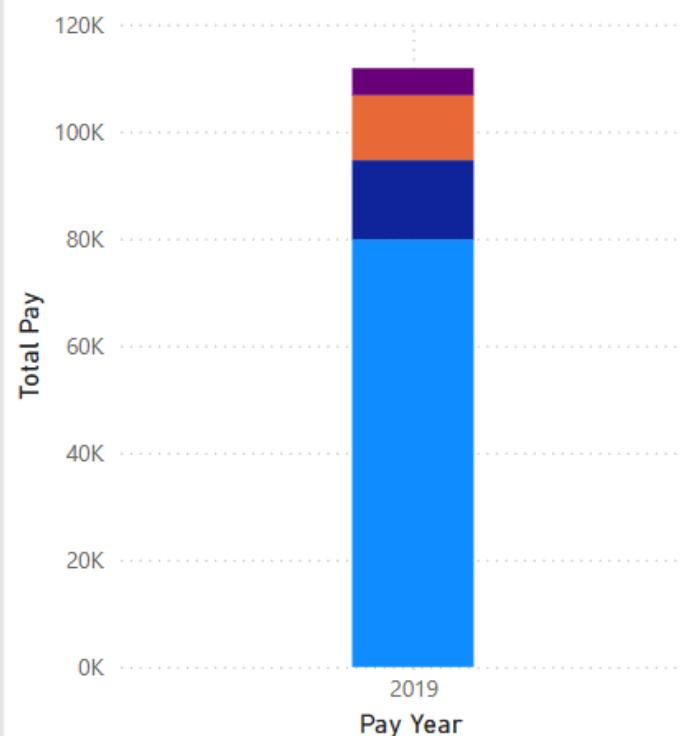
- Average pay – **\$99.72k**
- Average total employees – **18.58k employees**
- Job with most employees – Police Officer II (**1.14k employees**)
- Department with most employees – Police (**4.32k employees**)
- Department with highest pay
  - Public Accountability (**\$180.53k, 4 employees**)
  - Fire (**\$153.99k, 2.02k employees**)
  - City Attorney (**\$138.53k, 420 employees**)
- Top gender – Male (**\$110.03k, 14.01k employees**)
  - Female (**\$68.07k, 4.56k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>79,835.89</b>	<b>14,802.29</b>	<b>12,112.72</b>	<b>5,080.54</b>	<b>99,718.71</b>	<b>95000</b>
PUBLIC ACCOUNTABILITY	176,638.11	0.00	11,916.10	3,892.93	180,531.04	180000
FIRE	101,954.38	48,752.07	14,223.64	3,280.95	153,987.40	150000
CITY ATTORNEY	135,205.68	12.08	10,651.80	3,313.77	138,531.52	135000
WATER AND POWER	94,842.82	25,560.96	19,769.89	12,782.99	133,186.77	130000
POLICE	93,025.90	13,035.42	12,803.92	3,357.45	109,418.77	105000
<b>Total</b>	<b>79,835.89</b>	<b>14,802.29</b>	<b>12,112.72</b>	<b>5,080.54</b>	<b>99,718.71</b>	<b>95000</b>

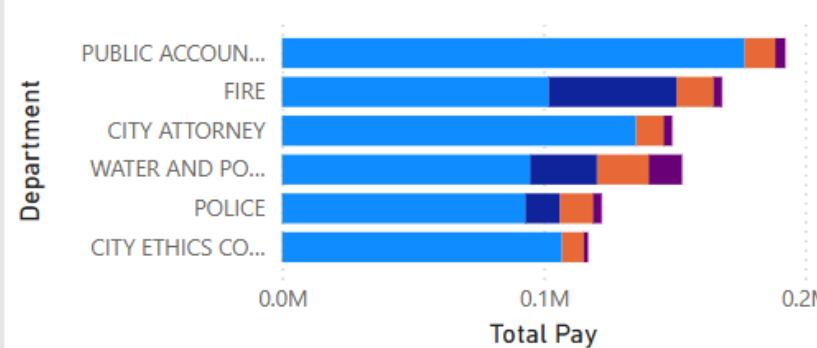
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



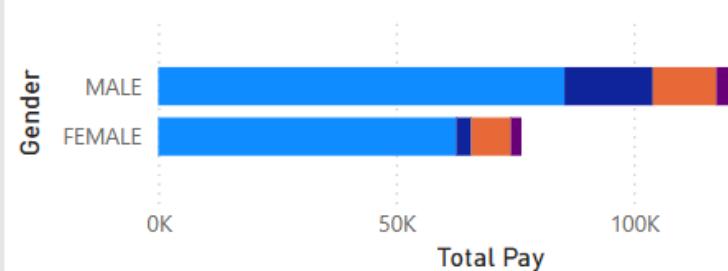
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



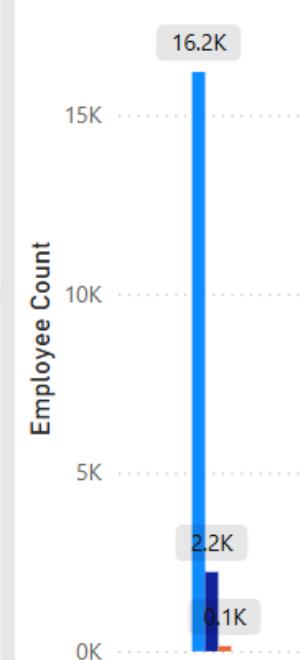
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Ethnicity: **American Indian/Alaskan Native**

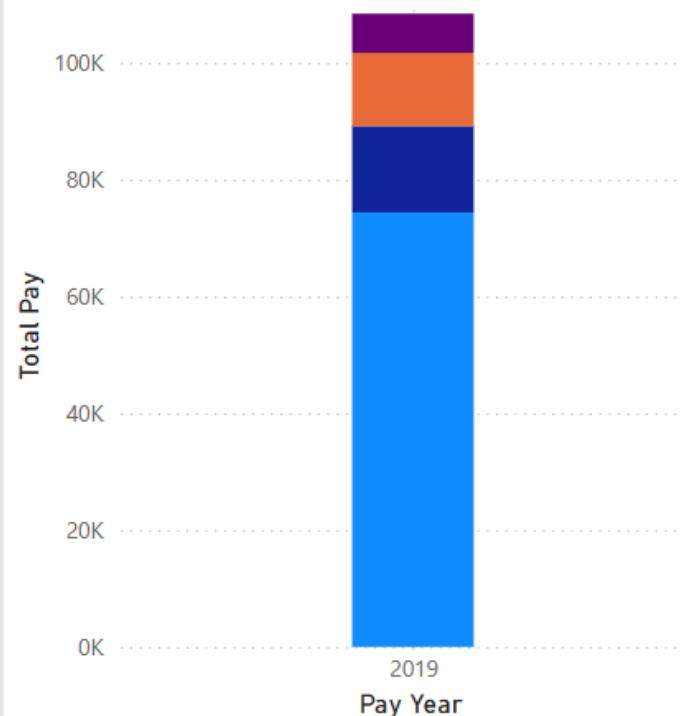
- Average pay – **\$95.87k**
- Average total employees – **217 employees**
- Job with most employees – Police Officer II (**15 employees**)
- Department with most employees – Water and Power (**73 employees**)
- Department with highest pay
  - City Attorney (**\$219.40k, 1 employee**)
  - General Services (**\$144.13k, 2 employees**)
  - Fire (**\$136.87k, 20 employees**)
- Top gender – Male (**\$107.39k, 166 employees**)
  - Female (**\$58.37k, 51 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>AMERICAN INDIAN/ALASKAN NATIVE</b>	<b>74,383.29</b>	<b>14,781.69</b>	<b>12,550.40</b>	<b>6,706.49</b>	<b>95,871.47</b>	<b>95000</b>
CITY ATTORNEY	214,027.20	0.00	17,823.36	5,369.28	219,396.48	215000
GENERAL SERVICES	140,495.20	3,531.10	19,731.84	100.00	144,126.30	140000
FIRE	94,396.27	40,437.99	14,132.92	2,032.50	136,866.76	135000
WATER AND POWER	79,077.47	21,110.15	17,121.33	16,393.86	116,581.48	115000
POLICE	102,188.47	12,055.08	13,310.12	1,808.77	116,052.32	115000
<b>Total</b>	<b>74,383.29</b>	<b>14,781.69</b>	<b>12,550.40</b>	<b>6,706.49</b>	<b>95,871.47</b>	<b>95000</b>

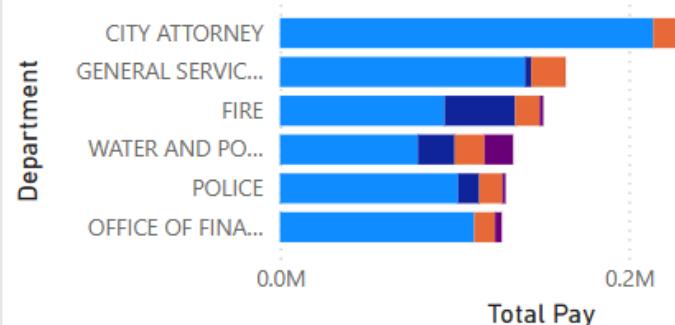
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



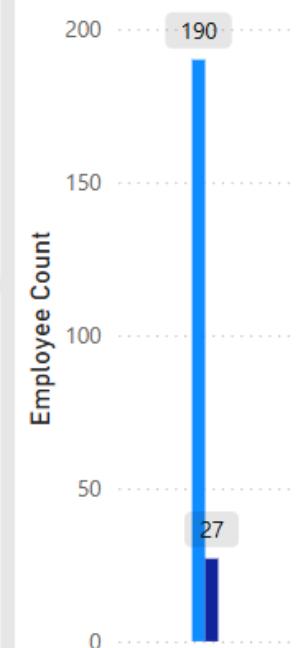
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



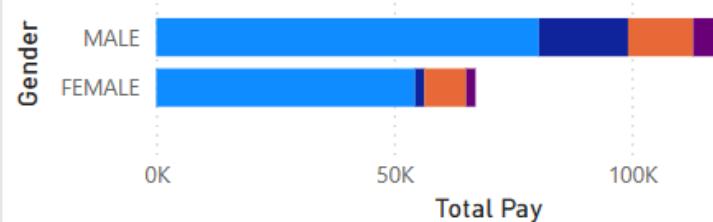
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **Hispanic**

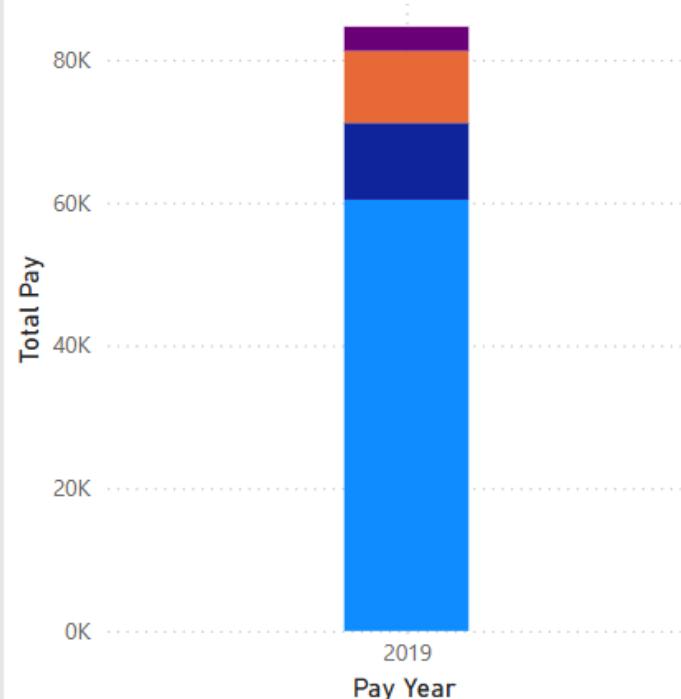
- Average pay – **\$74.54k**
- Average total employees – **29.21k employees**
- Job with most employees – Police Officer II (**2.31k employees**)
- Department with most employees – Police (**29.21k employees**)
- Department with highest pay
  - Fire (**\$145.45k, 1.43k employees**)
  - Water and Power (**\$115.09k, 4.53k employees**)
  - Police (**\$98.86k, 7.35k employees**)
- Top gender – Male (**\$85.60k, 19.99k employees**)
  - Female (**\$50.53k, 9.22k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>60,404.57</b>	<b>10,755.59</b>	<b>10,097.87</b>	<b>3,376.03</b>	<b>74,536.19</b>	<b>70000</b>
FIRE	94,845.70	47,430.20	13,602.89	3,170.36	145,446.27	145000
WATER AND POWER	81,018.69	22,079.75	16,347.04	11,994.60	115,093.04	115000
POLICE	84,021.36	12,716.83	12,183.23	2,124.51	98,862.70	95000
CITY ATTORNEY	80,482.09	57.70	9,610.55	1,250.72	81,790.51	80000
ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT	70,269.53	375.92	9,142.85	3,709.54	74,355.00	70000
<b>Total</b>	<b>60,404.57</b>	<b>10,755.59</b>	<b>10,097.87</b>	<b>3,376.03</b>	<b>74,536.19</b>	<b>70000</b>

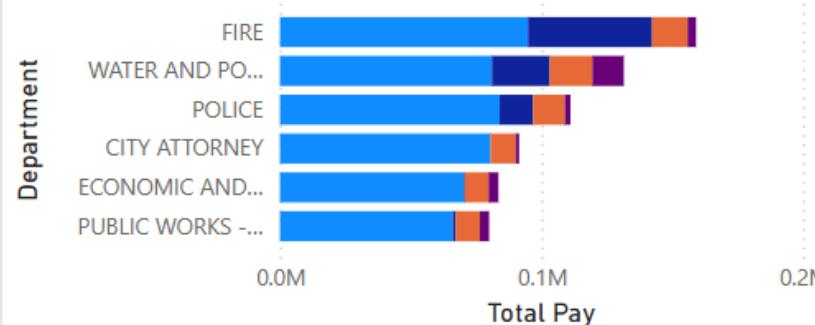
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



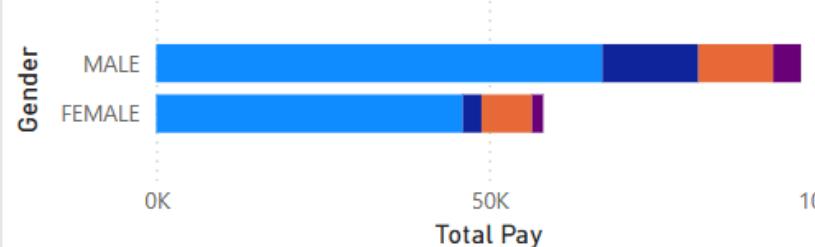
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



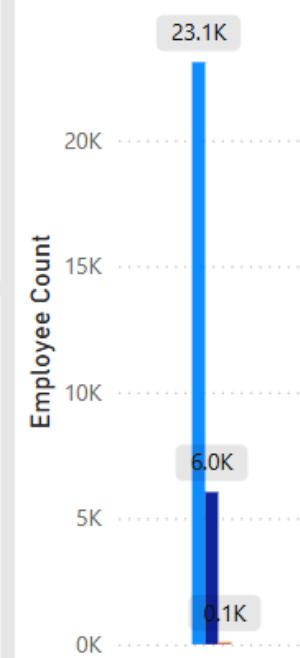
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Black**

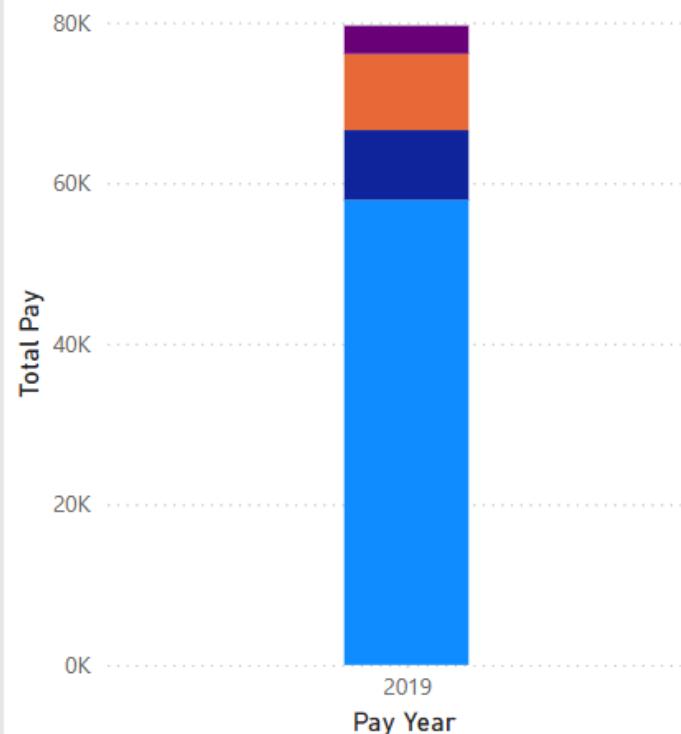
- Average pay – **\$70.10k**
- Average total employees – **11.64k employees**
- Job with most employees – Senior Administrative Clerk (**517 employees**)
- Department with most employees – Police (**2k employees**)
- Department with highest pay
  - Fire (**\$149.18k, 512 employees**)
  - City Attorney (**\$104.39k, 168 employees**)
  - Emergency Management (**\$102.85k, 10 employees**)
- Top gender – Male (**\$82.14k, 6.34k employees**)
  - Female (**\$55.71k, 5.30k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> BLACK	<b>57,905.00</b>	<b>8,683.58</b>	<b>9,496.05</b>	<b>3,511.64</b>	<b>70,100.23</b>	<b>70000</b>
FIRE	94,968.61	51,227.54	12,877.08	2,983.09	149,179.24	145000
CITY ATTORNEY	100,916.83	88.30	9,705.94	3,286.09	104,291.22	100000
EMERGENCY MANAGEMENT	96,529.88	4,693.47	9,053.29	1,625.14	102,848.49	100000
WATER AND POWER	75,520.44	15,809.19	15,182.02	11,127.37	102,457.01	100000
DISABILITY	98,725.20	0.00	3,945.84	3,317.00	102,042.20	100000
<b>Total</b>	<b>57,905.00</b>	<b>8,683.58</b>	<b>9,496.05</b>	<b>3,511.64</b>	<b>70,100.23</b>	<b>70000</b>

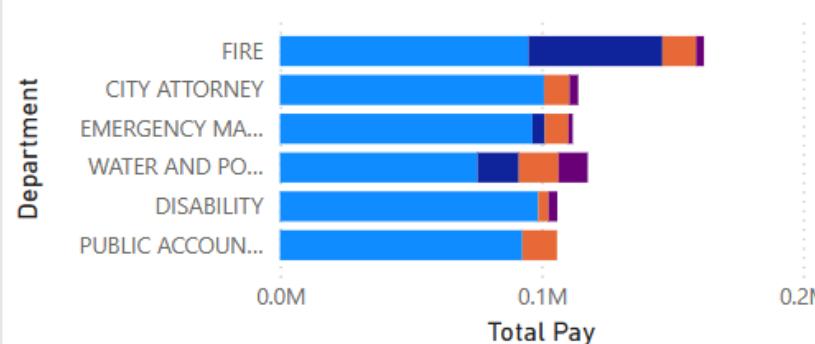
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



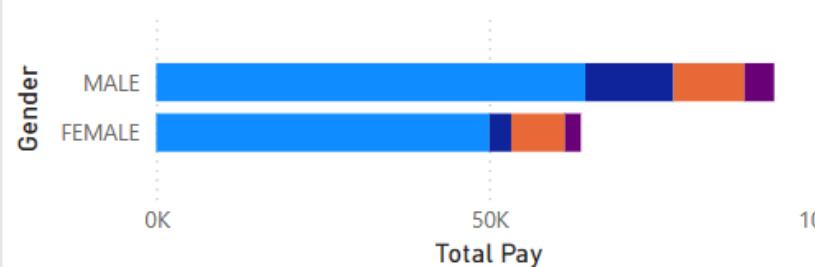
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



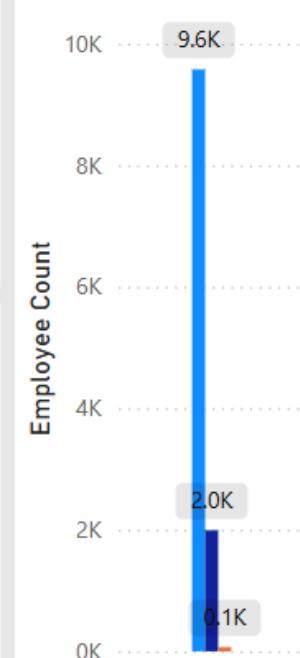
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Gender

Highest pay

1. Male – **\$91.42k**
2. Female – **\$56.12k**

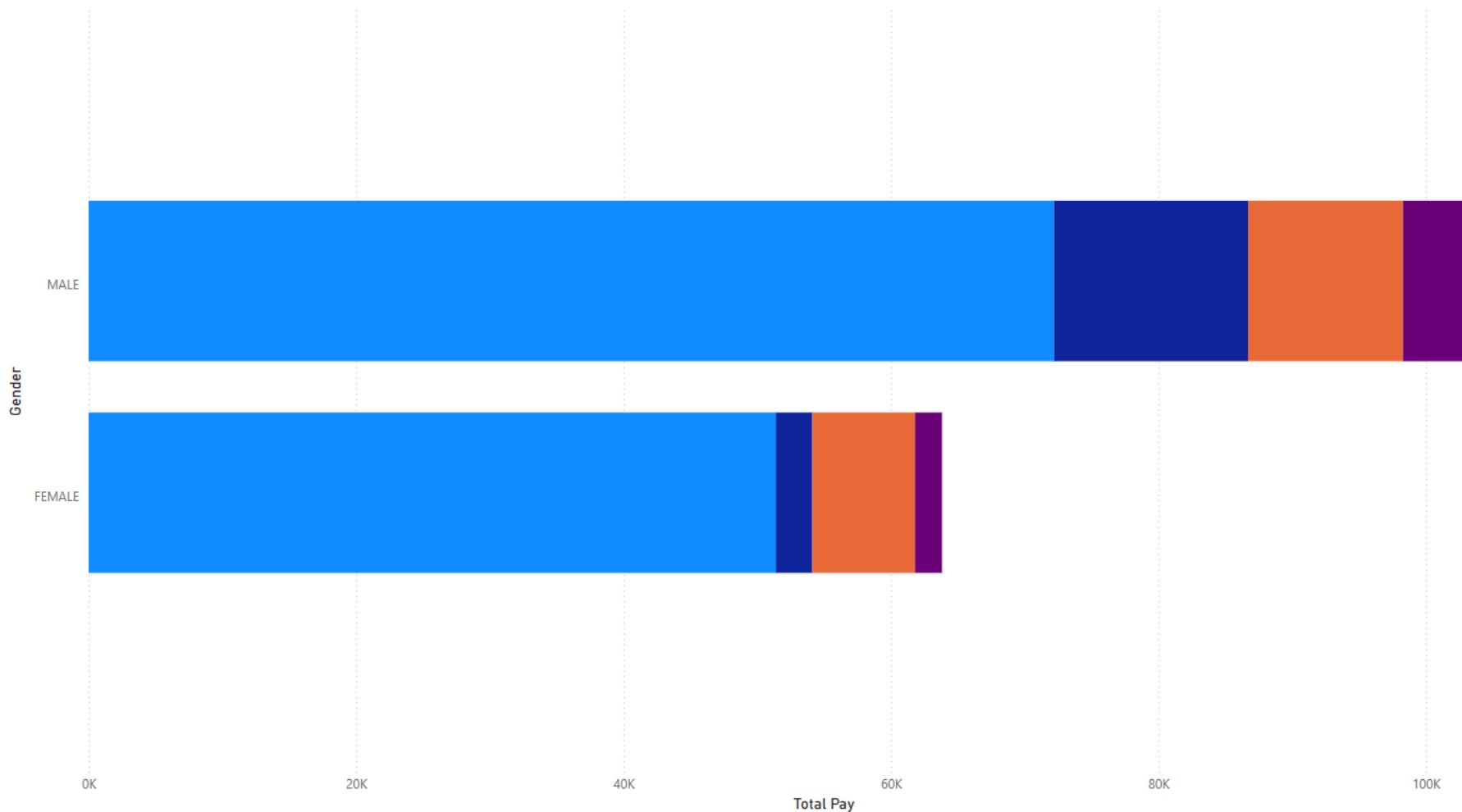
Highest employee count

1. Male – **49.11k employees** (66.35%)
2. Female – **24.91k employees** (33.65%)

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### AVERAGE PAY BY GENDER

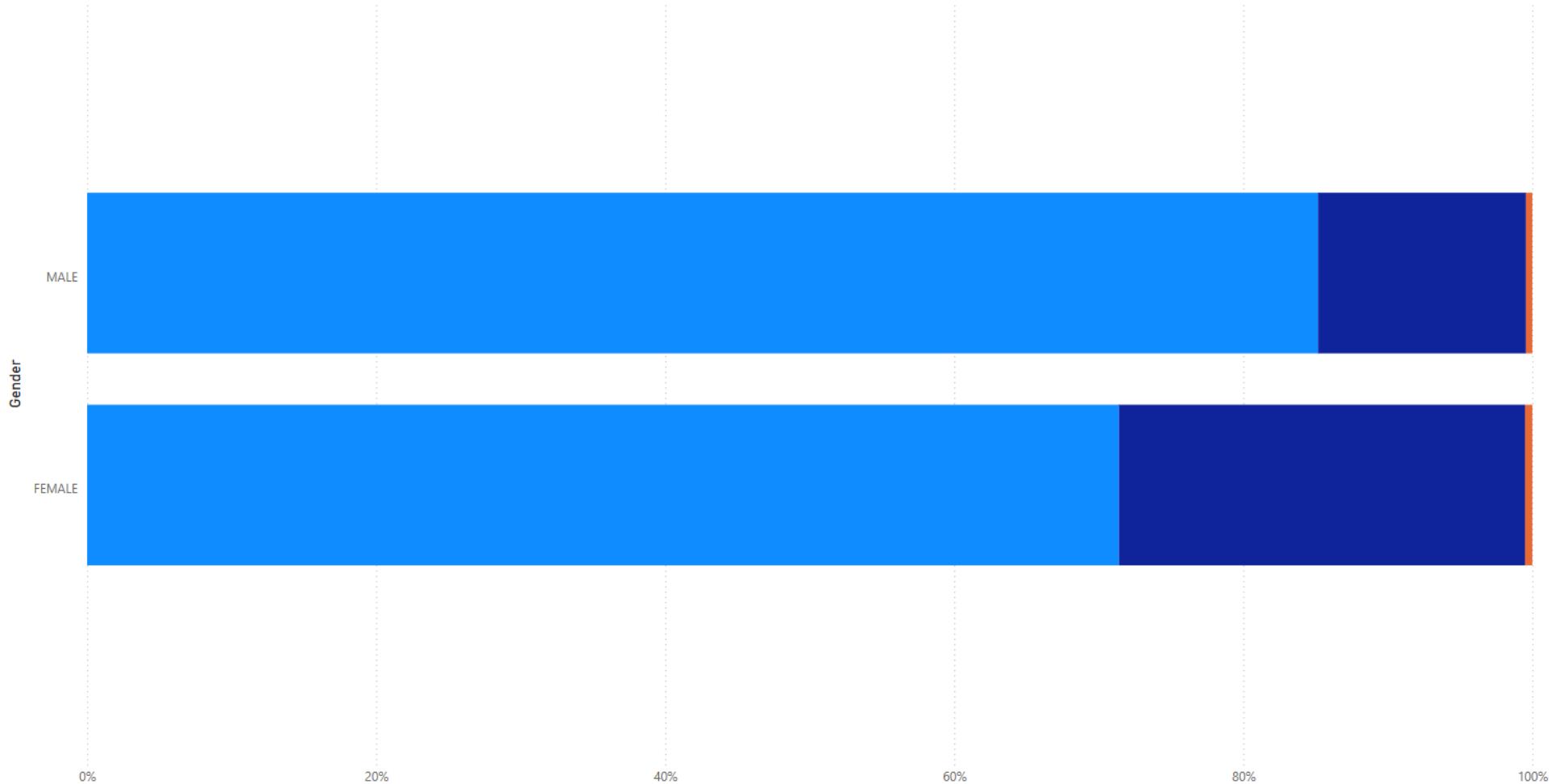
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

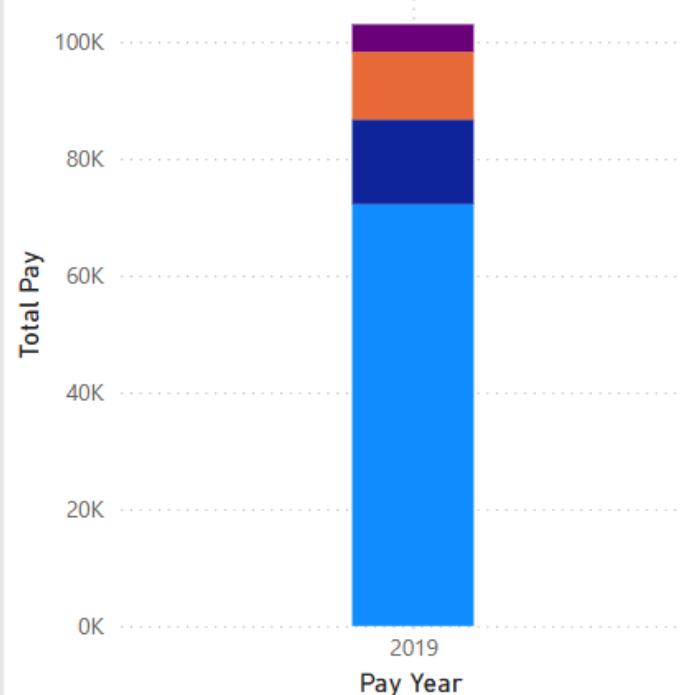
- Average pay – **\$91.42k**
- Average total employees – **49.11k employees**
- Job with most employees – Police Officer II (**3.62k employees**)
- Department with most employees – Police (**11.13k employees**)
- Department with highest pay
  - Public Accountability (**\$178.70k, 3 employees**)
  - Fire (**\$154.78k, 4.04k employees**)
  - Water and Power (**\$127.14k, 9.65k employees**)
- Top ethnicity – Hispanic (**\$85.60k, 19.99k employees**)
- Ethnicity with highest pay
  - Asian American (**\$129.98k, 997 employees**)
  - Caucasian (**\$110.03k, 14.01k employees**)
  - American Indian/Alaskan Native (**\$107.39k, 166 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	72,191.53	14,509.72	11,582.17	4,717.45	91,418.71	90000
PUBLIC ACCOUNTABILITY	174,386.37	0.00	9,947.02	4,311.33	178,697.71	175000
FIRE	100,572.47	50,872.09	14,145.74	3,333.98	154,778.54	150000
WATER AND POWER	89,522.76	24,763.73	17,860.15	12,848.81	127,135.30	125000
CITY ATTORNEY	123,769.82	40.83	10,327.63	3,088.67	126,899.32	125000
POLICE	90,195.51	14,553.69	13,044.66	2,811.73	107,560.94	105000
<b>Total</b>	<b>72,191.53</b>	<b>14,509.72</b>	<b>11,582.17</b>	<b>4,717.45</b>	<b>91,418.71</b>	<b>90000</b>

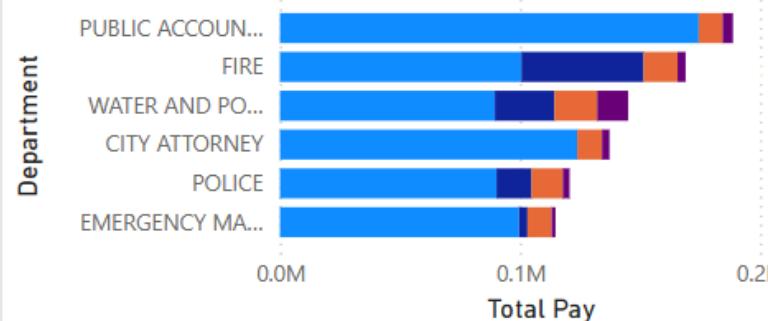
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



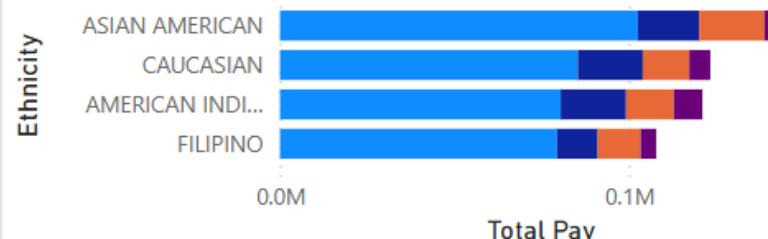
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



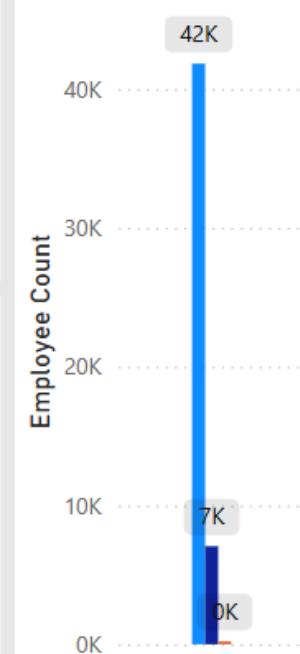
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

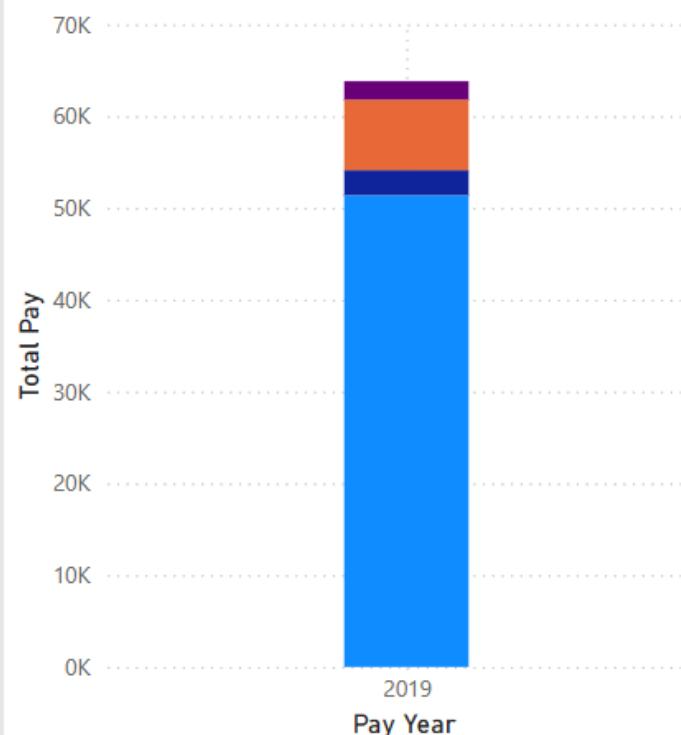
- Average pay – **\$56.12k**
- Average total employees – **24.91k employees**
- Job with most employees – Administrative Clerk (**1.58k employees**)
- Department with most employees – Police (**4.49k employees**)
- Department with highest pay
  - Public Accountability (**\$139.34k, 2 employees**)
  - City Attorney (**\$104.65k, 726 employees**)
  - Water and Power (**\$93.78k, 2.75k employees**)
- Top ethnicity – Hispanic (**\$50.53k, 9.22k employees**)
- Ethnicity with highest pay
  - Asian American (**\$108.92k, 416 employees**)
  - Filipino (**\$73.33k, 1.28k employees**)
  - Caucasian (**\$68.07k, 4.65k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>51,394.62</b>	<b>2,723.06</b>	<b>7,690.25</b>	<b>2,007.32</b>	<b>56,124.99</b>	<b>55000</b>
PUBLIC ACCOUNTABILITY	138,017.87	0.00	15,540.84	1,318.86	139,336.73	135000
CITY ATTORNEY	102,410.90	82.69	9,888.94	2,155.03	104,648.62	100000
WATER AND POWER	79,650.79	7,042.99	16,225.51	7,089.09	93,782.86	90000
POLICE	76,009.09	5,608.15	10,128.62	2,051.41	83,668.65	80000
FIRE	66,065.89	9,757.30	8,696.55	1,839.86	77,663.05	75000
<b>Total</b>	<b>51,394.62</b>	<b>2,723.06</b>	<b>7,690.25</b>	<b>2,007.32</b>	<b>56,124.99</b>	<b>55000</b>

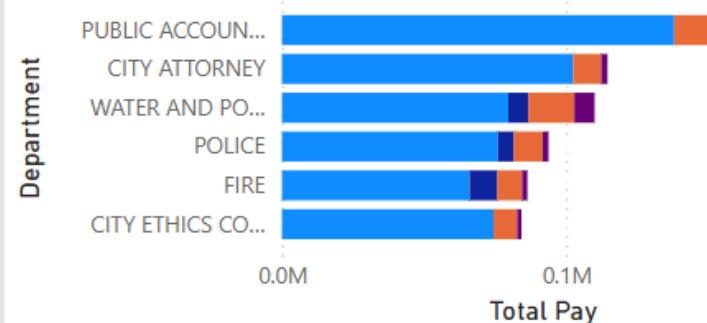
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



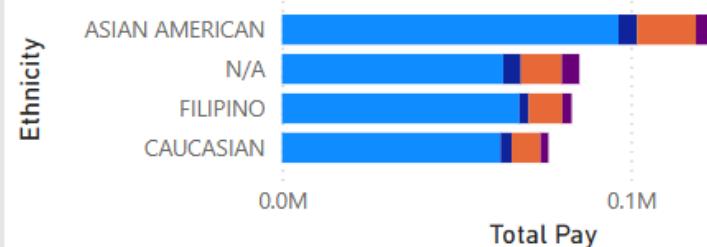
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



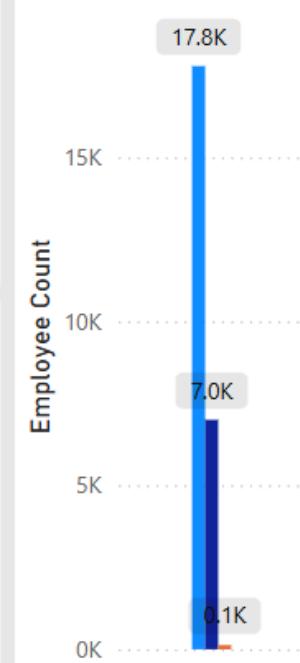
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



## 2020

Total payroll – **\$6.42 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2020	\$5.22 billion	\$777.25 million	\$800.89 million	\$424.27 million	\$6.42 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$72.68k	\$10.82k	\$11.15k	\$5.91k	\$89.40k

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## Department

Highest pay

1. Public Accountability – **\$169.41k**
2. Fire – **\$168.26k**
3. Water and Power – **\$125.23k**

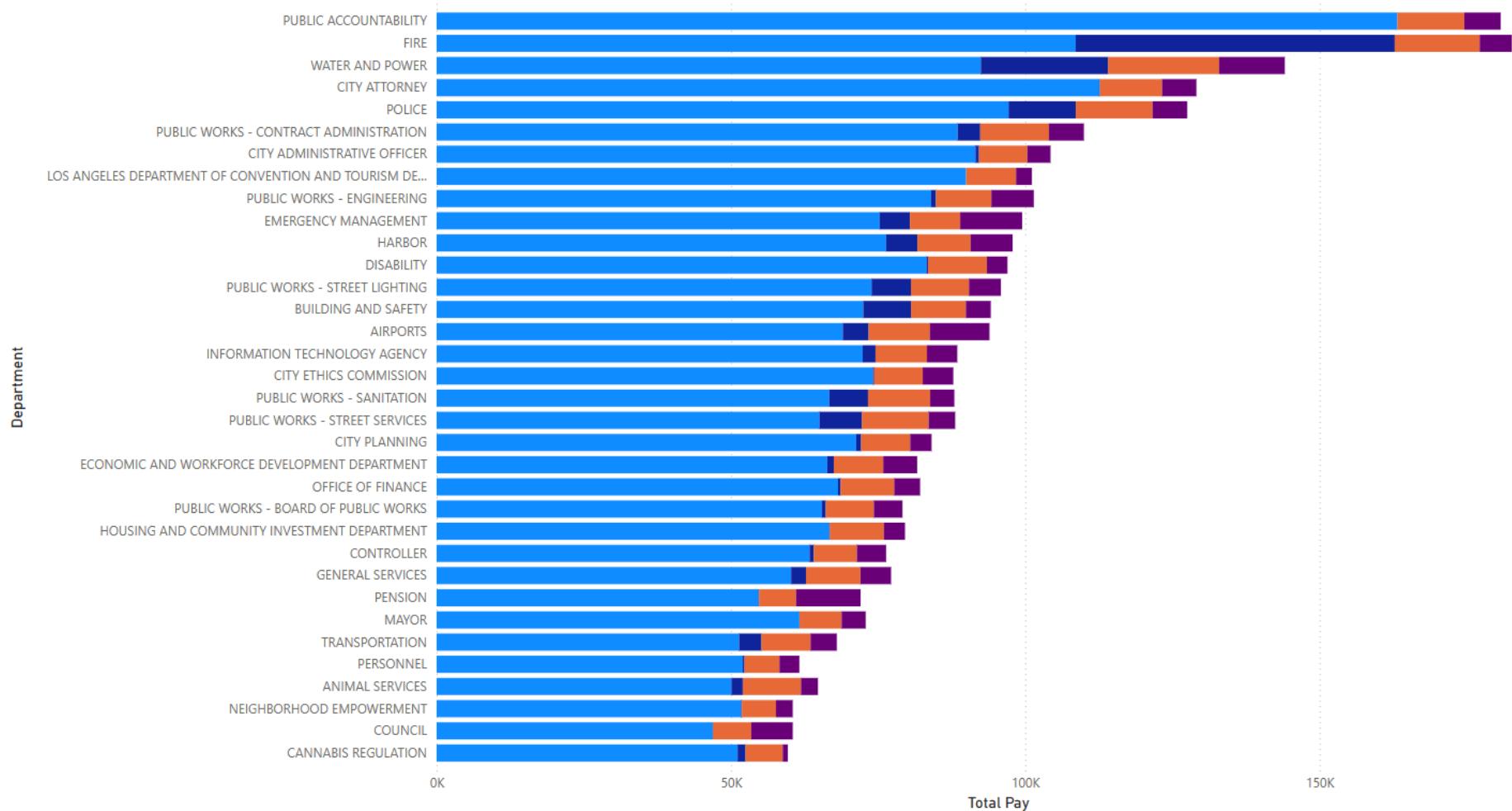
Highest employee count

1. Police – **14.90k employees** (20.74%)
2. Water and Power – **12.10k employees** (16.84%)
3. Recreation and Parks – **9.17k employees** (12.76%)

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## AVERAGE PAY BY DEPARTMENT

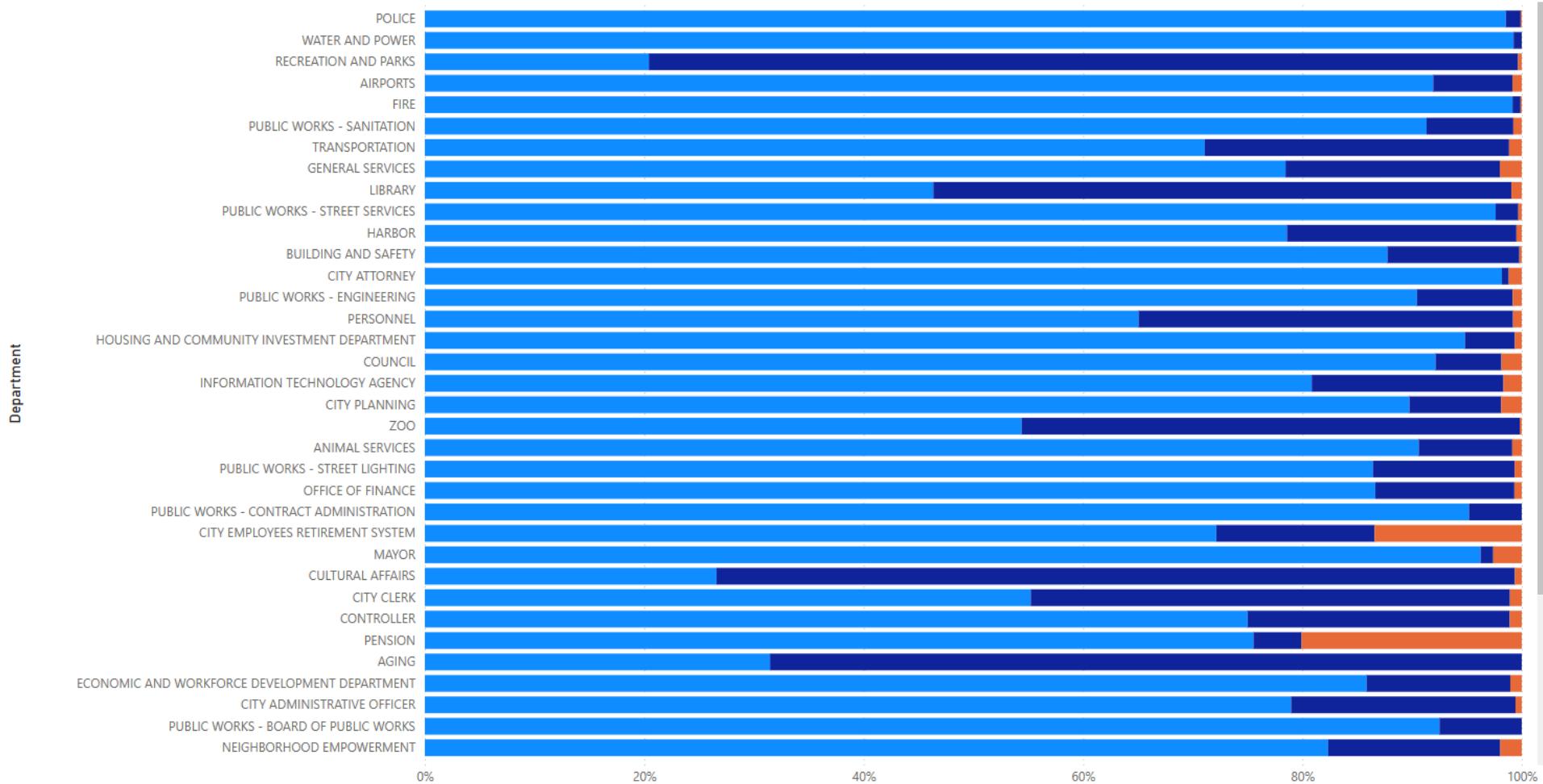
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

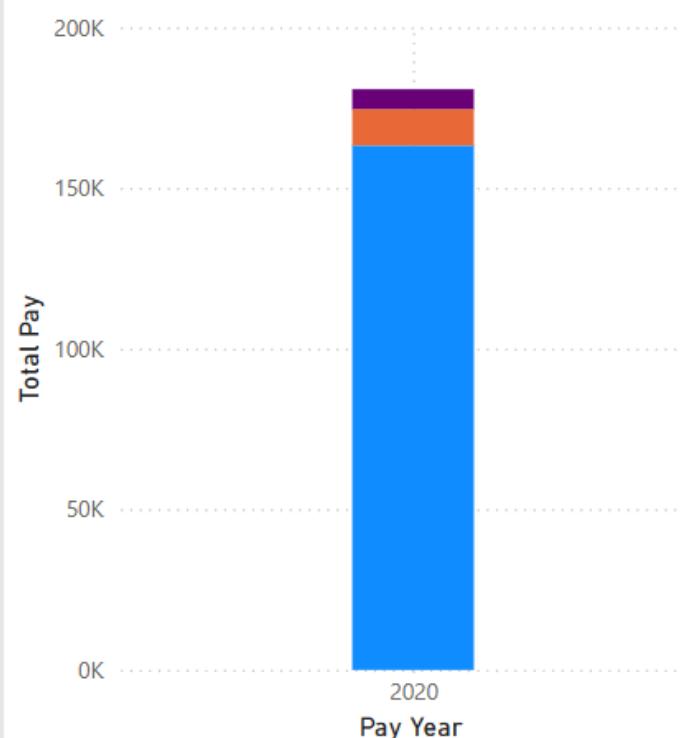
- Average pay – **\$169.41k**
- Average total employees – **5 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$339.81k, 1 employee**)
- Top ethnicity – Caucasian (**\$185.30k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$185.30k, 4 employees**)
  - Black (**\$105.86k, 1 employee**)
- Top gender – Male (**\$171.56k, 3 employees**)
  - Female (**\$166.20k, 2 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>163,235.04</b>	<b>0.00</b>	<b>11,360.79</b>	<b>6,177.57</b>	<b>169,412.61</b>	<b>165,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	324,518.00	0.00	19,811.83	15,296.00	339,814.00	335,000
UTILITY RATES AND POLICY SPECIALIST III	220,821.54	0.00	19,811.83	5,712.00	226,533.54	225,000
EXECUTIVE LEGAL SECRETARY II	103,287.68	0.00	13,478.65	2,574.52	105,862.20	105,000
UTILITY RATES AND POLICY SPECIALIST II	86,533.92	0.00	3,701.65	4,403.00	90,936.92	90,000
CHIEF ADMINISTRATIVE ANALYST	81,014.06	0.00	0.00	2,902.32	83,916.38	80,000
<b>Total</b>	<b>163,235.04</b>	<b>0.00</b>	<b>11,360.79</b>	<b>6,177.57</b>	<b>169,412.61</b>	<b>165,000</b>

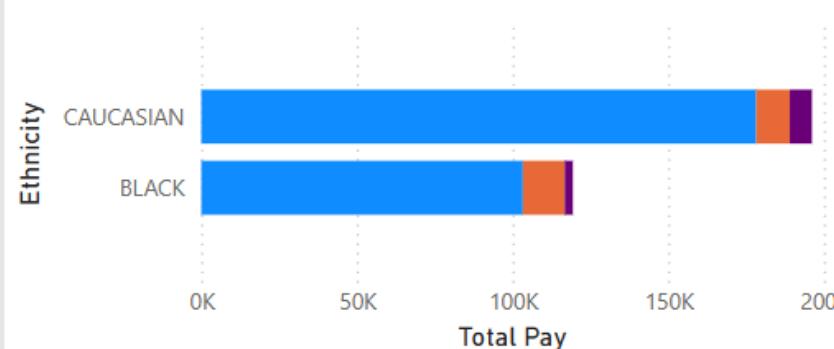
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



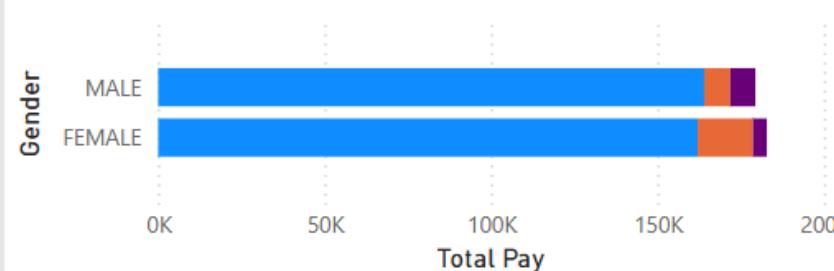
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



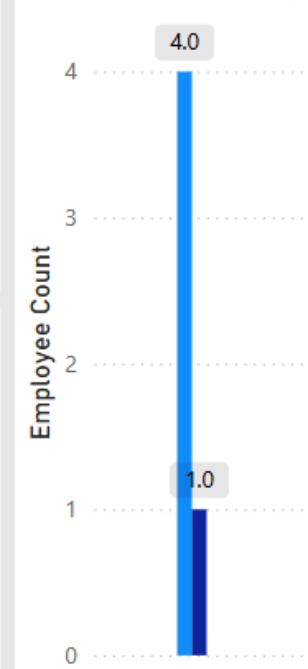
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Fire**

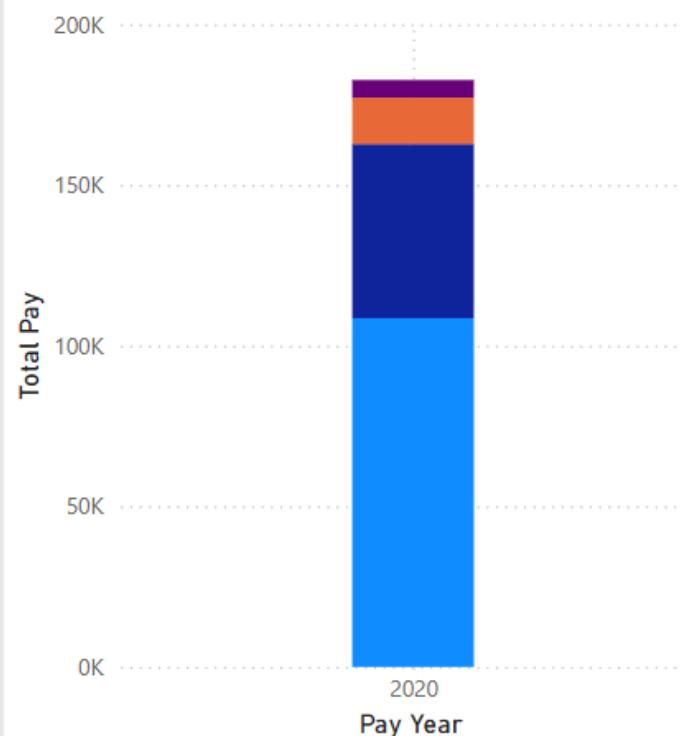
- Average pay – **\$168.26k**
- Average total employees – **4.40k employees**
- Job with highest pay – Fire Helicopter Pilot V (**\$364.92k, 1 employee**)
- Top ethnicity – Caucasian (**\$175.60k, 2k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$175.60k, 2k employees**)
  - Hispanic (**\$167.57k, 1.40k employees**)
  - Black (**\$162.19k, 528 employees**)
- Top gender – Male (**\$176.20k, 4k employees**)
  - Female (**\$88.33k, 397 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FIRE	<b>108,585.67</b>	<b>54,185.65</b>	<b>14,438.96</b>	<b>5,492.65</b>	<b>168,263.97</b>	<b>165,000</b>
FIRE HELICOPTER PILOT V	177,909.60	178,001.89	17,116.16	9,004.15	364,915.64	360,000
FIRE CHIEF	350,601.60	2,716.11	19,611.02	180.00	353,497.71	350,000
FIRE ASSISTANT CHIEF	236,445.80	98,371.47	16,729.80	10,714.07	345,531.34	345,000
FIRE DEPUTY CHIEF	307,266.51	23,644.48	19,056.61	9,739.49	340,650.48	340,000
FIRE BATTALION CHIEF	189,046.61	99,968.73	17,492.38	9,332.89	298,348.23	295,000
<b>Total</b>	<b>108,585.67</b>	<b>54,185.65</b>	<b>14,438.96</b>	<b>5,492.65</b>	<b>168,263.97</b>	<b>165,000</b>

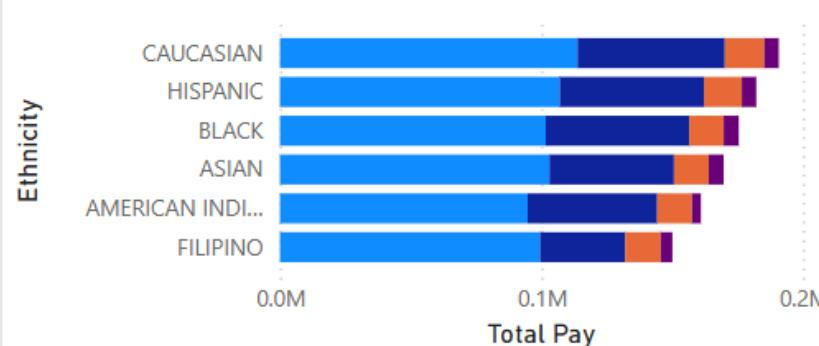
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



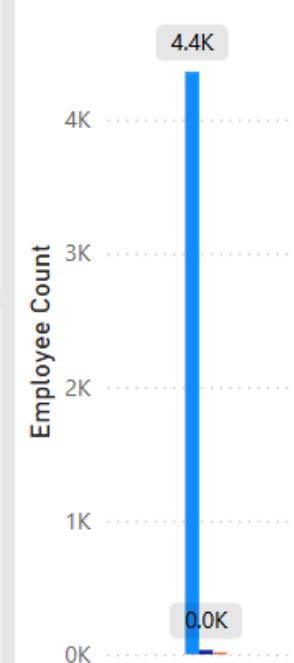
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



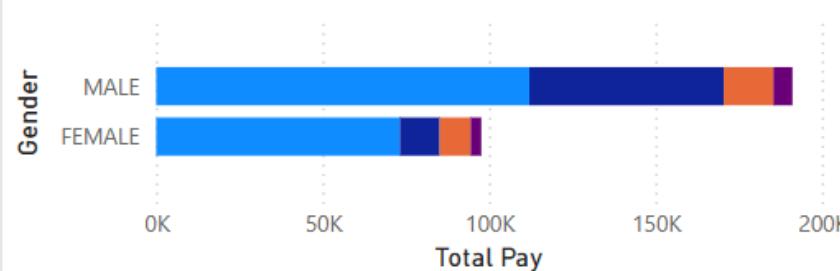
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Water and Power**

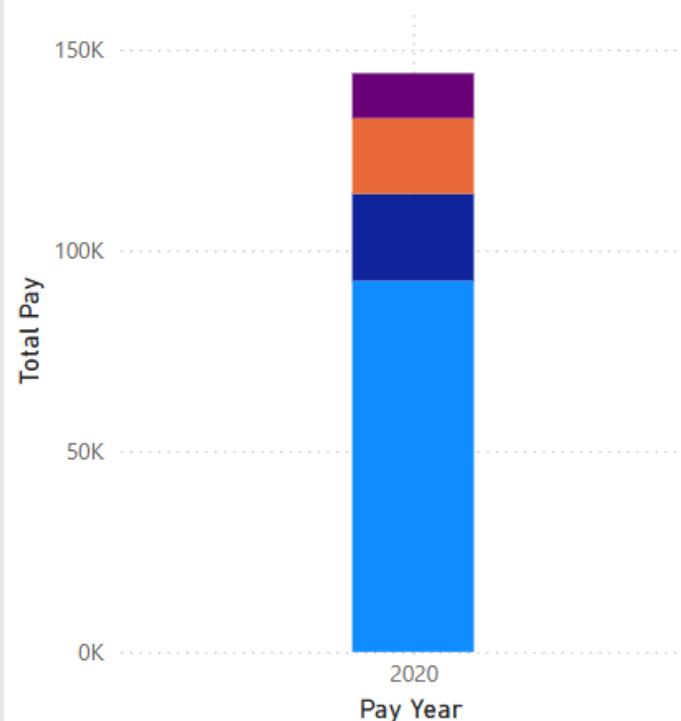
- Average pay – **\$125.23k**
- Average total employees – **12.10k employees**
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$416.96k, 1 employee**)
- Top ethnicity – Hispanic (**\$121.62k, 4.49k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$136.59k, 3.57k employees**)
  - Asian American (**\$130.03k, 1.40k employees**)
  - Filipino (**\$126.39k, 631 employees**)
- Top gender – Male (**\$131.45k, 9.46k employees**)
  - Female (**\$102.94k, 2.64k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>92,459.22</b>	<b>21,617.65</b>	<b>18,867.96</b>	<b>11,155.71</b>	<b>125,232.57</b>	<b>125,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	398,486.40	0.00	23,219.62	18,477.74	416,964.14	415,000
SENIOR LOAD DISPATCHER	186,233.30	113,455.04	22,785.90	41,740.18	341,428.51	340,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	179,298.65	114,568.44	22,091.72	27,999.27	321,866.36	320,000
STREET TREE SUPERINTENDENT	164,441.38	135,441.54	24,366.66	12,294.06	312,176.97	310,000
AUDITOR WATER AND POWER	297,897.60	0.00	30,908.43	13,416.75	311,314.35	310,000
<b>Total</b>	<b>92,459.22</b>	<b>21,617.65</b>	<b>18,867.96</b>	<b>11,155.71</b>	<b>125,232.57</b>	<b>125,000</b>

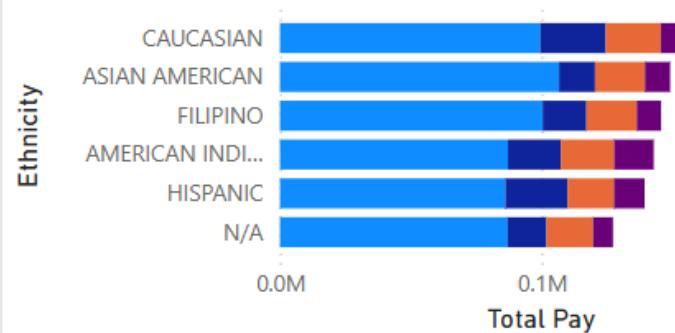
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



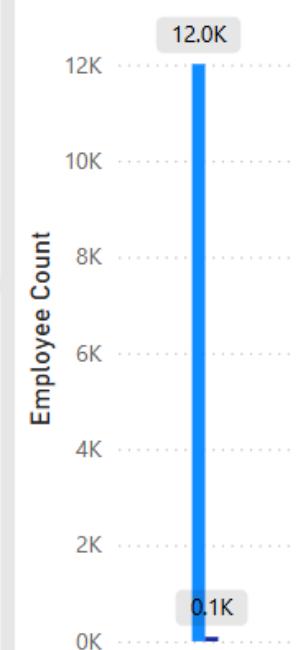
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



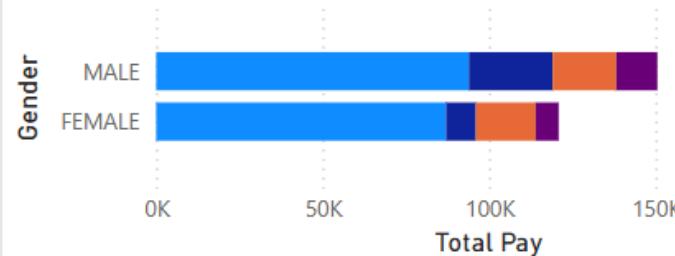
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Police**

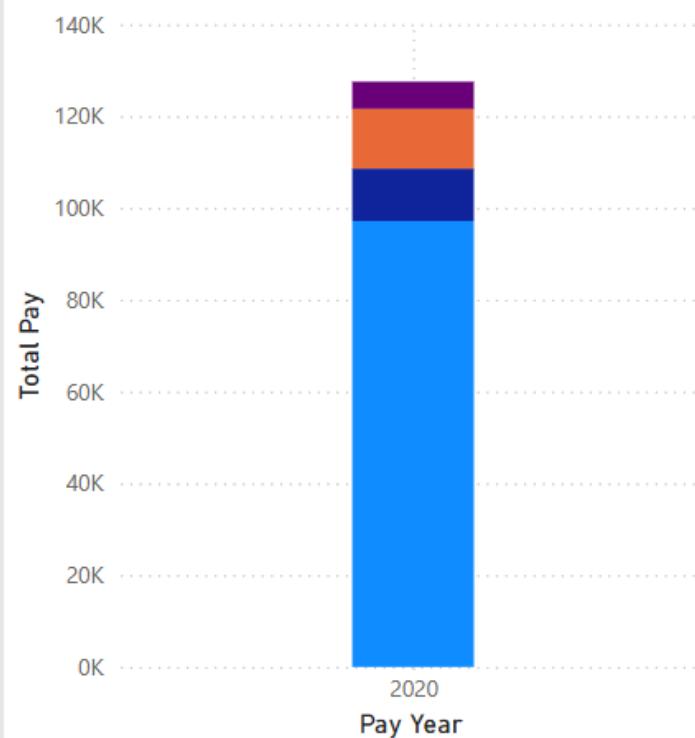
- Average pay – **\$114.50k**
- Average total employees – **14.90k employees**
- Job with highest pay – Chief of Police (**\$397.83k, 1 employee**)
- Top ethnicity – Hispanic (**\$112.08k, 7.12k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$125.86k, 3.96k employees**)
  - American Indian/Alaskan Native (**\$120.63k, 49 employees**)
  - Asian (**\$118.68k, 1.25k employees**)
- Top gender – Male (**\$122.06k, 10.60k employees**)
  - Female (**\$95.88k, 4.30k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>97,169.11</b>	<b>11,427.68</b>	<b>13,025.54</b>	<b>5,903.79</b>	<b>114,500.58</b>	<b>110,000</b>
CHIEF OF POLICE	396,633.23	0.00	305.30	1,200.00	397,833.23	395,000
DIRECTOR OF SYSTEMS	171,516.16	75.18	14,365.44	110,431.93	282,023.27	280,000
DIRECTOR OF POLICE TRANSPORTATION II	160,438.24	6,832.23	18,306.78	105,979.99	273,250.46	270,000
EXECUTIVE DIRECTOR POLICE COMMISSION	259,305.86	0.00	19,811.83	13,649.86	272,955.72	270,000
INSPECTOR GENERAL	246,457.39	0.00	13,478.65	7,475.12	253,932.51	250,000
<b>Total</b>	<b>97,169.11</b>	<b>11,427.68</b>	<b>13,025.54</b>	<b>5,903.79</b>	<b>114,500.58</b>	<b>110,000</b>

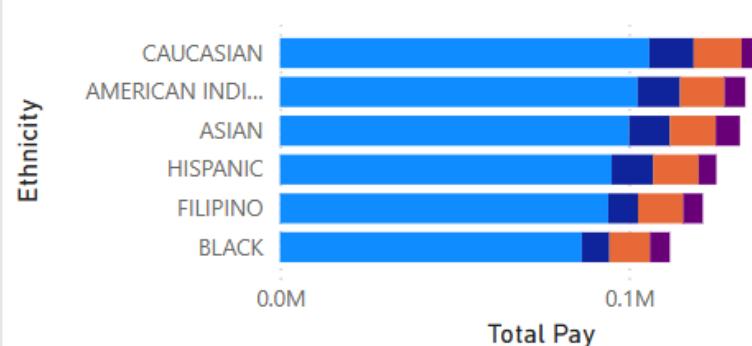
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



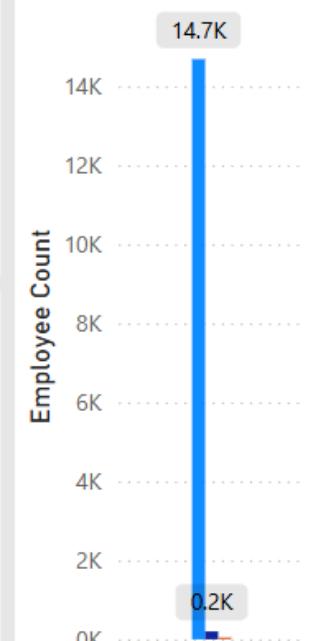
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



## Average Employment Type Distribution

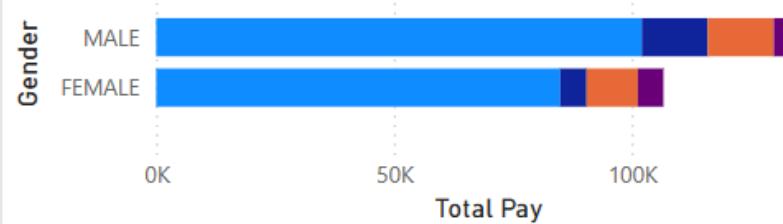
● Full Time



Employee Count

## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

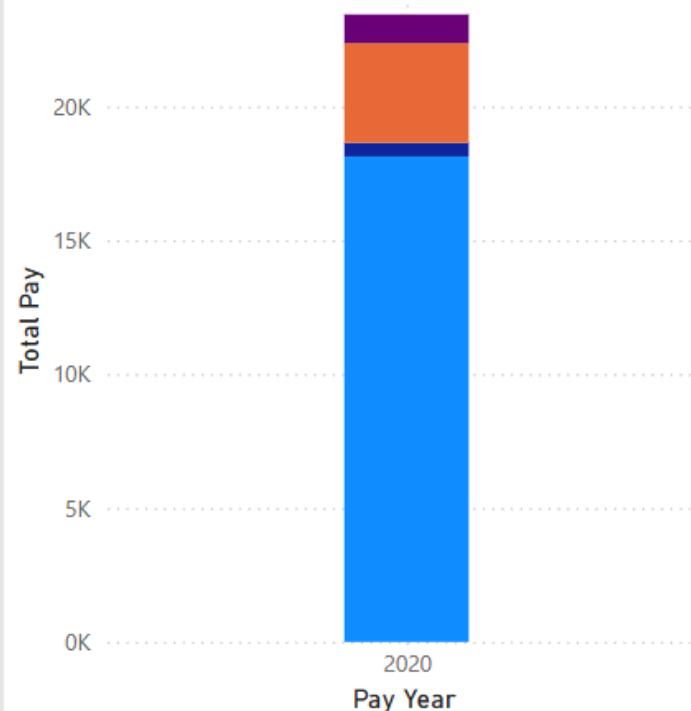
- Average pay – **\$19.71k**
- Average total employees – **9.17k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$271.70k, 1 employee**)
- Top ethnicity – Hispanic (**\$20.65k, 4.04k employees**)
- Ethnicity with highest pay
  - Filipino (**\$42.24k, 70 employees**)
  - Asian (**\$33.14k, 316 employees**)
  - American Indian/Alaskan Native (**\$32.85k, 8 employees**)
- Top gender – Male (**\$22.84k, 5.21k employees**)
  - Female (**\$15.60k, 3.96k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>18,137.74</b>	<b>506.34</b>	<b>3,727.13</b>	<b>1,066.06</b>	<b>19,710.15</b>	<b>15,000</b>
GENERAL MANAGER RECREATION AND PARKS	267,811.04	0.00	15,812.24	3,887.36	271,698.40	270,000
CHIEF FINANCIAL OFFICER	227,451.92	0.00	7,334.92	5,820.00	233,271.92	230,000
PERSONNEL DIRECTOR III	215,172.13	0.00	19,811.83	5,718.20	220,890.33	220,000
GOLF MANAGER	162,343.52	0.00	19,973.06	51,735.45	214,078.97	210,000
STRUCTURAL ENGINEERING ASSOCIATE IV	142,925.04	42.39	19,491.91	68,949.59	211,917.02	210,000
<b>Total</b>	<b>18,137.74</b>	<b>506.34</b>	<b>3,727.13</b>	<b>1,066.06</b>	<b>19,710.15</b>	<b>15,000</b>

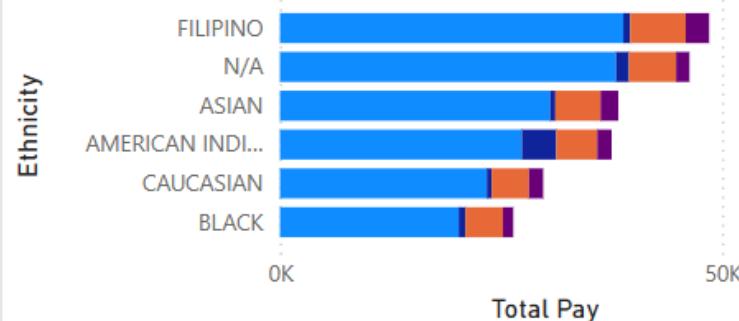
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



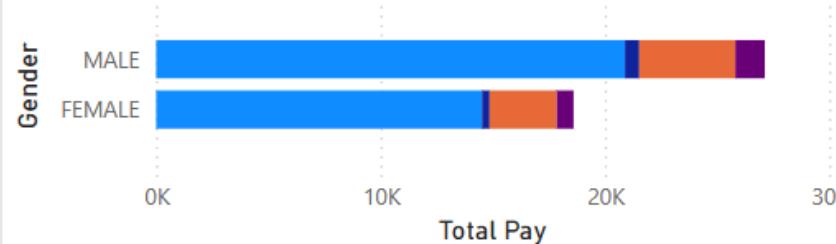
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



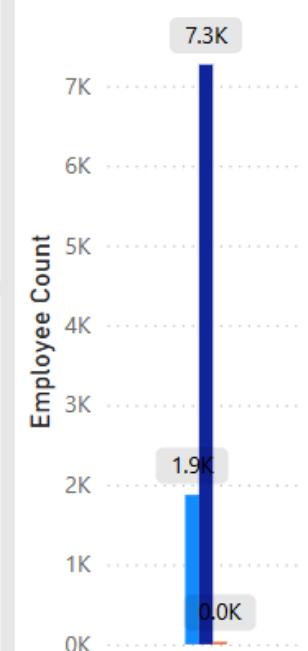
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. Chief Port Pilot II – **\$546.66k**
2. Chief Legislative Analyst – **\$449.86k**
3. General Manager and Chief Engineer Water and Power – **\$416.96k**

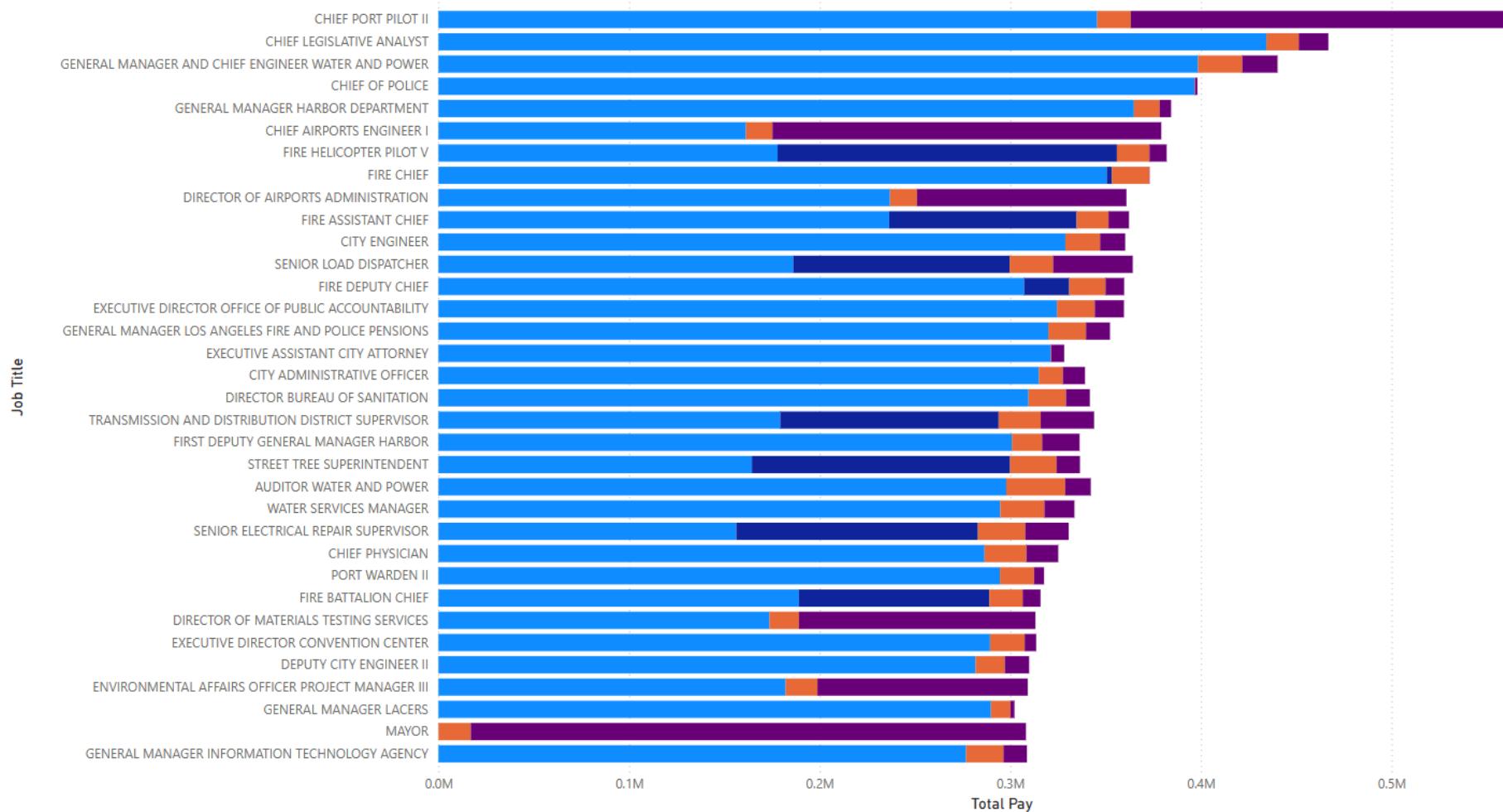
Highest employee count

1. Police Officer II – **4.31k employees** (5.99%)
2. Recreation Assistant – **2.56k employees** (3.57%)
3. Police Officer III – **2.40k employees** (3.34%)

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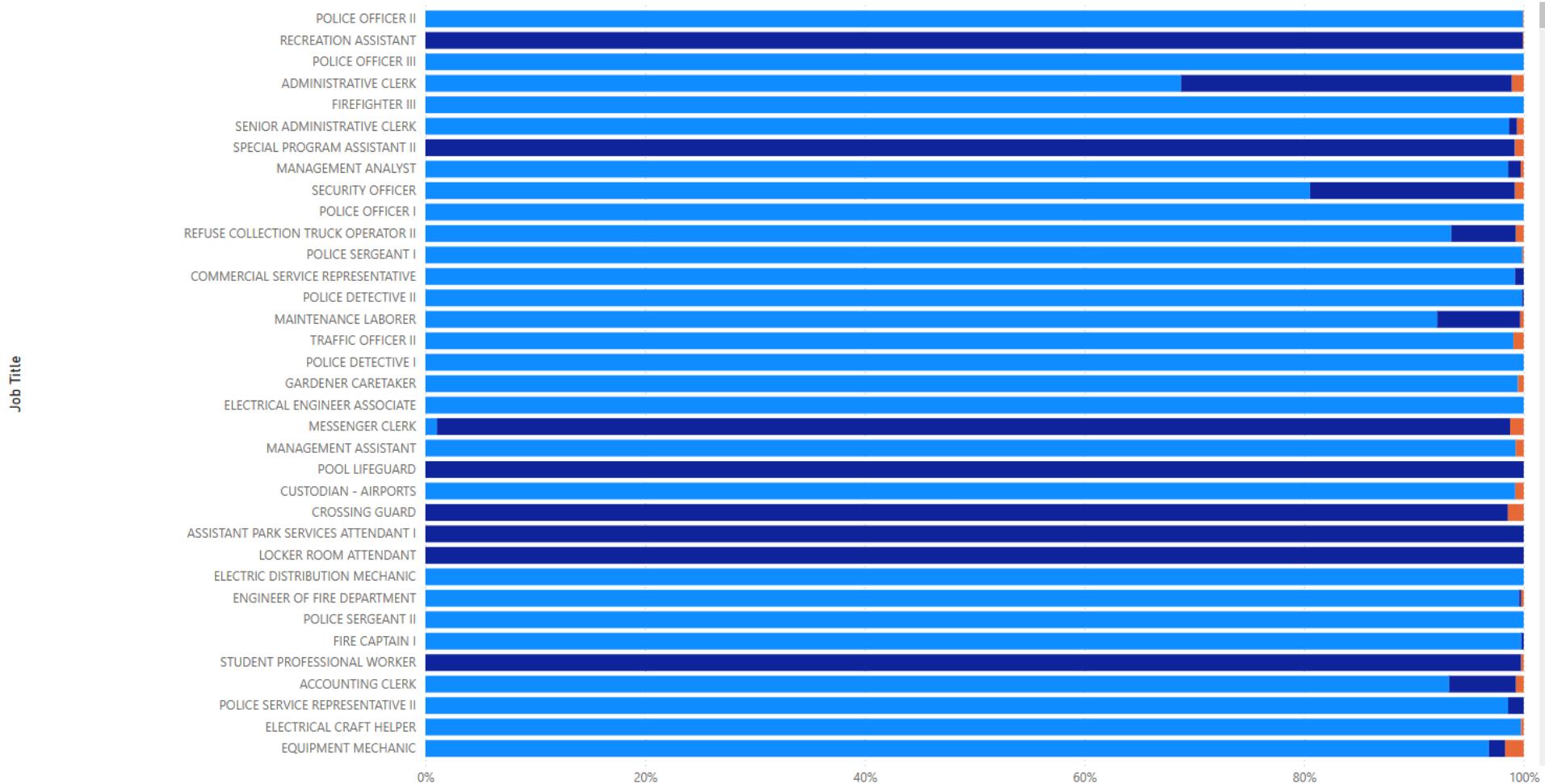
## AVERAGE PAY BY JOB

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event

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## Top Job Details

Job Title: **Chief Port Pilot II**

- Average pay – **\$546.66k**
- Average total employees – **2 employees**
- Department with highest pay – Harbor (**\$546.66k, 2 employees**)
- Top ethnicity – Caucasian (**\$546.66k, 2 employees**)
- Top gender – Male (**\$546.66k, 2 employees**)

## Average Pay by Job

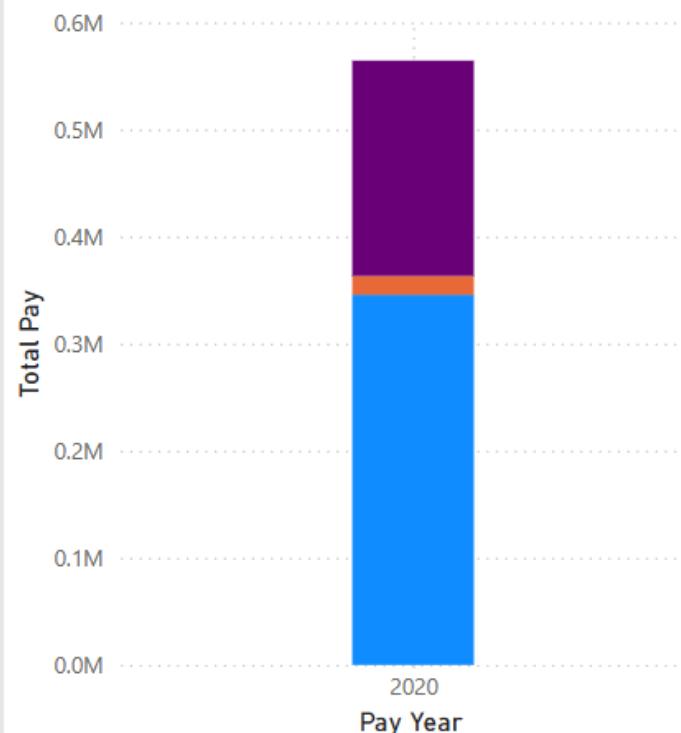
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF PORT PILOT II	<b>345,566.56</b>	0.00	17,652.08	201,096.37	<b>546,662.93</b>	<b>545,000</b>
HARBOR	345,566.56	0.00	17,652.08	201,096.37	546,662.93	545,000
<b>Total</b>	<b>345,566.56</b>	<b>0.00</b>	<b>17,652.08</b>	<b>201,096.37</b>	<b>546,662.93</b>	<b>545,000</b>

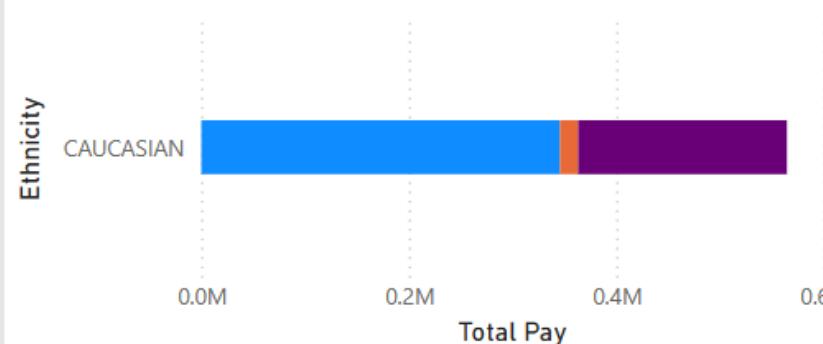
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



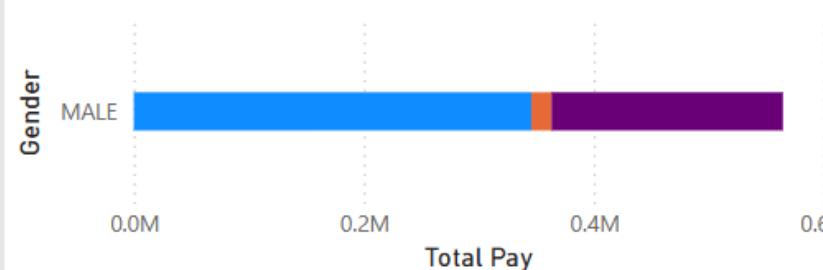
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



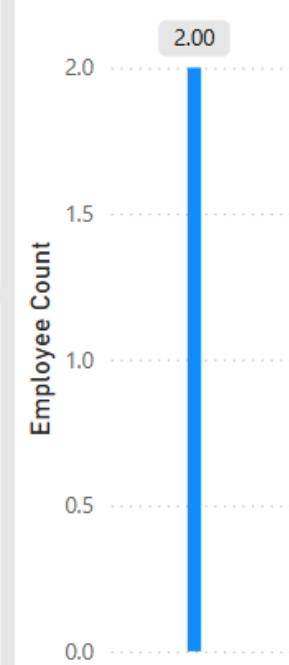
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



---

Job Title: **Chief Legislative Analyst**

- Average pay – **\$449.86k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$449.86k, 1 employee**)
- Top ethnicity – Asian (**\$449.86k, 1 employee**)
- Top gender – Female (**\$449.86k, 1 employee**)

## Average Pay by Job

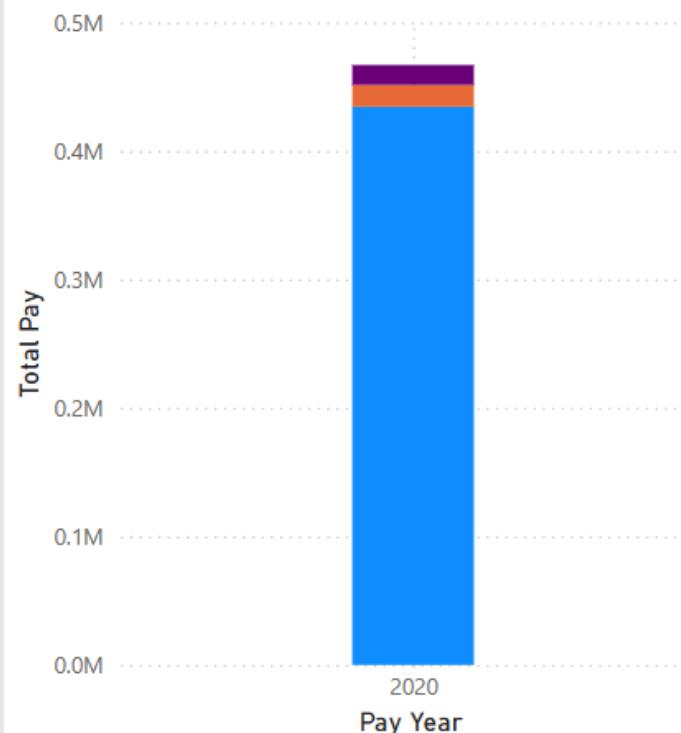
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF LEGISLATIVE ANALYST	<b>434,340.64</b>	0.00	<b>16,996.34</b>	<b>15,517.44</b>	<b>449,858.08</b>	<b>445,000</b>
COUNCIL	434,340.64	0.00	16,996.34	15,517.44	449,858.08	445,000
<b>Total</b>	<b>434,340.64</b>	<b>0.00</b>	<b>16,996.34</b>	<b>15,517.44</b>	<b>449,858.08</b>	<b>445,000</b>

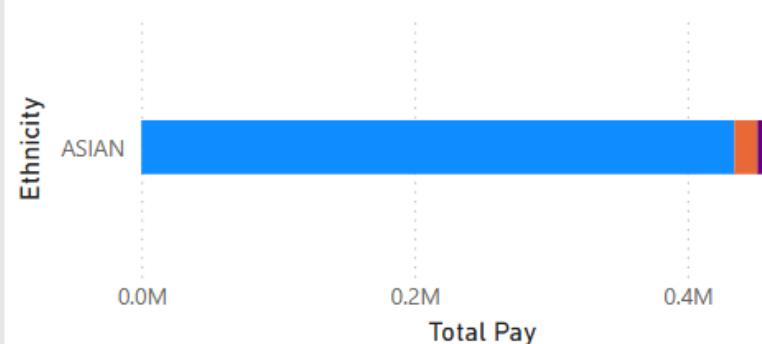
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



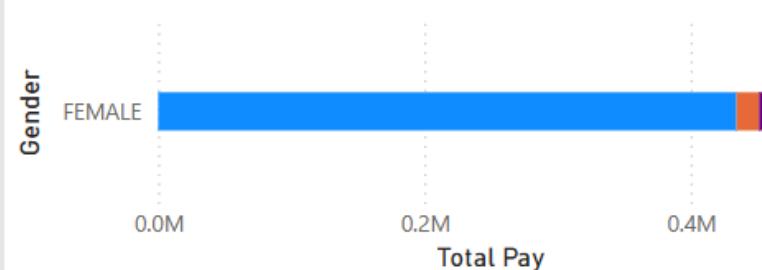
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



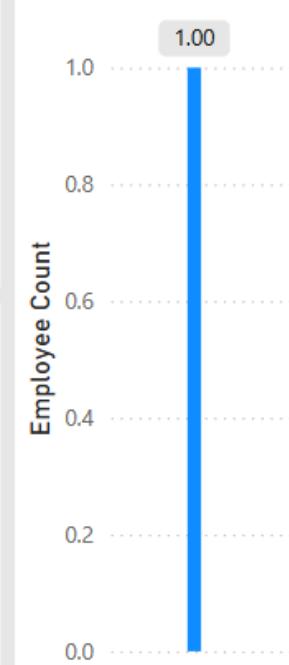
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **General Manager and Chief Engineer Water and Power**

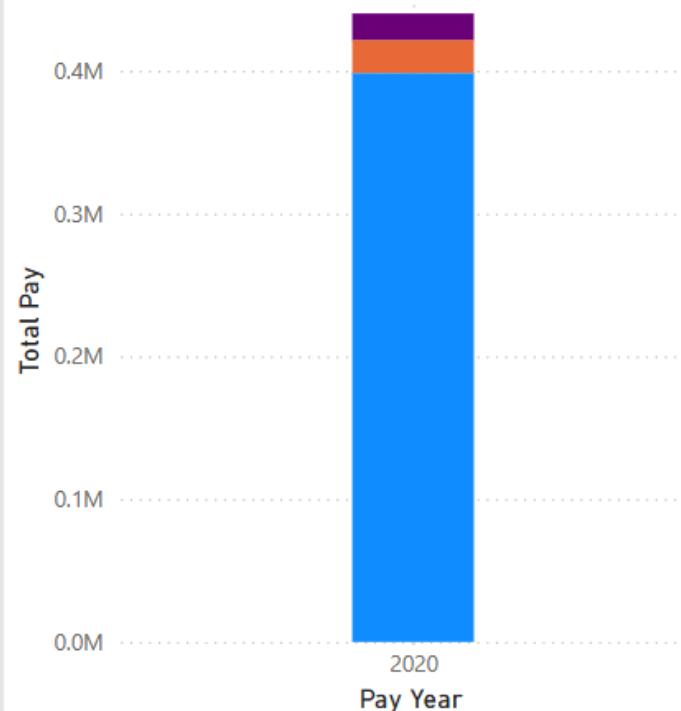
- Average pay – **\$416.96k**
- Average total employees – **1 employee**
- Department with highest pay – Water and Power (**\$416.96k, 1 employee**)
- Top ethnicity – Caucasian (**\$416.96k, 1 employee**)
- Top gender – Male (**\$416.96k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	398,486.40	0.00	23,219.62	18,477.74	416,964.14	415,000
WATER AND POWER	398,486.40	0.00	23,219.62	18,477.74	416,964.14	415,000
<b>Total</b>	<b>398,486.40</b>	<b>0.00</b>	<b>23,219.62</b>	<b>18,477.74</b>	<b>416,964.14</b>	<b>415,000</b>

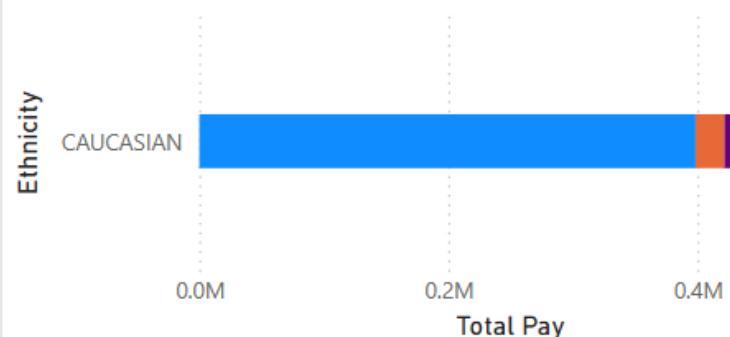
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



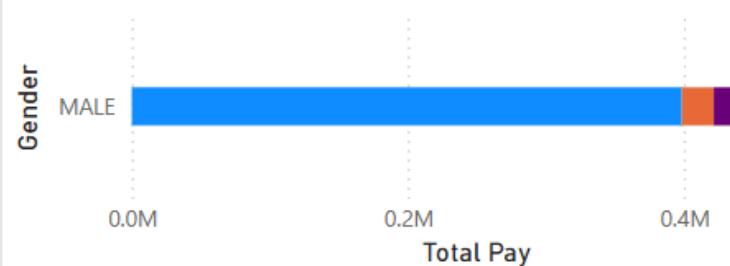
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



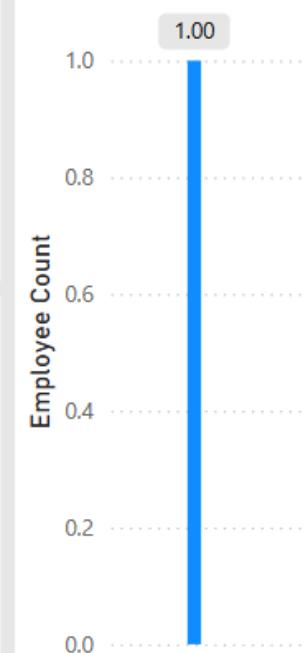
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$114.23k**
- Average total employees – **4.31k employees**
- Department with highest pay – Police (**\$114.23k, 4.31k employees**)
- Top ethnicity – Hispanic (**\$113.60k, 2.34k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$123.25k, 16 employees**)
  - Caucasian (**\$116.48k, 1.12k employees**)
  - Asian (**\$115.64k, 329 employees**)
- Top gender – Male (**\$116.39k, 3.63k employees**)
  - Female (**\$102.67k, 678 employees**)

## Average Pay by Job

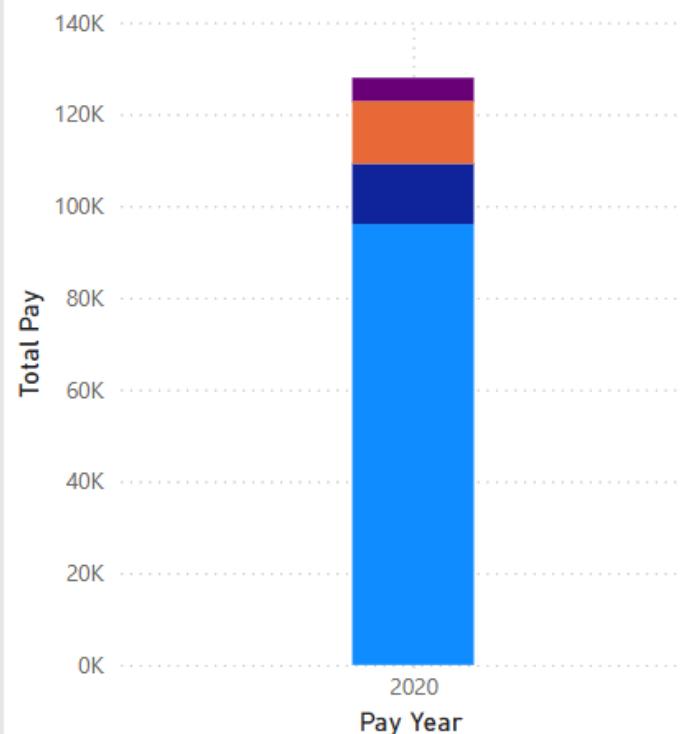
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II POLICE <b>Total</b>	<b>96,071.09</b>	<b>13,121.58</b>	<b>13,703.02</b>	<b>5,040.82</b>	<b>114,233.49</b>	<b>110,000</b>
	96,071.09	13,121.58	13,703.02	5,040.82	114,233.49	110,000
	<b>96,071.09</b>	<b>13,121.58</b>	<b>13,703.02</b>	<b>5,040.82</b>	<b>114,233.49</b>	<b>110,000</b>

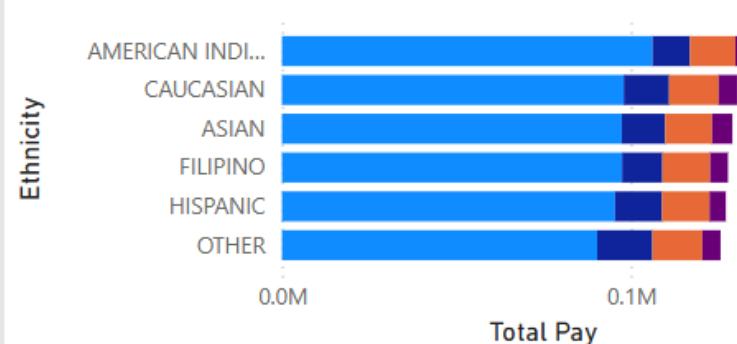
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



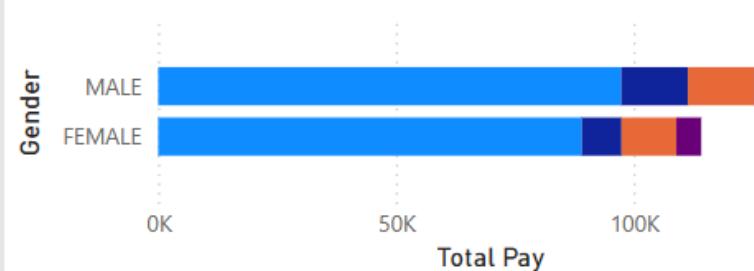
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



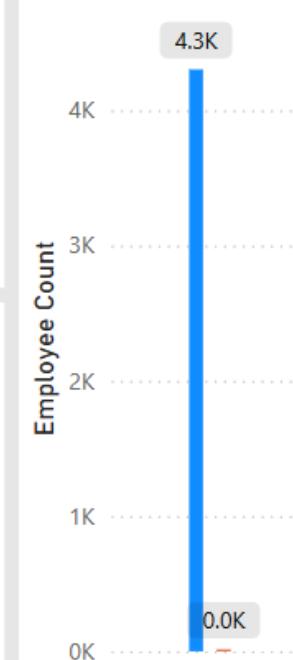
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

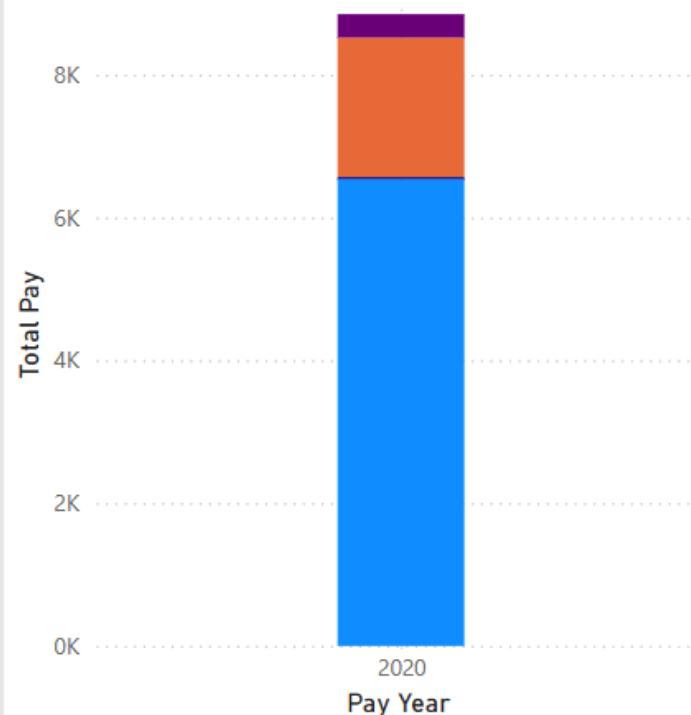
- Average pay – **\$6.90k**
- Average total employees – **2.56k employees**
- Department with highest pay – Cultural Affairs (**\$15.53k, 3 employees**)
- Top ethnicity – Hispanic (**\$8.09k, 1.14k employees**)
- Ethnicity with highest pay
  - Two or more races (**\$15.54k, 2 employees**)
  - American Indian/Alaskan Native (**\$12.45k, 3 employees**)
  - Hispanic (**\$8.09k, 1.14k employees**)
- Top gender – Male (**\$7.40k, 1.17k employees**)
  - Female (**\$6.48k, 1.39k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>6,531.80</b>	<b>38.20</b>	<b>1,950.86</b>	<b>329.21</b>	<b>6,899.20</b>	<b>5,000</b>
CULTURAL AFFAIRS	15,188.86	0.00	4,964.63	345.72	15,534.59	15,000
ZOO	7,516.96	0.00	130.26	235.68	7,752.64	5,000
RECREATION AND PARKS	6,501.00	39.04	1,985.01	331.13	6,871.17	5,000
<b>Total</b>	<b>6,531.80</b>	<b>38.20</b>	<b>1,950.86</b>	<b>329.21</b>	<b>6,899.20</b>	<b>5,000</b>

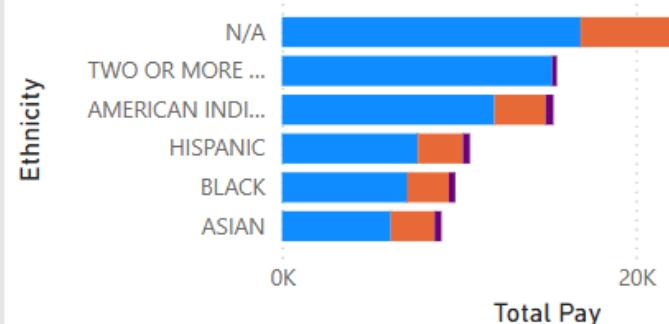
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



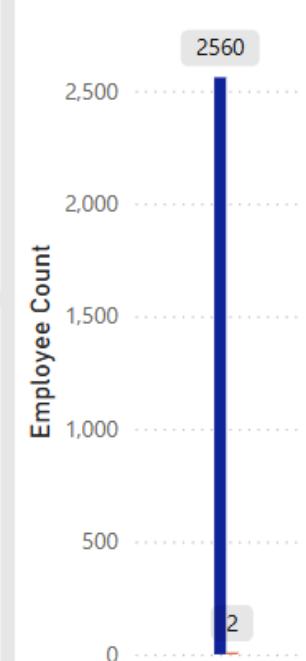
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



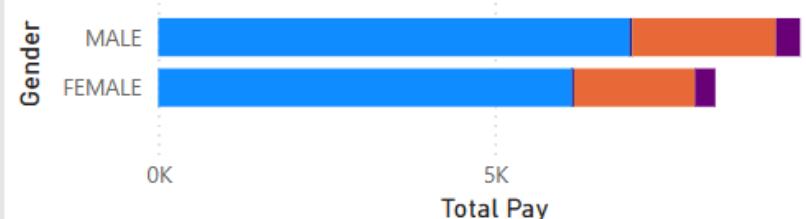
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Job Title: **Police Officer III**

- Average pay – **\$143.82k**
- Average total employees – **2.40k employees**
- Department with highest pay – Police (**\$143.82k, 2.40k employees**)
- Top ethnicity – Hispanic (**\$145.39k, 1.22k employees**)
- Ethnicity with highest pay
  - Asian (**\$150.60k, 196 employees**)
  - Hispanic (**\$145.39k, 1.22k employees**)
  - Caucasian (**\$142.78k, 679 employees**)
- Top gender – Male (**\$146.31k, 1.94k employees**)
  - Female (**\$133.19k, 455 employees**)

## Average Pay by Job

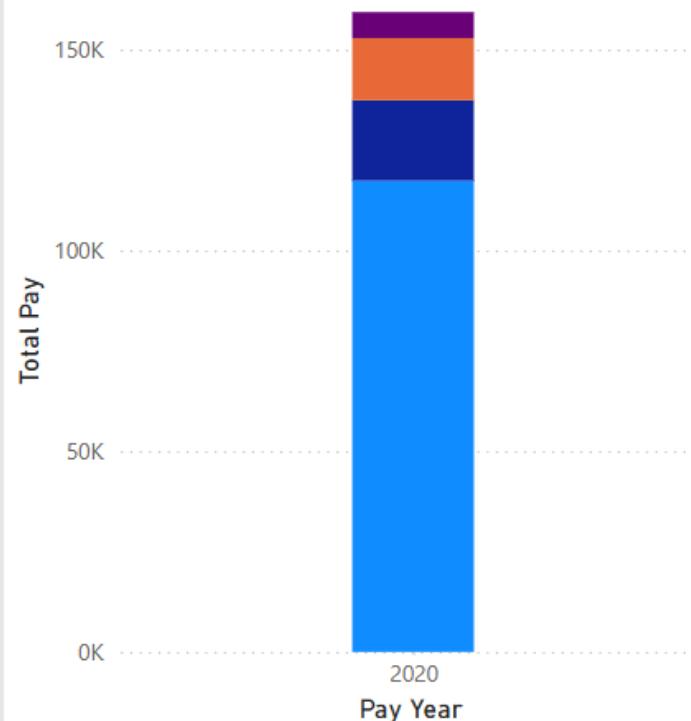
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	117,360.09	19,997.68	15,509.60	6,463.97	143,821.75	140,000
POLICE	117,360.09	19,997.68	15,509.60	6,463.97	143,821.75	140,000
<b>Total</b>	<b>117,360.09</b>	<b>19,997.68</b>	<b>15,509.60</b>	<b>6,463.97</b>	<b>143,821.75</b>	<b>140,000</b>

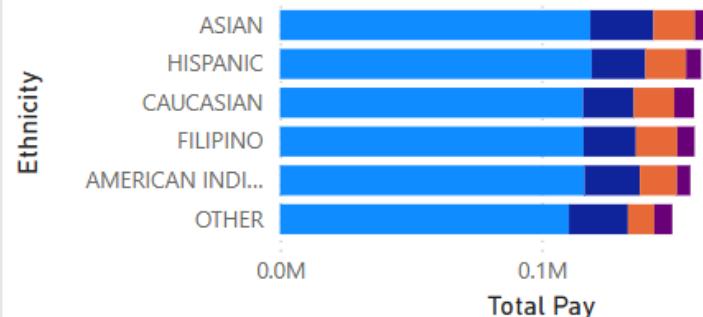
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



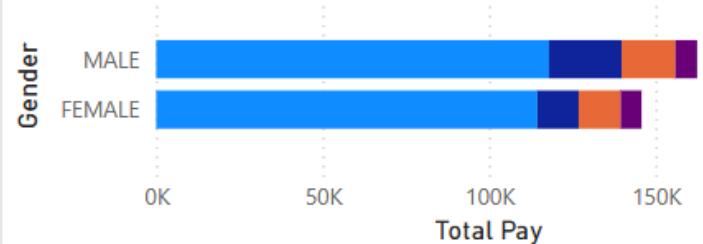
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



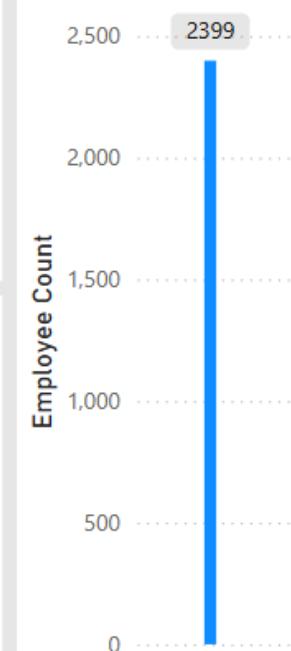
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$130.03k**
2. Caucasian – **\$111.21k**
3. American Indian/Alaskan Native – **\$102.41k**

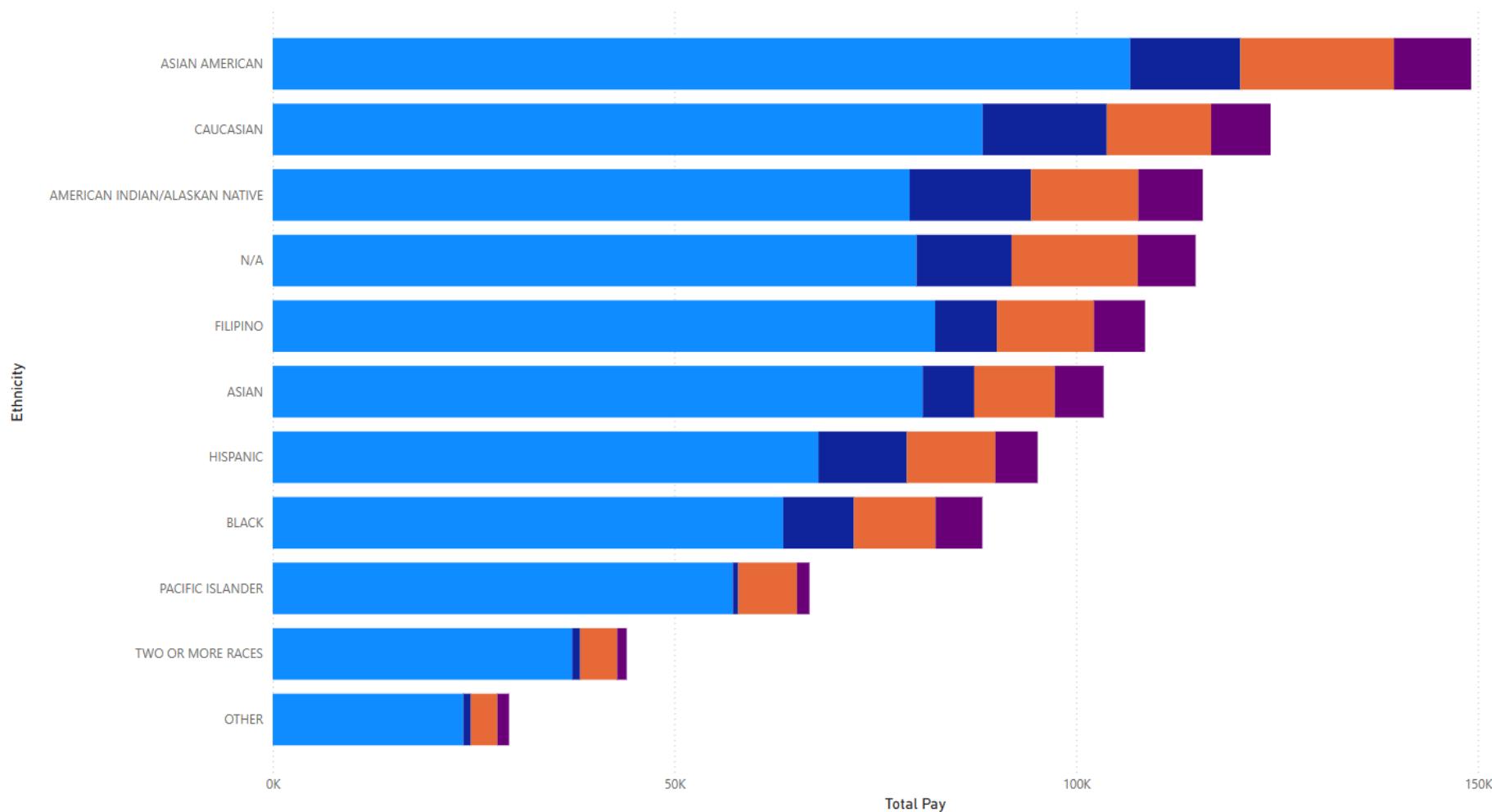
Highest employee count

1. Hispanic – **28.64k employees** (39.86%)
2. Caucasian – **17.69k employees** (24.63%)
3. Black – **11.25k employees** (15.66%)

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## AVERAGE PAY BY ETHNICITY

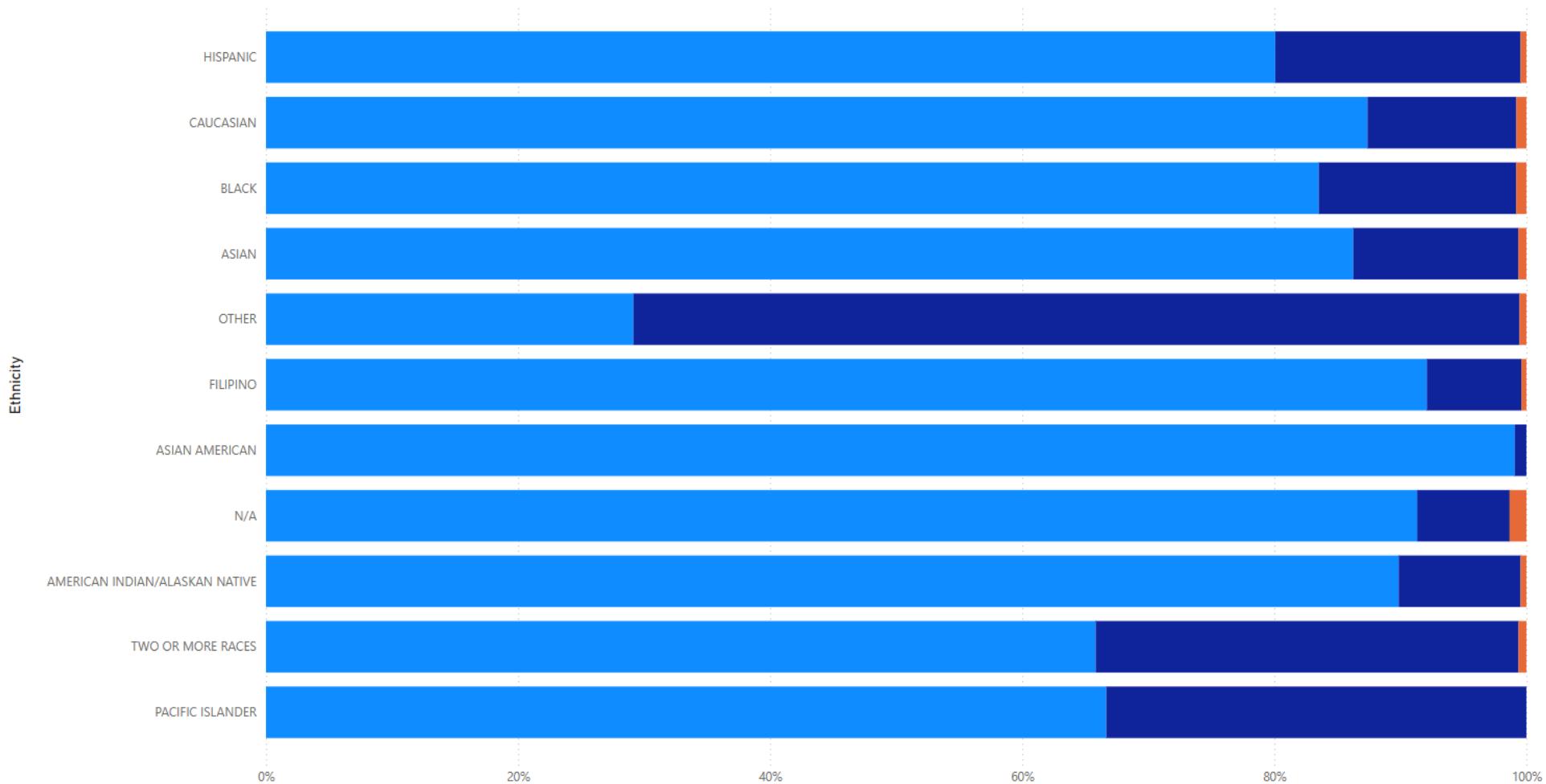
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

- Average pay – **\$130.03k**
- Average total employees – **1.40k employees**
- Job with most employees – Electrical Engineer Associate (**168 employees**)
- Department with most employees – Water and Power (**1.40k employees**)
- Top gender – Male (**\$135.42k, 988 employees**)
  - Female (**\$117.16k, 413 employees**)

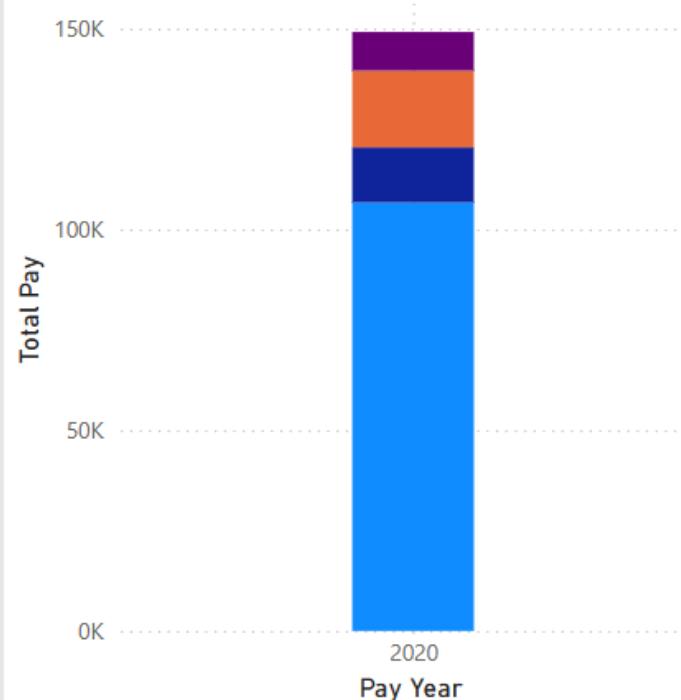
## Average Pay by Ethnicity

Ethnicity

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	106,721.14	13,699.19	19,121.78	9,614.58	130,034.91	130000
WATER AND POWER	106,721.14	13,699.19	19,121.78	9,614.58	130,034.91	130000
<b>Total</b>	<b>106,721.14</b>	<b>13,699.19</b>	<b>19,121.78</b>	<b>9,614.58</b>	<b>130,034.91</b>	<b>130000</b>

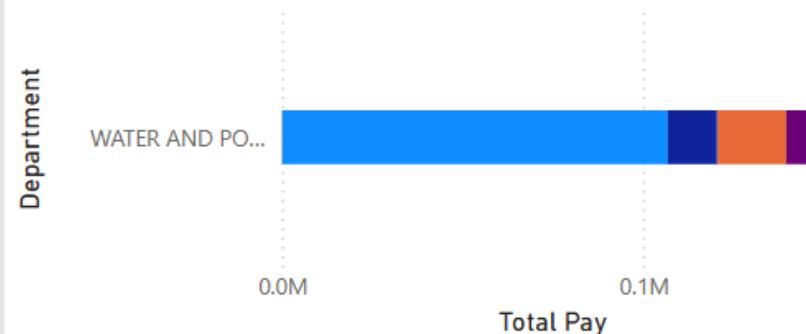
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



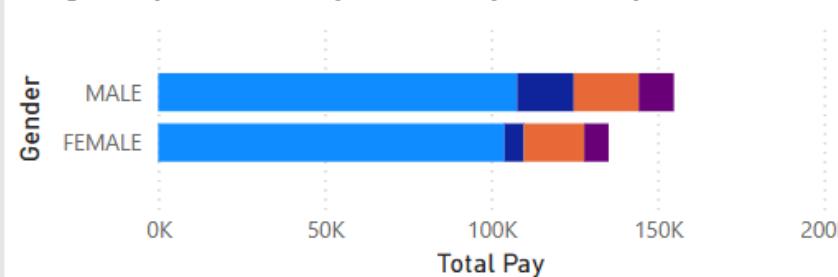
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



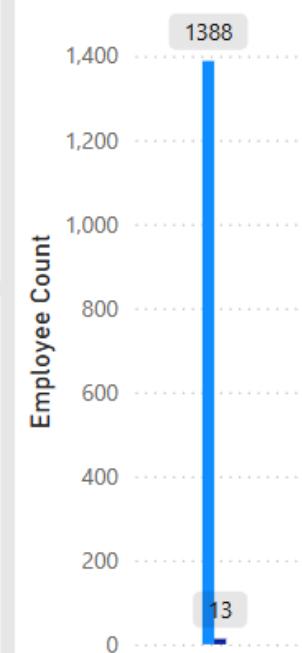
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

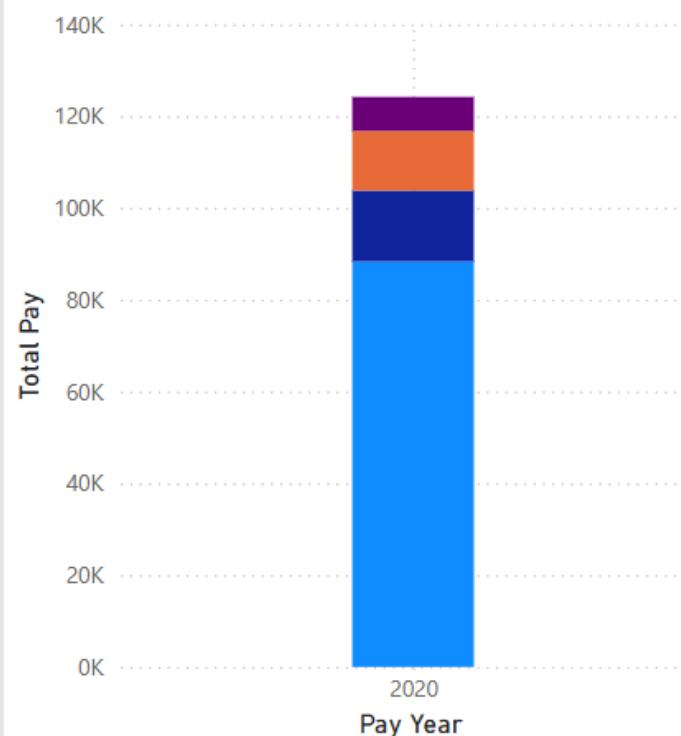
- Average pay – **\$111.21k**
- Average total employees – **17.69k employees**
- Job with most employees – Police Officer II (**1.12k employees**)
- Department with most employees – Police (**3.96k employees**)
- Department with highest pay
  - Public Accountability (**\$185.30k, 4 employees**)
  - Fire (**\$175.60k, 2k employees**)
  - City Attorney (**\$139.45k, 466 employees**)
- Top gender – Male (**\$122.33k, 13.32k employees**)
  - Female (**\$77.34k, 4.37k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>88,355.06</b>	<b>15,456.24</b>	<b>12,984.66</b>	<b>7,403.28</b>	<b>111,214.57</b>	<b>110000</b>
PUBLIC ACCOUNTABILITY	178,221.88	0.00	10,831.33	7,078.33	185,300.21	185000
FIRE	113,764.61	56,294.07	15,064.53	5,540.27	175,598.96	175000
CITY ATTORNEY	131,595.52	114.51	10,624.32	7,737.84	139,447.87	135000
WATER AND POWER	99,499.12	25,032.76	21,077.81	12,057.96	136,589.84	135000
POLICE	105,905.40	12,706.50	13,758.96	7,244.00	125,855.90	125000
<b>Total</b>	<b>88,355.06</b>	<b>15,456.24</b>	<b>12,984.66</b>	<b>7,403.28</b>	<b>111,214.57</b>	<b>110000</b>

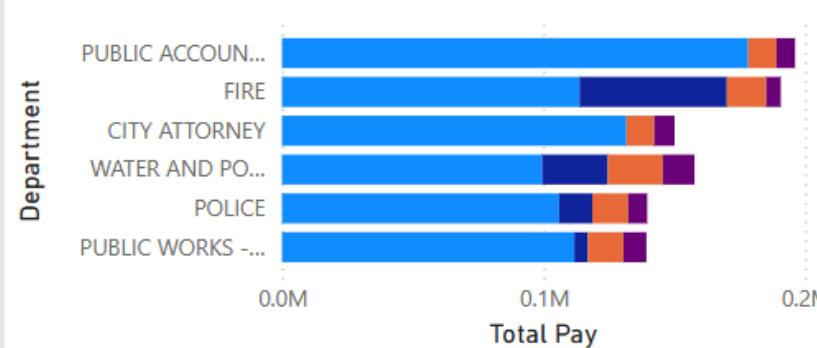
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



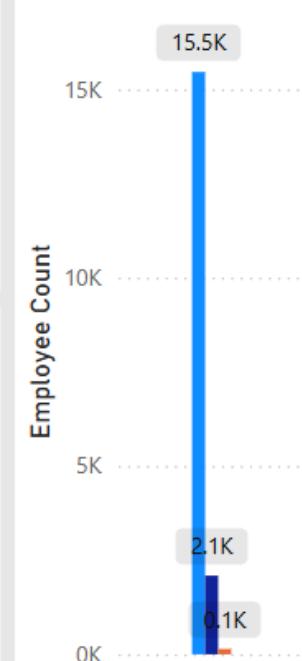
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



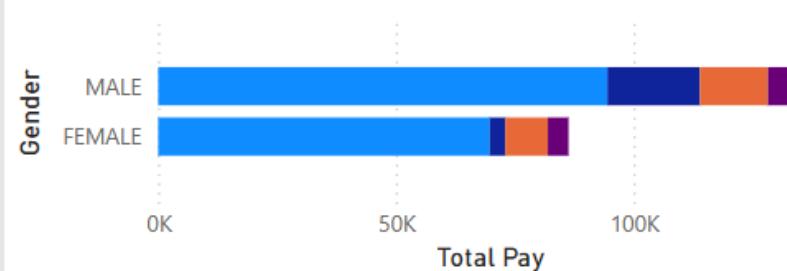
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **American Indian/Alaskan Native**

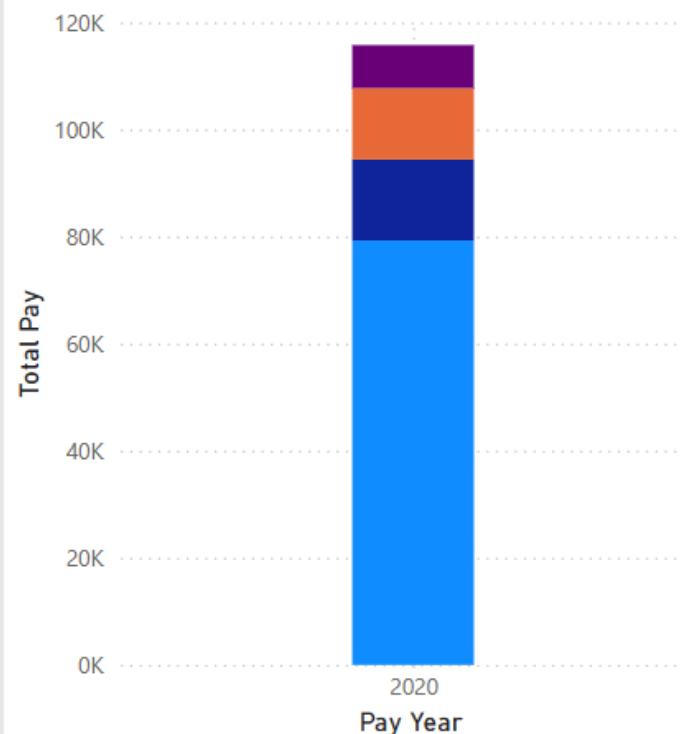
- Average pay – **\$102.41k**
- Average total employees – **217 employees**
- Job with most employees – Police Officer II (**16 employees**)
- Department with most employees – Water and Power (**68 employees**)
- Department with highest pay
  - General Services (**\$165.49k, 2 employees**)
  - Fire (**\$147.61k, 23 employees**)
  - Office of Finance (**\$125.62k, 2 employees**)
- Top gender – Male (**\$114.19k, 165 employees**)
  - Female (**\$65.02k, 52 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
AMERICAN INDIAN/ALASKAN NATIVE	<b>79,279.81</b>	<b>15,109.05</b>	<b>13,347.21</b>	<b>8,022.69</b>	<b>102,411.54</b>	<b>100000</b>
GENERAL SERVICES	157,155.70	4,233.92	19,811.83	4,101.88	165,491.50	165000
FIRE	94,699.88	49,503.75	13,297.93	3,404.72	147,608.34	145000
OFFICE OF FINANCE	120,870.52	542.07	13,413.42	4,208.81	125,621.40	125000
CITY ATTORNEY	118,466.52	0.00	9,986.53	5,404.64	123,871.16	120000
WATER AND POWER	87,161.06	20,210.94	20,387.22	15,113.25	122,485.25	120000
<b>Total</b>	<b>79,279.81</b>	<b>15,109.05</b>	<b>13,347.21</b>	<b>8,022.69</b>	<b>102,411.54</b>	<b>100000</b>

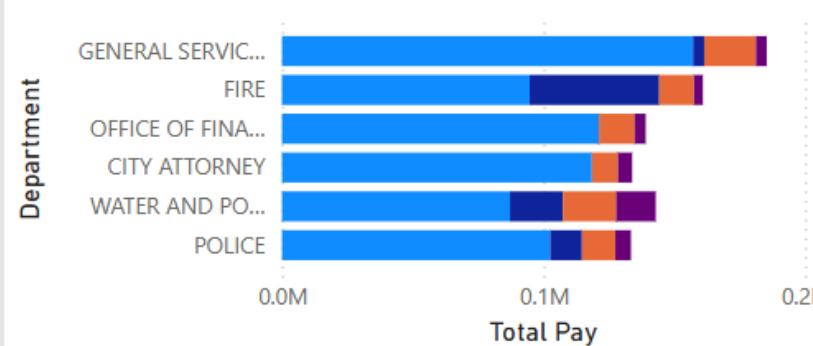
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



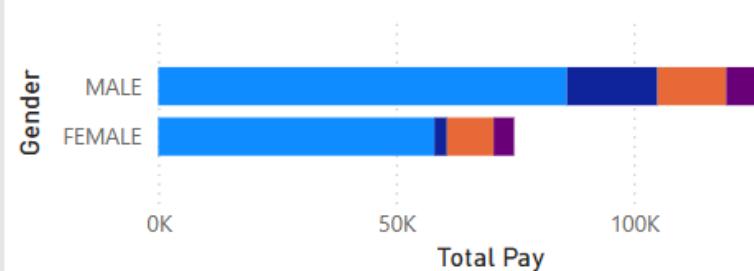
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



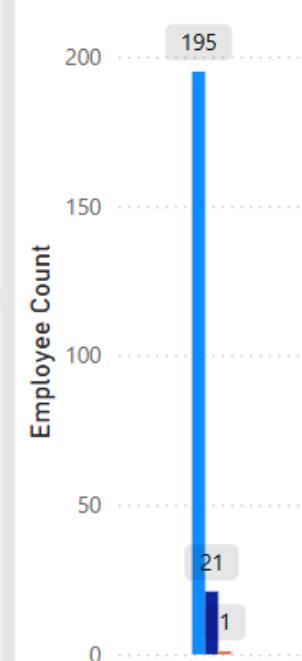
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Hispanic**

- Average pay – **\$84.19k**
- Average total employees – **28.64k employees**
- Job with most employees – Police Officer II (**2.34k employees**)
- Department with most employees – Police (**7.12k employees**)
- Department with highest pay
  - Fire (**\$167.57k, 1.40k employees**)
  - Water and Power (**\$121.62k, 4.49k employees**)
  - Police (**\$112.08k, 7.12k employees**)
- Top gender – Male (**\$96.19k, 19.58k employees**)
  - Female (**\$58.24k, 9.06k employees**)

Average Pay by Ethnicity						
Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>67,925.18</b>	<b>10,998.54</b>	<b>11,019.48</b>	<b>5,262.54</b>	<b>84,186.26</b>	<b>80000</b>
FIRE	106,988.99	55,095.14	14,486.86	5,486.80	167,570.93	165000
WATER AND POWER	86,177.65	23,738.94	17,778.60	11,702.42	121,619.01	120000
POLICE	95,119.93	11,877.89	13,016.53	5,081.42	112,079.23	110000
CITY ATTORNEY	88,353.49	164.29	10,622.76	4,211.19	92,728.97	90000
CITY ADMINISTRATIVE OFFICER	87,729.13	121.94	8,559.75	4,291.17	92,142.25	90000
<b>Total</b>	<b>67,925.18</b>	<b>10,998.54</b>	<b>11,019.48</b>	<b>5,262.54</b>	<b>84,186.26</b>	<b>80000</b>

Average Pay by Year		Average Pay by Department		Average Employment Type Distribution	
Pay Year	Total Pay	Department	Total Pay	Employee Count	
2020	<p>Regular Pay    Overtime Pay    Benefit Pay    All Other Pay</p>	<p>Regular Pay    Overtime Pay    Benefit Pay    Other Pay</p>	<p>Regular Pay    Overtime Pay    Benefit Pay    Other Pay</p>	<p>Full Time    Part Time    Contract</p>	

Ethnicity: **Black**

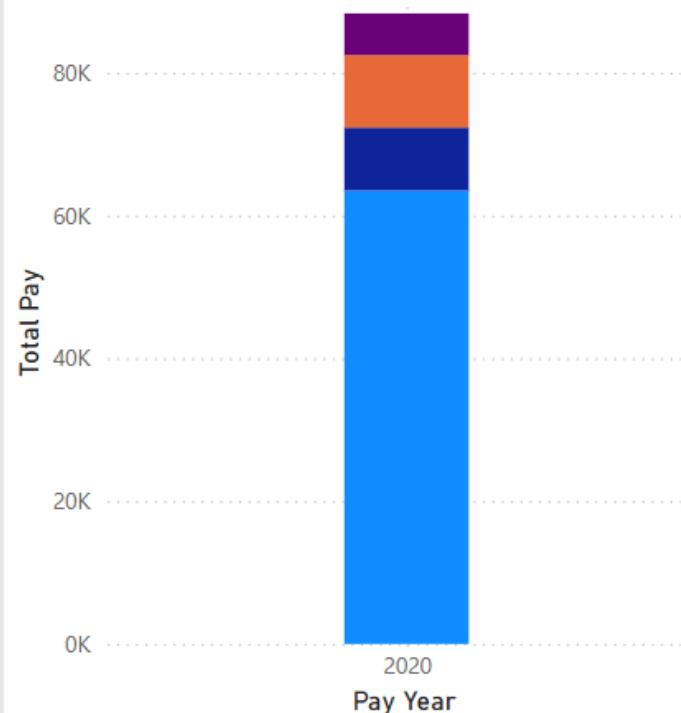
- Average pay – **\$78.15k**
- Average total employees – **11.25k employees**
- Job with most employees – Senior Administrative Clerk (**534 employees**)
- Department with most employees – Police (**1.93k employees**)
- Department with highest pay
  - Fire (**\$162.19k, 528 employees**)
  - Water and Power (**\$108.82k, 1.71k employees**)
  - City Attorney (**\$108.31k, 170 employees**)
- Top gender – Male (**\$90.55k, 6.18k employees**)
  - Female (**\$63.05k, 5.07k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> BLACK	<b>63,537.97</b>	<b>8,789.36</b>	<b>10,166.96</b>	<b>5,824.18</b>	<b>78,151.51</b>	<b>75000</b>
FIRE	101,625.35	54,852.13	13,179.68	5,710.75	162,188.23	160000
WATER AND POWER	80,542.84	18,160.75	16,843.43	10,115.55	108,819.14	105000
CITY ATTORNEY	102,419.02	77.21	10,478.79	5,815.57	108,311.81	105000
PUBLIC ACCOUNTABILITY	103,287.68	0.00	13,478.65	2,574.52	105,862.20	105000
PUBLIC WORKS - CONTRACT ADMINISTRATION	97,990.14	3,411.38	12,812.88	3,670.17	105,071.68	105000
<b>Total</b>	<b>63,537.97</b>	<b>8,789.36</b>	<b>10,166.96</b>	<b>5,824.18</b>	<b>78,151.51</b>	<b>75000</b>

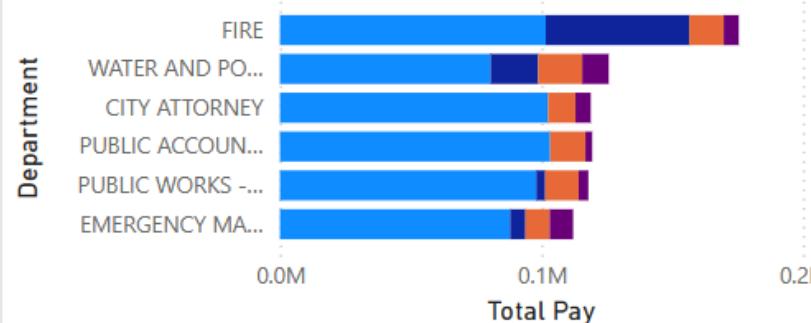
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



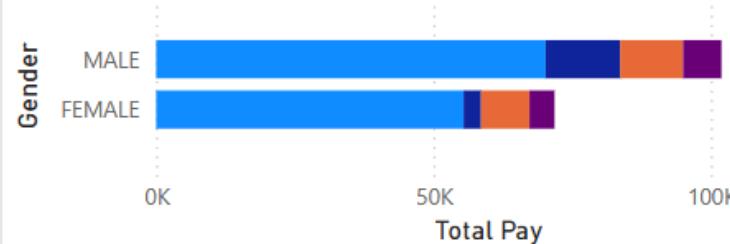
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



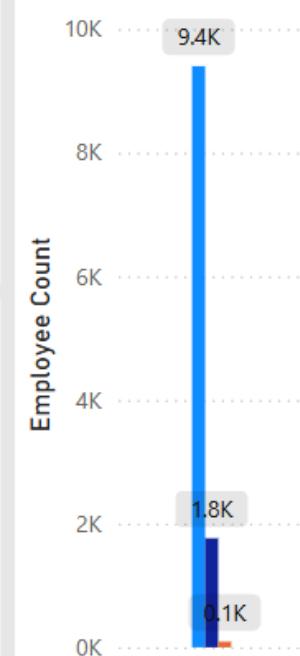
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Gender

Highest pay

1. Male – **\$101.92k**
2. Female – **\$64.55k**

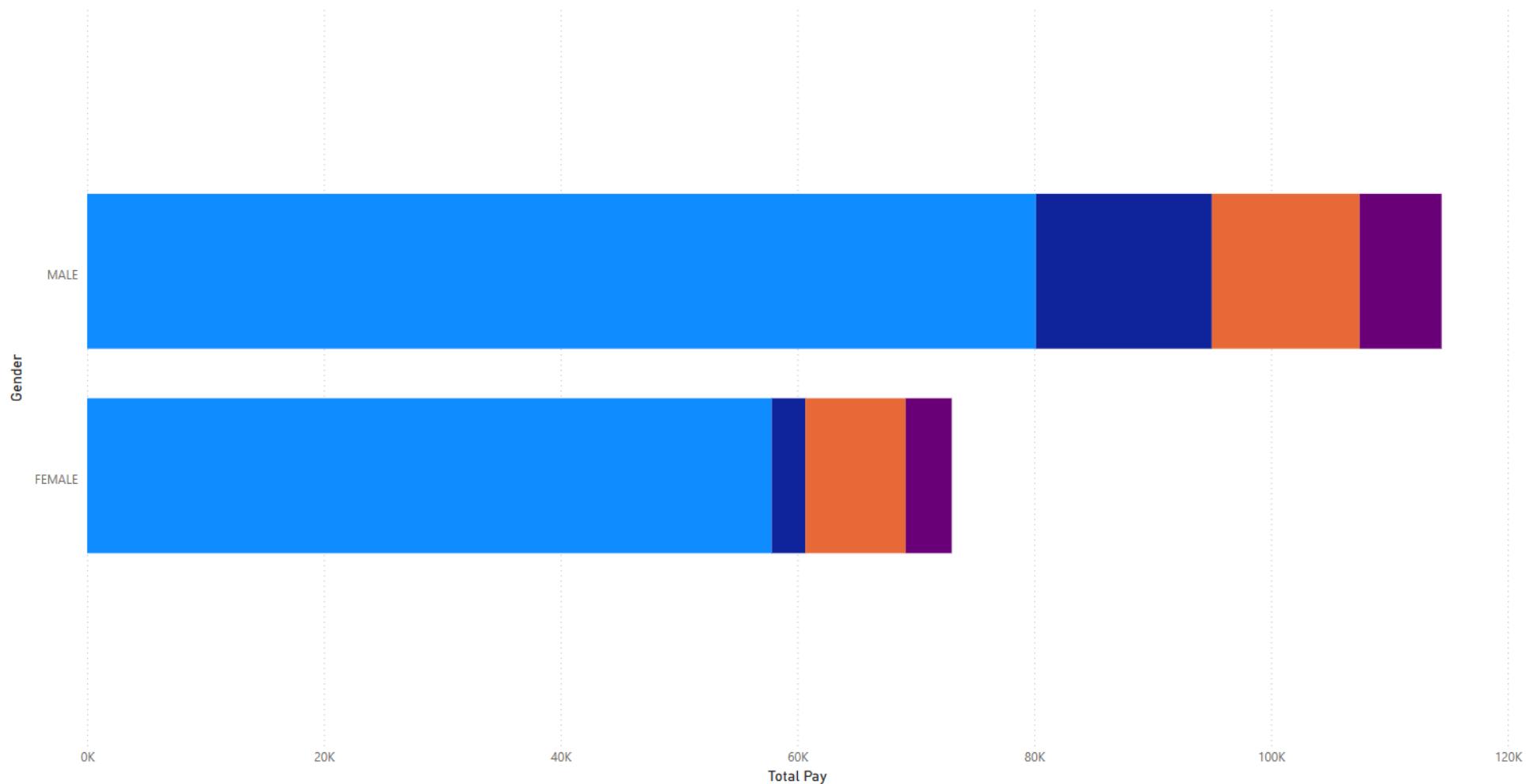
Highest employee count

1. Male – **47.77k employees** (66.49%)
2. Female – **24.07k employees** (33.51%)

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### AVERAGE PAY BY GENDER

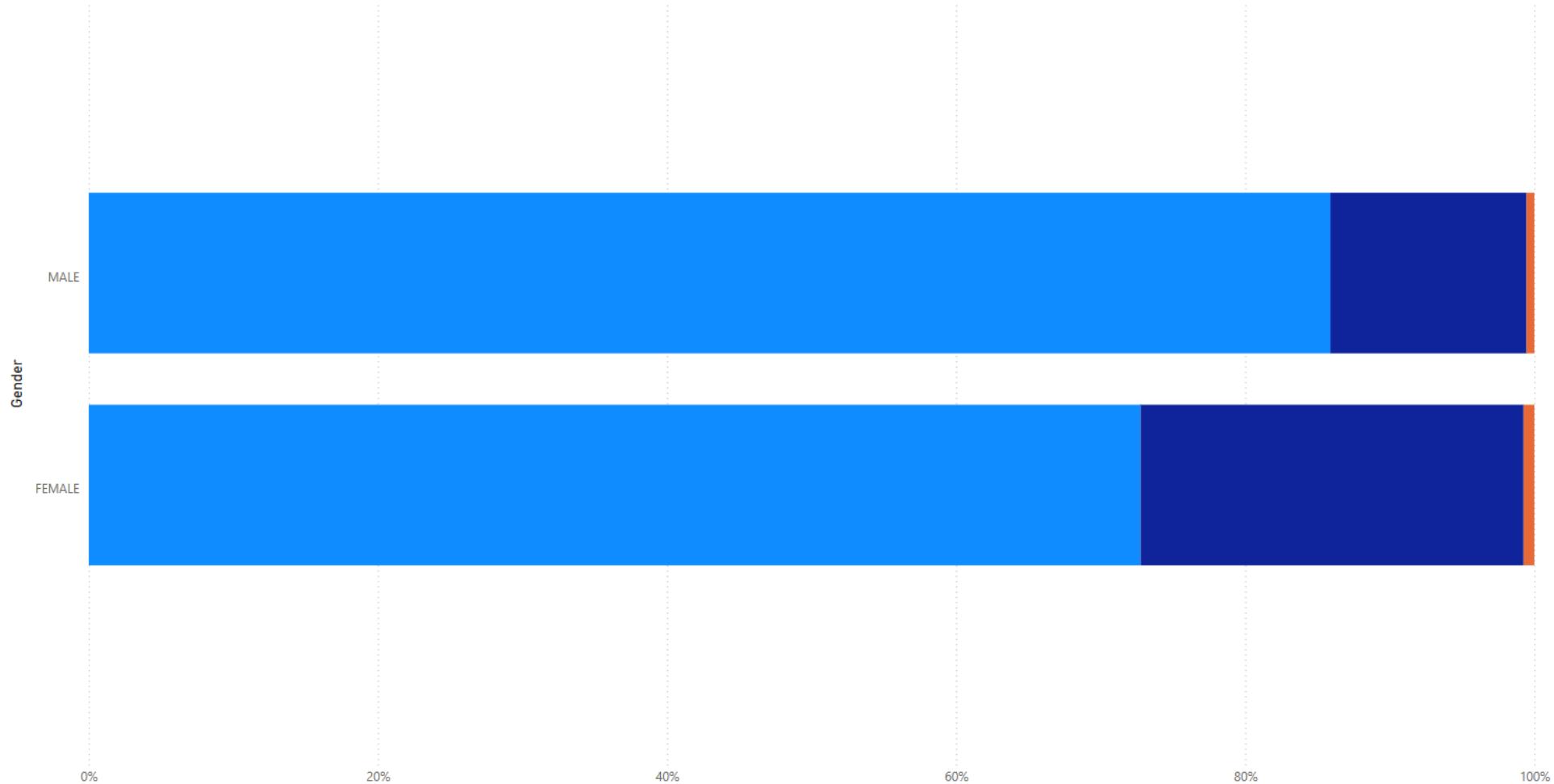
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

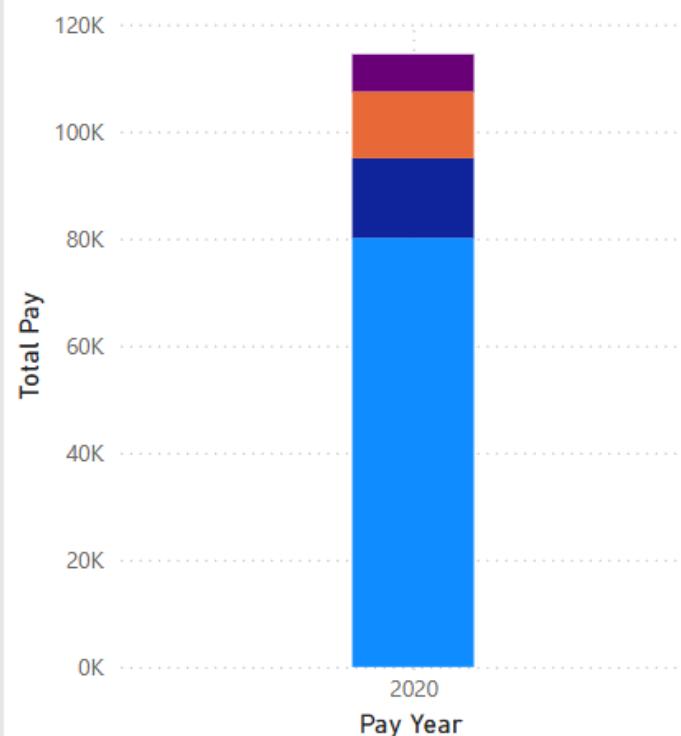
- Average pay – **\$101.92k**
- Average total employees – **47.77k employees**
- Job with most employees – Police Officer II (**3.63k employees**)
- Department with most employees – Police (**10.60k employees**)
- Department with highest pay
  - Fire (**\$176.20k, 4k employees**)
  - Public Accountability (**\$171.56k, 3 employees**)
  - City Attorney (**\$132.43k, 491 employees**)
- Top ethnicity – Hispanic (**\$96.19k, 19.58k employees**)
- Ethnicity with highest pay
  - Asian American (**\$135.42k, 988 employees**)
  - Caucasian (**\$122.33k, 13.32k employees**)
  - American Indian/Alaskan Native (**\$114.19k, 165 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>80,156.09</b>	<b>14,842.74</b>	<b>12,492.11</b>	<b>6,923.44</b>	<b>101,922.27</b>	<b>100000</b>
FIRE	112,096.84	58,380.47	14,946.49	5,723.76	176,201.06	175000
PUBLIC ACCOUNTABILITY	164,021.99	0.00	7,837.83	7,533.77	171,555.77	170000
CITY ATTORNEY	124,273.36	178.11	10,929.31	7,976.62	132,428.08	130000
WATER AND POWER	93,953.21	25,152.69	19,117.45	12,344.46	131,450.36	130000
DISABILITY	118,768.71	46.21	11,838.74	4,848.09	123,663.00	120000
<b>Total</b>	<b>80,156.09</b>	<b>14,842.74</b>	<b>12,492.11</b>	<b>6,923.44</b>	<b>101,922.27</b>	<b>100000</b>

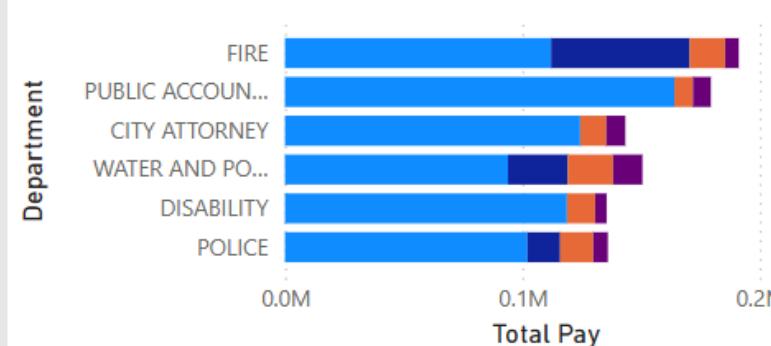
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



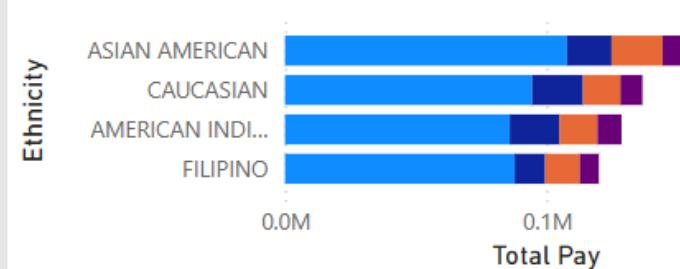
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



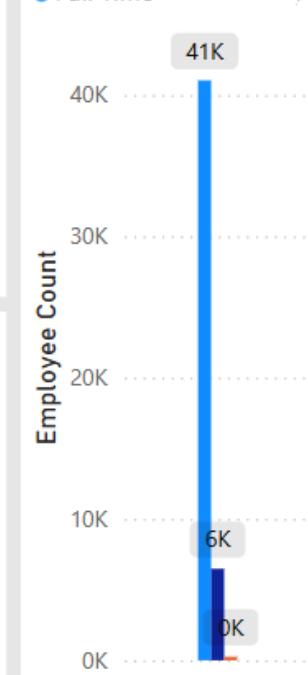
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

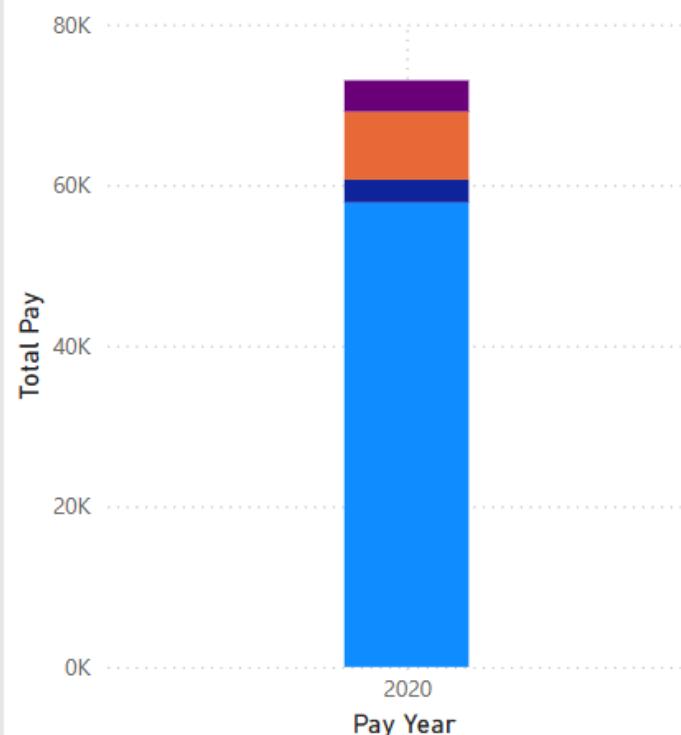
- Average pay – **\$64.55k**
- Average total employees – **24.07k employees**
- Job with most employees – Administrative Clerk (**1.65k employees**)
- Department with most employees – Police (**4.30k employees**)
- Department with highest pay
  - Public Accountability (**\$166.20k, 2 employees**)
  - City Attorney (**\$109.71k, 777 employees**)
  - Water and Power (**\$102.94k, 2.64k employees**)
- Top ethnicity – Hispanic (**\$58.24k, 9.06k employees**)
- Ethnicity with highest pay
  - Asian American (**\$117.16k, 413 employees**)
  - Filipino (**\$82.33k, 1.25k employees**)
  - Caucasian (**\$77.34k, 4.37k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>57,829.88</b>	<b>2,832.96</b>	<b>8,480.09</b>	<b>3,885.45</b>	<b>64,548.29</b>	<b>60000</b>
PUBLIC ACCOUNTABILITY	162,054.61	0.00	16,645.24	4,143.26	166,197.87	165000
CITY ATTORNEY	105,206.96	60.56	10,338.21	4,442.27	109,709.79	105000
WATER AND POWER	87,102.60	8,942.91	17,973.43	6,893.49	102,939.00	100000
CITY ADMINISTRATIVE OFFICER	95,671.78	393.85	8,693.68	3,464.19	99,529.82	95000
POLICE	84,977.15	5,524.37	10,787.05	5,375.54	95,877.05	95000
<b>Total</b>	<b>57,829.88</b>	<b>2,832.96</b>	<b>8,480.09</b>	<b>3,885.45</b>	<b>64,548.29</b>	<b>60000</b>

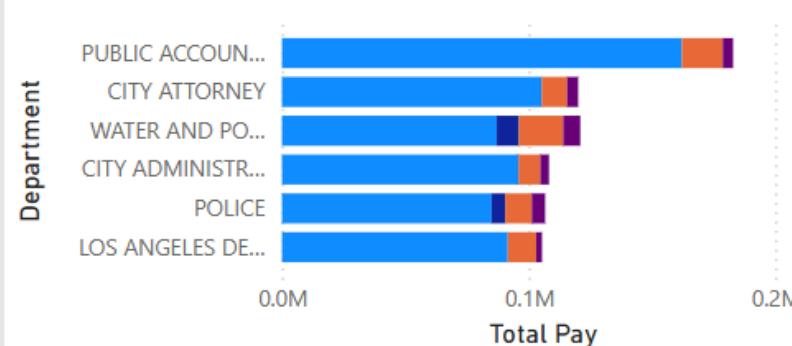
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



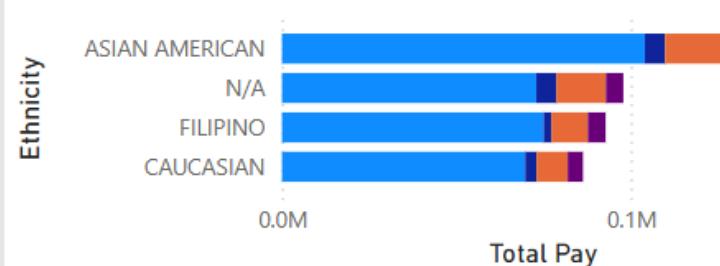
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



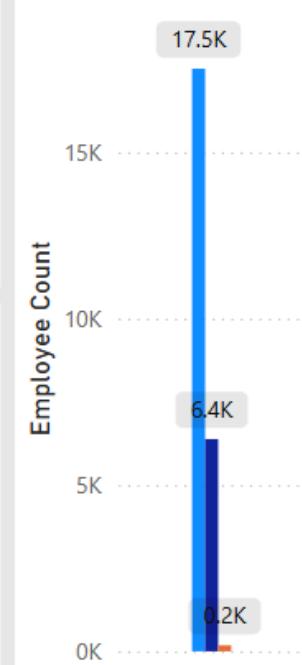
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



## 2021

Total payroll – **\$6.13 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2021	\$4.93 billion	\$757.45 million	\$792.21 million	\$442.26 million	\$6.13 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$75.17k	\$11.55k	\$12.08k	\$6.74k	\$93.46k

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## Department

Highest pay

1. Fire – **\$178.17k**
2. Public Accountability – **\$163.28k**
3. Los Angeles City Tourism Department – **\$132.98k**

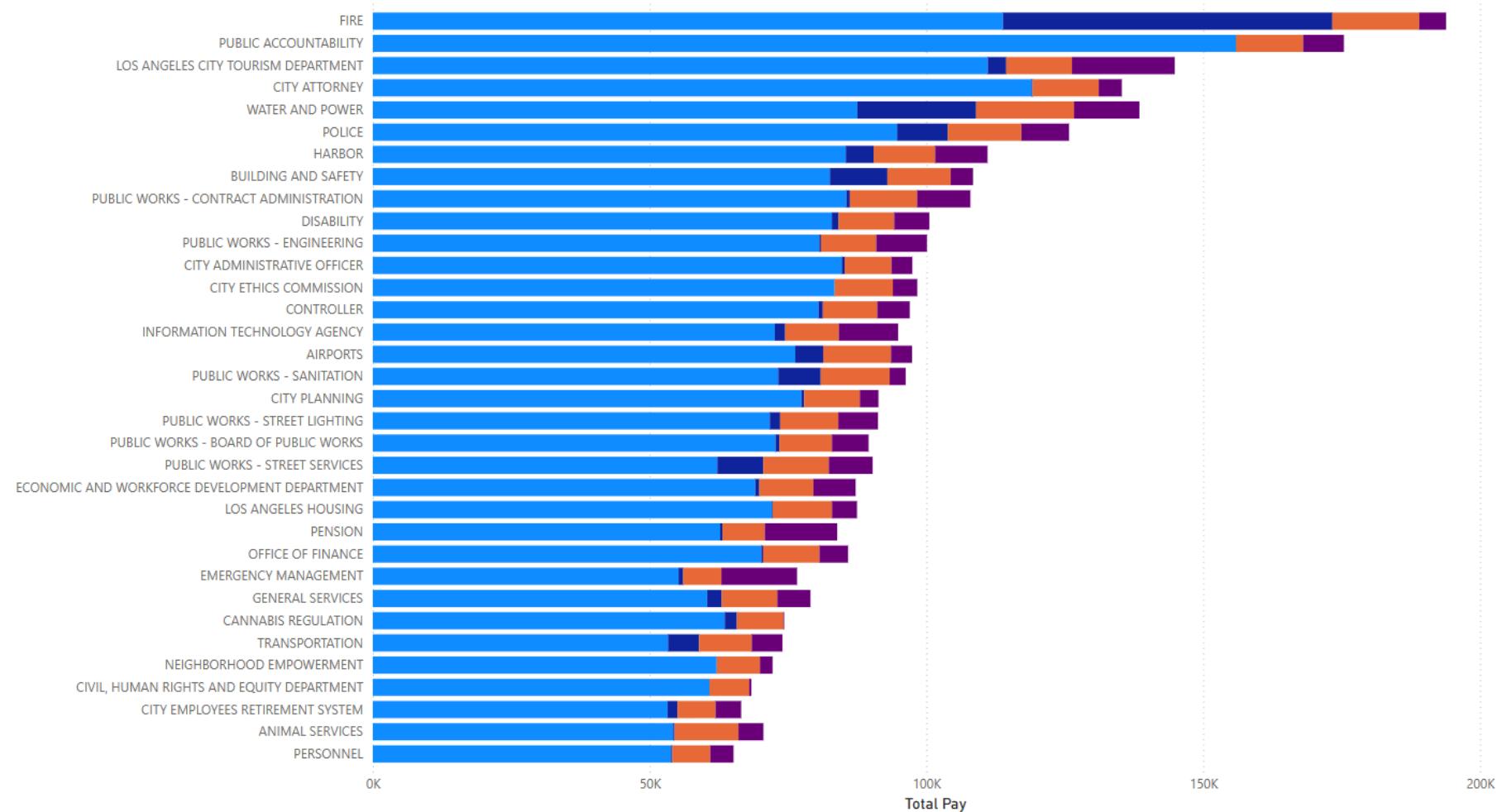
Highest employee count

1. Police – **14.34k employees** (21.87%)
2. Water and Power – **13.19k employees** (20.12%)
3. Recreation and Parks – **7.85k employees** (11.97%)

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## AVERAGE PAY BY DEPARTMENT

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Fire**

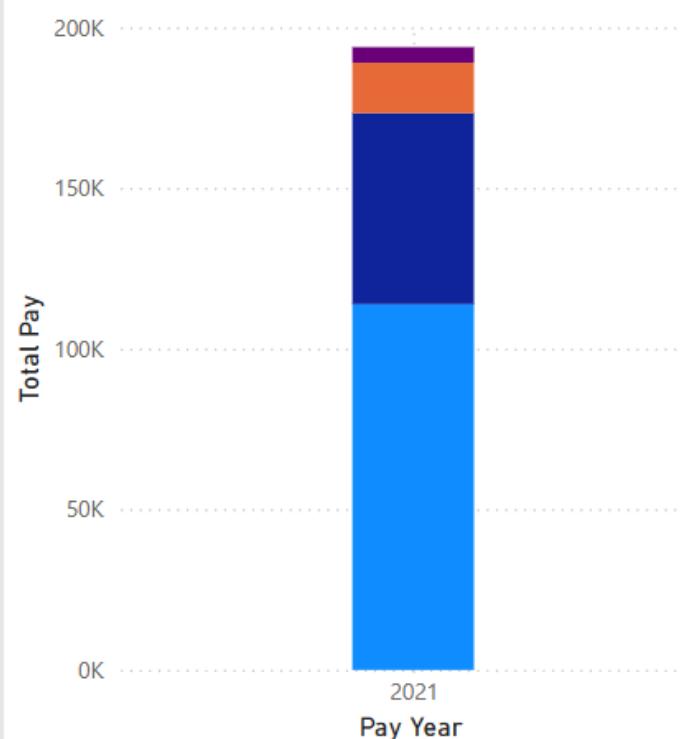
- Average pay – **\$178.17k**
- Average total employees – **4.12k employees**
- Job with highest pay – EMS Advanced Provider Supervisor (**\$440.12k, 1 employee**)
- Top ethnicity – Caucasian (**\$187.01k, 1.85k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$187.01k, 1.85k employees**)
  - Black (**\$178.38k, 481 employees**)
  - Hispanic (**\$176.37k, 1.31k employees**)
- Top gender – Male (**\$184.62k, 3.79k employees**)
  - Female (**\$104.17k, 330 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>113,830.20</b>	<b>59,484.28</b>	<b>15,698.91</b>	<b>4,855.86</b>	<b>178,170.33</b>	<b>175,000</b>
EMS ADVANCED PROVIDER SUPERVISOR	165,705.28	274,412.94	20,445.84	0.00	440,118.22	440,000
FIRE CHIEF	338,624.00	0.00	20,243.76	56,804.96	395,428.96	395,000
FIRE ASSISTANT CHIEF	224,622.59	88,411.19	16,132.16	22,814.21	335,848.00	335,000
FIRE HELICOPTER PILOT V	176,321.60	147,312.10	17,588.16	1,686.00	325,319.70	325,000
FIRE DEPUTY CHIEF	264,388.21	17,945.83	16,519.52	37,007.95	319,341.98	315,000
<b>Total</b>	<b>113,830.20</b>	<b>59,484.28</b>	<b>15,698.91</b>	<b>4,855.86</b>	<b>178,170.33</b>	<b>175,000</b>

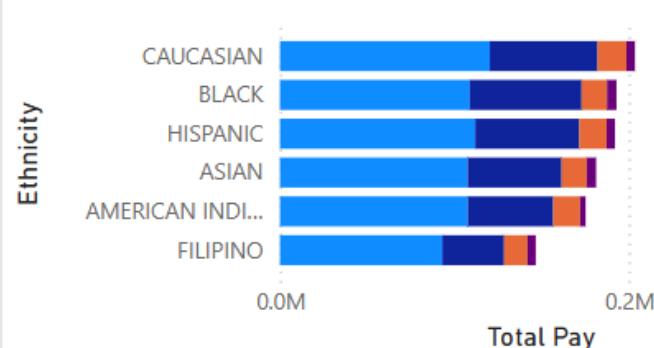
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



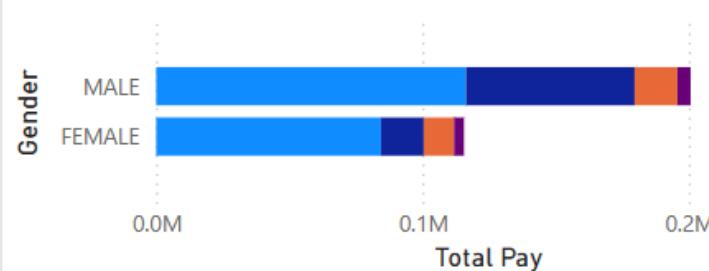
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



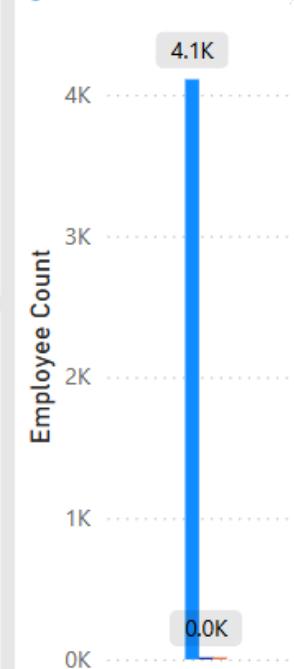
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Public Accountability**

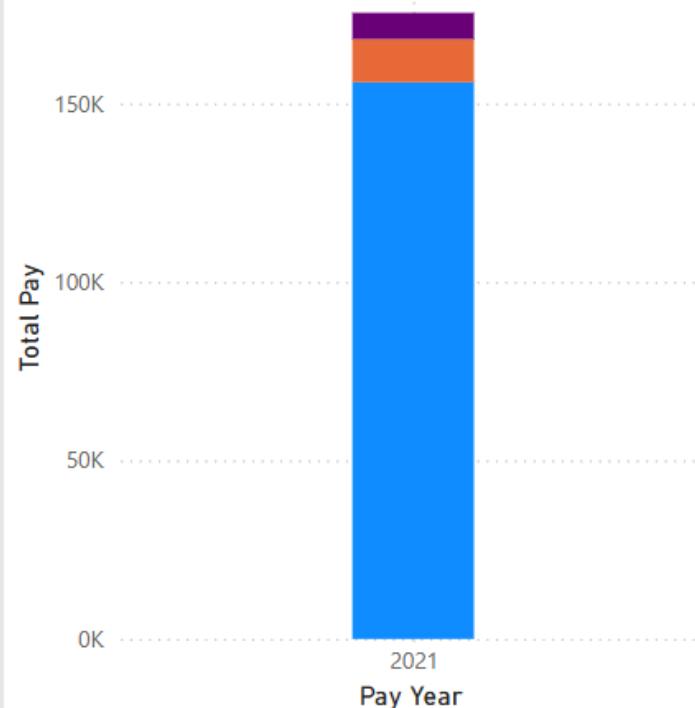
- Average pay – **\$163.28k**
- Average total employees – **5 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$163.28k, 1 employee**)
- Top ethnicity – Caucasian (**\$192.55k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$192.55k, 4 employees**)
  - Black (**\$46.17k, 1 employee**)
- Top gender – Male (**\$185.93k, 3 employees**)
  - Female (**\$129.30k, 2 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>155,923.59</b>	<b>0.00</b>	<b>12,131.42</b>	<b>7,352.88</b>	<b>163,276.47</b>	<b>160,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	312,180.00	0.00	20,445.84	6,000.00	318,180.00	315,000
UTILITY RATES AND POLICY SPECIALIST III	212,425.34	0.00	20,445.84	0.00	212,425.34	210,000
UTILITY RATES AND POLICY SPECIALIST II	167,617.44	0.00	17,400.00	0.00	167,617.44	165,000
CHIEF ADMINISTRATIVE ANALYST	71,990.37	0.00	0.00	0.00	71,990.37	70,000
EXECUTIVE LEGAL SECRETARY II	15,404.80	0.00	2,365.40	30,764.40	46,169.20	45,000
<b>Total</b>	<b>155,923.59</b>	<b>0.00</b>	<b>12,131.42</b>	<b>7,352.88</b>	<b>163,276.47</b>	<b>160,000</b>

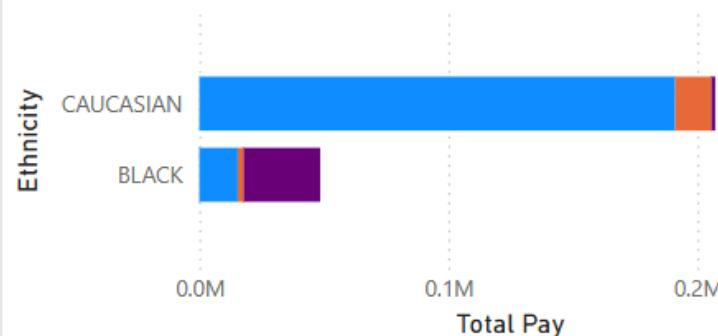
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



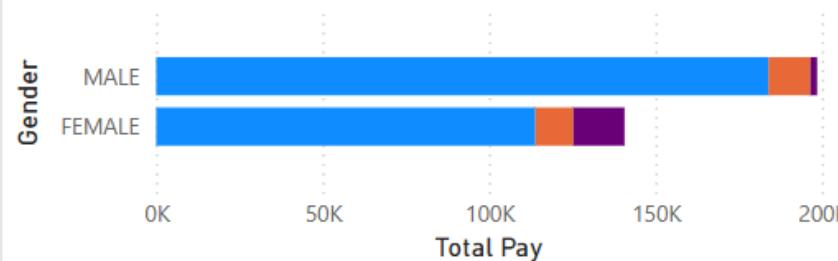
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



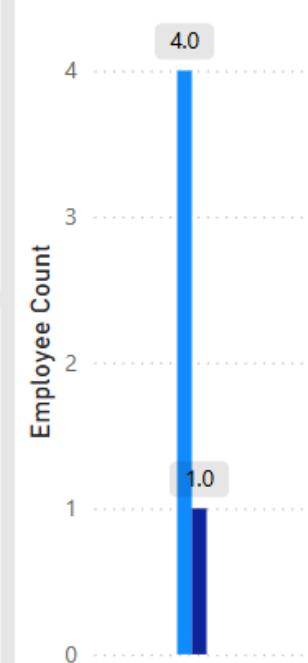
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Los Angeles City Tourism Department**

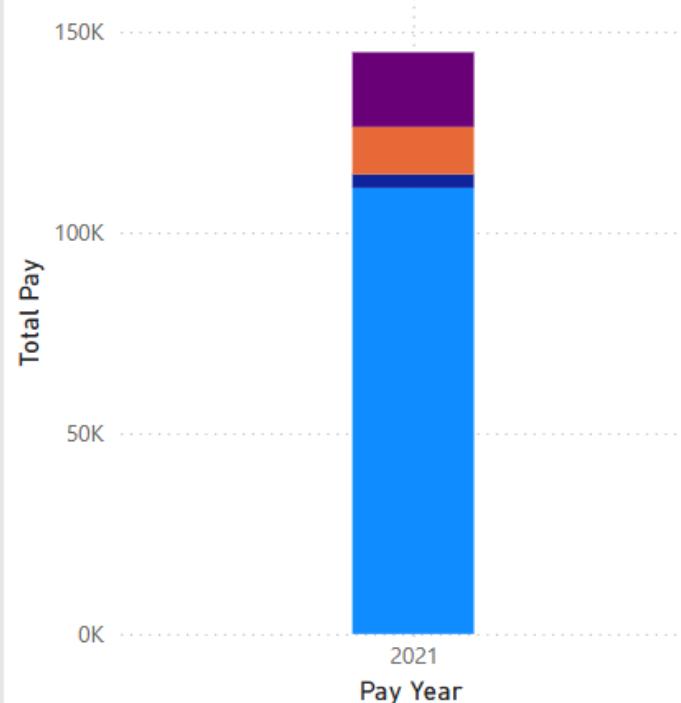
- Average pay – **\$132.98k**
- Average total employees – **10 employees**
- Job with highest pay – Executive Director Convention Center (**\$283.29k, 1 employee**)
- Top ethnicity – Caucasian (**\$123.96k, 4 employees**)
- Ethnicity with highest pay
  - Asian (**\$182.66k, 3 employees**)
  - Caucasian (**\$123.96k, 4 employees**)
  - Two or more races (**\$122.32k, 1 employee**)
- Top gender – Female (**\$102.09k, 7 employees**)
  - Male (**\$205.06k, 3 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>LOS ANGELES CITY TOURISM DEPARTMENT</b>	<b>111,094.40</b>	<b>3,330.17</b>	<b>11,872.17</b>	<b>18,555.62</b>	<b>132,980.18</b>	<b>130,000</b>
EXECUTIVE DIRECTOR CONVENTION CENTER	277,292.72	0.00	19,178.16	6,000.00	283,292.72	280,000
ASSISTANT GENERAL MANAGER CONVENTION CENTER	115,280.50	11,537.06	12,013.86	62,685.28	189,502.84	185,000
SENIOR MANAGEMENT ANALYST II	122,242.00	0.00	313.68	1,200.00	123,442.00	120,000
CONVENTION CENTER BUILDING SUPERINTENDENT II	122,323.84	0.00	14,192.40	0.00	122,323.84	120,000
EXECUTIVE ADMINISTRATIVE ASSISTANT III	98,975.84	10,224.94	20,445.84	0.00	109,200.78	105,000
<b>Total</b>	<b>111,094.40</b>	<b>3,330.17</b>	<b>11,872.17</b>	<b>18,555.62</b>	<b>132,980.18</b>	<b>130,000</b>

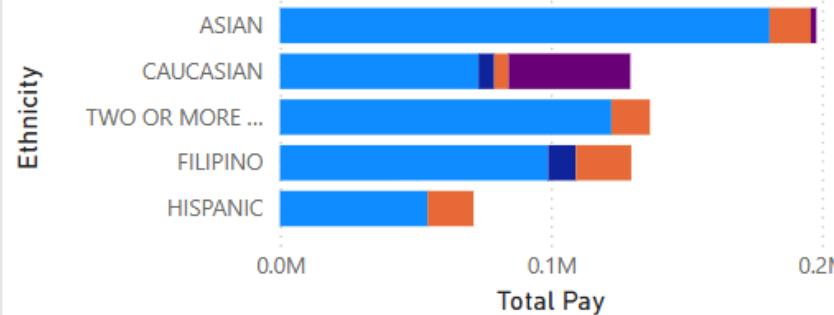
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



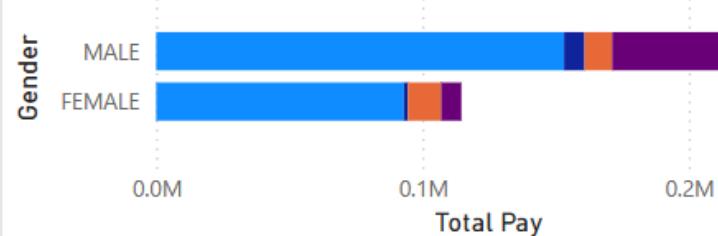
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



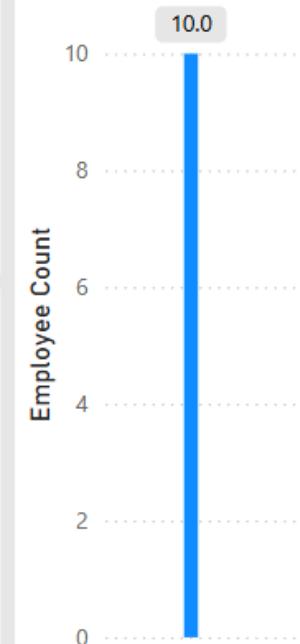
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Department: **Police**

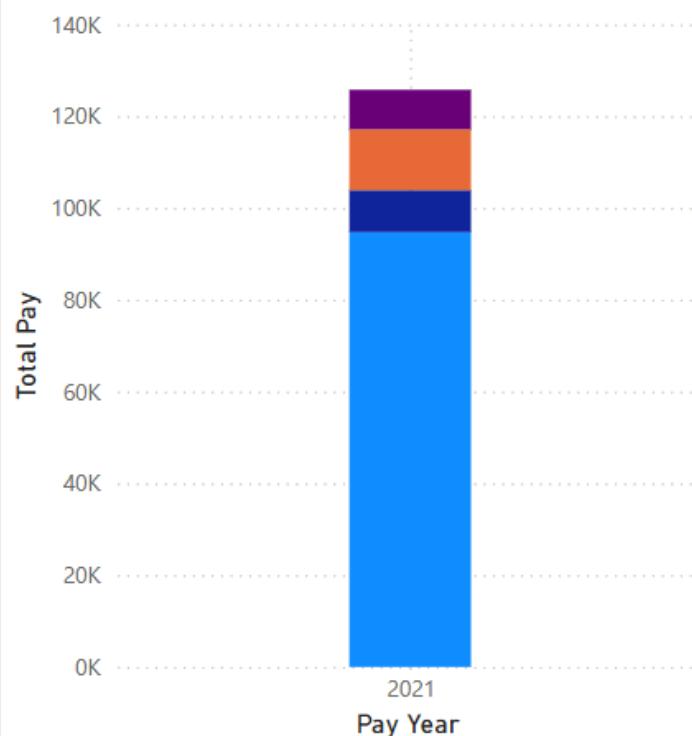
- Average pay – **\$112.49k**
- Average total employees – **14.34k employees**
- Job with highest pay – Chief of Police (**\$377.26k, 1 employee**)
- Top ethnicity – Hispanic (**\$110.74k, 6.94k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$122.44k, 3.77k employees**)
  - American Indian/Alaskan Native (**\$119.32k, 48 employees**)
  - Two or more races (**\$116.37k, 3 employees**)
- Top gender – Male (**\$119.53k, 10.32k employees**)
  - Female (**\$94.46k, 4.02k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>94,734.10</b>	<b>9,150.28</b>	<b>13,264.91</b>	<b>8,609.36</b>	<b>112,493.74</b>	<b>110,000</b>
CHIEF OF POLICE	376,061.66	0.00	313.68	1,200.00	377,261.66	375,000
POLICE DEPUTY CHIEF II	148,040.79	558.57	8,327.66	107,758.44	256,357.80	255,000
EXECUTIVE DIRECTOR POLICE COMMISSION	248,481.49	0.00	20,445.84	6,185.12	254,666.61	250,000
MUNICIPAL POLICE CAPTAIN II	212,974.40	2,620.19	18,496.32	21,881.40	237,475.99	235,000
INSPECTOR GENERAL	237,088.33	0.00	14,192.40	384.00	237,472.33	235,000
<b>Total</b>	<b>94,734.10</b>	<b>9,150.28</b>	<b>13,264.91</b>	<b>8,609.36</b>	<b>112,493.74</b>	<b>110,000</b>

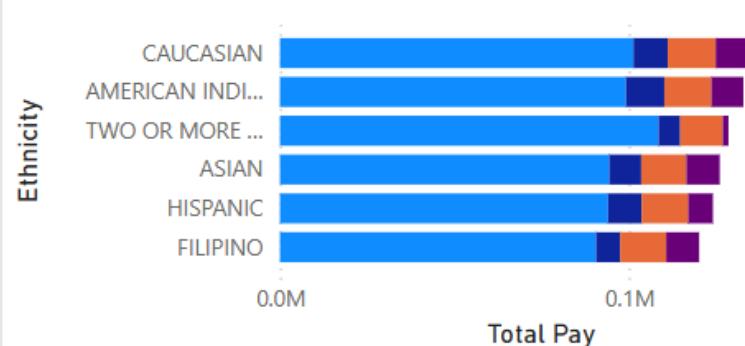
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



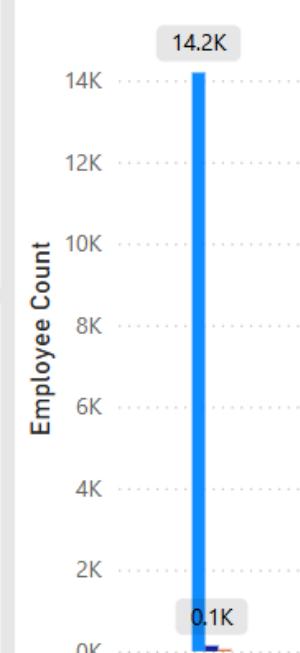
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



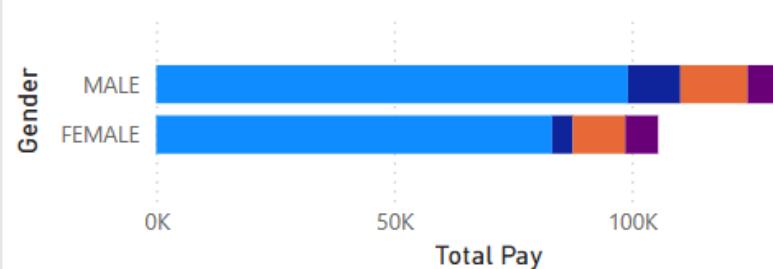
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Water and Power**

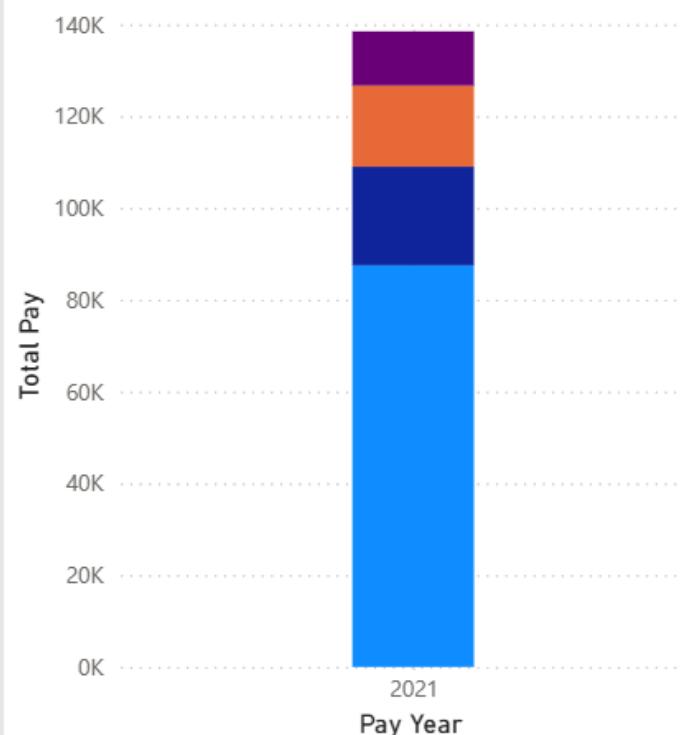
- Average pay – **\$120.79k**
- Average total employees – **13.19k employees**
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$427.45k, 1 employee**)
- Top ethnicity – Hispanic (**\$117.99k, 4.93k employees**)
- Ethnicity with highest pay
  - Asian American (**\$130.78k, 1.49k employees**)
  - Caucasian (**\$127.94k, 3.98k employees**)
  - Filipino (**\$127.44k, 643 employees**)
- Top gender – Male (**\$125.56k, 10.42k employees**)
  - Female (**\$102.84k, 2.77k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>87,529.98</b>	<b>21,458.90</b>	<b>17,694.06</b>	<b>11,798.18</b>	<b>120,787.07</b>	<b>120,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	398,486.40	0.00	22,890.78	28,964.42	427,450.82	425,000
SENIOR LOAD DISPATCHER	177,941.51	120,250.91	23,431.46	72,767.25	370,959.68	370,000
AUDITOR WATER AND POWER	309,049.60	0.00	33,125.15	48,943.53	357,993.13	355,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	183,246.54	102,329.83	23,118.67	45,626.63	331,202.99	330,000
WATER SERVICES MANAGER	302,350.64	0.00	23,462.66	20,663.36	323,014.00	320,000
<b>Total</b>	<b>87,529.98</b>	<b>21,458.90</b>	<b>17,694.06</b>	<b>11,798.18</b>	<b>120,787.07</b>	<b>120,000</b>

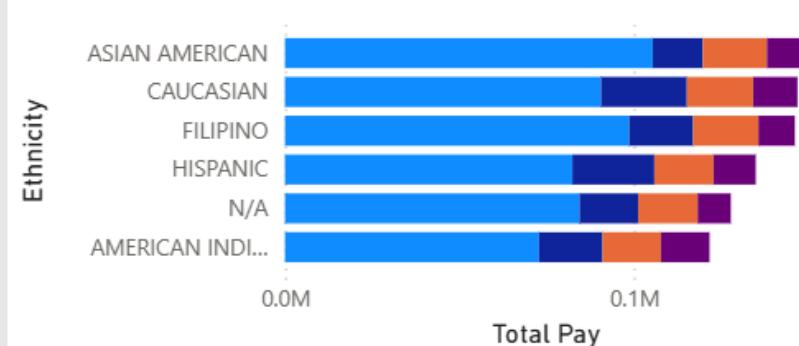
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



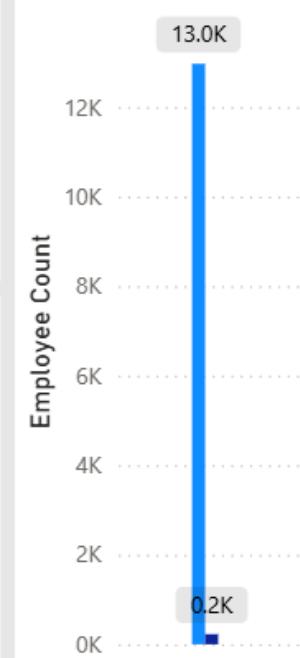
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



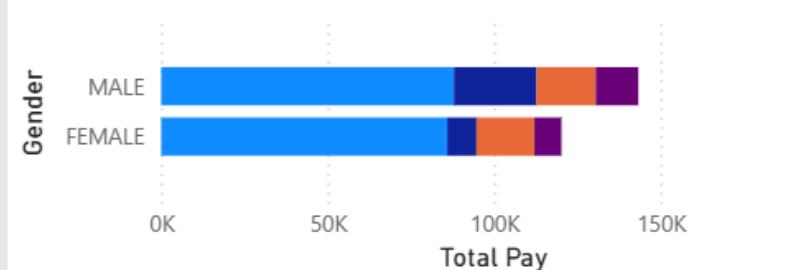
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

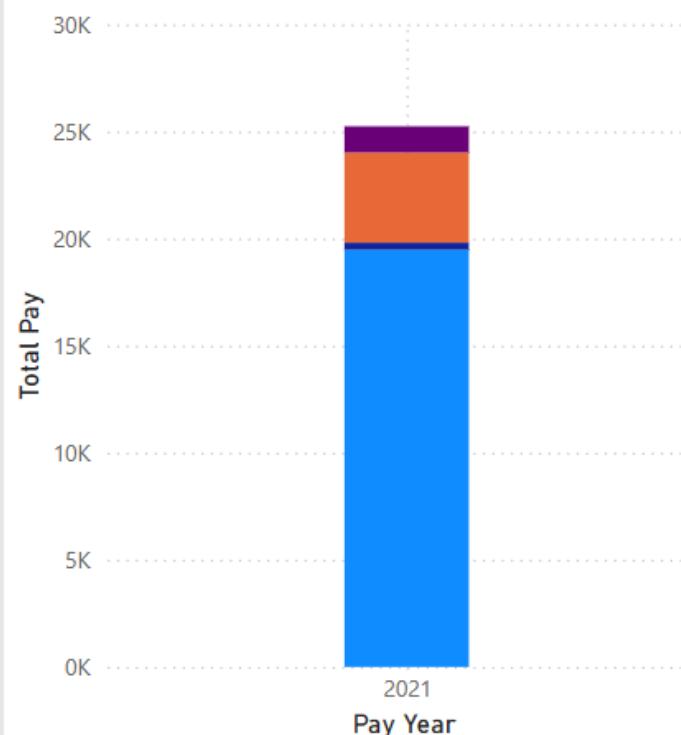
- Average pay – **\$21.03k**
- Average total employees – **7.85k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$260.12k, 1 employee**)
- Top ethnicity – Hispanic (**\$23.13k, 3.25k employees**)
- Ethnicity with highest pay
  - Filipino (**\$45.49k, 56 employees**)
  - Asian (**\$39.34k, 234 employees**)
  - American Indian/Alaskan Native (**\$35.99k, 7 employees**)
- Top gender – Male (**\$23.90k, 4.49k employees**)
  - Female (**\$17.21k, 3.36k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>19,474.59</b>	<b>338.94</b>	<b>4,208.90</b>	<b>1,218.50</b>	<b>21,032.03</b>	<b>20,000</b>
GENERAL MANAGER RECREATION AND PARKS	256,629.92	0.00	16,651.44	3,494.96	260,124.88	260,000
CHIEF FINANCIAL OFFICER	217,956.56	0.00	7,718.16	0.00	217,956.56	215,000
PERSONNEL DIRECTOR III	206,192.63	0.00	20,445.84	384.00	206,576.63	205,000
DEPARTMENTAL CHIEF ACCOUNTANT IV	187,363.28	0.00	19,031.28	0.00	187,363.28	185,000
DIRECTOR OF SYSTEMS	187,363.28	0.00	20,445.84	0.00	187,363.28	185,000
<b>Total</b>	<b>19,474.59</b>	<b>338.94</b>	<b>4,208.90</b>	<b>1,218.50</b>	<b>21,032.03</b>	<b>20,000</b>

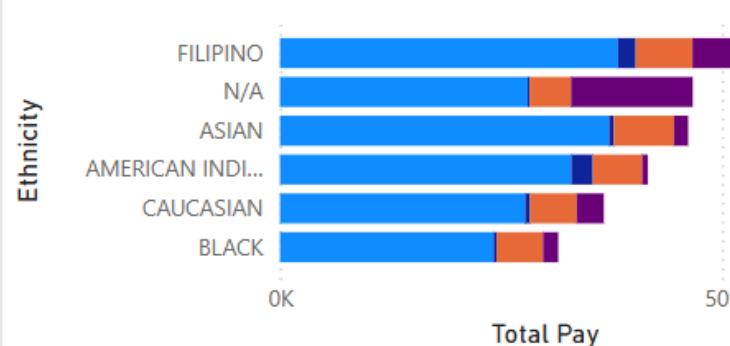
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



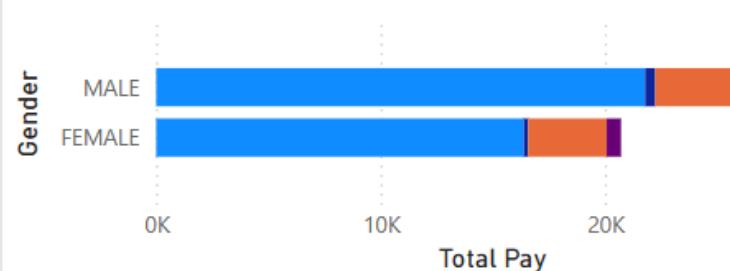
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



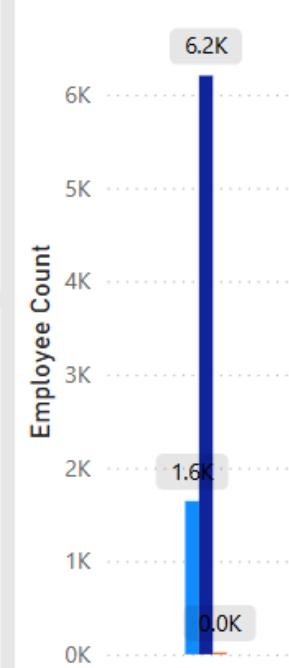
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. Chief Port Pilot II – **\$529.70k**
2. EMS Advanced Provider Supervisor – **\$440.12k**
3. Chief Legislative Analyst – **\$436.75k**

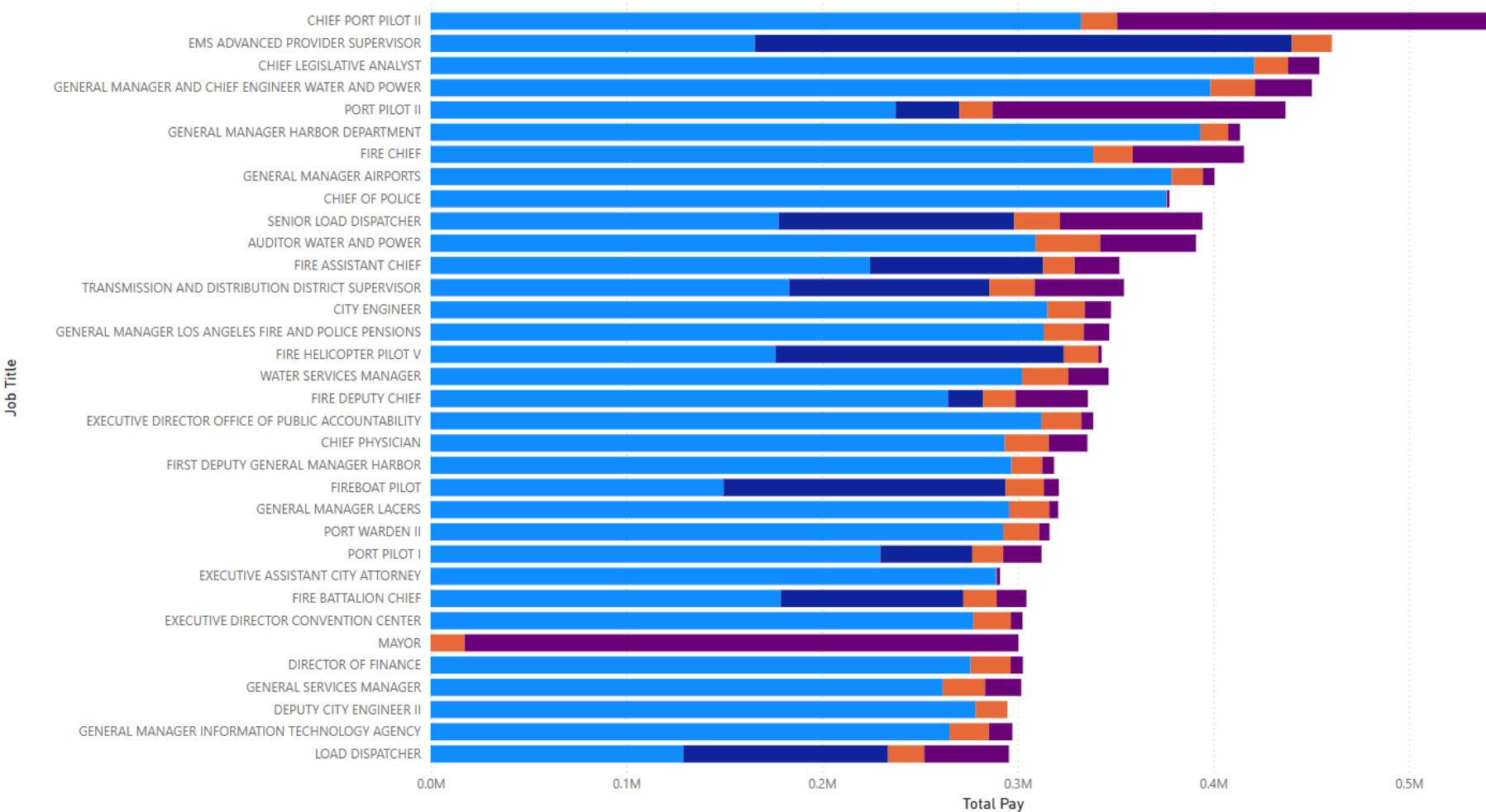
Highest employee count

1. Police Officer II – **4.47k employees** (6.82%)
2. Police Officer III – **2.26k employees** (3.45%)
3. Recreation Assistant – **1.98k employees** (3.02%)

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## AVERAGE PAY BY JOB

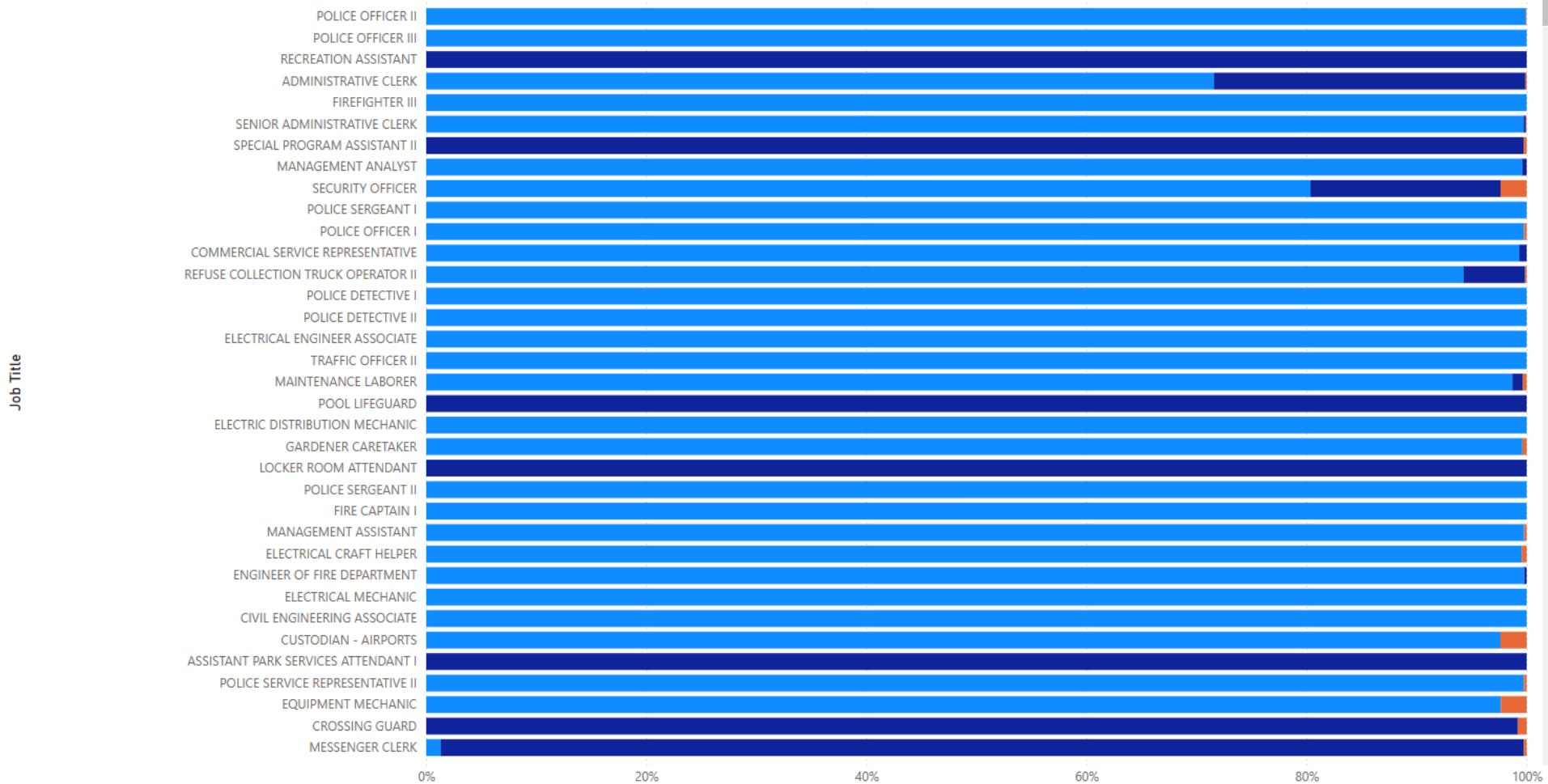
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event



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## Top Job Details

Job Title: **Chief Port Pilot II**

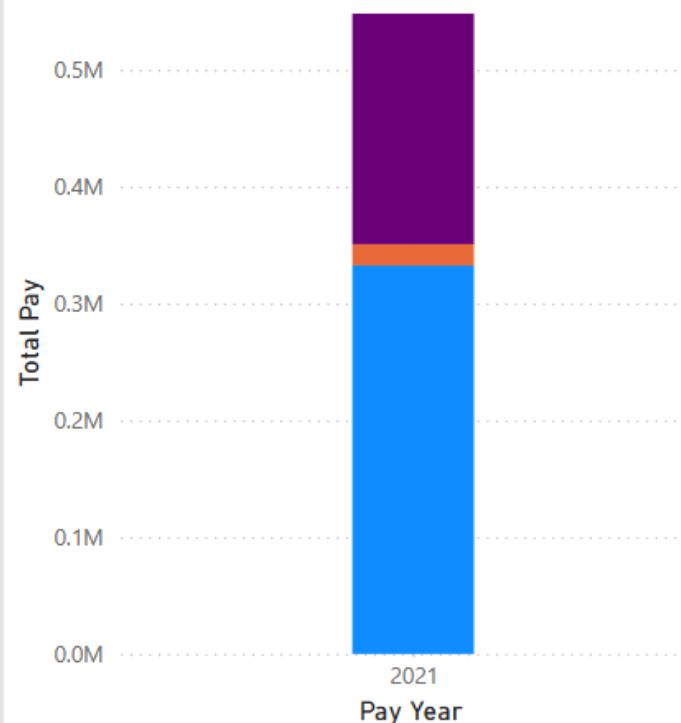
- Average pay – **\$529.70k**
- Average total employees – **2 employees**
- Department with highest pay – Harbor (**\$529.70k, 2 employees**)
- Top ethnicity – Caucasian (**\$529.70k, 2 employees**)
- Top gender – Male (**\$529.70k, 2 employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CHIEF PORT PILOT II	332,451.68	0.00	18,381.72	197,251.10	529,702.78	525,000
HARBOR	332,451.68	0.00	18,381.72	197,251.10	529,702.78	525,000
<b>Total</b>	<b>332,451.68</b>	<b>0.00</b>	<b>18,381.72</b>	<b>197,251.10</b>	<b>529,702.78</b>	<b>525,000</b>

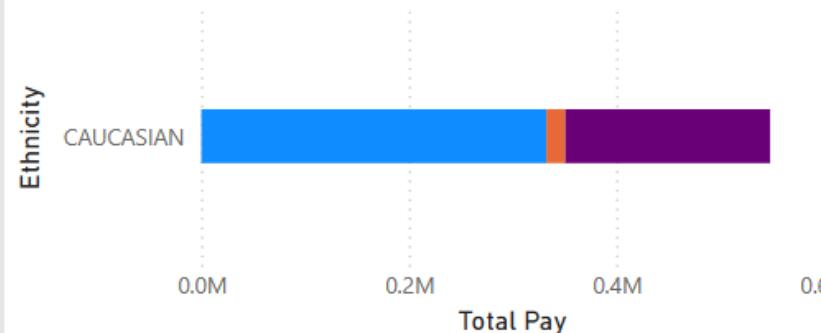
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



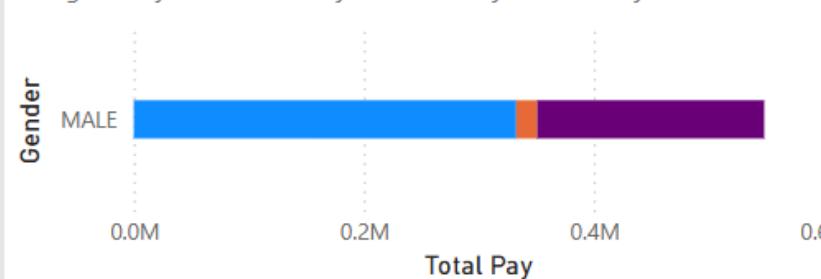
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



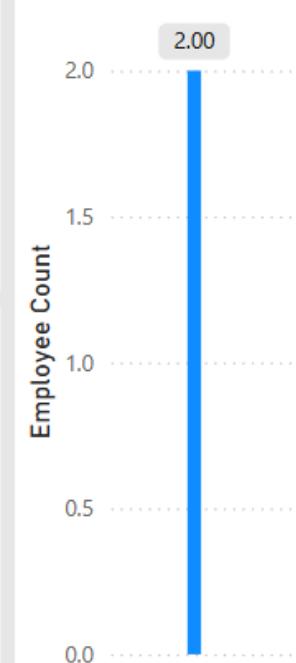
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **EMS Advanced Provider Supervisor**

- Average pay – **\$440.12k**
- Average total employees – **1 employee**
- Department with highest pay – Fire (**\$440.12k, 1 employee**)
- Top ethnicity – Asian (**\$440.12k, 1 employee**)
- Top gender – Male (**\$440.12k, 1 employee**)

## Average Pay by Job

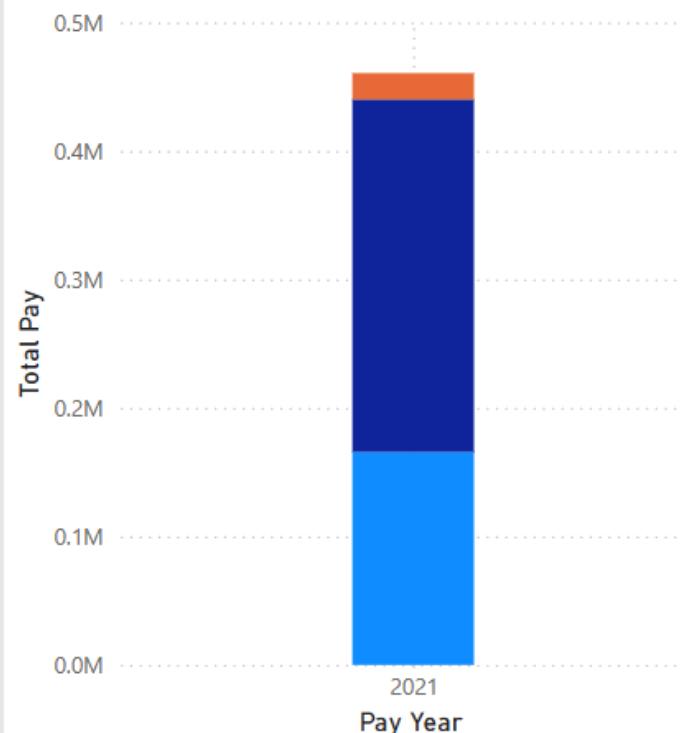
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> EMS ADVANCED PROVIDER SUPERVISOR	165,705.28	274,412.94	20,445.84	0.00	440,118.22	440,000
FIRE	165,705.28	274,412.94	20,445.84	0.00	440,118.22	440,000
<b>Total</b>	<b>165,705.28</b>	<b>274,412.94</b>	<b>20,445.84</b>	<b>0.00</b>	<b>440,118.22</b>	<b>440,000</b>

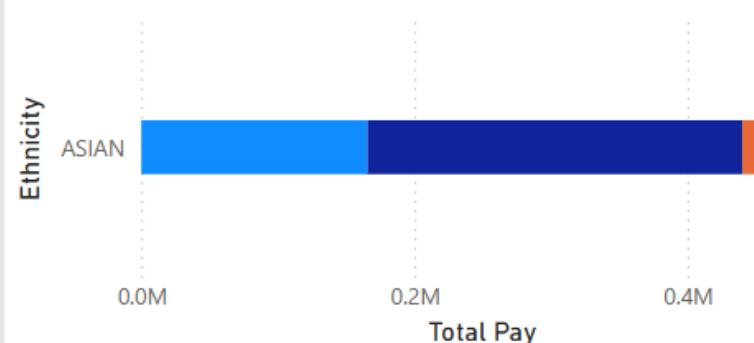
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



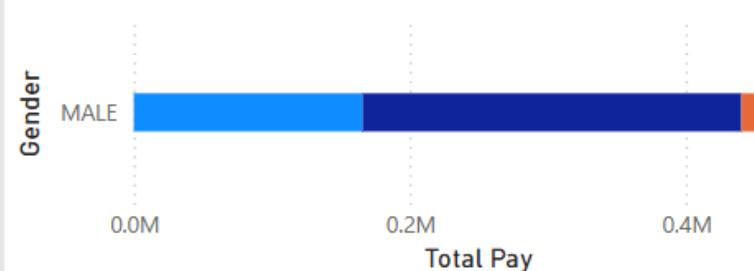
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



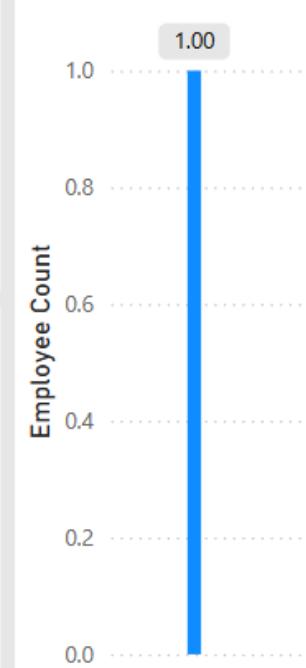
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **Chief Legislative Analyst**

- Average pay – **\$436.75k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$436.75k, 1 employee**)
- Top ethnicity – Asian (**\$436.75k, 1 employee**)
- Top gender – Female (**\$436.75k, 1 employee**)

## Average Pay by Job

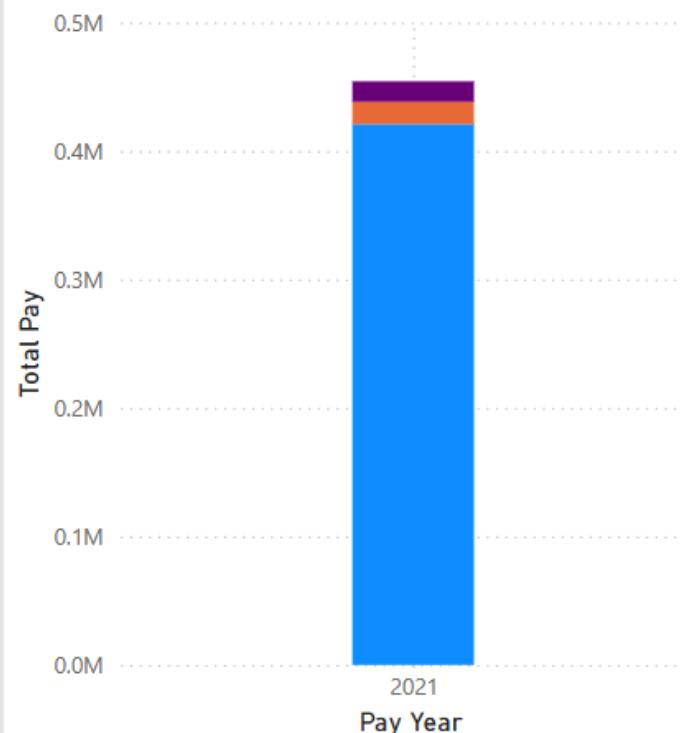
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF LEGISLATIVE ANALYST	420,876.88	0.00	17,400.00	15,870.24	436,747.12	435,000
COUNCIL	420,876.88	0.00	17,400.00	15,870.24	436,747.12	435,000
<b>Total</b>	<b>420,876.88</b>	<b>0.00</b>	<b>17,400.00</b>	<b>15,870.24</b>	<b>436,747.12</b>	<b>435,000</b>

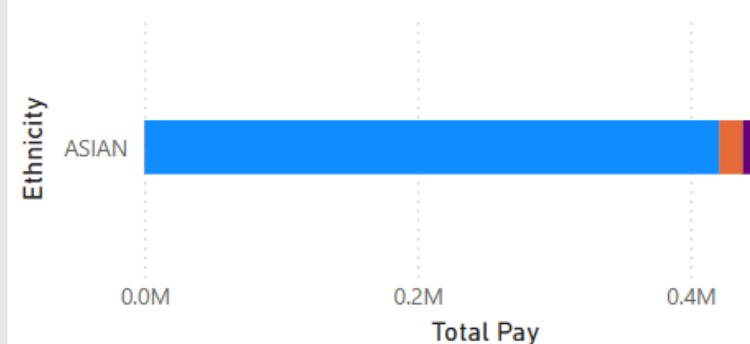
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



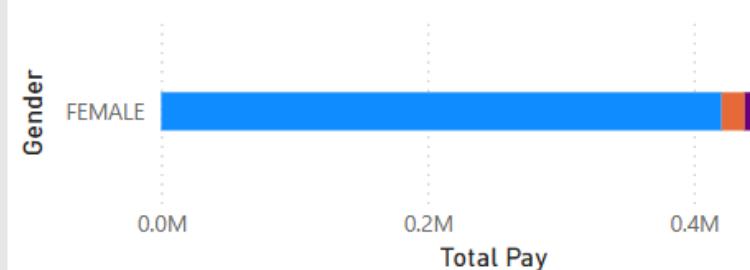
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



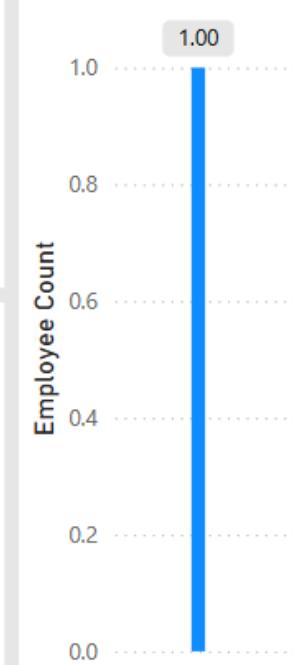
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$111.73k**
- Average total employees – **4.47k employees**
- Department with highest pay – Police (**\$111.73k, 4.47k employees**)
- Top ethnicity – Hispanic (**\$111.64k, 2.47k employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$126.15k, 17 employees**)
  - Caucasian (**\$113.35k, 1.11k employees**)
  - Filipino (**\$112.55k, 116 employees**)
- Top gender – Male (**\$113.66k, 3.77k employees**)
  - Female (**\$101.38k, 704 employees**)

## Average Pay by Job

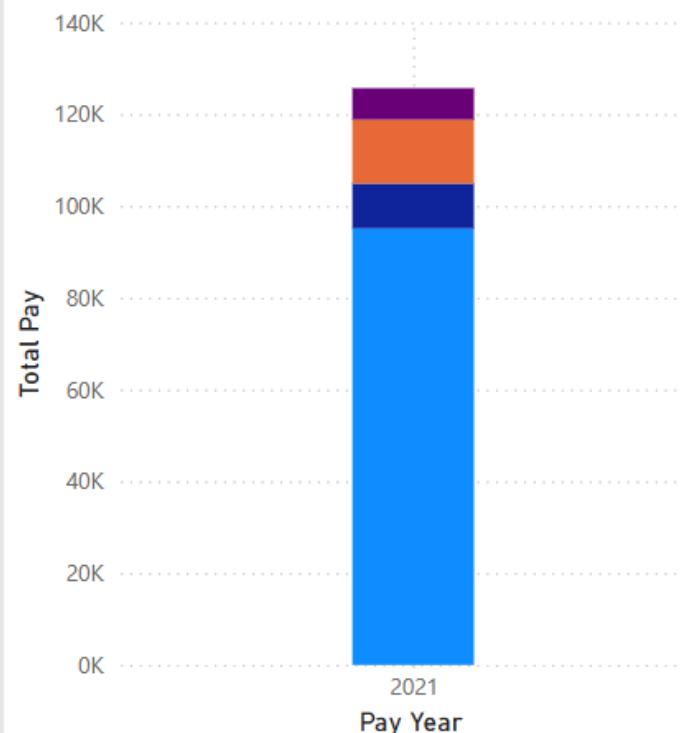
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II	95,114.54	9,775.95	13,940.30	6,838.33	111,728.83	110,000
POLICE	95,114.54	9,775.95	13,940.30	6,838.33	111,728.83	110,000
<b>Total</b>	<b>95,114.54</b>	<b>9,775.95</b>	<b>13,940.30</b>	<b>6,838.33</b>	<b>111,728.83</b>	<b>110,000</b>

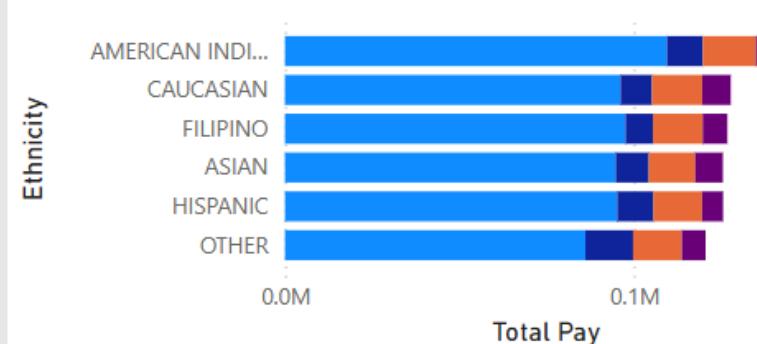
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



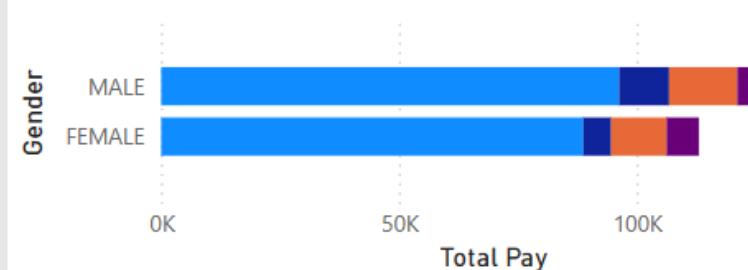
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



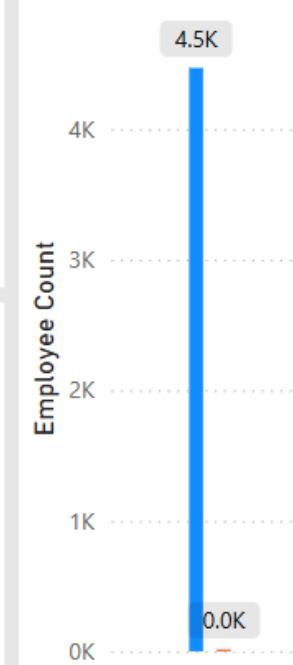
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer III**

- Average pay – **\$140.65k**
- Average total employees – **2.26k employees**
- Department with highest pay – Police (**\$140.65k, 2.26k employees**)
- Top ethnicity – Hispanic (**\$141.54k, 1.17k employees**)
- Ethnicity with highest pay
  - Asian (**\$147.37k, 183 employees**)
  - Filipino (**\$142.62k, 55 employees**)
  - Hispanic (**\$141.54k, 1.17k employees**)
- Top gender – Male (**\$143.35k, 1.84k employees**)
  - Female (**\$129.08k, 428 employees**)

## Average Pay by Job

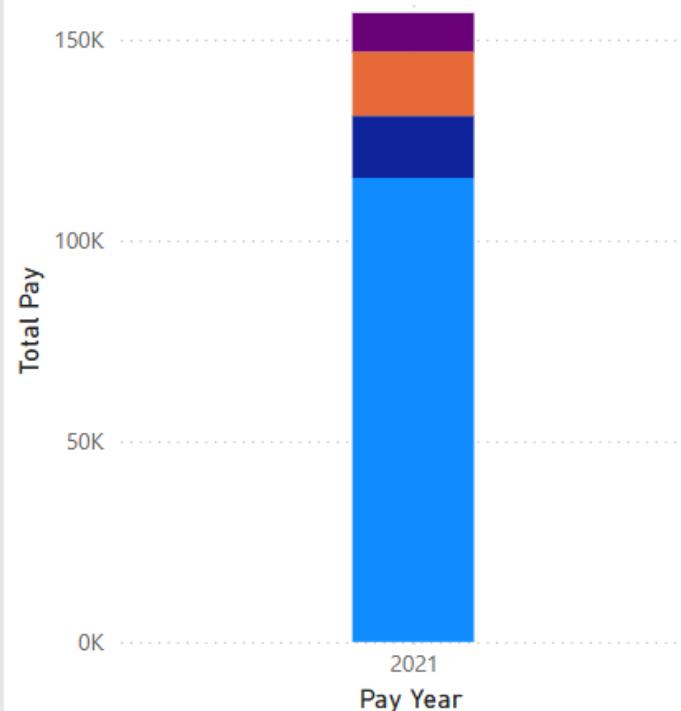
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	<b>115,563.38</b>	<b>15,470.49</b>	<b>15,979.49</b>	<b>9,617.85</b>	<b>140,651.73</b>	<b>140,000</b>
POLICE	115,563.38	15,470.49	15,979.49	9,617.85	140,651.73	140,000
<b>Total</b>	<b>115,563.38</b>	<b>15,470.49</b>	<b>15,979.49</b>	<b>9,617.85</b>	<b>140,651.73</b>	<b>140,000</b>

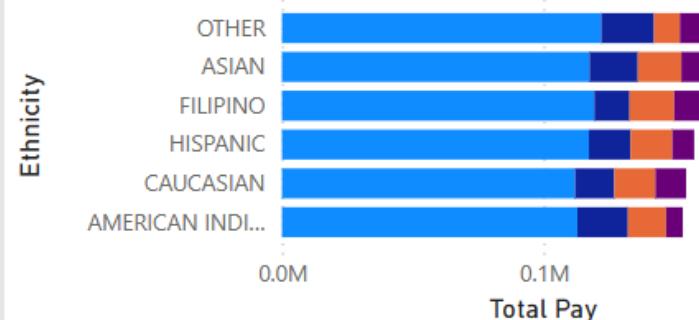
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



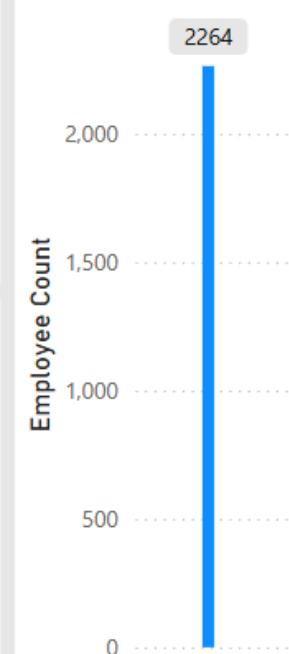
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



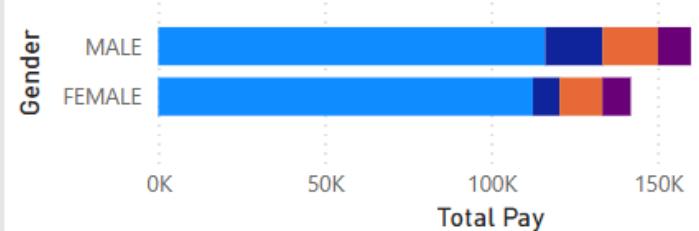
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Job Title: **Recreation Assistant**

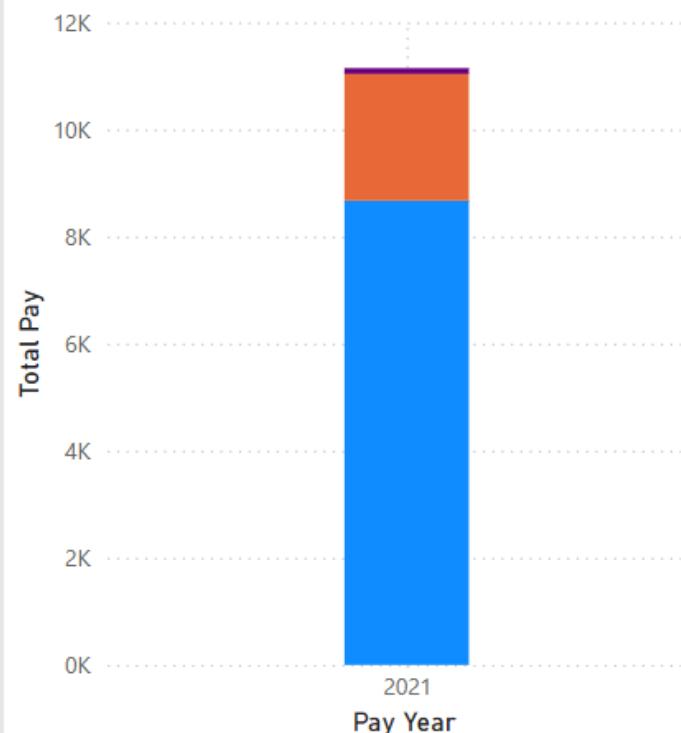
- Average pay – **\$8.78k**
- Average total employees – **1.98k employees**
- Department with highest pay – Cultural Affairs (**\$9.99k, 3 employees**)
- Top ethnicity – Hispanic (**\$10.20k, 856 employees**)
- Ethnicity with highest pay
  - American Indian/Alaskan Native (**\$12.48k, 3 employees**)
  - Hispanic (**\$10.20k, 856 employees**)
  - Black (**\$9.47k, 290 employees**)
- Top gender – Female (**\$8.61k, 1.05k employees**)
  - Male (**\$8.98k, 928 employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>8,665.35</b>	<b>8.04</b>	<b>2,365.90</b>	<b>106.83</b>	<b>8,780.22</b>	<b>5,000</b>
CULTURAL AFFAIRS	9,989.98	0.00	3,671.44	0.00	9,989.98	5,000
RECREATION AND PARKS	8,713.13	8.18	2,397.52	108.69	8,830.00	5,000
ZOO	5,539.61	0.00	255.75	0.00	5,539.61	5,000
<b>Total</b>	<b>8,665.35</b>	<b>8.04</b>	<b>2,365.90</b>	<b>106.83</b>	<b>8,780.22</b>	<b>5,000</b>

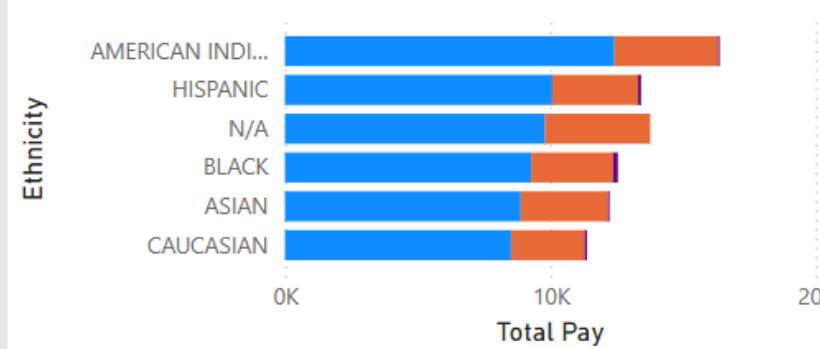
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



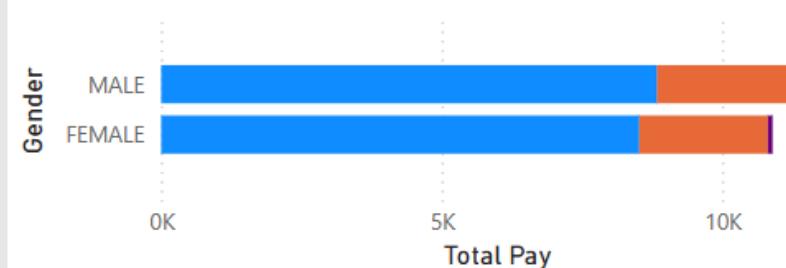
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



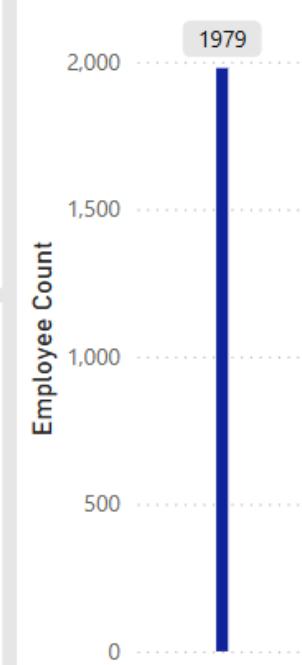
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$130.78k**
2. Caucasian – **\$115.89k**
3. American Indian/Alaskan Native – **\$102.52k**

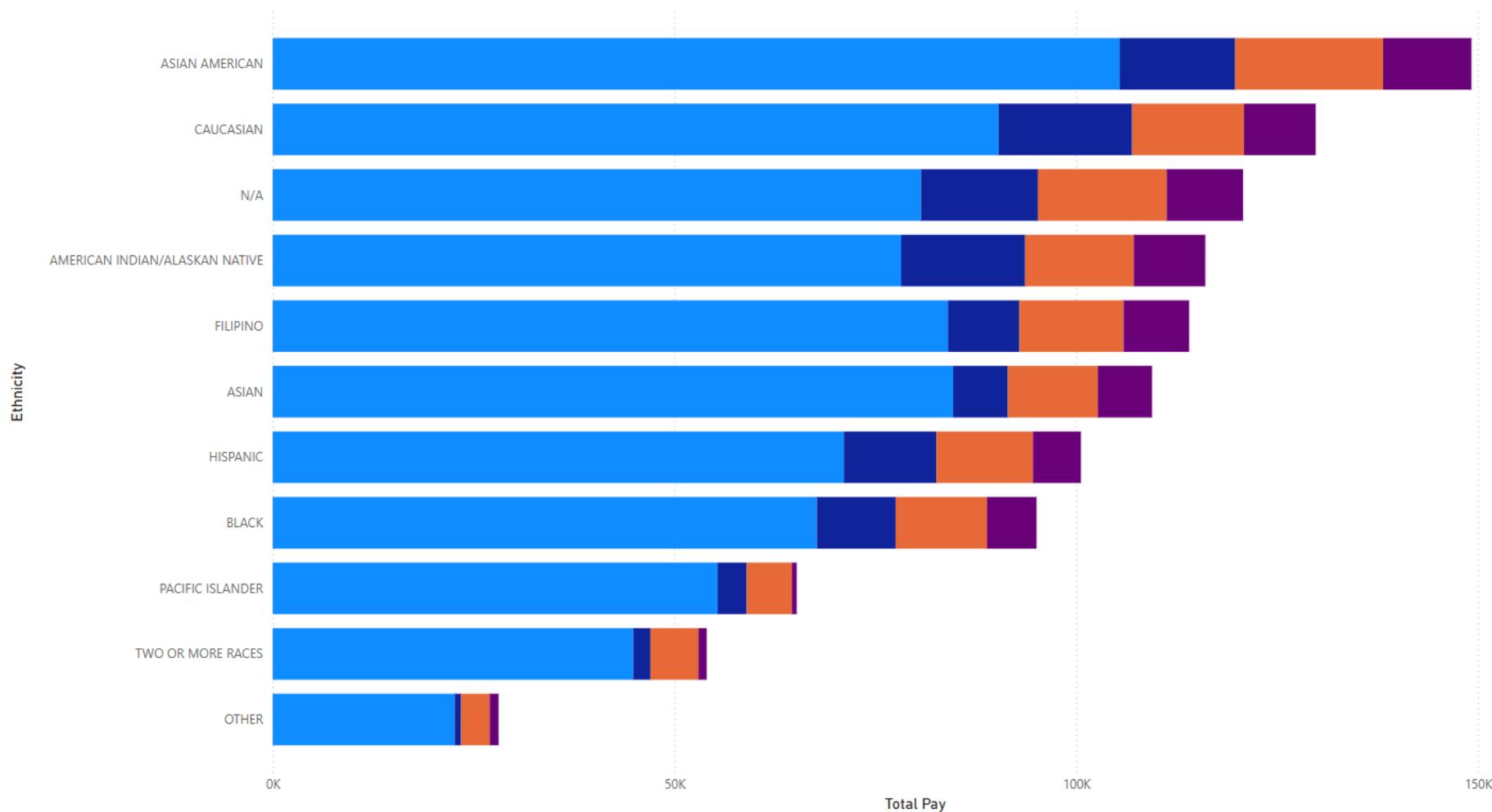
Highest employee count

1. Hispanic – **26.41k employees** (40.27%)
2. Caucasian – **16.13k employees** (24.60%)
3. Black – **9.65k employees** (14.71%)

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## AVERAGE PAY BY ETHNICITY

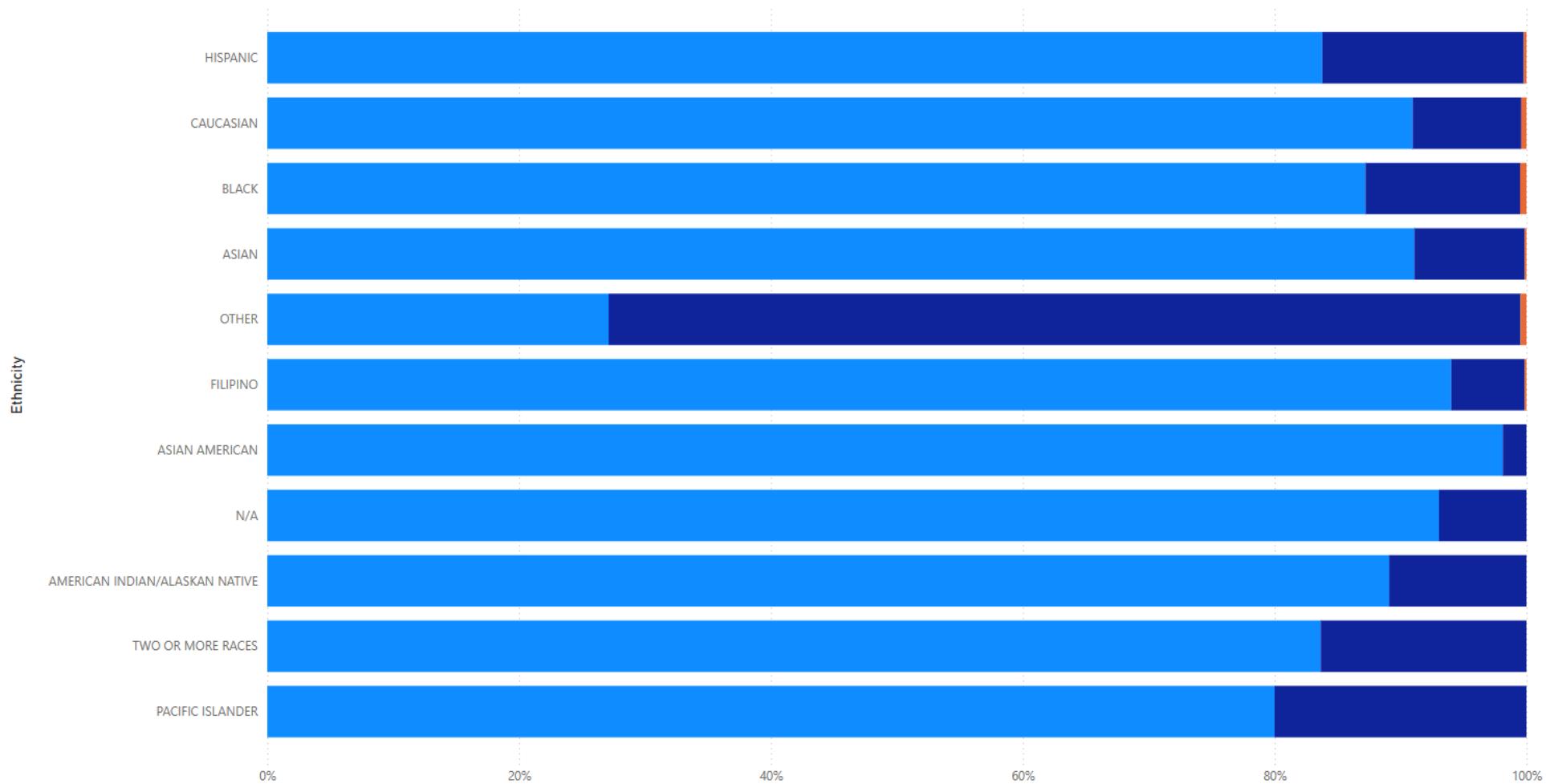
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

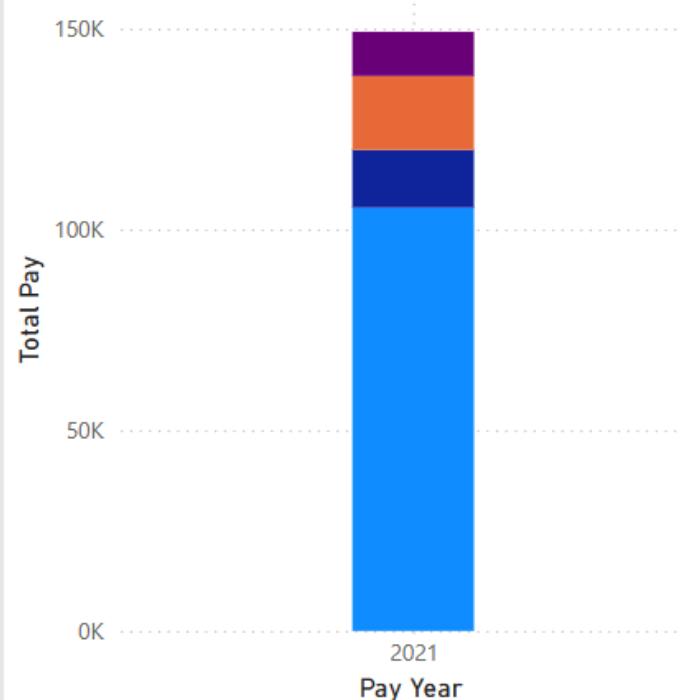
- Average pay – **\$130.78k**
- Average total employees – **1.49k employees**
- Job with most employees – Electrical Engineer Associate (**175 employees**)
- Department with most employees – Water and Power (**1.49k employees**)
- Top gender – Male (**\$135.32k, 1.06k employees**)
  - Female (**\$119.80k, 436 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	105,425.23	14,363.06	18,412.03	10,992.23	130,780.51	130000
WATER AND POWER	105,425.23	14,363.06	18,412.03	10,992.23	130,780.51	130000
<b>Total</b>	<b>105,425.23</b>	<b>14,363.06</b>	<b>18,412.03</b>	<b>10,992.23</b>	<b>130,780.51</b>	<b>130000</b>

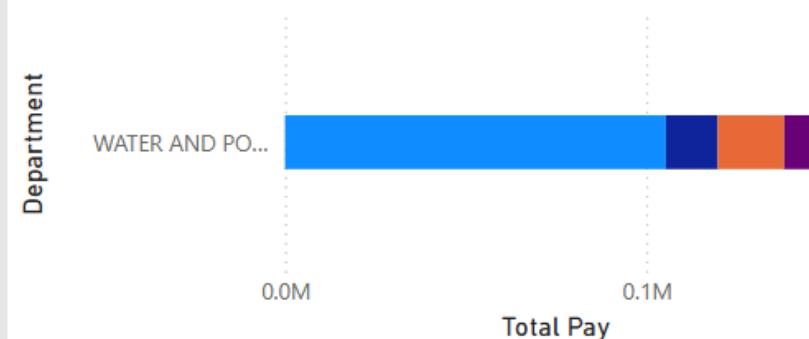
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



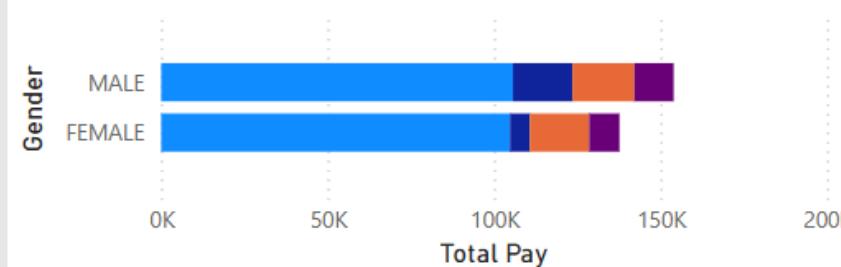
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



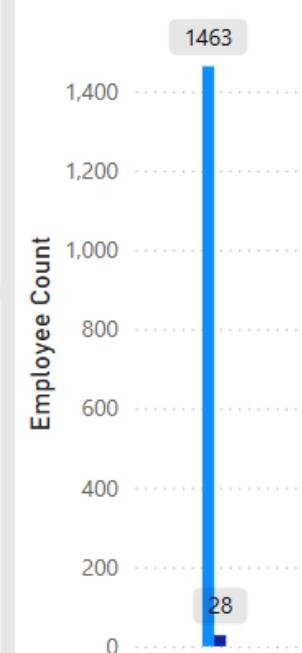
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

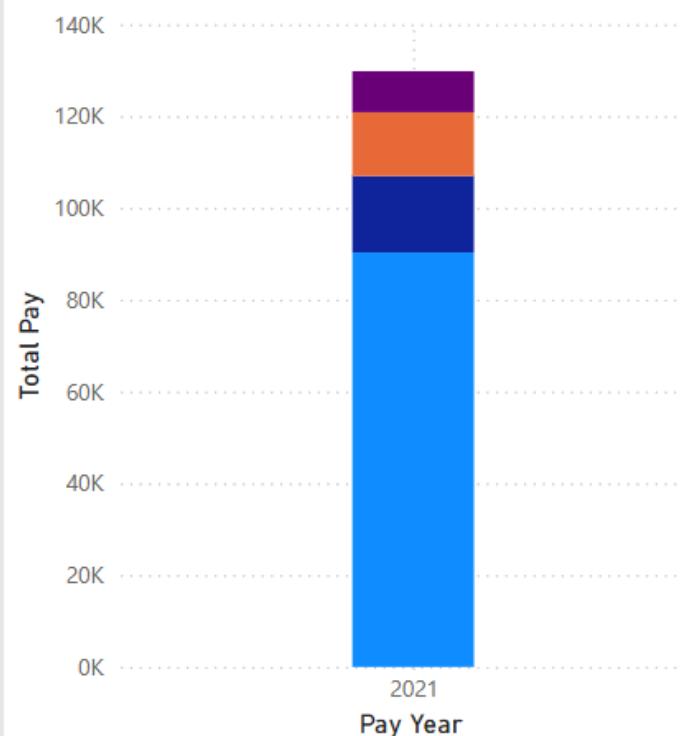
- Average pay – **\$115.89k**
- Average total employees – **16.13k employees**
- Job with most employees – Police Officer II (**1.11k employees**)
- Department with most employees – Water and Power (**3.98k employees**)
- Department with highest pay
  - Public Accountability (**\$192.55k, 4 employees**)
  - Fire (**\$187.01k, 1.85k employees**)
  - City Attorney (**\$149.50k, 388 employees**)
- Top gender – Male (**\$125.20k, 12.46k employees**)
  - Female (**\$84.34k, 3.68k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>90,348.42</b>	<b>16,618.07</b>	<b>13,916.23</b>	<b>8,922.35</b>	<b>115,888.84</b>	<b>115000</b>
PUBLIC ACCOUNTABILITY	191,053.29	0.00	14,572.92	1,500.00	192,553.29	190000
FIRE	120,365.84	61,778.03	16,546.04	4,862.95	187,006.83	185000
CITY ATTORNEY	142,993.75	163.27	12,538.47	6,345.10	149,502.12	145000
HARBOR	110,556.84	6,109.84	13,005.70	15,669.02	132,335.70	130000
WATER AND POWER	90,627.73	24,606.77	18,095.98	12,709.44	127,913.94	125000
<b>Total</b>	<b>90,348.42</b>	<b>16,618.07</b>	<b>13,916.23</b>	<b>8,922.35</b>	<b>115,888.84</b>	<b>115000</b>

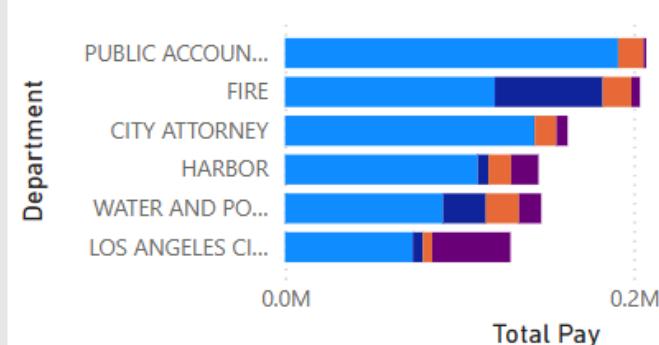
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



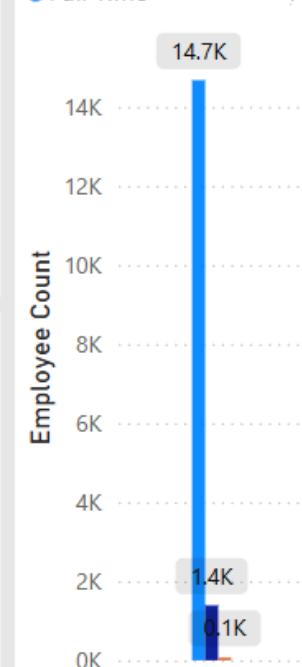
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



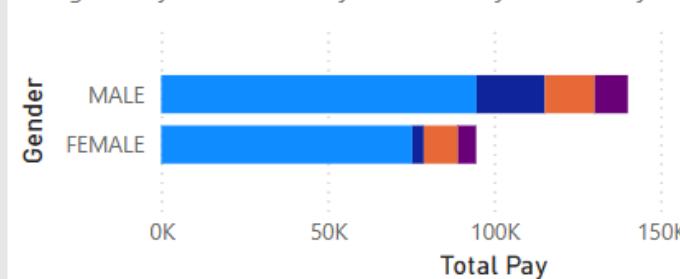
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **American Indian/Alaskan Native**

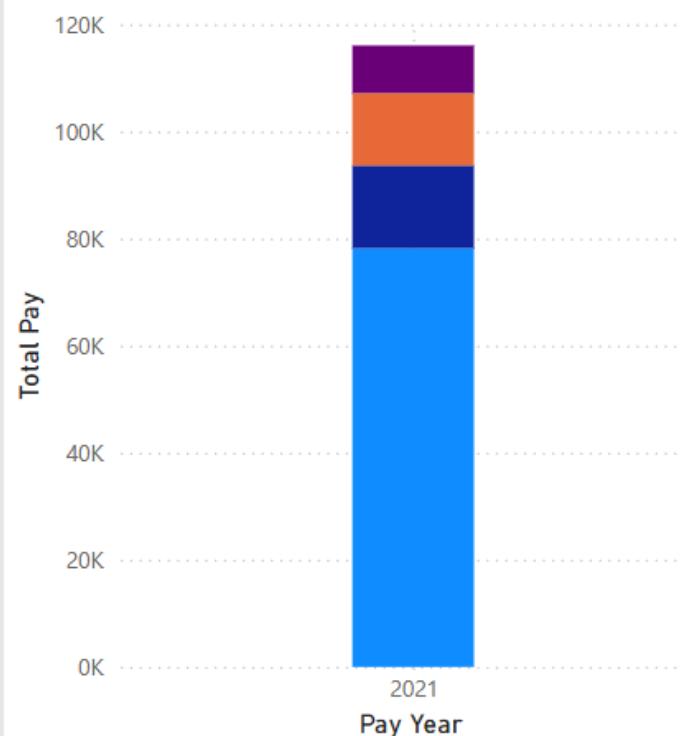
- Average pay – **\$102.52k**
- Average total employees – **211 employees**
- Job with most employees – Police Officer II (**17 employees**)
- Department with most employees – Water and Power (**81 employees**)
- Department with highest pay
  - City Attorney (**\$239.48k, 1 employee**)
  - Fire (**\$159.80k, 21 employees**)
  - Police (**\$119.32k, 48 employees**)
- Top gender – Male (**\$109.86k, 169 employees**)
  - Female (**\$73.02k, 42 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
AMERICAN INDIAN/ALASKAN NATIVE	<b>78,210.73</b>	<b>15,427.17</b>	<b>13,538.88</b>	<b>8,886.85</b>	<b>102,524.75</b>	<b>100000</b>
CITY ATTORNEY	239,481.04	0.00	15,876.96	0.00	239,481.04	235000
FIRE	107,673.22	49,032.64	15,418.12	3,092.31	159,798.17	155000
POLICE	99,228.10	10,957.27	13,526.61	9,129.63	119,315.00	115000
OFFICE OF FINANCE	115,824.76	0.00	13,915.08	289.20	116,113.96	115000
WATER AND POWER	72,824.51	18,209.63	16,746.40	13,930.12	104,964.27	100000
<b>Total</b>	<b>78,210.73</b>	<b>15,427.17</b>	<b>13,538.88</b>	<b>8,886.85</b>	<b>102,524.75</b>	<b>100000</b>

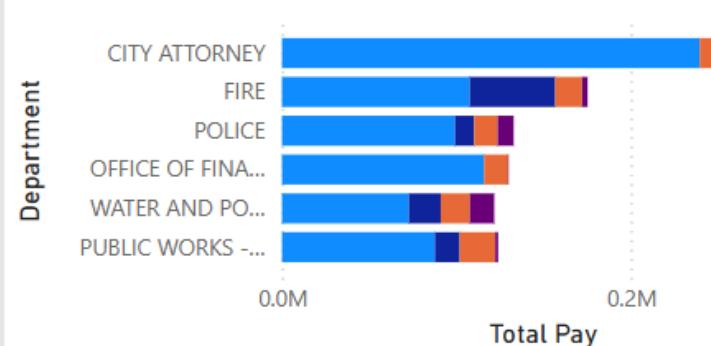
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



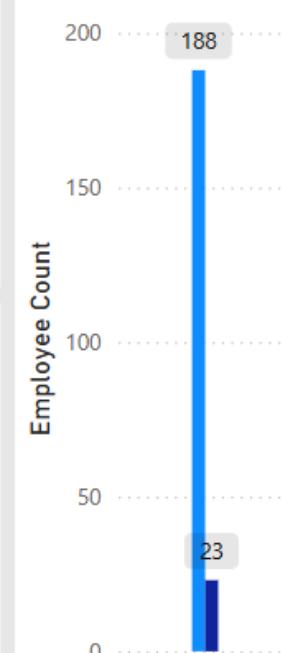
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



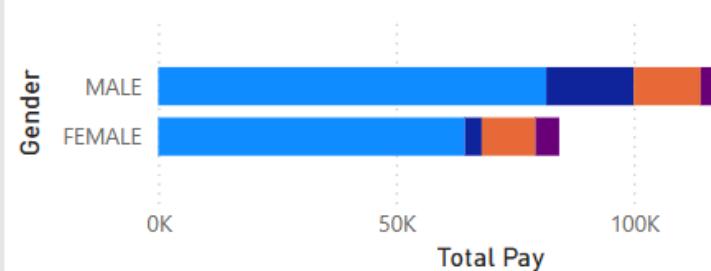
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **Hispanic**

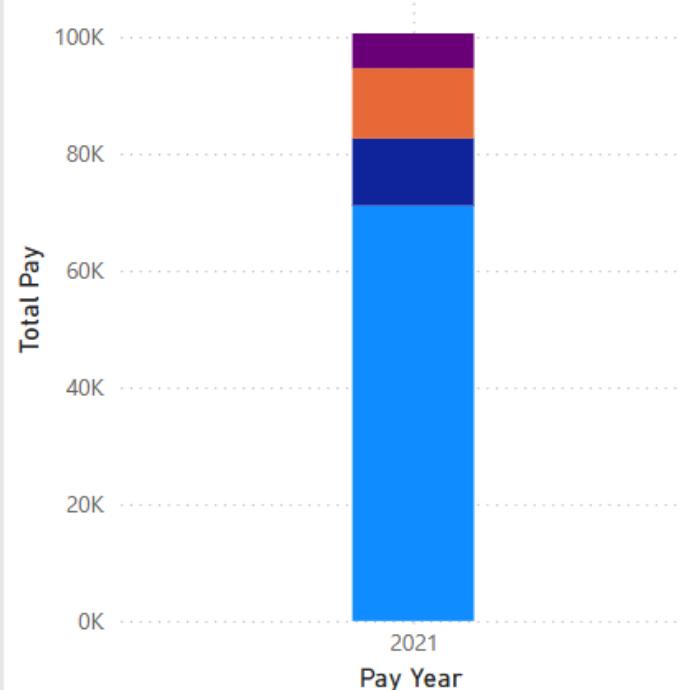
- Average pay – **\$88.56k**
- Average total employees – **26.41k employees**
- Job with most employees – Police Officer II (**2.47k employees**)
- Department with most employees – Police (**6.94k employees**)
- Department with highest pay
  - Fire (**\$176.37k, 1.31k employees**)
  - Water and Power (**\$117.99k, 4.93k employees**)
  - Police (**\$110.74k, 6.94k employees**)
- Top gender – Male (**\$99.32k, 18.51k employees**)
  - Female (**\$63.37k, 7.91k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>71,095.22</b>	<b>11,503.54</b>	<b>12,029.22</b>	<b>5,961.98</b>	<b>88,560.74</b>	<b>85000</b>
FIRE	111,980.10	59,694.55	15,700.82	4,690.50	176,365.14	175000
WATER AND POWER	82,398.63	23,498.95	16,981.19	12,092.94	117,990.53	115000
POLICE	94,056.18	9,612.97	13,377.97	7,073.69	110,742.84	110000
CITY ADMINISTRATIVE OFFICER	86,506.22	271.34	9,191.36	6,085.62	92,863.18	90000
CITY ATTORNEY	88,215.30	219.55	11,356.07	2,908.95	91,343.79	90000
<b>Total</b>	<b>71,095.22</b>	<b>11,503.54</b>	<b>12,029.22</b>	<b>5,961.98</b>	<b>88,560.74</b>	<b>85000</b>

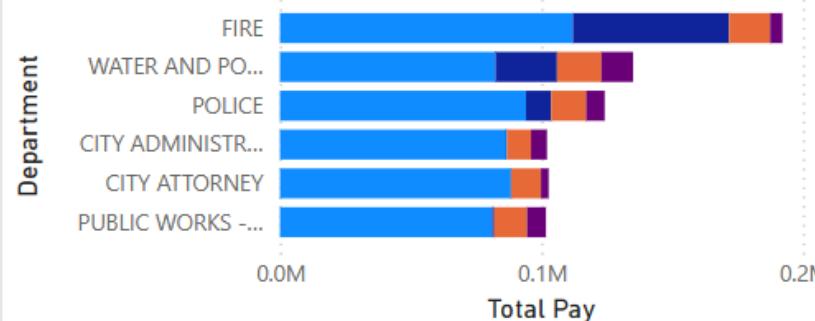
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



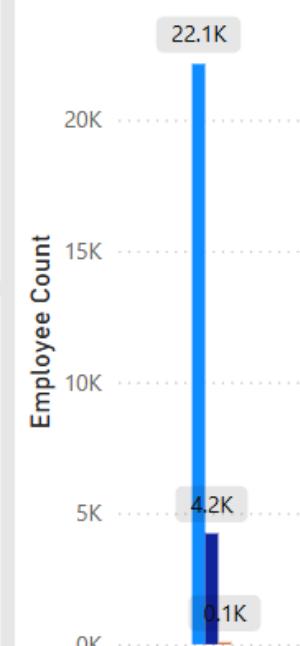
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



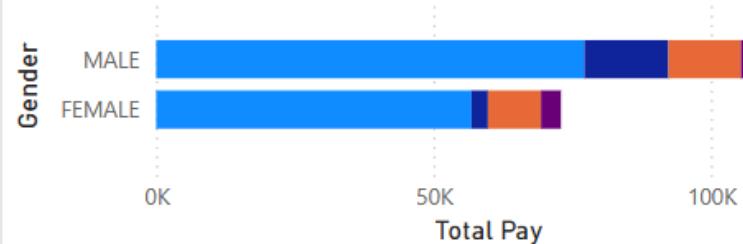
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Ethnicity: **Black**

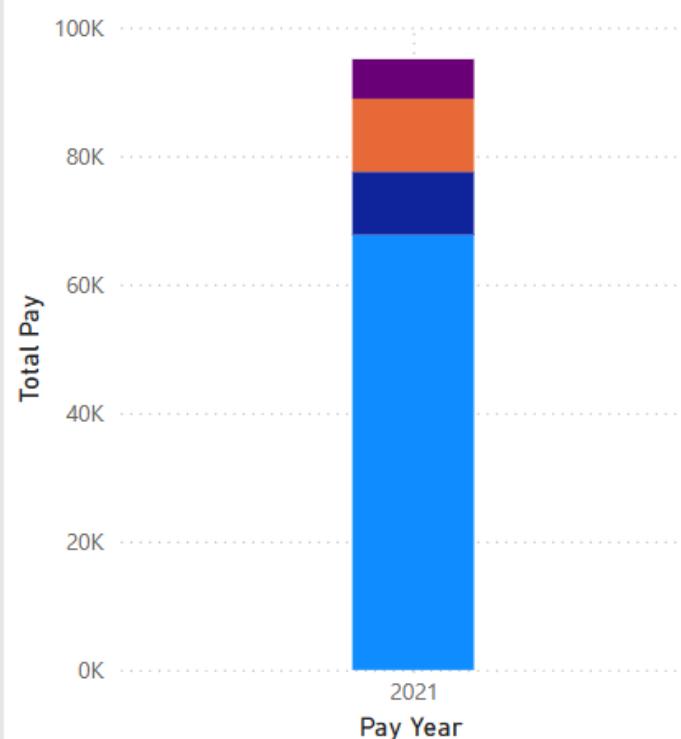
- Average pay – **\$83.70k**
- Average total employees – **9.65k employees**
- Job with most employees – Senior Administrative Clerk (**464 employees**)
- Department with most employees – Water and Power (**1.81k employees**)
- Department with highest pay
  - Fire (**\$178.38k, 481 employees**)
  - Disability (**\$147.03k, 2 employees**)
  - City Attorney (**\$108.11k, 150 employees**)
- Top gender – Male (**\$94.16k, 5.51k employees**)
  - Female (**\$69.79k, 4.14k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
BLACK	<b>67,724.95</b>	<b>9,814.14</b>	<b>11,364.23</b>	<b>6,161.82</b>	<b>83,700.91</b>	<b>80000</b>
FIRE	108,823.68	64,156.13	14,593.53	5,396.17	178,375.97	175000
DISABILITY	143,616.84	220.23	12,123.00	3,192.00	147,029.07	145000
CITY ATTORNEY	104,314.17	14.86	10,944.69	3,778.28	108,107.32	105000
WATER AND POWER	77,101.58	16,780.80	15,945.37	10,396.05	104,278.44	100000
PUBLIC WORKS - CONTRACT ADMINISTRATION	100,546.02	657.38	13,795.57	2,427.77	103,631.18	100000
<b>Total</b>	<b>67,724.95</b>	<b>9,814.14</b>	<b>11,364.23</b>	<b>6,161.82</b>	<b>83,700.91</b>	<b>80000</b>

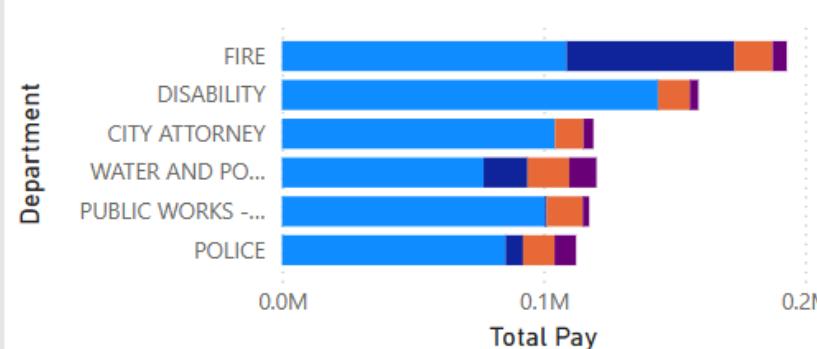
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



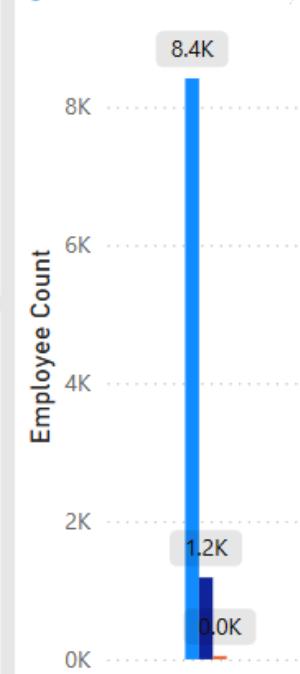
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



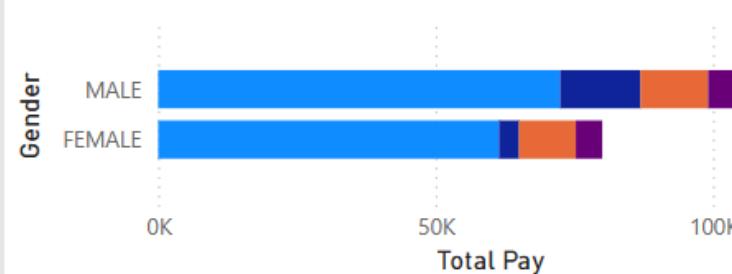
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Gender

Highest pay

1. Male – **\$104.40k**
2. Female – **\$69.80k**

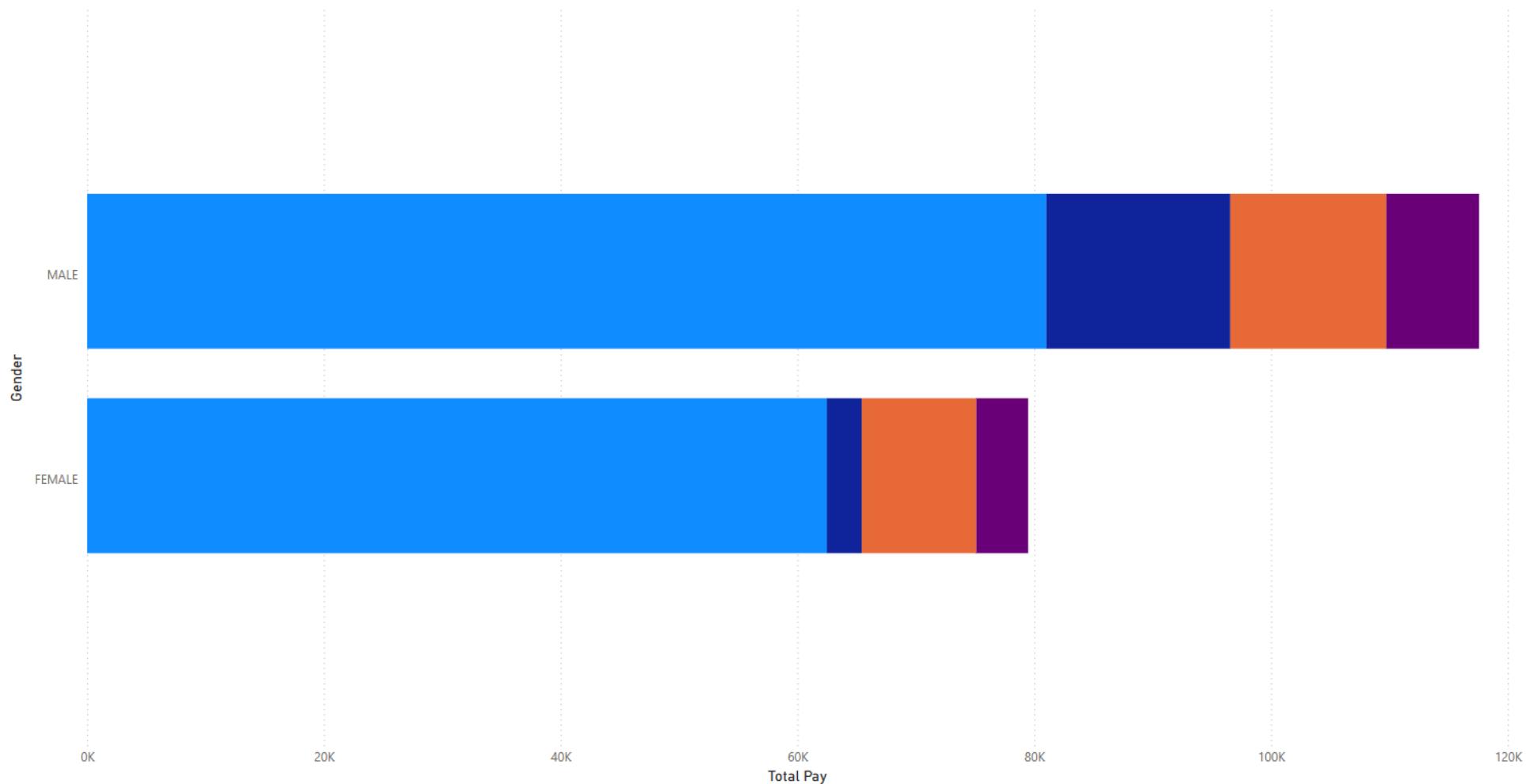
Highest employee count

1. Male – **44.85k employees** (68.38%)
2. Female – **20.74k employees** (31.62%)

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### AVERAGE PAY BY GENDER

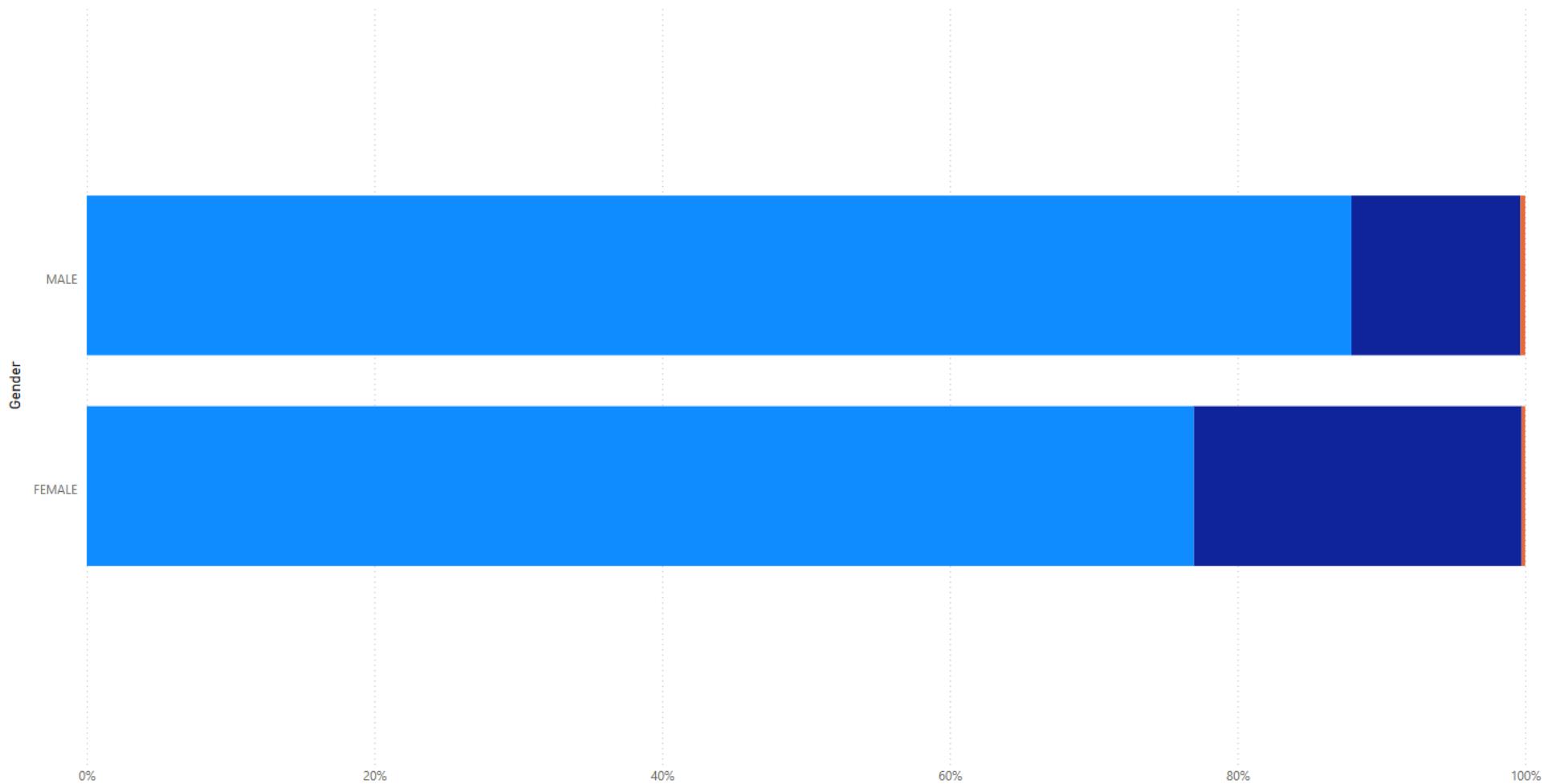
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

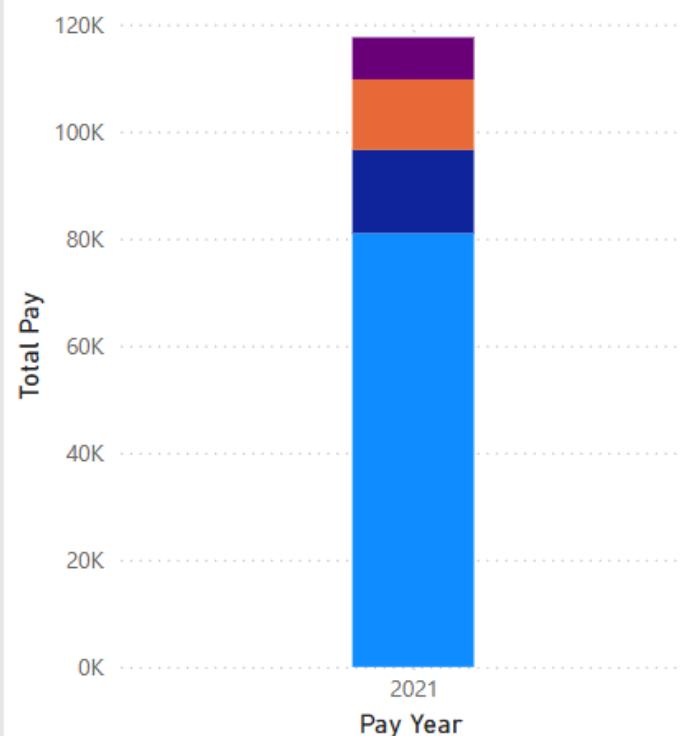
- Average pay – **\$104.40k**
- Average total employees – **44.85k employees**
- Job with most employees – Police Officer II (**3.77k employees**)
- Department with most employees – Water and Power (**10.42k employees**)
- Department with highest pay
  - Los Angeles City Tourism Department (**\$205.06k, 3 employees**)
  - Public Accountability (**\$185.93k, 3 employees**)
  - Fire (**\$184.62k, 3.79k employees**)
- Top ethnicity – Hispanic (**\$99.32k, 18.51k employees**)
- Ethnicity with highest pay
  - Asian American (**\$135.32k, 1.06k employees**)
  - Caucasian (**\$125.20k, 12.46k employees**)
  - American Indian/Alaskan Native (**\$109.86k, 169 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>81,031.20</b>	<b>15,527.85</b>	<b>13,186.23</b>	<b>7,837.09</b>	<b>104,396.15</b>	<b>100000</b>
LOS ANGELES CITY TOURISM DEPARTMENT	153,175.80	7,691.37	10,367.07	44,190.19	205,057.36	205000
PUBLIC ACCOUNTABILITY	183,929.27	0.00	12,615.28	2,000.00	185,929.27	185000
FIRE	116,392.56	63,268.59	16,073.09	4,957.68	184,618.83	180000
CITY ATTORNEY	134,989.60	259.43	12,891.99	4,514.14	139,763.17	135000
WATER AND POWER	87,055.47	24,826.45	17,771.91	12,777.55	125,559.47	125000
<b>Total</b>	<b>81,031.20</b>	<b>15,527.85</b>	<b>13,186.23</b>	<b>7,837.09</b>	<b>104,396.15</b>	<b>100000</b>

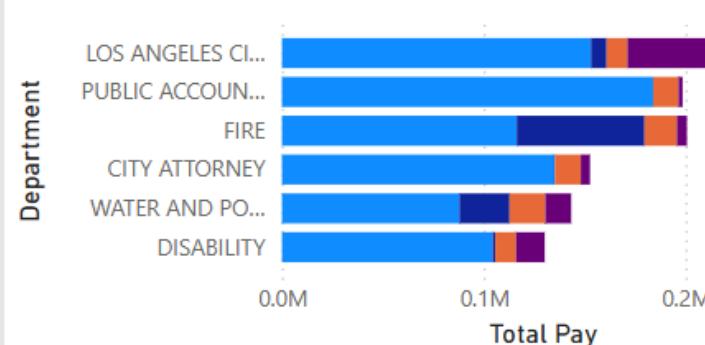
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



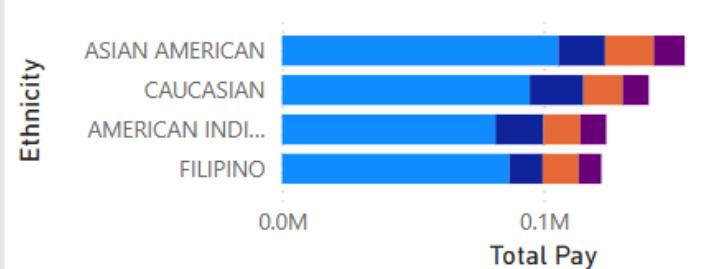
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



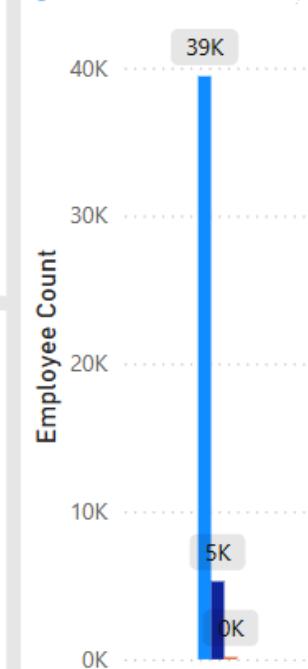
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

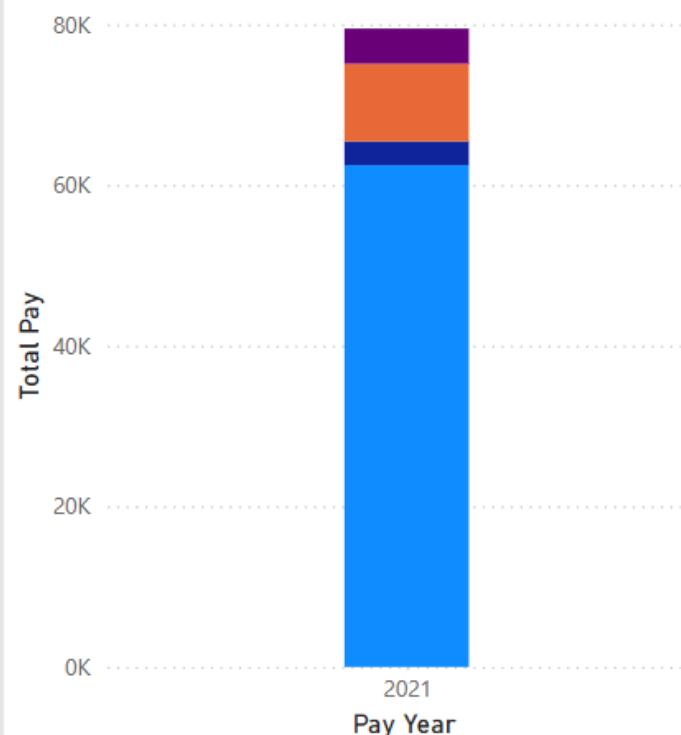
- Average pay – **\$69.80k**
- Average total employees – **20.74k employees**
- Job with most employees – Administrative Clerk (**1.27k employees**)
- Department with most employees – Police (**4.02k employees**)
- Department with highest pay
  - Public Accountability (**\$129.30k, 2 employees**)
  - City Attorney (**\$113.22k, 681 employees**)
  - Fire (**\$104.17k, 330 employees**)
- Top ethnicity – Hispanic (**\$63.37k, 7.91k employees**)
- Ethnicity with highest pay
  - Asian American (**\$119.80k, 436 employees**)
  - Filipino (**\$90k, 1.05k employees**)
  - Caucasian (**\$84.34k, 3.68k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>62,481.13</b>	<b>2,943.00</b>	<b>9,684.62</b>	<b>4,377.53</b>	<b>69,801.66</b>	<b>65000</b>
PUBLIC ACCOUNTABILITY	113,915.07	0.00	11,405.62	15,382.20	129,297.27	125000
CITY ATTORNEY	109,157.18	125.88	11,375.23	3,939.83	113,222.89	110000
FIRE	84,425.13	16,056.47	11,404.89	3,687.42	104,169.01	100000
WATER AND POWER	85,930.28	8,797.76	17,401.37	8,116.01	102,844.05	100000
LOS ANGELES CITY TOURISM DEPARTMENT	93,059.51	1,461.08	12,517.22	7,569.38	102,089.96	100000
<b>Total</b>	<b>62,481.13</b>	<b>2,943.00</b>	<b>9,684.62</b>	<b>4,377.53</b>	<b>69,801.66</b>	<b>65000</b>

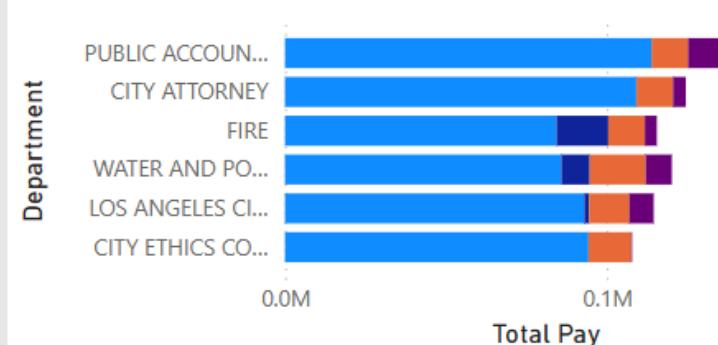
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



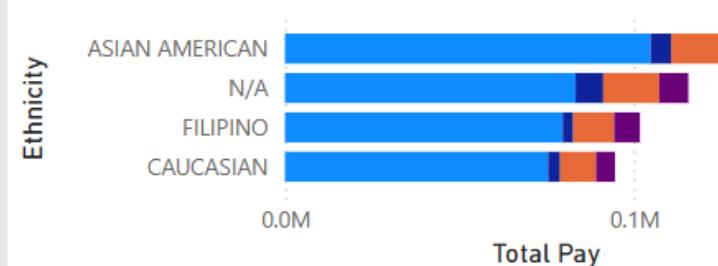
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



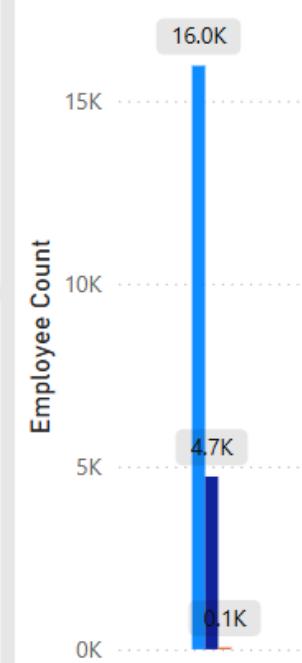
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



## 2022

Total payroll – **\$6.48 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2022	\$5.03 billion	\$876.83 million	\$792.85 million	\$566.34 million	\$6.48 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$73k	\$12.72k	\$11.50k	\$8.21k	\$93.93k

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## Department

Highest pay

1. Public Accountability – **\$170.84k**
2. Fire – **\$165.94k**
3. Water and Power – **\$135.19k**

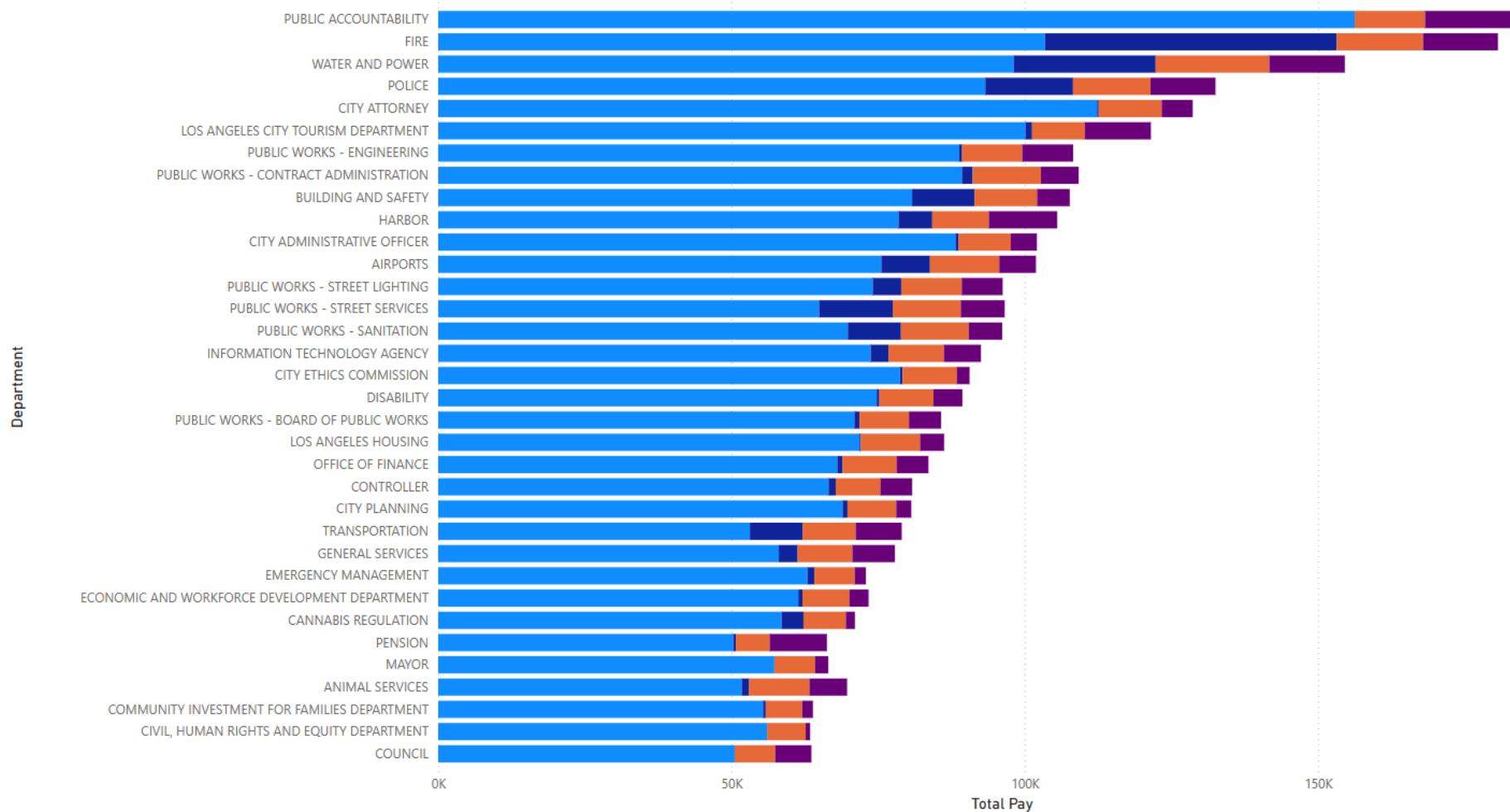
Highest employee count

1. Police – **14.32k employees** (20.77%)
2. Water and Power – **12.32k employees** (17.87%)
3. Recreation and Parks – **9.83k employees** (14.26%)

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## AVERAGE PAY BY DEPARTMENT

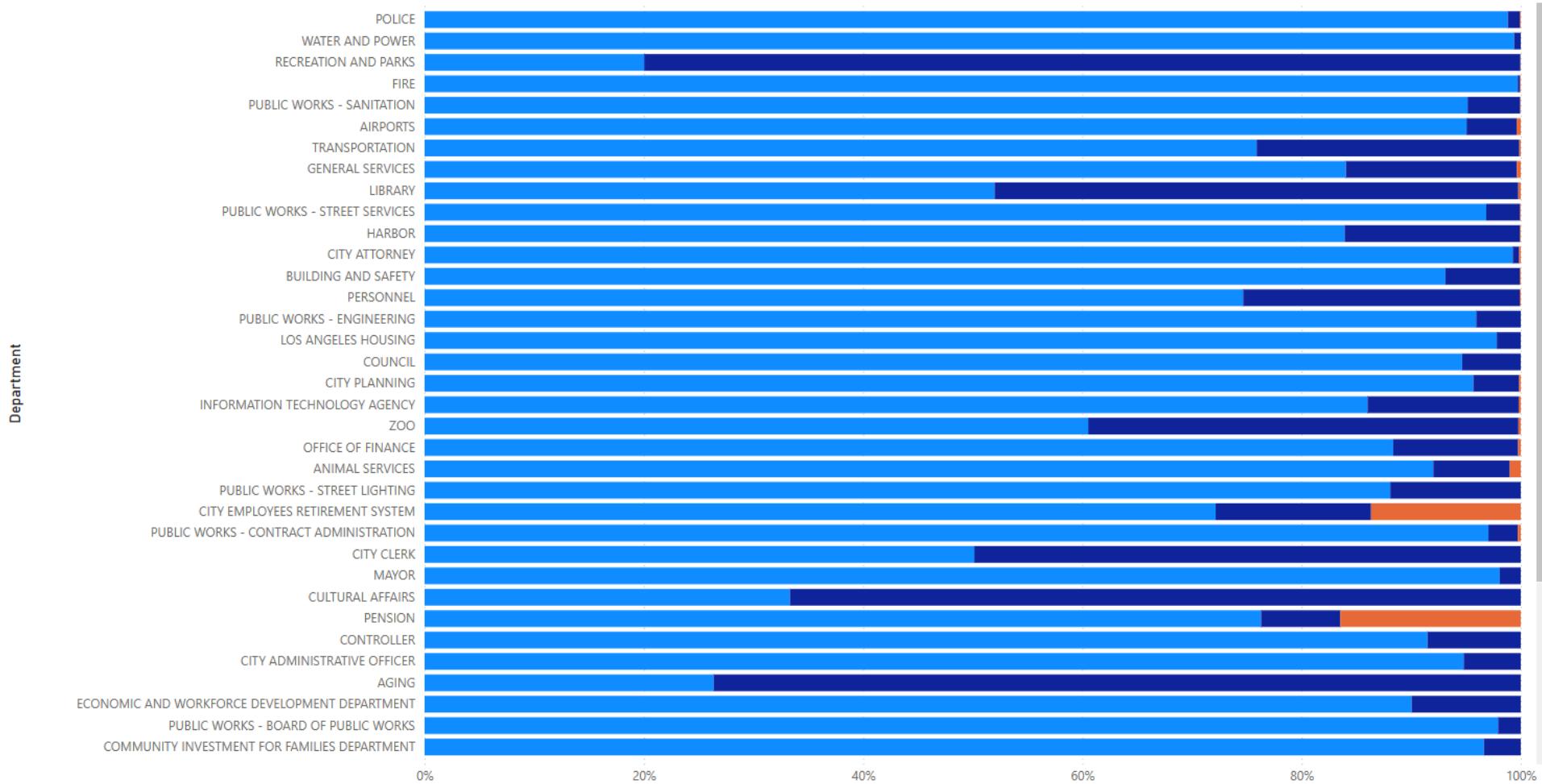
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

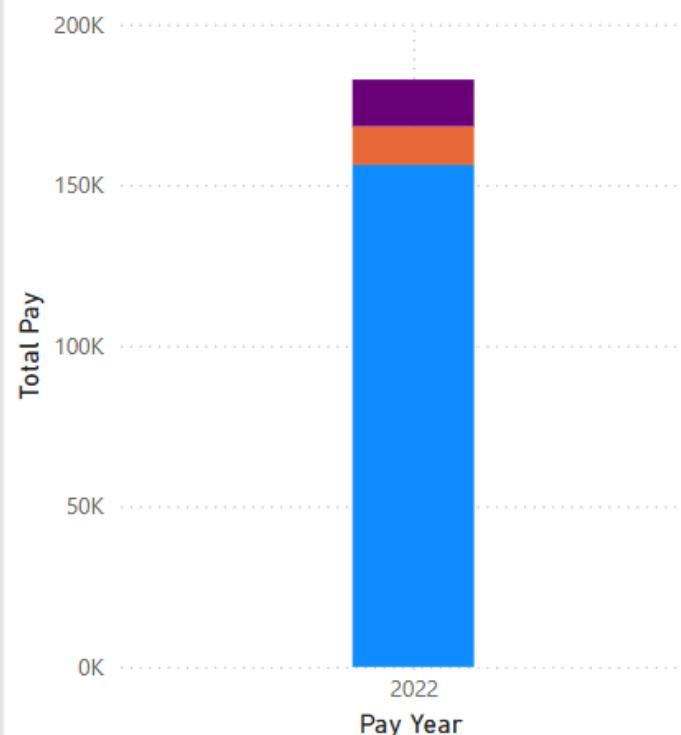
- Average pay – **\$170.84k**
- Average total employees – **5 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$328.19k, 1 employee**)
- Top ethnicity – Caucasian (**\$196.83k, 4 employees**)
- Ethnicity with highest pay
  - Caucasian (**\$196.83k, 4 employees**)
  - Black (**\$66.89k, 1 employee**)
- Top gender – Male (**\$189.36k, 3 employees**)
  - Female (**\$143.06k, 2 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>156,264.67</b>	<b>0.00</b>	<b>11,997.65</b>	<b>14,577.31</b>	<b>170,841.98</b>	<b>170,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	322,194.44	0.00	21,042.00	6,000.00	328,194.44	325,000
UTILITY RATES AND POLICY SPECIALIST III	219,230.84	0.00	21,042.00	0.00	219,230.84	215,000
UTILITY RATES AND POLICY SPECIALIST II	159,336.72	0.00	17,904.24	0.00	159,336.72	155,000
CHIEF ADMINISTRATIVE ANALYST	80,561.34	0.00	0.00	0.00	80,561.34	80,000
EXECUTIVE LEGAL SECRETARY II	0.00	0.00	0.00	66,886.54	66,886.54	65,000
<b>Total</b>	<b>156,264.67</b>	<b>0.00</b>	<b>11,997.65</b>	<b>14,577.31</b>	<b>170,841.98</b>	<b>170,000</b>

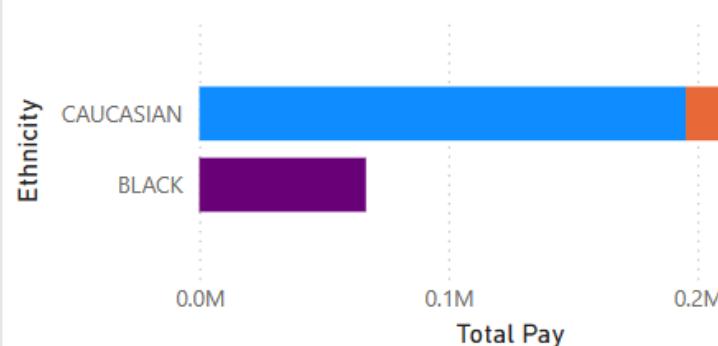
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



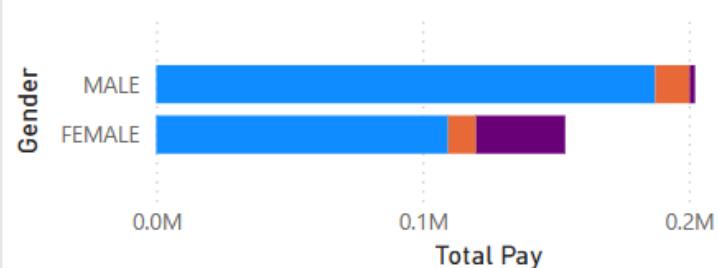
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



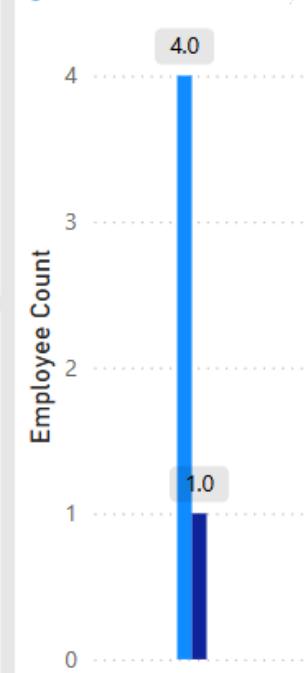
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Fire**

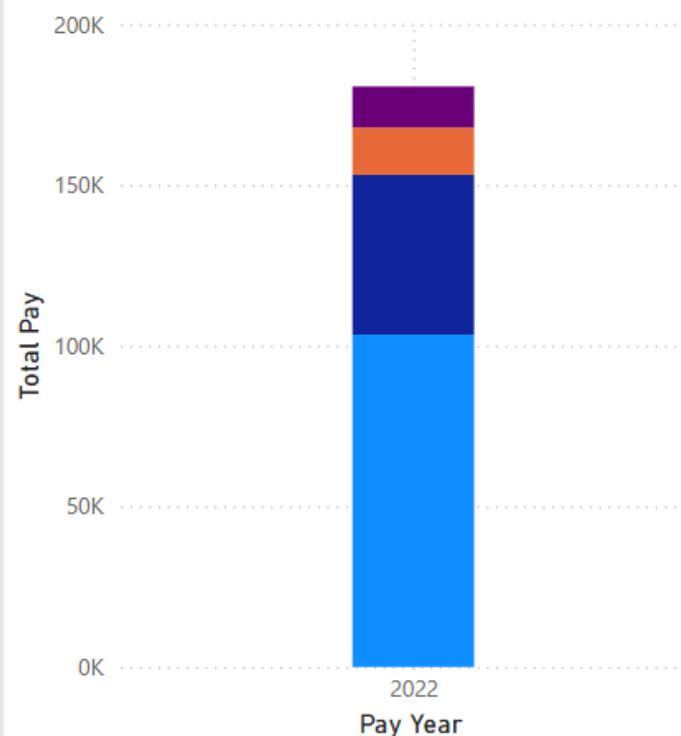
- Average pay – **\$165.94k**
- Average total employees – **4.52k employees**
- Job with highest pay – Fire Helicopter Pilot V (**\$357.21k, 1 employee**)
- Top ethnicity – Caucasian (**\$179.22k, 1.94k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$179.22k, 1.94k employees**)
  - Hispanic (**\$170.12k, 1.40k employees**)
  - Asian (**\$163.86k, 294 employees**)
- Top gender – Male (**\$172.45k, 4.15k employees**)
  - Female (**\$101.59k, 342 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>103,443.97</b>	<b>49,744.27</b>	<b>14,748.31</b>	<b>12,748.00</b>	<b>165,936.24</b>	<b>165,000</b>
FIRE HELICOPTER PILOT V	184,195.31	158,481.59	18,245.70	14,532.68	357,209.58	355,000
FIREBOAT PILOT	149,206.93	154,555.62	20,250.80	14,166.25	317,928.81	315,000
FIRE CHIEF	183,627.84	0.00	10,425.54	134,121.60	317,749.44	315,000
FIRE DEPUTY CHIEF	205,201.18	15,352.73	11,416.59	72,484.89	293,038.80	290,000
FIRE BATTALION CHIEF	167,383.44	85,874.82	16,475.11	35,181.45	288,439.72	285,000
<b>Total</b>	<b>103,443.97</b>	<b>49,744.27</b>	<b>14,748.31</b>	<b>12,748.00</b>	<b>165,936.24</b>	<b>165,000</b>

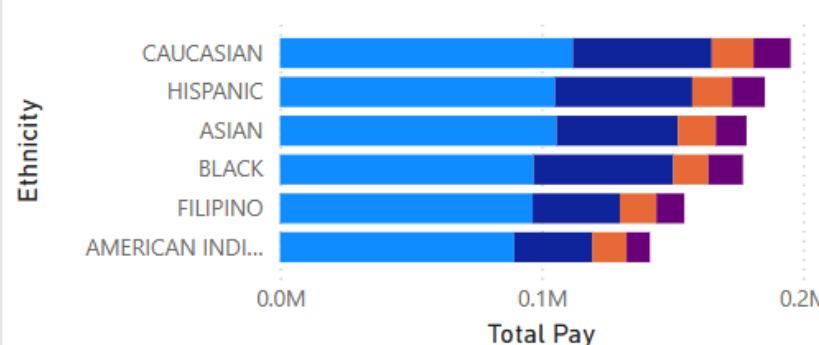
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



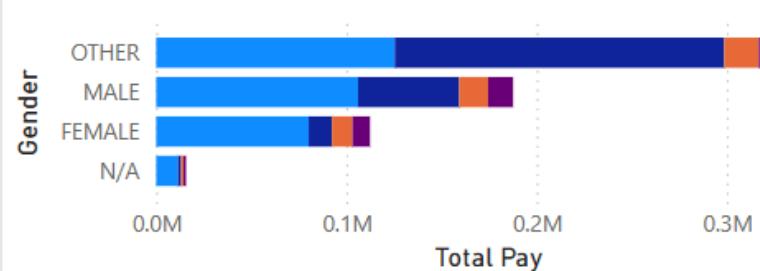
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



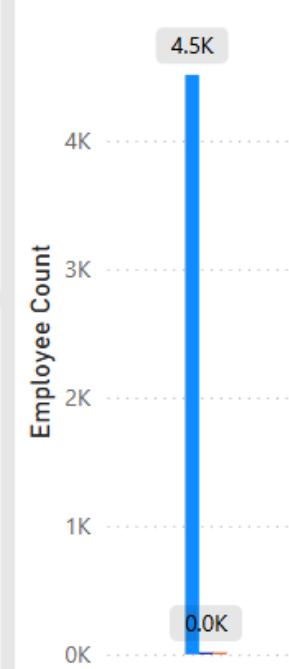
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Water and Power**

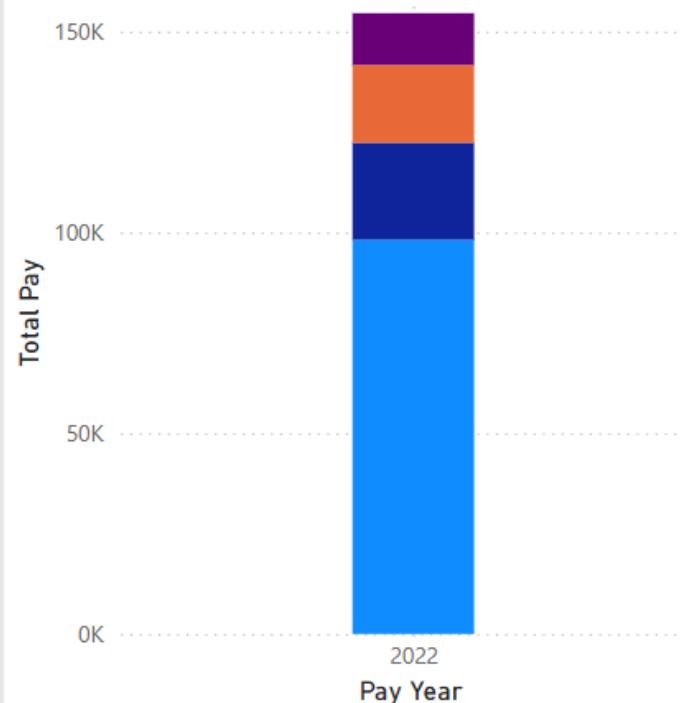
- Average pay – **\$135.19k**
- Average total employees – **12.32k employees**
- Job with highest pay – General Manager and Chief Engineer Water and Power (**\$421.88k, 1 employee**)
- Top ethnicity – Hispanic (**\$131.70k, 4.67k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$147.06k, 3.56k employees**)
  - Filipino (**\$140.67k, 593 employees**)
  - Asian American (**\$140.58k, 1.50k employees**)
- Top gender – Male (**\$141.94k, 9.62k employees**)
  - Female (**\$111.14k, 2.70k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>98,150.48</b>	<b>24,173.39</b>	<b>19,389.16</b>	<b>12,867.66</b>	<b>135,191.53</b>	<b>135,000</b>
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	398,486.40	0.00	28,606.46	23,397.84	421,884.24	420,000
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	202,431.47	110,720.21	26,469.66	49,395.56	362,547.23	360,000
SENIOR LOAD DISPATCHER	194,419.23	123,597.24	24,162.30	42,638.20	360,654.66	360,000
AUDITOR WATER AND POWER	314,953.60	0.00	30,716.68	16,208.24	331,161.84	330,000
CHIEF PHYSICIAN	302,598.40	0.00	23,149.26	24,730.62	327,329.02	325,000
<b>Total</b>	<b>98,150.48</b>	<b>24,173.39</b>	<b>19,389.16</b>	<b>12,867.66</b>	<b>135,191.53</b>	<b>135,000</b>

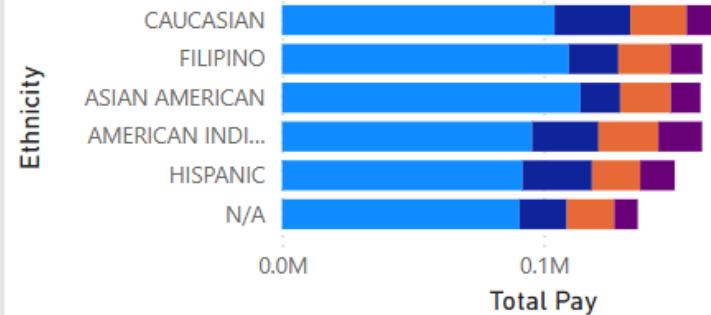
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



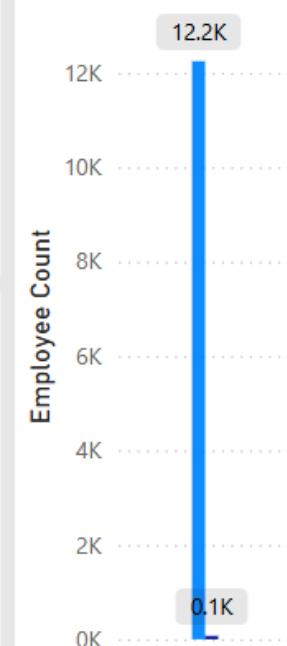
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



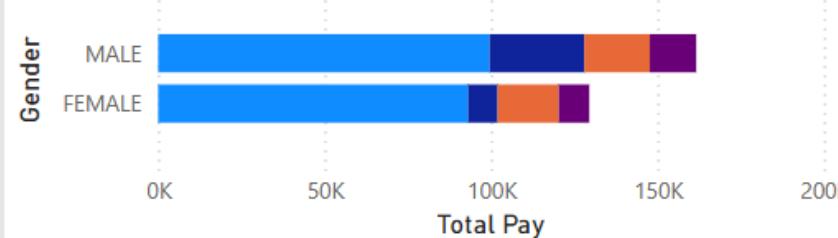
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Police**

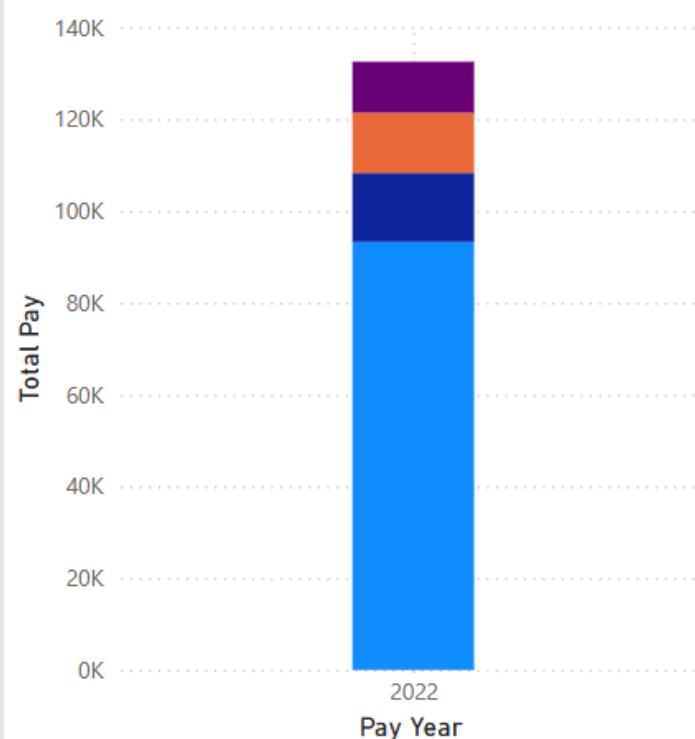
- Average pay – **\$119.31k**
- Average total employees – **14.32k employees**
- Job with highest pay – Chief of Police (**\$390.60k, 1 employee**)
- Top ethnicity – Hispanic (**\$119.61k, 7.02k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$129.69k, 3.57k employees**)
  - Pacific Islander (**\$128.63k, 2 employees**)
  - Asian (**\$123.32k, 1.22k employees**)
- Top gender – Male (**\$129.04k, 10.14k employees**)
  - Female (**\$97.04k, 4.11k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>93,293.72</b>	<b>14,940.11</b>	<b>13,209.94</b>	<b>11,076.83</b>	<b>119,310.67</b>	<b>115,000</b>
CHIEF OF POLICE	389,398.80	0.00	311.52	1,200.00	390,598.80	390,000
POLICE DEPUTY CHIEF II	236,984.57	6,097.96	13,142.30	92,152.04	335,234.56	335,000
POLICE DEPUTY CHIEF I	243,923.35	623.61	16,184.59	46,642.25	291,189.21	290,000
EXECUTIVE DIRECTOR POLICE COMMISSION	257,449.03	0.00	21,042.00	6,185.12	263,634.15	260,000
MUNICIPAL POLICE CAPTAIN I	205,017.56	1,101.50	19,640.33	50,858.96	256,978.02	255,000
<b>Total</b>	<b>93,293.72</b>	<b>14,940.11</b>	<b>13,209.94</b>	<b>11,076.83</b>	<b>119,310.67</b>	<b>115,000</b>

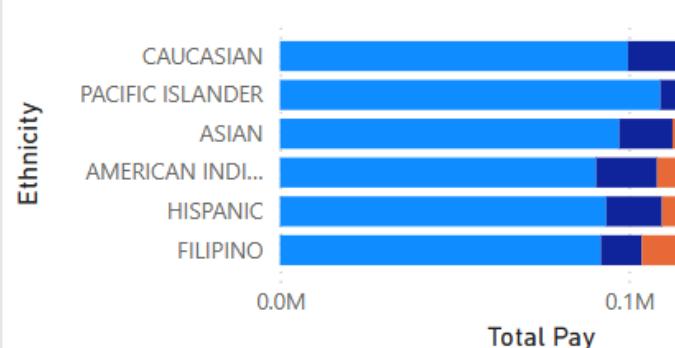
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



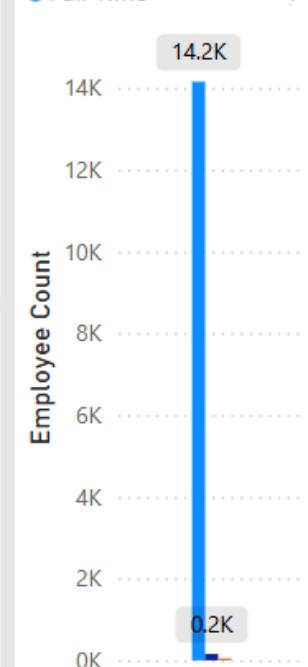
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



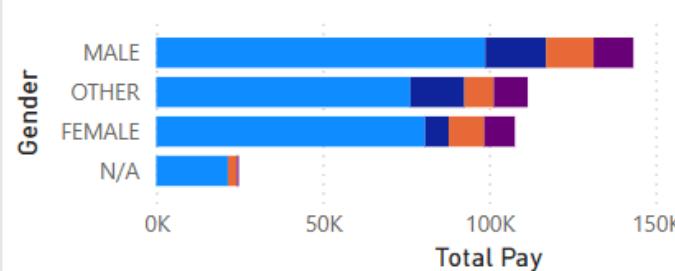
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

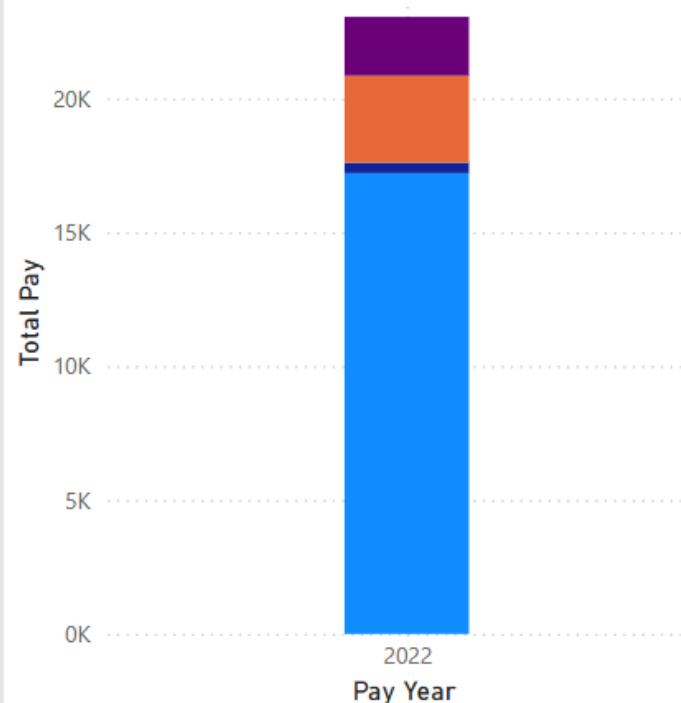
- Average pay – **\$19.80k**
- Average total employees – **9.83k employees**
- Job with highest pay – Chief Financial Officer (**\$235.51k, 1 employee**)
- Top ethnicity – Hispanic (**\$24.97k, 3.28k employees**)
- Ethnicity with highest pay
  - Filipino (**\$55.98k, 53 employees**)
  - Two or more races (**\$40.71k, 3 employees**)
  - Asian (**\$40.56k, 240 employees**)
- Top gender – Male (**\$22.71k, 5.39k employees**)
  - Female (**\$17.10k, 4.17k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>17,218.37</b>	<b>386.62</b>	<b>3,251.70</b>	<b>2,193.43</b>	<b>19,798.42</b>	<b>15,000</b>
CHIEF FINANCIAL OFFICER	224,952.00	0.00	7,098.96	10,558.34	235,510.34	235,000
PERSONNEL DIRECTOR III	212,823.78	0.00	20,634.72	20,100.16	232,923.94	230,000
OBSERVATORY DIRECTOR II	193,398.40	0.00	13,426.32	17,824.82	211,223.22	210,000
DIRECTOR OF SYSTEMS	193,398.40	0.00	21,042.00	16,466.74	209,865.14	205,000
DEPARTMENTAL CHIEF ACCOUNTANT IV	193,398.40	0.00	17,424.96	9,076.34	202,474.74	200,000
<b>Total</b>	<b>17,218.37</b>	<b>386.62</b>	<b>3,251.70</b>	<b>2,193.43</b>	<b>19,798.42</b>	<b>15,000</b>

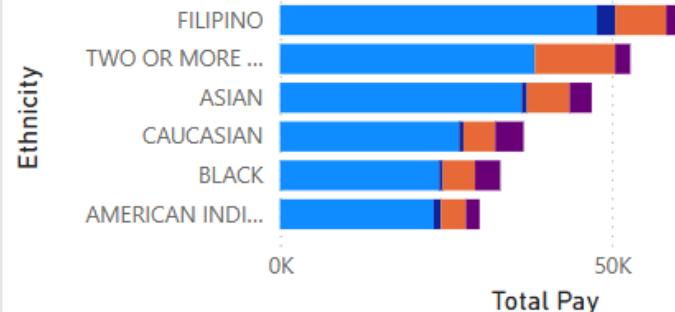
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



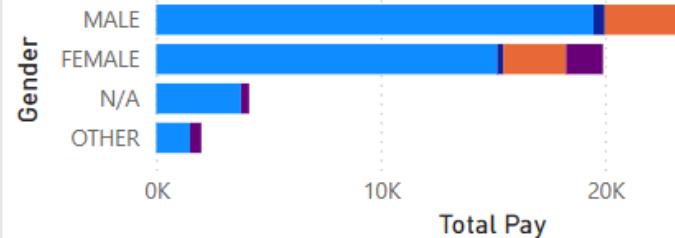
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



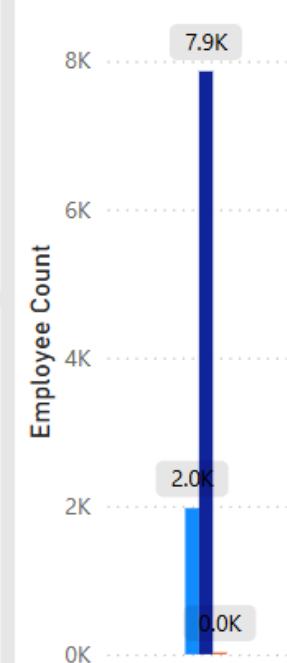
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Job

Highest pay

1. Chief Port Pilot II – **\$568.13k**
2. Chief Legislative Analyst – **\$453.90k**
3. General Manager Airports – **\$425.16k**

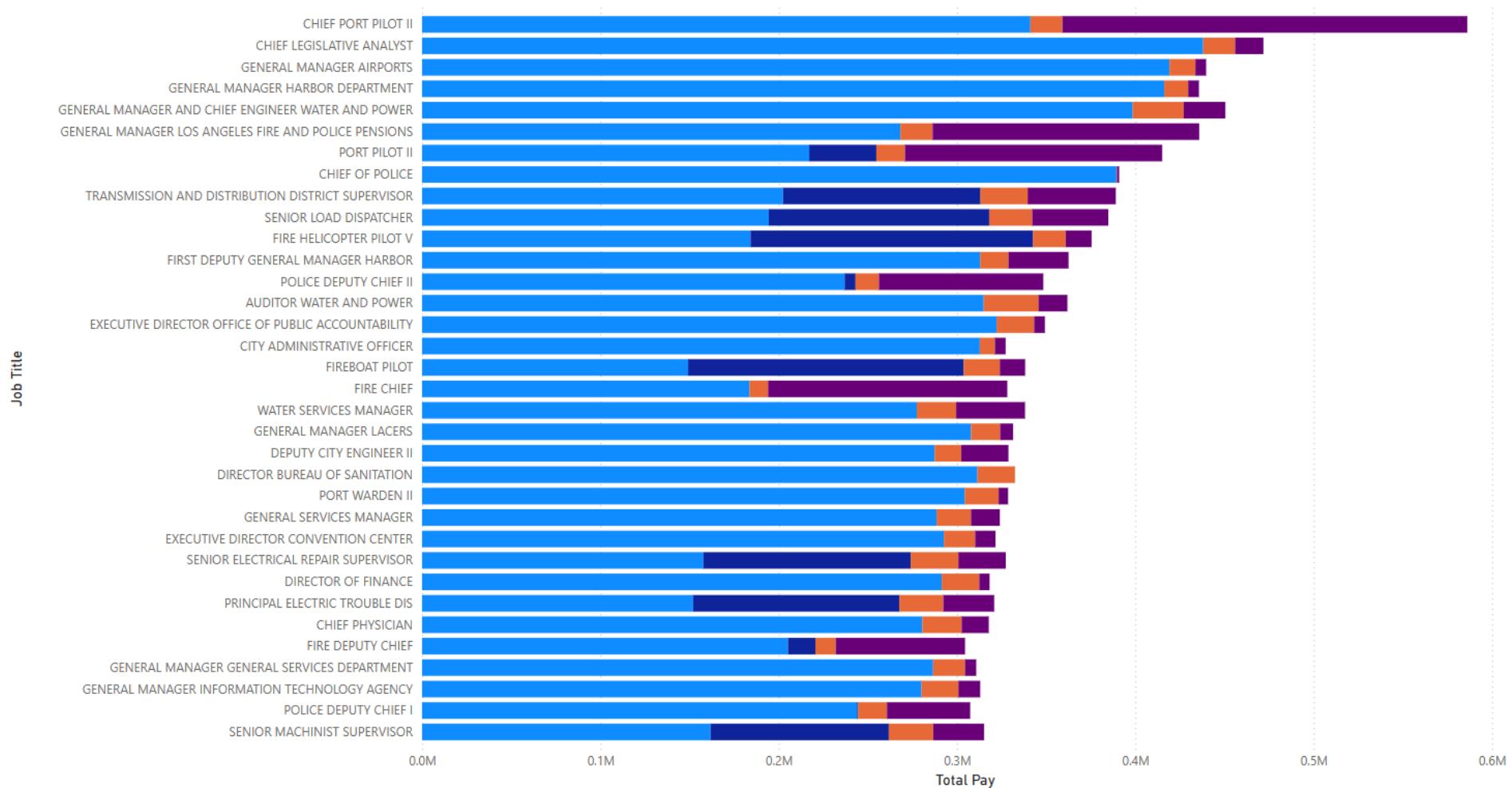
Highest employee count

1. Police Officer II – **4.27k employees** (6.20%)
2. Recreation Assistant – **2.55k employees** (3.69%)
3. Police Officer III – **2.32k employees** (3.36%)

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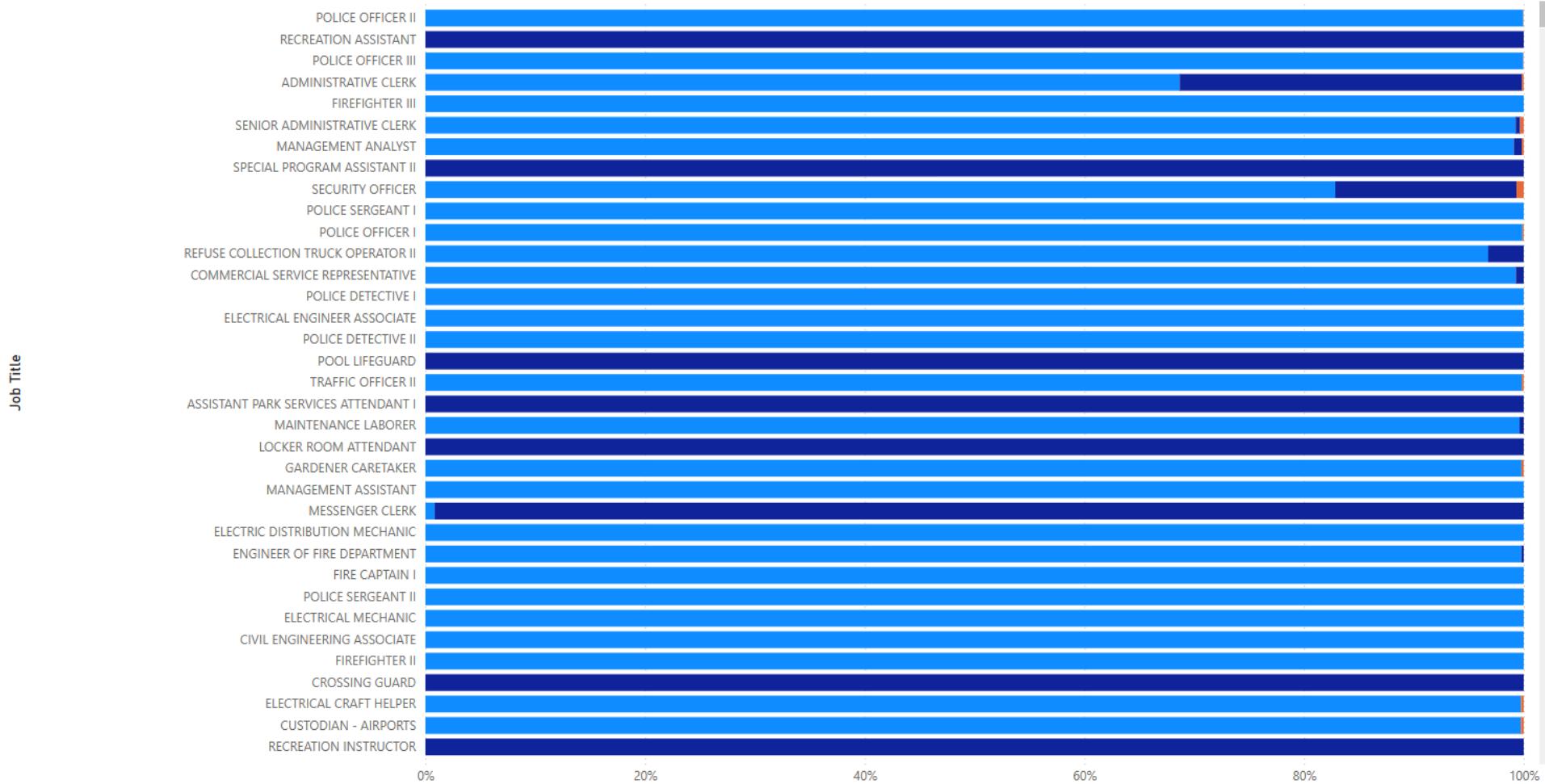
## AVERAGE PAY BY JOB

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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## AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event

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## Top Job Details

Job Title: **Chief Port Pilot II**

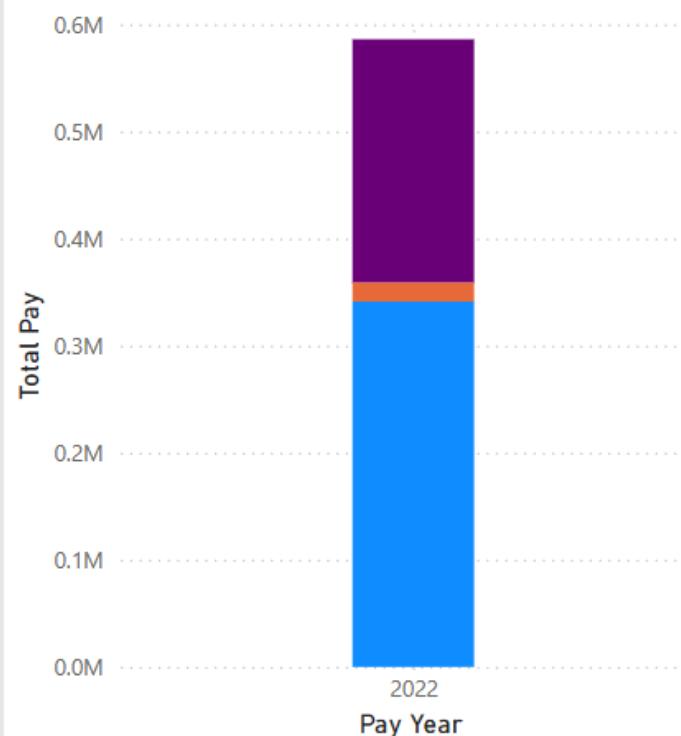
- Average pay – **\$568.13k**
- Average total employees – **2 employees**
- Department with highest pay – Harbor (**\$568.13k, 2 employees**)
- Top ethnicity – Caucasian (**\$568.13k, 2 employees**)
- Top gender – Male (**\$568.13k, 2 employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CHIEF PORT PILOT II	341,140.80	0.00	17,980.56	226,994.18	568,134.98	565,000
HARBOR	341,140.80	0.00	17,980.56	226,994.18	568,134.98	565,000
<b>Total</b>	<b>341,140.80</b>	<b>0.00</b>	<b>17,980.56</b>	<b>226,994.18</b>	<b>568,134.98</b>	<b>565,000</b>

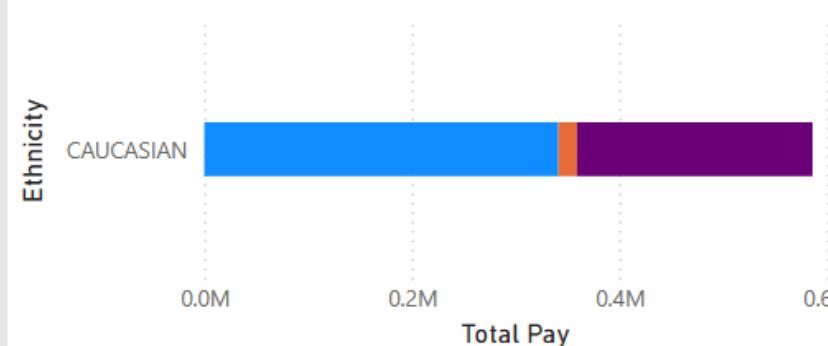
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



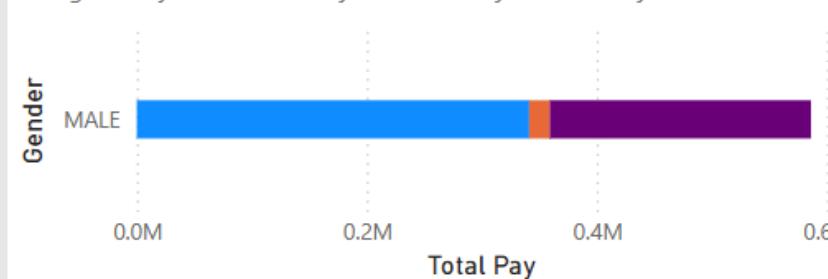
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



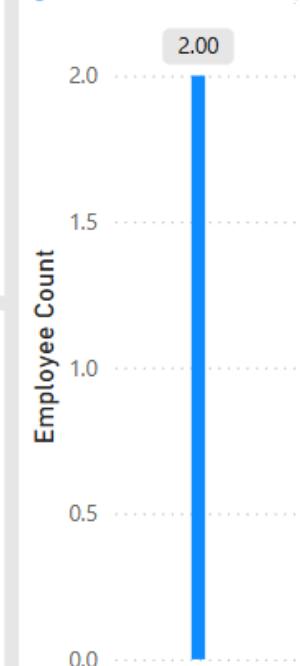
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **Chief Legislative Analyst**

- Average pay – **\$453.90k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$453.90k, 1 employee**)
- Top ethnicity – Asian (**\$453.90k, 1 employee**)
- Top gender – Female (**\$453.90k, 1 employee**)

## Average Pay by Job

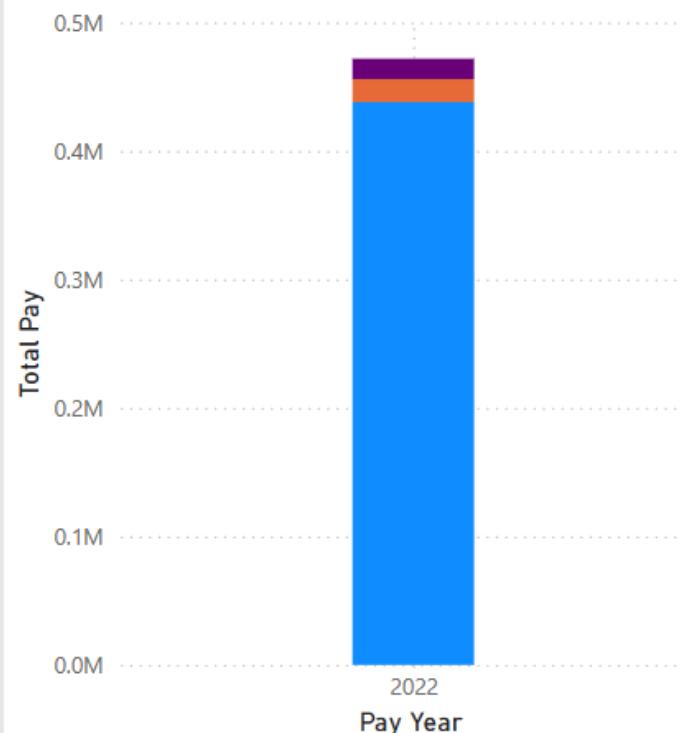
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF LEGISLATIVE ANALYST	<b>438,025.36</b>	0.00	17,904.24	15,870.24	<b>453,895.60</b>	<b>450,000</b>
COUNCIL	438,025.36	0.00	17,904.24	15,870.24	453,895.60	450,000
<b>Total</b>	<b>438,025.36</b>	<b>0.00</b>	<b>17,904.24</b>	<b>15,870.24</b>	<b>453,895.60</b>	<b>450,000</b>

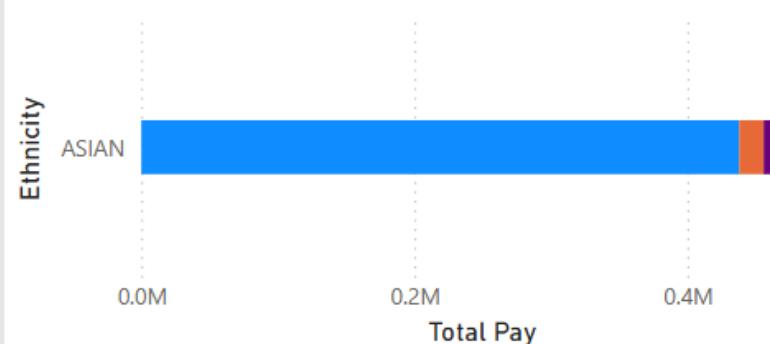
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



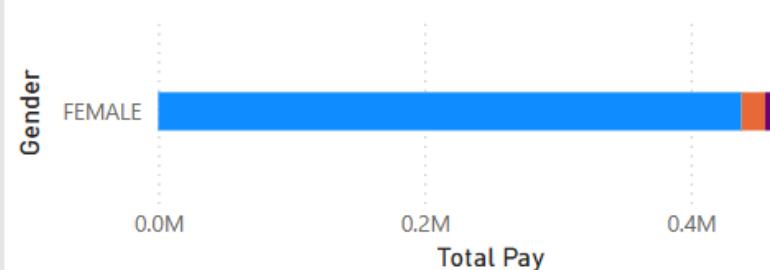
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



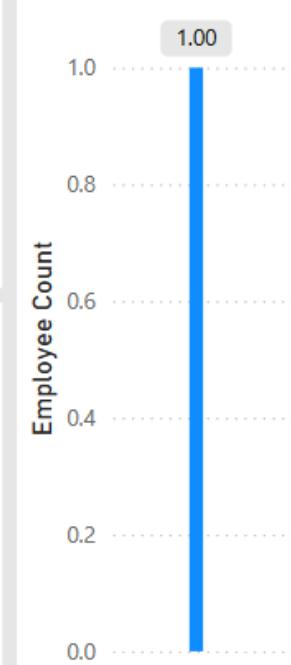
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **General Manager Airports**

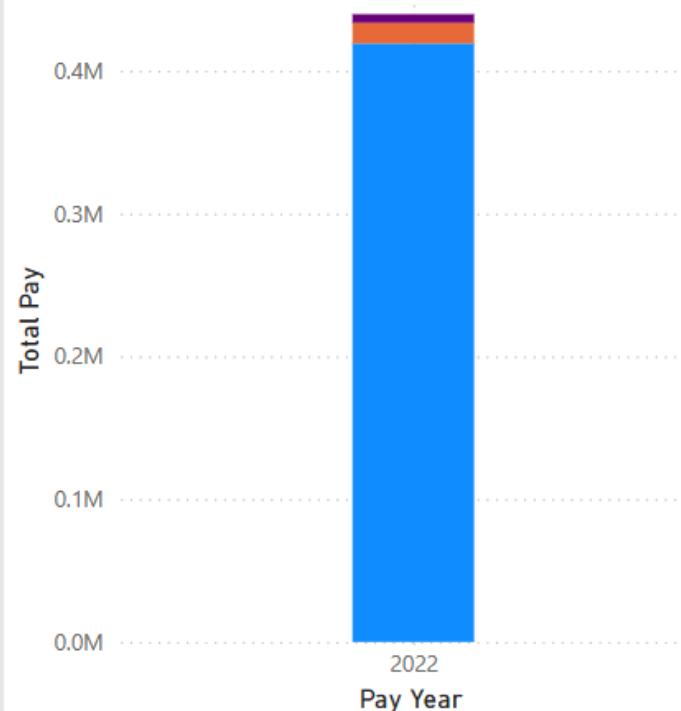
- Average pay – **\$425.16k**
- Average total employees – **1 employee**
- Department with highest pay – Airports (**\$425.16k, 1 employee**)
- Top ethnicity – Caucasian (**\$425.16k, 1 employee**)
- Top gender – Male (**\$425.16k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER AIRPORTS	419,158.88	0.00	14,509.92	6,000.00	425,158.88	425,000
AIRPORTS	419,158.88	0.00	14,509.92	6,000.00	425,158.88	425,000
<b>Total</b>	<b>419,158.88</b>	<b>0.00</b>	<b>14,509.92</b>	<b>6,000.00</b>	<b>425,158.88</b>	<b>425,000</b>

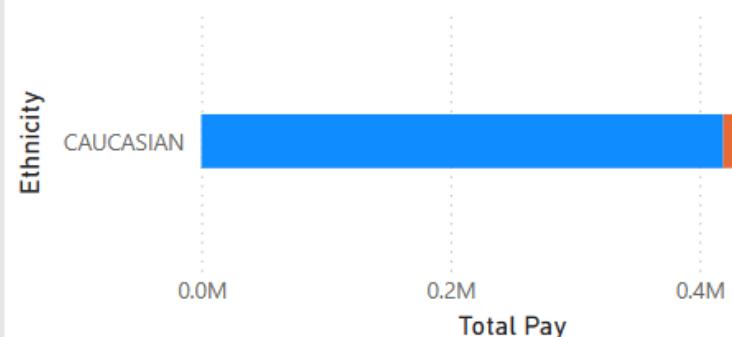
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



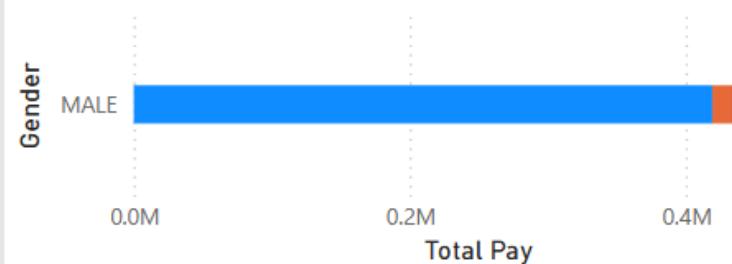
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



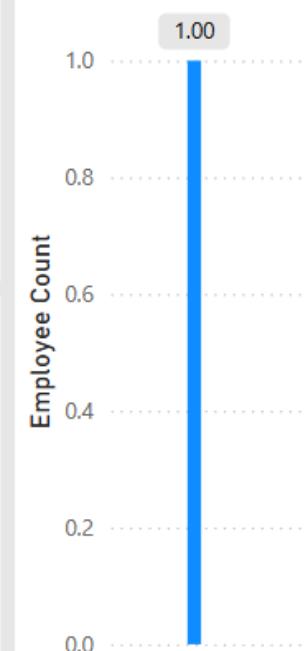
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$123.50k**
- Average total employees – **4.27k employees**
- Department with highest pay – Police (**\$123.50k, 4.27k employees**)
- Top ethnicity – Hispanic (**\$125.13k, 2.40k employees**)
- Ethnicity with highest pay
  - Pacific Islander (**\$155.54k, 1 employee**)
  - American Indian/Alaskan Native (**\$136.07k, 21 employees**)
  - Hispanic (**\$125.13k, 2.40k employees**)
- Top gender – Male (**\$126.10k, 3.58k employees**)
  - Female (**\$109.97k, 693 employees**)

## Average Pay by Job

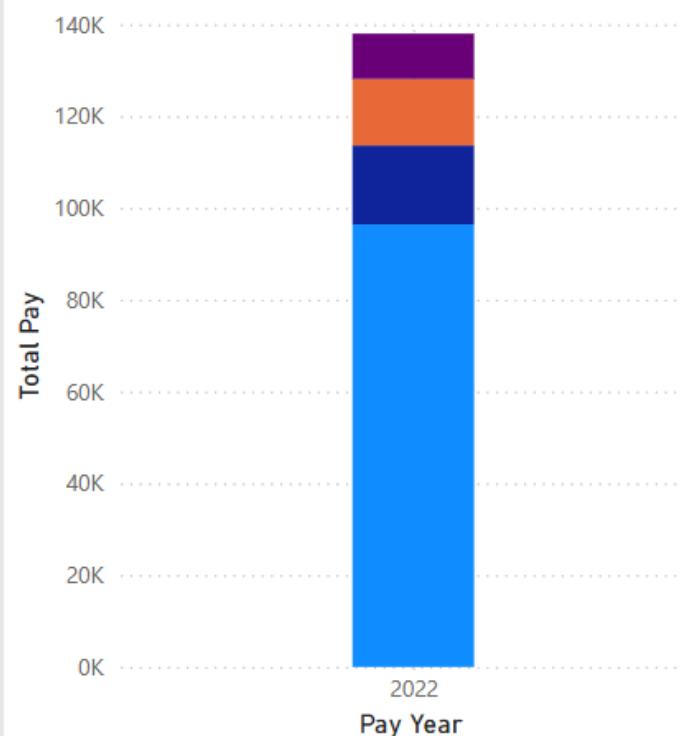
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II POLICE <b>Total</b>	<b>96,440.49</b>	<b>17,185.93</b>	<b>14,501.60</b>	<b>9,871.14</b>	<b>123,497.56</b>	<b>120,000</b>
	96,440.49	17,185.93	14,501.60	9,871.14	123,497.56	120,000
	<b>96,440.49</b>	<b>17,185.93</b>	<b>14,501.60</b>	<b>9,871.14</b>	<b>123,497.56</b>	<b>120,000</b>

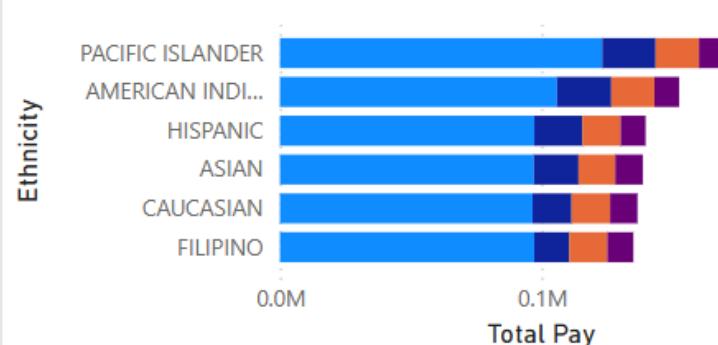
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



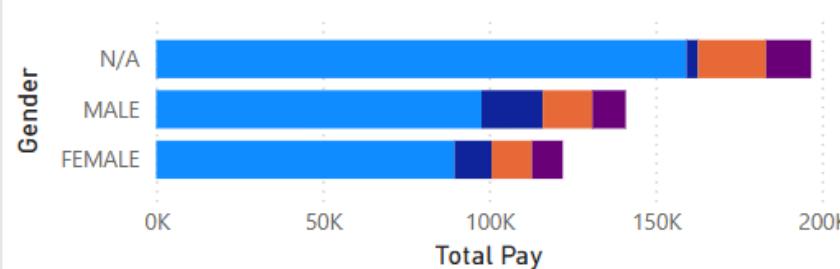
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



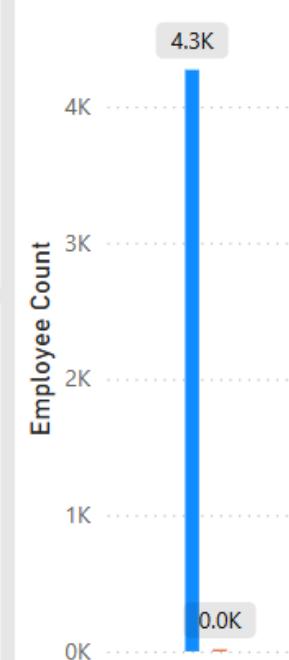
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Recreation Assistant**

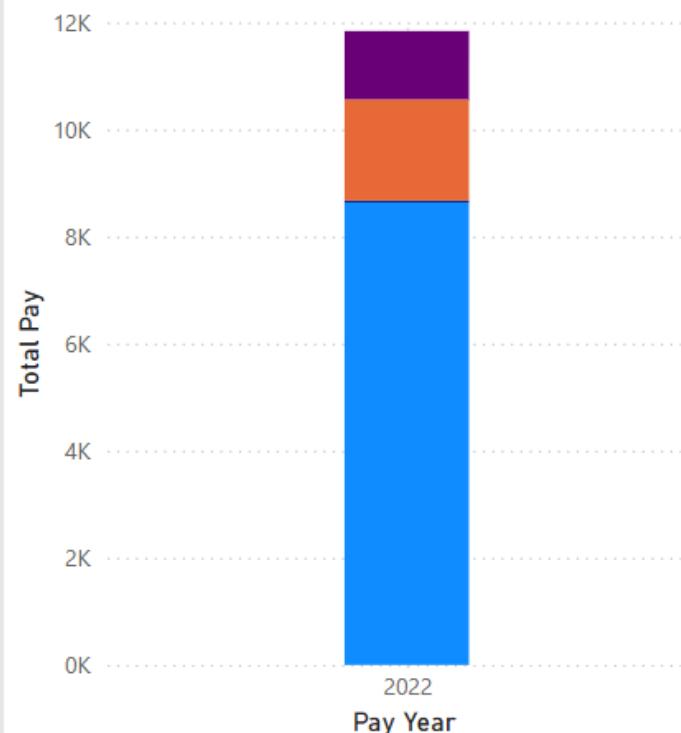
- Average pay – **\$9.95k**
- Average total employees – **2.55k employees**
- Department with highest pay – Cultural Affairs (**\$12.10k, 3 employees**)
- Top ethnicity – Hispanic (**\$12.21k, 854 employees**)
- Ethnicity with highest pay
  - Filipino (**\$15.07k, 5 employees**)
  - American Indian/Alaskan Native (**\$13.11k, 3 employees**)
  - Hispanic (**\$12.21k, 854 employees**)
- Top gender – Male (**\$10.20k, 1.2k employees**)
  - Female (**\$10.04k, 1.27k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>8,636.21</b>	<b>34.83</b>	<b>1,892.19</b>	<b>1,275.50</b>	<b>9,946.53</b>	<b>5,000</b>
CULTURAL AFFAIRS	10,447.96	0.00	3,306.88	1,647.36	12,095.32	10,000
RECREATION AND PARKS	8,635.17	35.20	1,907.99	1,281.85	9,952.22	5,000
ZOO	8,518.86	0.00	56.64	562.55	9,081.40	5,000
<b>Total</b>	<b>8,636.21</b>	<b>34.83</b>	<b>1,892.19</b>	<b>1,275.50</b>	<b>9,946.53</b>	<b>5,000</b>

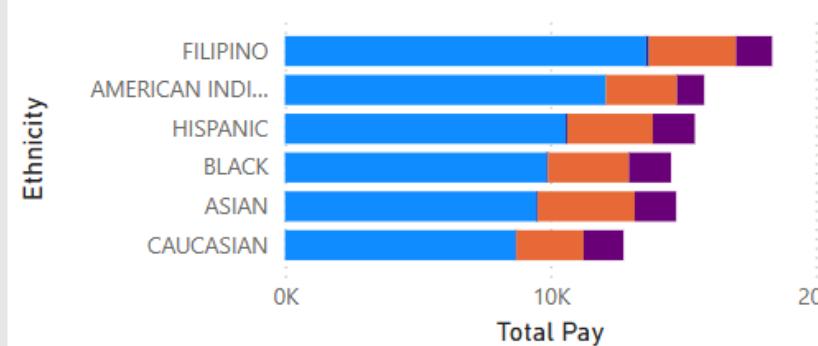
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



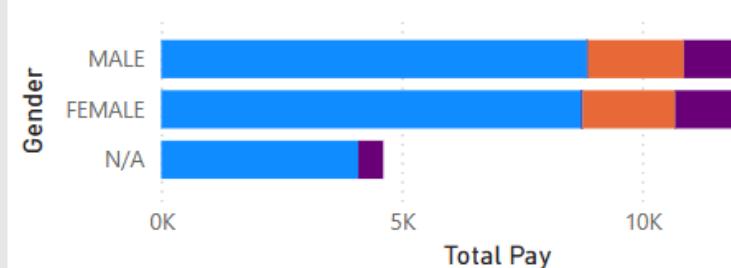
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



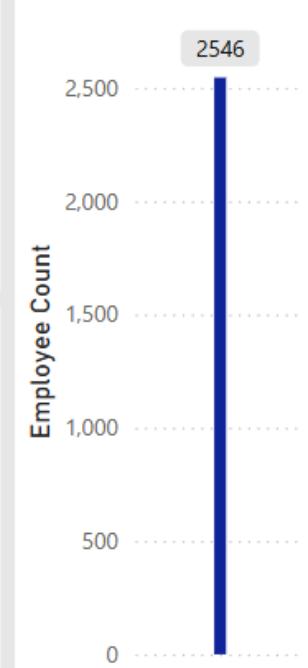
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Job Title: **Police Officer III**

- Average pay – **\$146.44k**
- Average total employees – **2.32k employees**
- Department with highest pay – Police (**\$146.44k, 2.32k employees**)
- Top ethnicity – Hispanic (**\$148.51k, 1.21k employees**)
- Ethnicity with highest pay
  - Asian (**\$158.81k, 189 employees**)
  - Hispanic (**\$148.51k, 1.21k employees**)
  - Two or more races (**\$146.92k, 1 employee**)
- Top gender – Male (**\$150.54k, 1.88k employees**)
  - Female (**\$129.06k, 442 employees**)

## Average Pay by Job

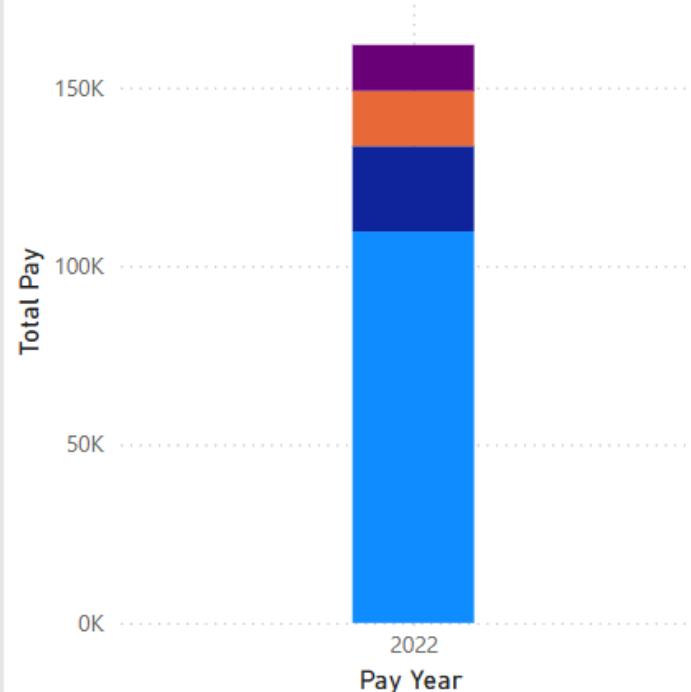
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	109,703.62	23,861.95	15,496.64	12,877.22	146,442.79	145,000
POLICE	109,703.62	23,861.95	15,496.64	12,877.22	146,442.79	145,000
<b>Total</b>	<b>109,703.62</b>	<b>23,861.95</b>	<b>15,496.64</b>	<b>12,877.22</b>	<b>146,442.79</b>	<b>145,000</b>

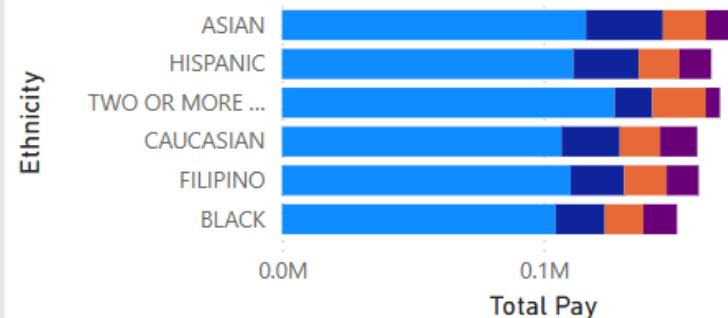
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



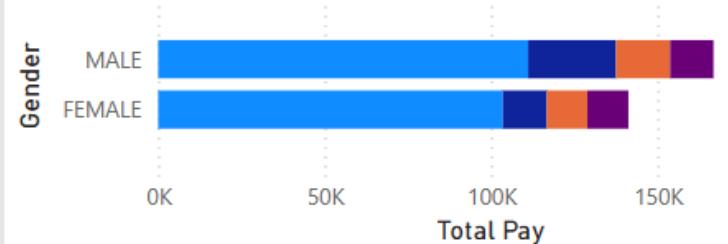
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



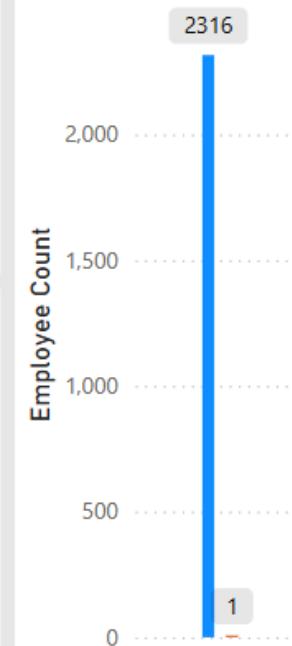
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$140.58k**
2. Caucasian – **\$120.11k**
3. American Indian/Alaskan Native – **\$106.84k**

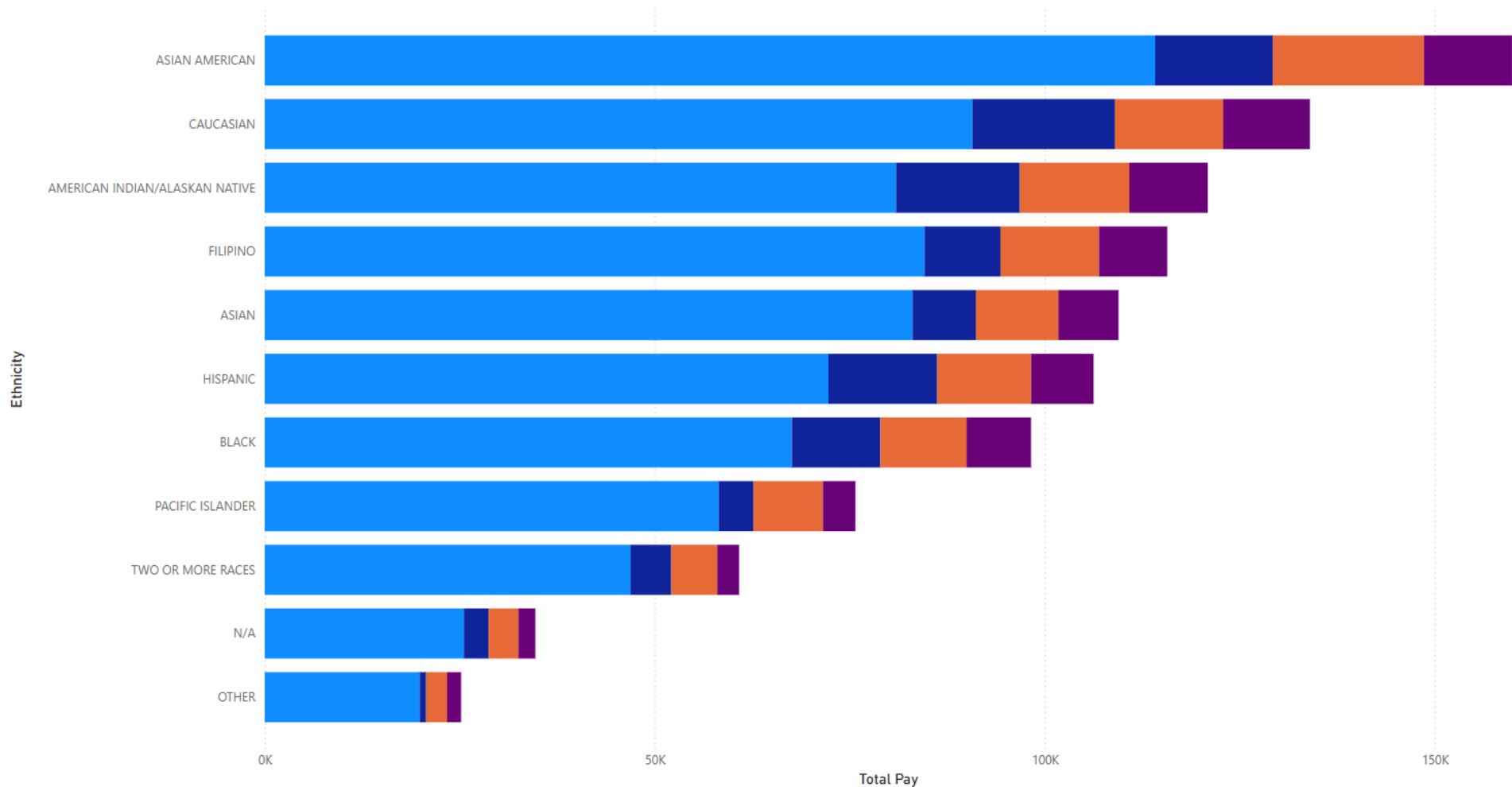
Highest employee count

1. Hispanic – **26.80k employees** (38.87%)
2. Caucasian – **15.74k employees** (22.82%)
3. Black – **9.60k employees** (13.92%)

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## AVERAGE PAY BY ETHNICITY

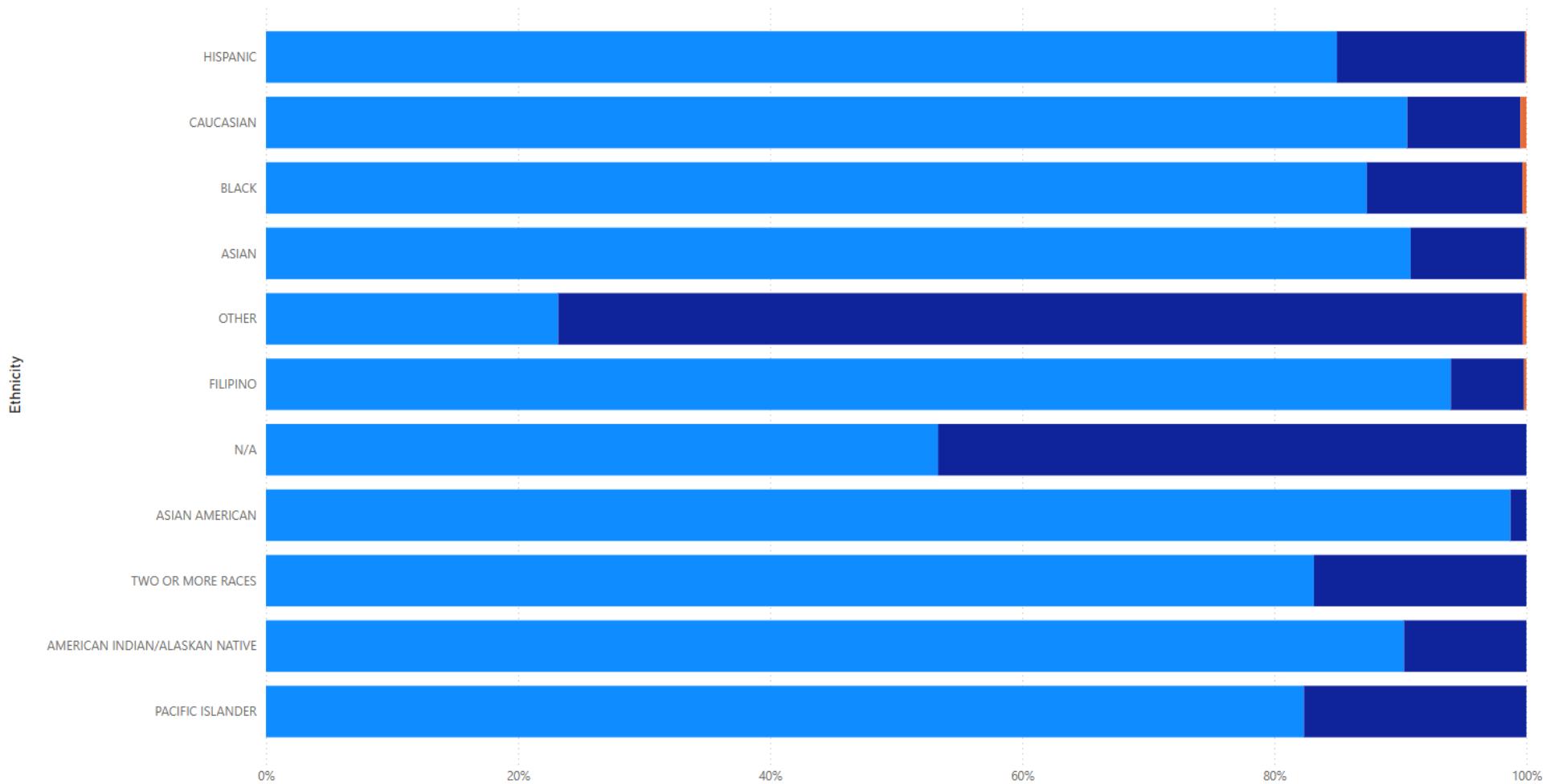
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

- Average pay – **\$140.58k**
- Average total employees – **1.50k employees**
- Job with most employees – Electrical Engineer Associate (**188 employees**)
- Department with most employees – Water and Power (**1.50k employees**)
- Top gender – Male (**\$146.75k, 1.06k employees**)
  - Female (**\$125.95k, 444 employees**)

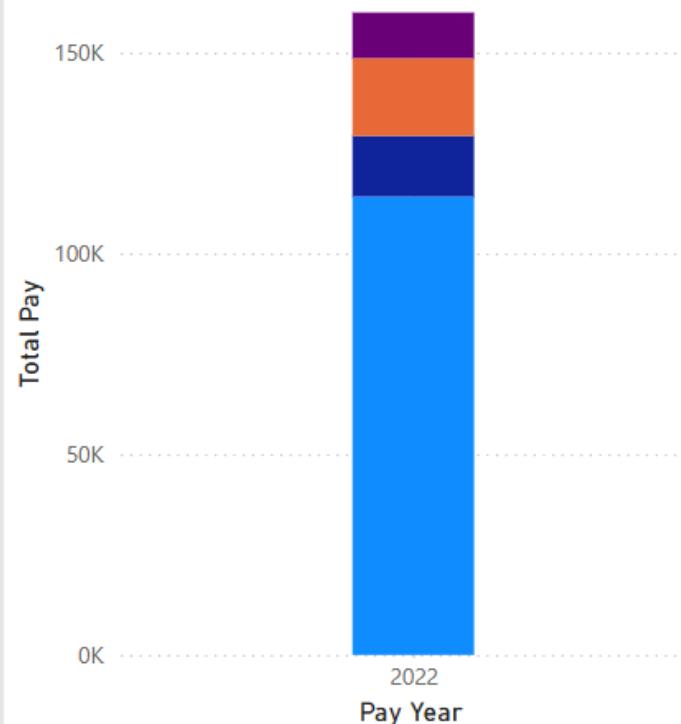
## Average Pay by Ethnicity

Ethnicity

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	114,154.49	15,080.13	19,389.09	11,350.05	140,584.67	140000
WATER AND POWER	114,154.49	15,080.13	19,389.09	11,350.05	140,584.67	140000
<b>Total</b>	<b>114,154.49</b>	<b>15,080.13</b>	<b>19,389.09</b>	<b>11,350.05</b>	<b>140,584.67</b>	<b>140000</b>

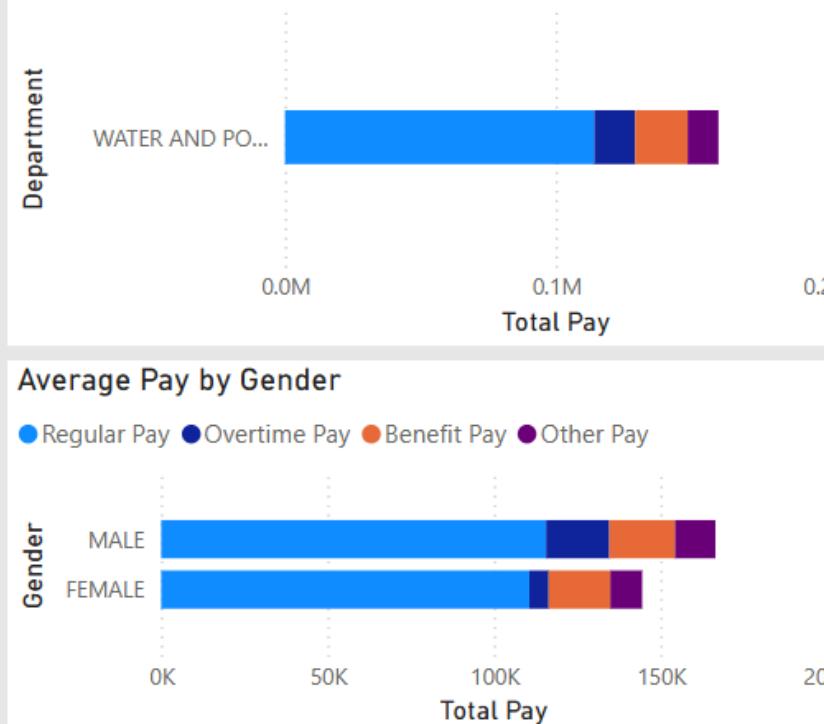
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



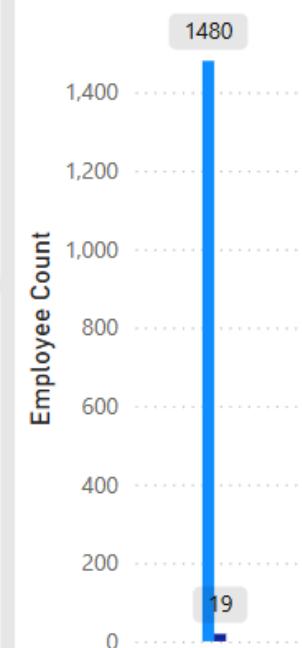
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



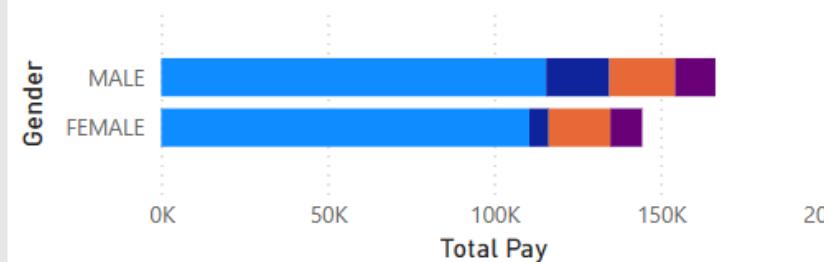
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Ethnicity: **Caucasian**

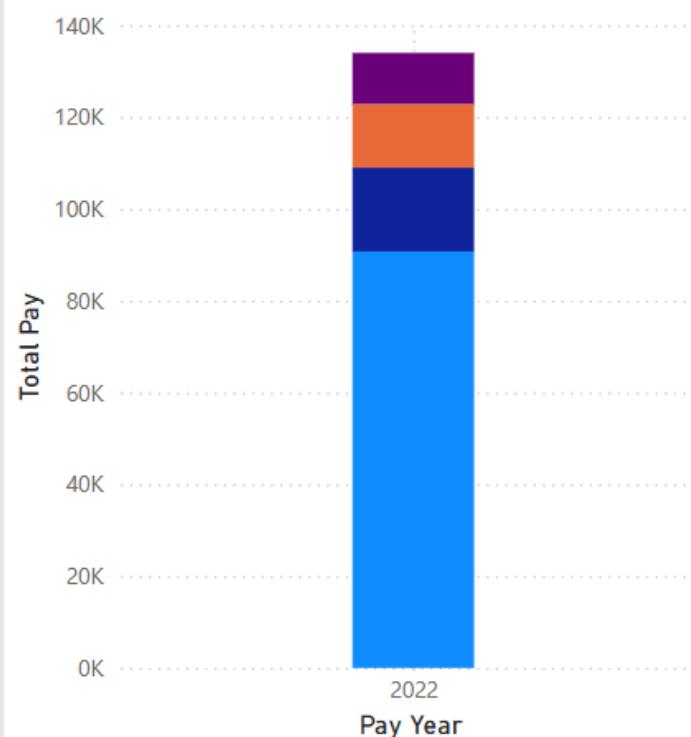
- Average pay – **\$120.11k**
- Average total employees – **15.74k employees**
- Job with most employees – Police Officer II (**1.01k employees**)
- Department with most employees – Police (**3.57k employees**)
- Department with highest pay
  - Public Accountability (**\$196.83k, 4 employees**)
  - Fire (**\$179.22k, 1.94k employees**)
  - City Attorney (**\$147.71k, 408 employees**)
- Top gender – Male (**\$131.19k, 12k employees**)
  - Female (**\$84.49k, 3.74k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>90,735.58</b>	<b>18,253.89</b>	<b>13,891.74</b>	<b>11,122.69</b>	<b>120,112.16</b>	<b>120000</b>
PUBLIC ACCOUNTABILITY	195,330.84	0.00	14,997.06	1,500.00	196,830.84	195000
FIRE	111,944.45	53,106.95	15,961.47	14,171.72	179,223.12	175000
CITY ATTORNEY	141,457.56	244.45	11,609.03	6,005.35	147,707.36	145000
WATER AND POWER	104,204.11	28,913.34	21,606.91	13,945.31	147,062.76	145000
HARBOR	103,772.93	7,881.54	11,480.10	20,062.97	131,718.44	130000
<b>Total</b>	<b>90,735.58</b>	<b>18,253.89</b>	<b>13,891.74</b>	<b>11,122.69</b>	<b>120,112.16</b>	<b>120000</b>

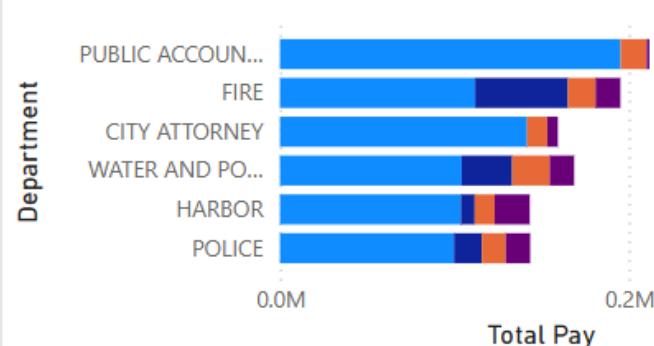
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



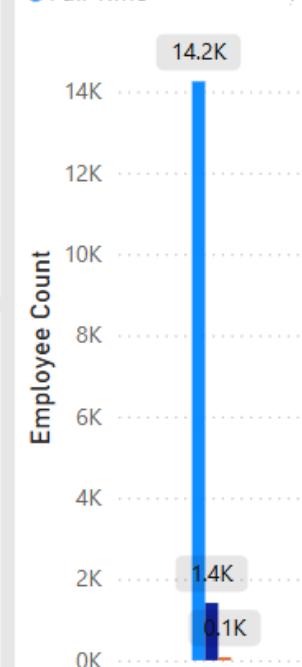
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



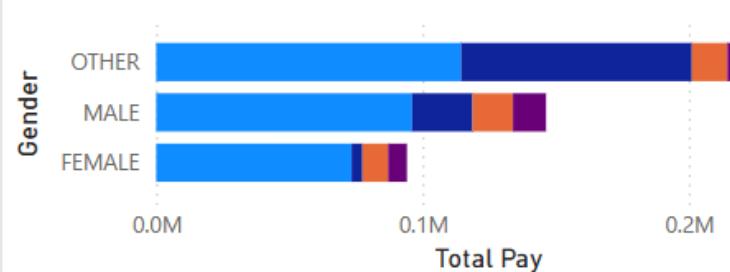
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Ethnicity: **American Indian/Alaskan Native**

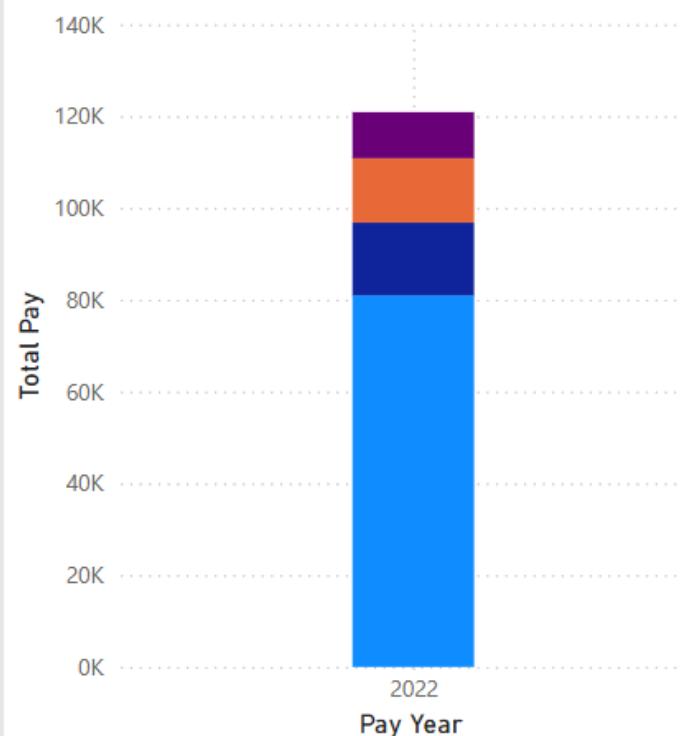
- Average pay – **\$106.84k**
- Average total employees – **237 employees**
- Job with most employees – Police Officer II (**21 employees**)
- Department with most employees – Water and Power (**65 employees**)
- Department with highest pay
  - Building and Safety (**\$143.59k, 3 employees**)
  - Harbor (**\$141.12k, 5 employees**)
  - Water and Power (**\$137.66k, 65 employees**)
- Top gender – Male (**\$116.26k, 183 employees**)
  - Female (**\$74.94k, 54 employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>AMERICAN INDIAN/ALASKAN NATIVE</b>	<b>80,961.70</b>	<b>15,836.64</b>	<b>14,051.72</b>	<b>10,044.74</b>	<b>106,843.07</b>	<b>105000</b>
BUILDING AND SAFETY	141,300.23	1,596.76	17,744.48	694.26	143,591.25	140000
HARBOR	126,928.99	609.46	7,487.14	13,580.68	141,119.13	140000
WATER AND POWER	95,615.68	25,376.34	22,915.42	16,668.19	137,660.21	135000
FIRE	89,573.84	29,738.88	13,209.65	8,878.40	128,191.12	125000
OFFICE OF FINANCE	120,006.98	1,669.02	13,609.92	615.33	122,291.33	120000
<b>Total</b>	<b>80,961.70</b>	<b>15,836.64</b>	<b>14,051.72</b>	<b>10,044.74</b>	<b>106,843.07</b>	<b>105000</b>

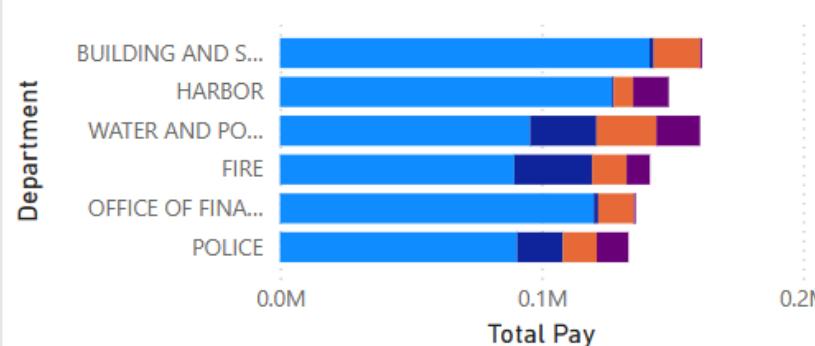
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



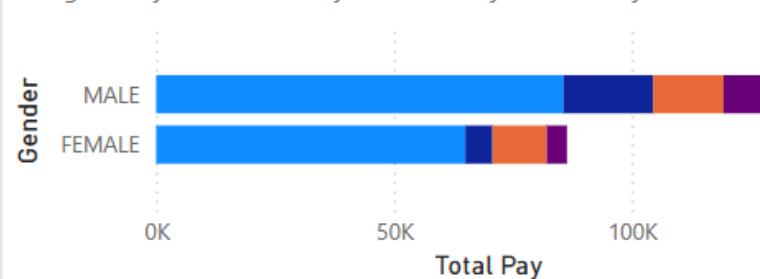
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



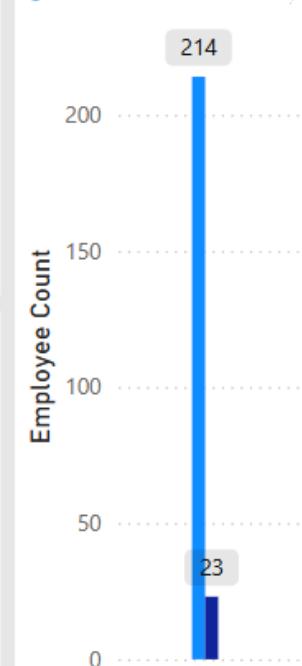
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Ethnicity: **Hispanic**

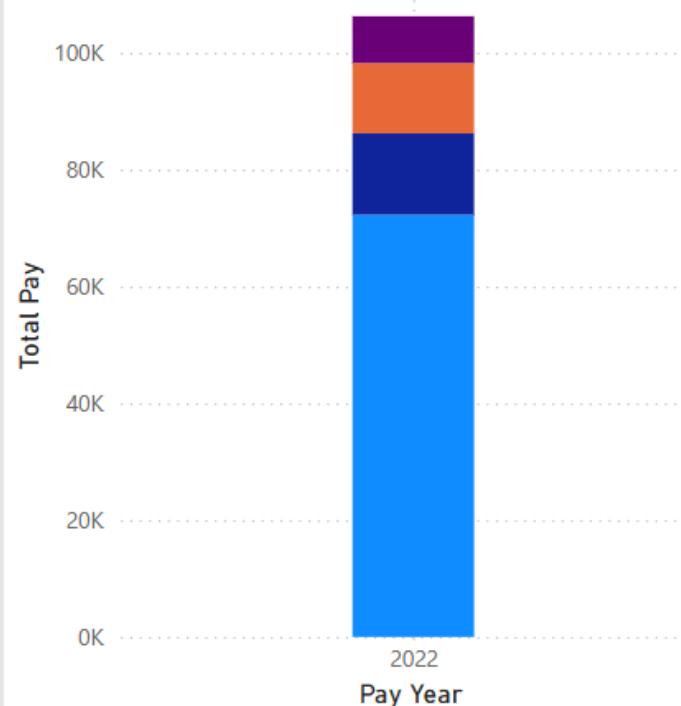
- Average pay – **\$94.21k**
- Average total employees – **26.80k employees**
- Job with most employees – Police Officer II (**2.40k employees**)
- Department with most employees – Police (**7.02k employees**)
- Department with highest pay
  - Fire (**\$170.12k, 1.40k employees**)
  - Water and Power (**\$131.70k, 4.67k employees**)
  - Police (**\$119.61k, 7.02k employees**)
- Top gender – Male (**\$106.67k, 18.59k employees**)
  - Female (**\$66.03k, 8.21k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>72,271.58</b>	<b>13,935.15</b>	<b>12,050.47</b>	<b>8,005.41</b>	<b>94,212.14</b>	<b>90000</b>
FIRE	105,205.51	52,383.71	15,248.33	12,530.82	170,120.04	170000
WATER AND POWER	91,938.77	26,548.58	18,449.56	13,214.50	131,701.85	130000
POLICE	93,575.22	15,938.84	13,488.44	10,093.89	119,607.95	115000
PUBLIC WORKS - CONTRACT ADMINISTRATION	93,054.40	2,507.16	13,266.16	5,681.28	101,242.84	100000
PUBLIC WORKS - ENGINEERING	86,244.02	714.70	10,530.91	7,004.70	93,963.41	90000
<b>Total</b>	<b>72,271.58</b>	<b>13,935.15</b>	<b>12,050.47</b>	<b>8,005.41</b>	<b>94,212.14</b>	<b>90000</b>

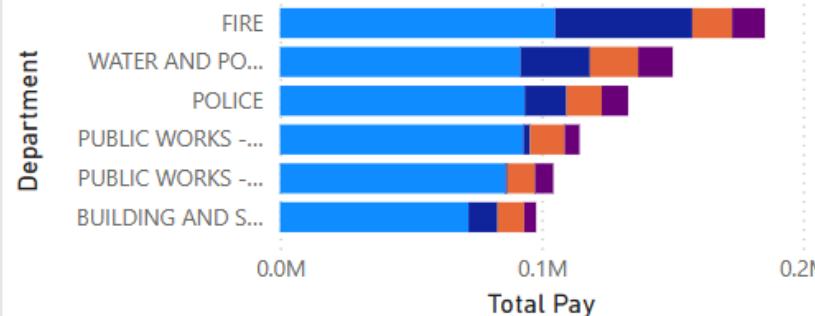
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



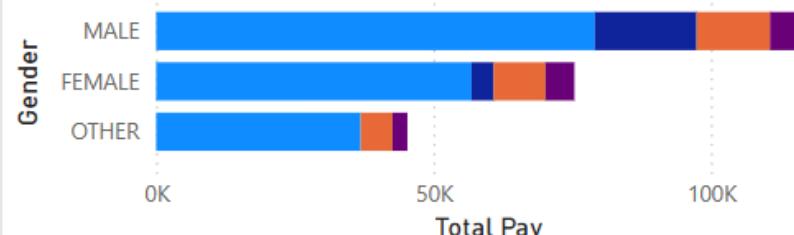
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



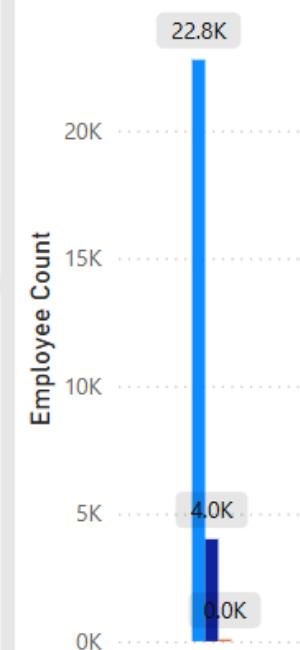
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Ethnicity: **Black**

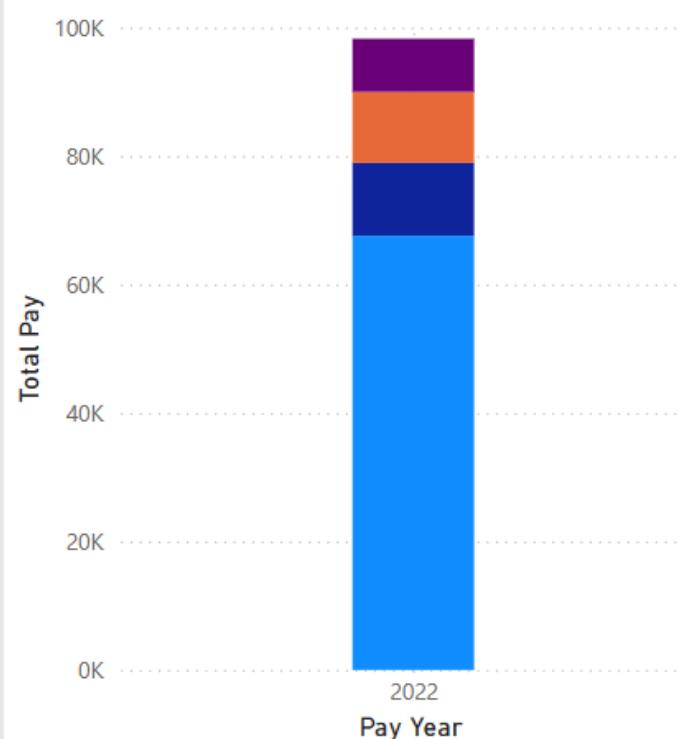
- Average pay – **\$87.17k**
- Average total employees – **9.60k employees**
- Job with most employees – Senior Administrative Clerk (**452 employees**)
- Department with most employees – Police (**1.73k employees**)
- Department with highest pay
  - Fire (**\$163.47k, 535 employees**)
  - Water and Power (**\$115.54k, 1.66k employees**)
  - Public Works - Contract Administration (**\$109.93k, 38 employees**)
- Top gender – Male (**\$99.78k, 5.41k employees**)
  - Female (**\$70.90k, 4.19k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
BLACK	<b>67,592.86</b>	<b>11,324.71</b>	<b>11,073.35</b>	<b>8,251.48</b>	<b>87,169.05</b>	<b>85000</b>
FIRE	97,007.41	53,321.93	13,487.14	13,141.54	163,470.88	160000
WATER AND POWER	85,404.16	18,398.05	17,139.84	11,742.64	115,544.84	115000
PUBLIC WORKS - CONTRACT ADMINISTRATION	103,900.61	1,538.77	13,597.26	4,486.89	109,926.27	105000
CITY ATTORNEY	99,730.46	164.42	10,201.70	6,128.32	106,023.19	105000
POLICE	83,523.94	10,844.79	11,796.86	10,698.62	105,067.35	105000
<b>Total</b>	<b>67,592.86</b>	<b>11,324.71</b>	<b>11,073.35</b>	<b>8,251.48</b>	<b>87,169.05</b>	<b>85000</b>

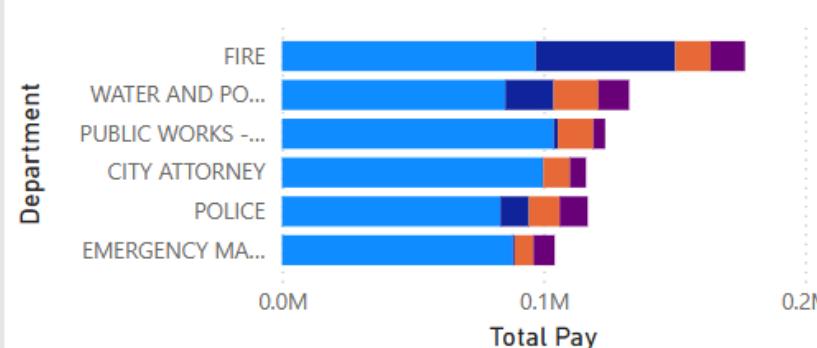
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



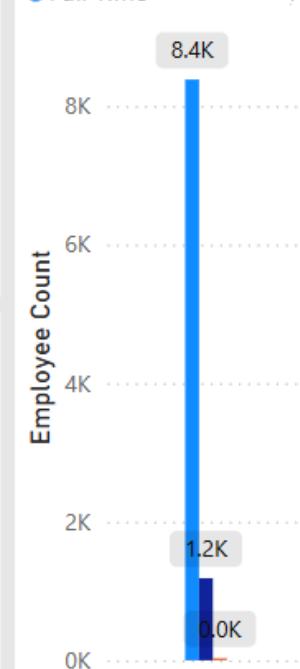
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



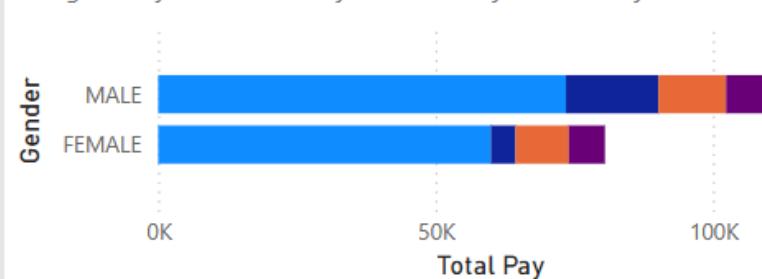
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Gender

Highest pay

1. Male – **\$107.37k**
2. Female – **\$68.39k**

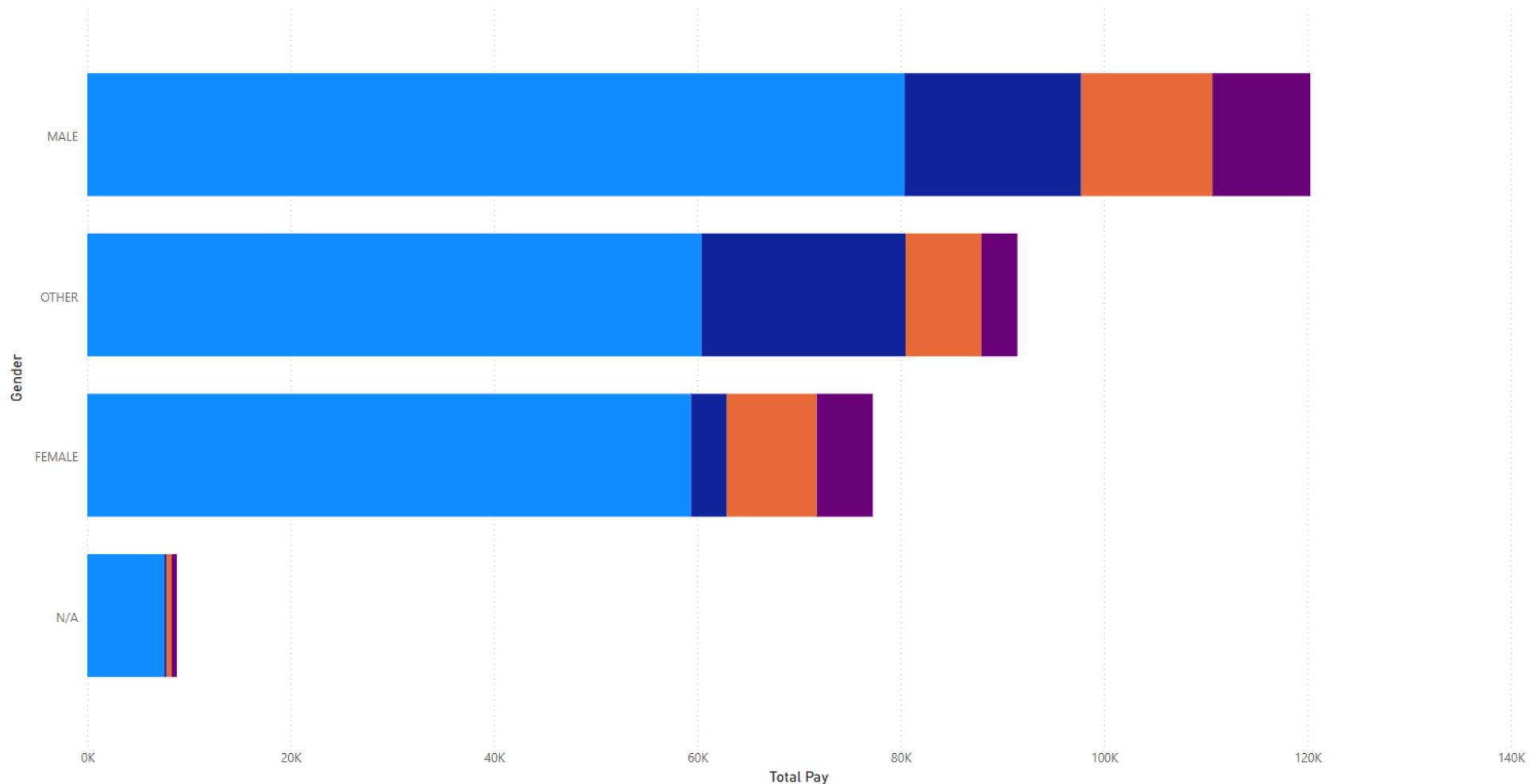
Highest employee count

1. Male – **45.97k employees** (66.67%)
2. Female – **22.45k employees** (32.57%)

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### AVERAGE PAY BY GENDER

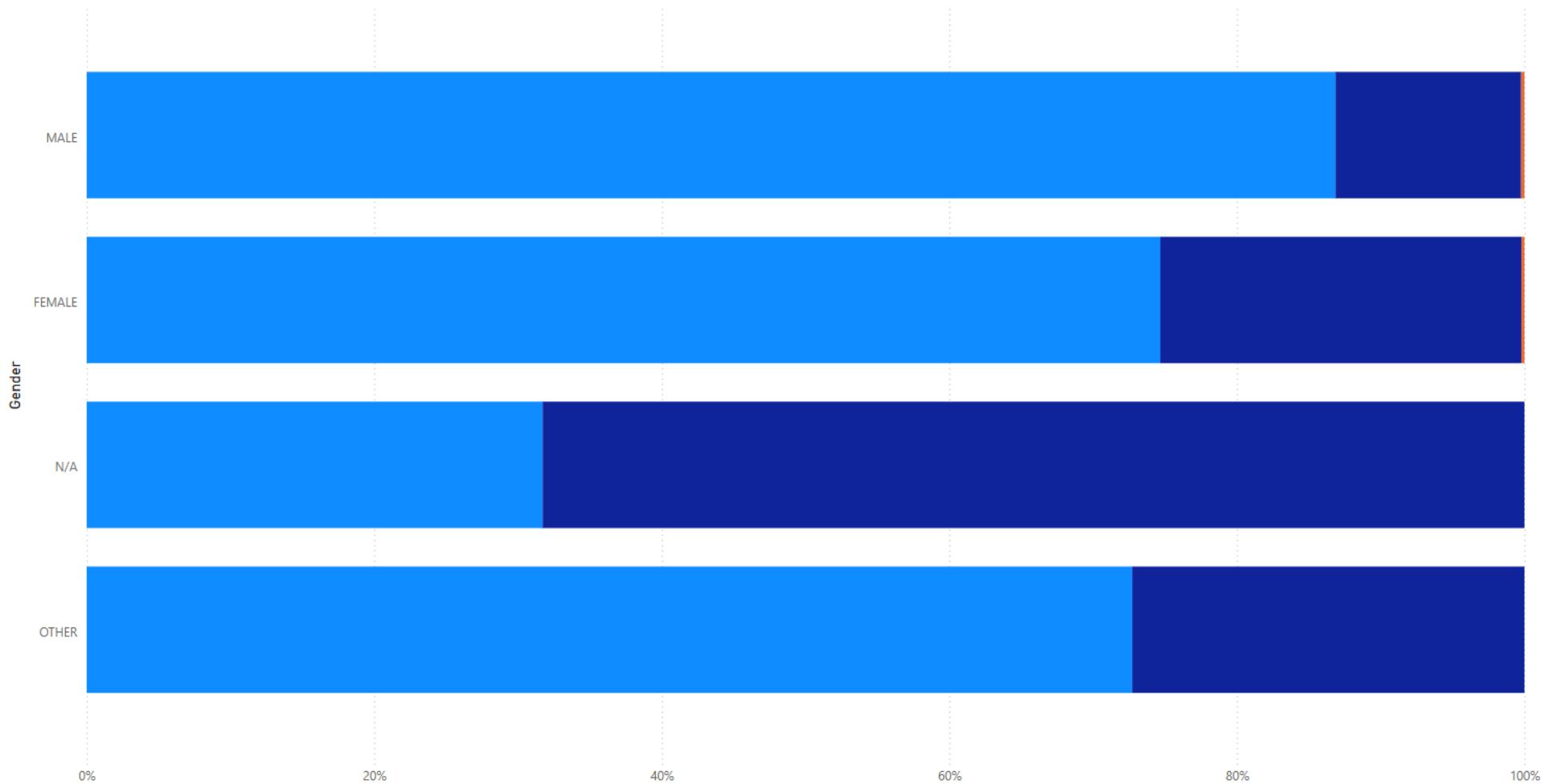
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

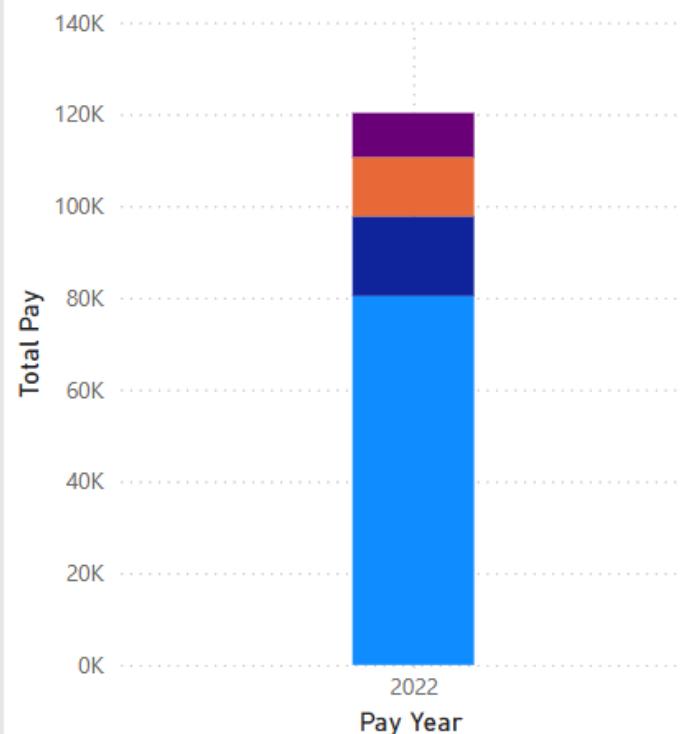
- Average pay – **\$107.37k**
- Average total employees – **45.97k employees**
- Job with most employees – Police Officer II (**3.58k employees**)
- Department with most employees – Police (**10.14k employees**)
- Department with highest pay
  - Public Accountability (**\$189.36k, 3 employees**)
  - Fire (**\$172.45k, 4.15k employees**)
  - Water and Power (**\$141.94k, 9.62k employees**)
- Top ethnicity – Hispanic (**\$106.67k, 18.59k employees**)
- Ethnicity with highest pay
  - Asian American (**\$146.75k, 1.06k employees**)
  - Caucasian (**\$131.19k, 12k employees**)
  - American Indian/Alaskan Native (**\$116.26k, 183 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>80,389.74</b>	<b>17,362.59</b>	<b>12,912.65</b>	<b>9,618.37</b>	<b>107,370.70</b>	<b>105000</b>
PUBLIC ACCOUNTABILITY	187,364.17	0.00	12,982.08	2,000.00	189,364.17	185000
FIRE	106,107.24	53,208.76	15,181.98	13,134.56	172,450.56	170000
WATER AND POWER	99,563.13	28,465.08	19,679.35	13,912.98	141,941.19	140000
CITY ATTORNEY	125,920.37	321.79	11,297.51	5,201.56	131,443.72	130000
POLICE	98,880.75	18,238.88	14,299.58	11,921.74	129,041.37	125000
<b>Total</b>	<b>80,389.74</b>	<b>17,362.59</b>	<b>12,912.65</b>	<b>9,618.37</b>	<b>107,370.70</b>	<b>105000</b>

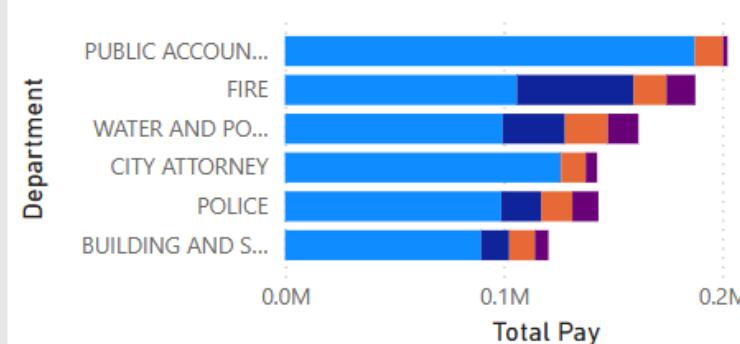
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



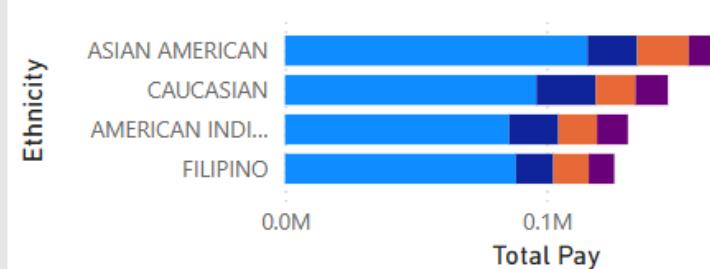
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



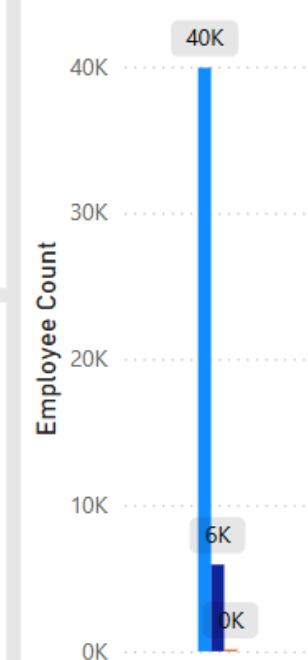
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

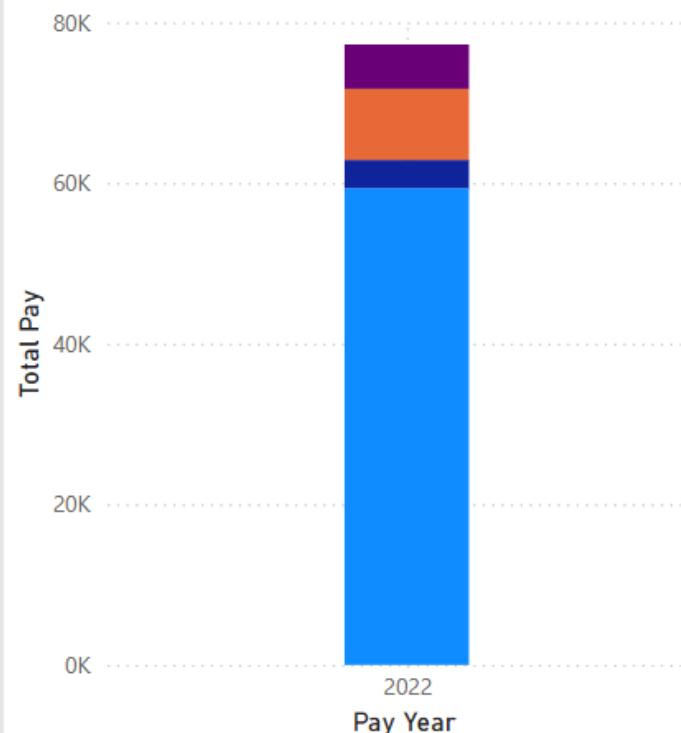
- Average pay – **\$68.39k**
- Average total employees – **22.45k employees**
- Job with most employees – Administrative Clerk (**1.35k employees**)
- Department with most employees – Recreations and Parks (**4.17k employees**)
- Department with highest pay
  - Public Accountability (**\$143.06k, 2 employees**)
  - Los Angeles City Tourism Department (**\$118.94k, 6 employees**)
  - Water and Power (**\$111.14k, 2.70k employees**)
- Top ethnicity – Hispanic (**\$66.03k, 8.21k employees**)
- Ethnicity with highest pay
  - Asian American (**\$125.95k, 444 employees**)
  - Filipino (**\$89.18k, 1.07k employees**)
  - Caucasian (**\$84.49k, 3.74k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>59,385.57</b>	<b>3,491.31</b>	<b>8,860.51</b>	<b>5,517.91</b>	<b>68,394.79</b>	<b>65000</b>
PUBLIC ACCOUNTABILITY	109,615.42	0.00	10,521.00	33,443.27	143,058.69	140000
LOS ANGELES CITY TOURISM DEPARTMENT	110,749.09	2,054.41	13,141.42	6,140.64	118,944.13	115000
WATER AND POWER	93,116.74	8,880.66	18,355.13	9,142.84	111,140.24	110000
CITY ATTORNEY	103,647.95	236.04	10,389.73	5,362.80	109,246.79	105000
CITY ETHICS COMMISSION	105,270.63	1,359.85	13,726.52	2,523.37	109,153.86	105000
<b>Total</b>	<b>59,385.57</b>	<b>3,491.31</b>	<b>8,860.51</b>	<b>5,517.91</b>	<b>68,394.79</b>	<b>65000</b>

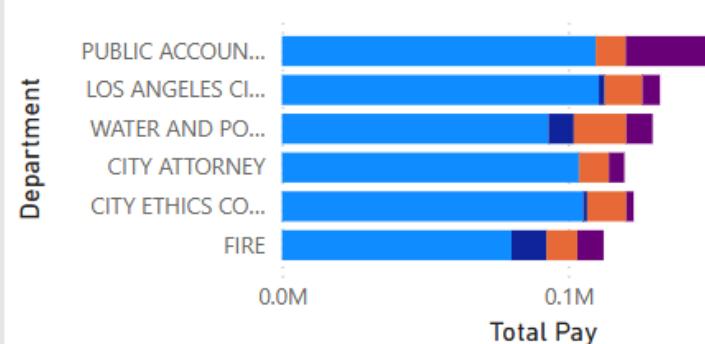
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



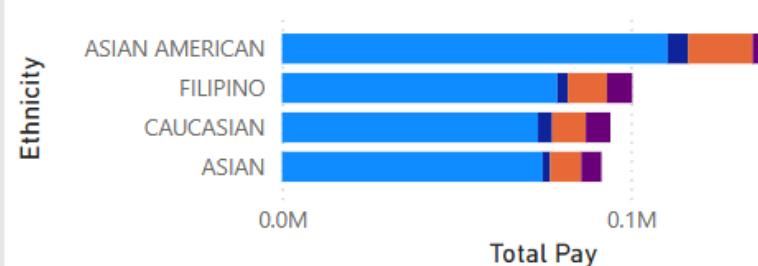
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



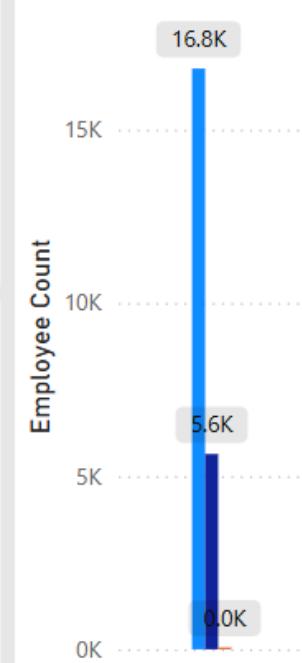
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



## 2023

Total payroll – **\$7.05 billion**

Pay Year	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay
2023	\$5.42 billion	\$1.03 billion	\$857.66 million	\$602.92 million	\$7.05 billion

Average Regular Pay	Average Overtime Pay	Average Benefit Pay	Average All Other Pay	Average Total Pay
\$76.48k	\$14.55k	\$12.11k	\$8.51k	\$99.54k

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## Department

Highest pay

1. Public Accountability – **\$208.72k**
2. Fire – **\$157.13k**
3. Water and Power – **\$154.71k**

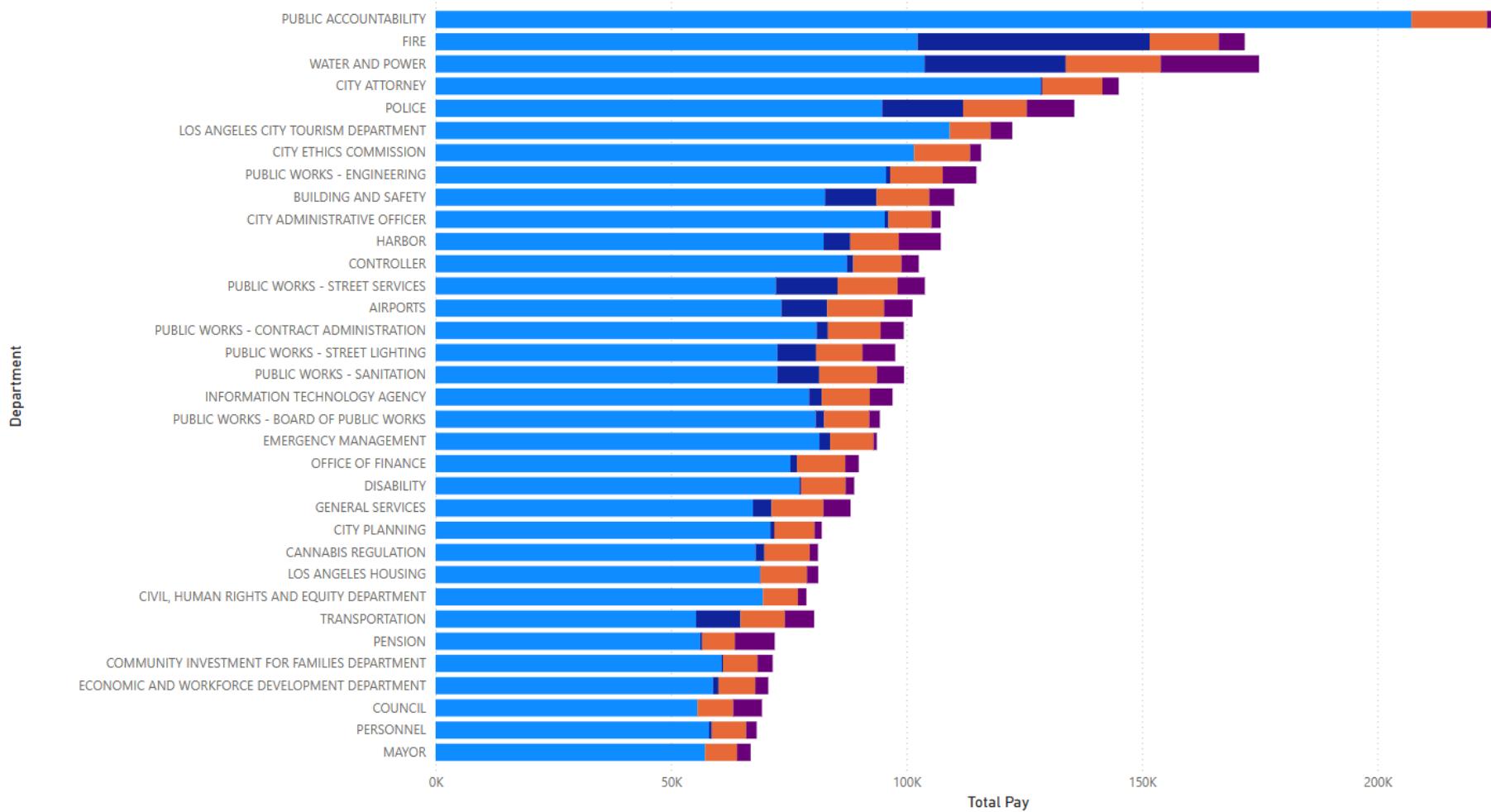
Highest employee count

1. Police – **14.41k employees** (20.34%)
2. Water and Power – **12.96k employees** (18.30%)
3. Recreation and Parks – **10k employees** (14.11%)

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## AVERAGE PAY BY DEPARTMENT

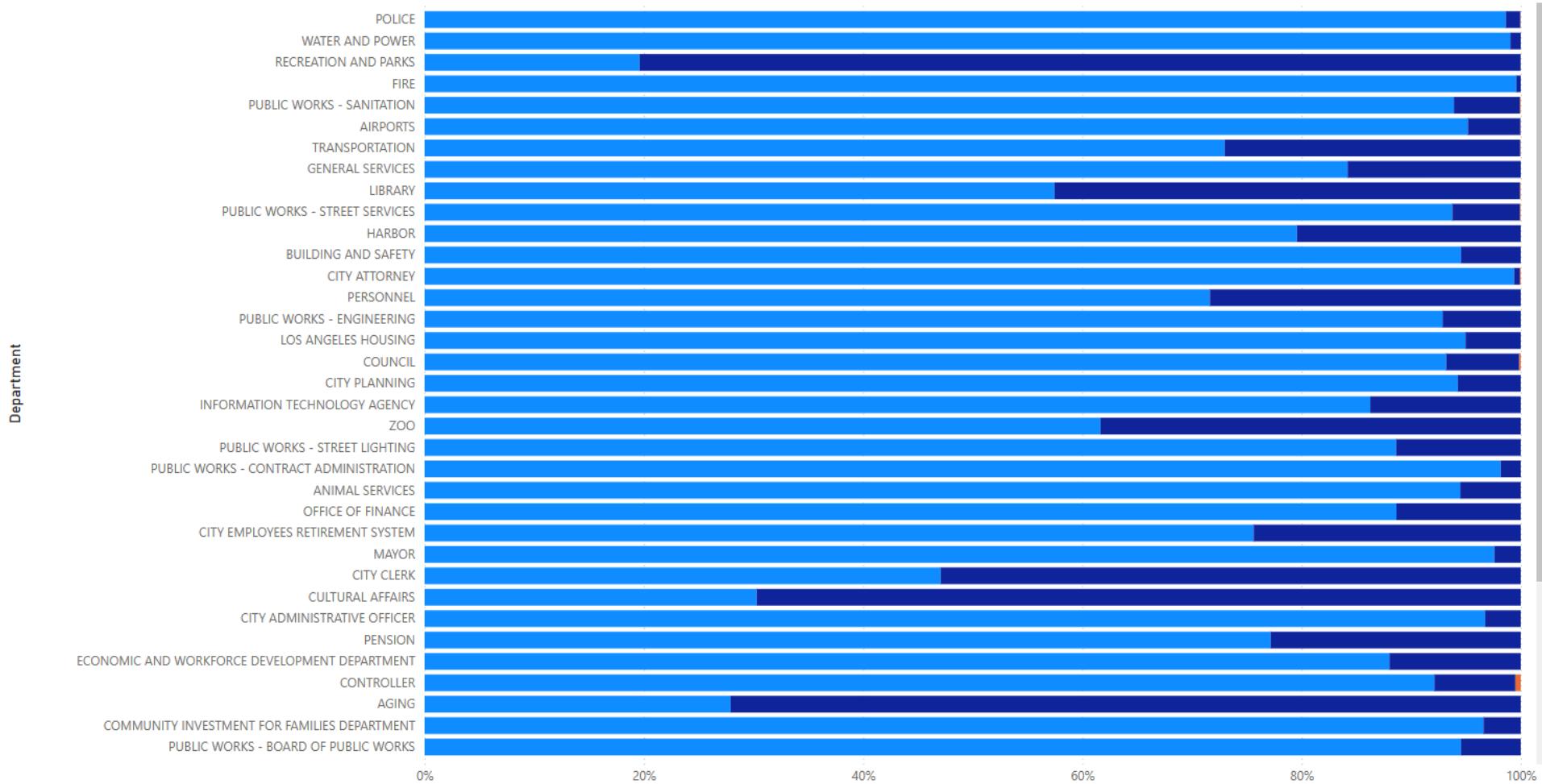
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY DEPARTMENT

● Full Time ● Part Time ● Per Event



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## Top Department Details

Department: **Public Accountability**

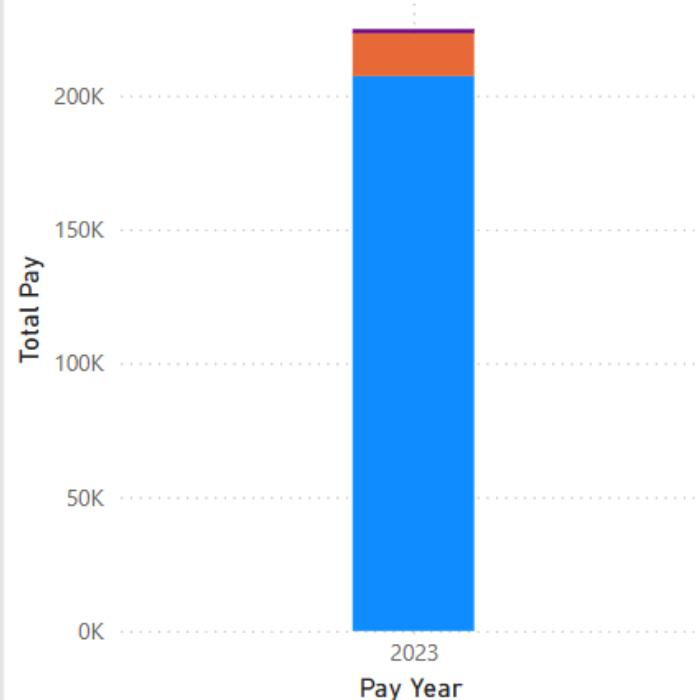
- Average pay – **\$208.72k**
- Average total employees – **4 employees**
- Job with highest pay – Executive Director Office of Public Accountability (**\$344.95k, 1 employee**)
- Top ethnicity – Caucasian (**\$208.72k, 4 employees**)
- Top gender – Male (**\$201.42k, 3 employees**)
  - Female (**\$230.61k, 1 employee**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>PUBLIC ACCOUNTABILITY</b>	<b>207,215.50</b>	<b>0.00</b>	<b>16,076.10</b>	<b>1,500.00</b>	<b>208,715.50</b>	<b>205,000</b>
EXECUTIVE DIRECTOR OFFICE OF PUBLIC ACCOUNTABILITY	338,951.09	0.00	22,559.04	6,000.00	344,951.09	340,000
UTILITY RATES AND POLICY SPECIALIST III	230,607.95	0.00	22,559.04	0.00	230,607.95	230,000
UTILITY RATES AND POLICY SPECIALIST II	181,978.82	0.00	19,186.32	0.00	181,978.82	180,000
CHIEF ADMINISTRATIVE ANALYST	77,324.14	0.00	0.00	0.00	77,324.14	75,000
<b>Total</b>	<b>207,215.50</b>	<b>0.00</b>	<b>16,076.10</b>	<b>1,500.00</b>	<b>208,715.50</b>	<b>205,000</b>

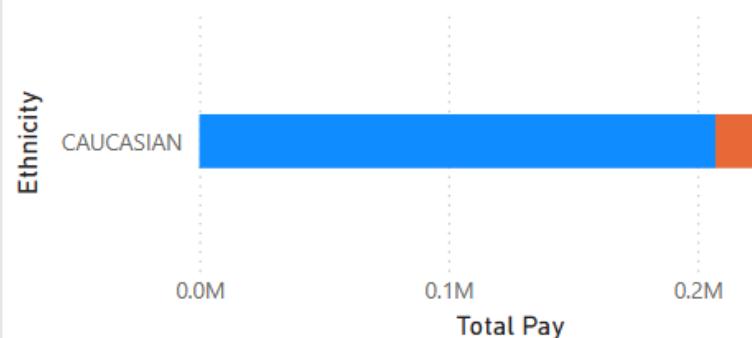
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



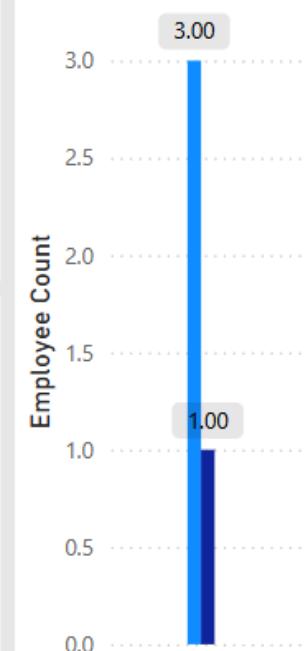
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Department: **Fire**

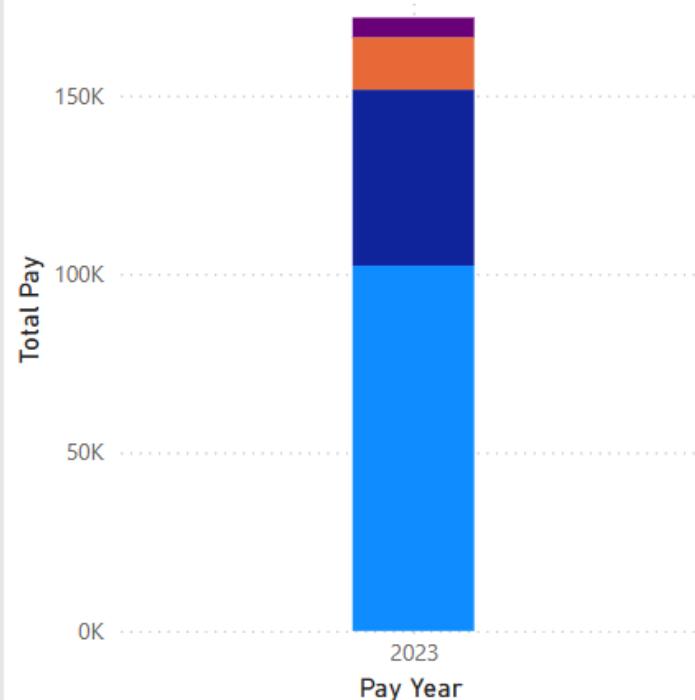
- Average pay – **\$157.13k**
- Average total employees – **4.78k employees**
- Job with highest pay – Fire Chief (**\$439.77k, 1 employee**)
- Top ethnicity – Caucasian (**\$174.87k, 1.94k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$174.87k, 1.94k employees**)
  - Hispanic (**\$164.15k, 1.44k employees**)
  - Black (**\$159.01k, 542 employees**)
- Top gender – Male (**\$162.45k, 4.41k employees**)
  - Female (**\$94.01k, 360 employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>FIRE</b>	<b>102,351.54</b>	<b>49,277.52</b>	<b>14,687.21</b>	<b>5,503.56</b>	<b>157,132.62</b>	<b>155,000</b>
FIRE CHIEF	412,493.66	0.00	21,925.34	27,278.73	439,772.39	435,000
FIRE DEPUTY CHIEF	210,366.41	21,318.57	11,940.78	78,776.45	310,461.43	310,000
FIREBOAT PILOT	115,075.70	146,174.90	15,233.30	34,984.01	296,234.62	295,000
FIRE HELICOPTER PILOT III	165,727.95	119,911.17	21,215.60	2,275.97	287,915.10	285,000
FIRE HELICOPTER PILOT V	186,969.58	92,111.51	19,064.78	1,326.00	280,407.09	280,000
<b>Total</b>	<b>102,351.54</b>	<b>49,277.52</b>	<b>14,687.21</b>	<b>5,503.56</b>	<b>157,132.62</b>	<b>155,000</b>

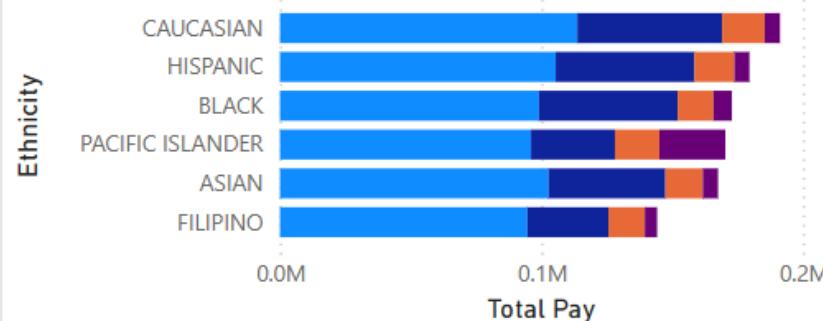
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



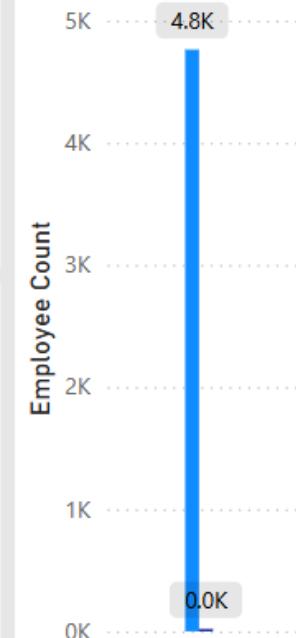
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



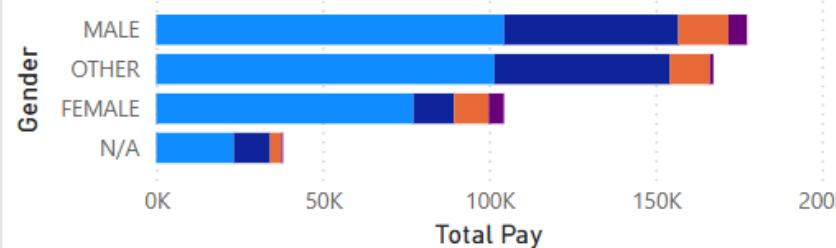
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Department: **Water and Power**

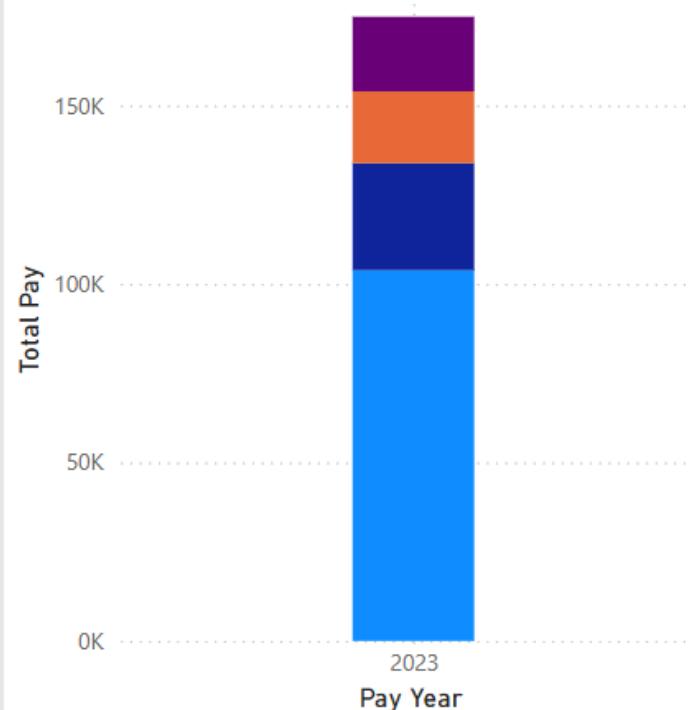
- Average pay – **\$154.71k**
- Average total employees – **12.96k employees**
- Job with highest pay – Transmission and Distribution District Supervisor (**\$489.06k, 41 employees**)
- Top ethnicity – Hispanic (**\$149.68k, 5.04k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$173.36k, 3.65k employees**)
  - Filipino (**\$159.18k, 594 employees**)
  - Asian American (**\$156.38k, 1.59k employees**)
- Top gender – Male (**\$163.37k, 10.15k employees**)
  - Female (**\$123.47k, 2.82k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>WATER AND POWER</b>	<b>103,861.34</b>	<b>29,962.60</b>	<b>20,160.69</b>	<b>20,881.95</b>	<b>154,705.90</b>	<b>150,000</b>
TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	253,823.39	159,393.68	29,024.44	75,844.70	489,061.77	485,000
SENIOR LOAD DISPATCHER	196,816.79	119,382.19	23,631.30	129,577.01	445,775.99	445,000
GENERAL MANAGER AND CHIEF ENGINEER WATER AND POWER	398,486.40	0.00	37,085.54	23,385.84	421,872.24	420,000
ELECTRIC DISTRIBUTION MECHANIC SUPERVISOR	186,006.31	156,312.20	26,111.75	69,408.55	411,727.06	410,000
WATER SERVICES MANAGER	327,548.27	0.00	21,453.28	53,559.76	381,108.03	380,000
<b>Total</b>	<b>103,861.34</b>	<b>29,962.60</b>	<b>20,160.69</b>	<b>20,881.95</b>	<b>154,705.90</b>	<b>150,000</b>

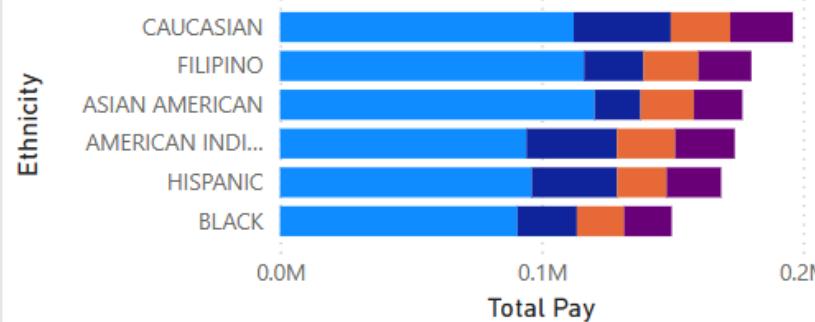
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



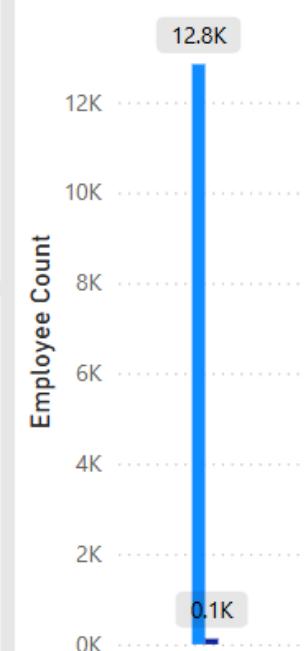
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



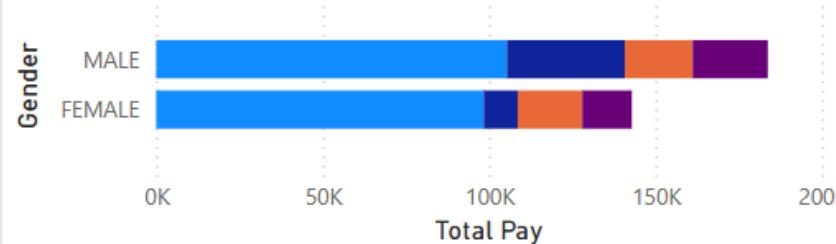
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Police**

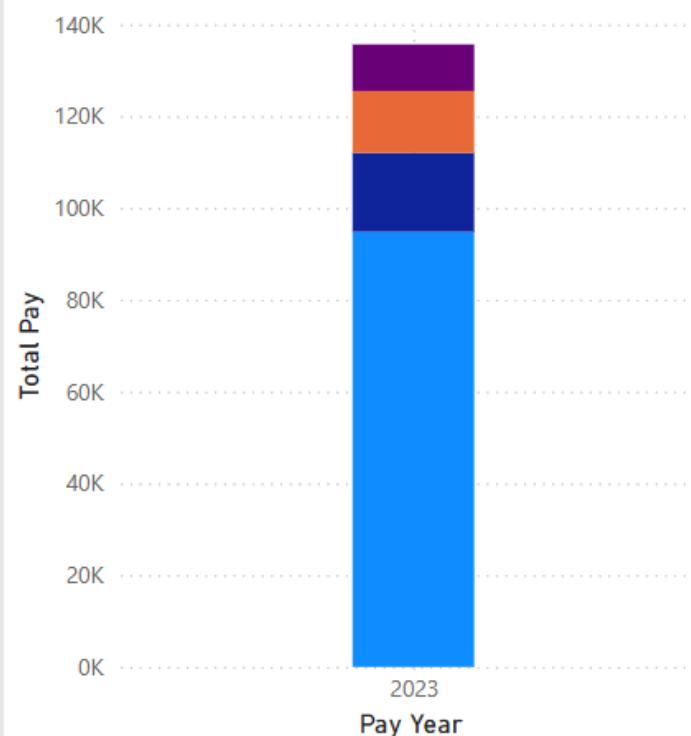
- Average pay – **\$122.13k**
- Average total employees – **14.41k employees**
- Job with highest pay – Chief of Police (**\$392.47k, 1 employee**)
- Top ethnicity – Hispanic (**\$122.38k, 7.21k employees**)
- Ethnicity with highest pay
  - Caucasian (**\$134.01k, 3.36k employees**)
  - Asian (**\$131.73k, 1.21k employees**)
  - American Indian (**\$130.35k, 55 employees**)
- Top gender – Male (**\$131k, 10.32k employees**)
  - Female (**\$100.32k, 4.05k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>POLICE</b>	<b>94,818.04</b>	<b>17,195.06</b>	<b>13,510.79</b>	<b>10,115.25</b>	<b>122,128.34</b>	<b>120,000</b>
CHIEF OF POLICE	391,268.80	0.00	201.12	1,200.00	392,468.80	390,000
POLICE DEPUTY CHIEF I	281,761.16	663.08	18,572.11	35,963.44	318,387.68	315,000
POLICE DEPUTY CHIEF II	257,355.66	2,708.98	13,521.34	34,365.83	294,430.47	290,000
EXECUTIVE DIRECTOR POLICE COMMISSION	270,841.35	0.00	22,559.04	6,478.79	277,320.14	275,000
INSPECTOR GENERAL	270,589.68	0.00	14,810.16	384.00	270,973.68	270,000
<b>Total</b>	<b>94,818.04</b>	<b>17,195.06</b>	<b>13,510.79</b>	<b>10,115.25</b>	<b>122,128.34</b>	<b>120,000</b>

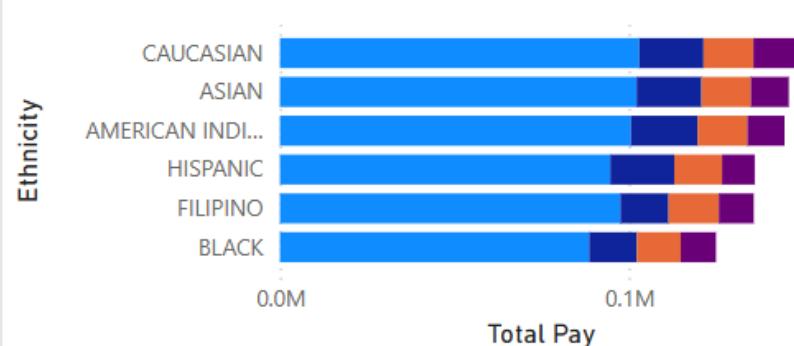
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



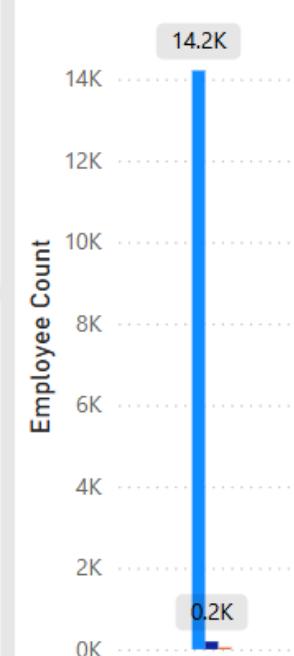
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



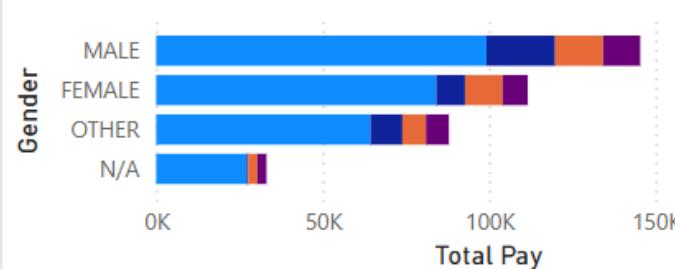
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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Department: **Recreation and Parks**

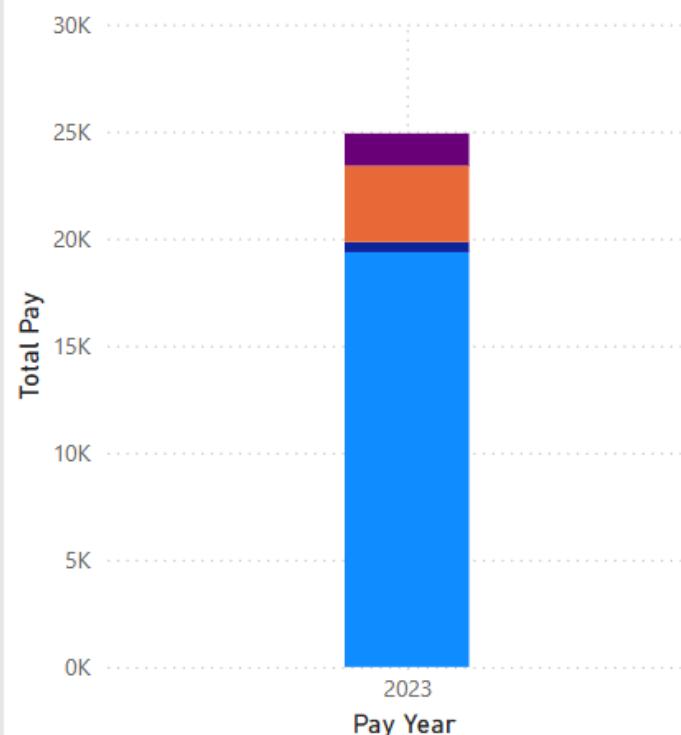
- Average pay – **\$21.34k**
- Average total employees – **10k employees**
- Job with highest pay – General Manager Recreation and Parks (**\$309.44k, 1 employee**)
- Top ethnicity – Hispanic (**\$29.64k, 2.78k employees**)
- Ethnicity with highest pay
  - Filipino (**\$55.08k, 52 employees**)
  - Asian (**\$44.06k, 217 employees**)
  - Caucasian (**\$37.15k, 786 employees**)
- Top gender – Male (**\$26.49k, 4.83k employees**)
  - Female (**\$20.24k, 3.80k employees**)

## Average Pay by Department

Department	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION AND PARKS</b>	<b>19,367.13</b>	<b>468.52</b>	<b>3,570.23</b>	<b>1,503.01</b>	<b>21,338.67</b>	<b>20,000</b>
GENERAL MANAGER RECREATION AND PARKS	309,442.42	0.00	19,244.64	0.00	309,442.42	305,000
CHIEF FINANCIAL OFFICER	236,023.20	0.00	7,793.04	11,859.84	247,883.04	245,000
ASSISTANT GENERAL MANAGER RECREATION AND PARKS	216,194.68	0.00	20,460.39	10,845.89	227,040.57	225,000
DIRECTOR OF SYSTEMS	202,946.40	0.00	22,559.04	15,421.43	218,367.83	215,000
OBSERVATORY DIRECTOR II	202,946.40	0.00	14,810.16	14,886.43	217,832.83	215,000
<b>Total</b>	<b>19,367.13</b>	<b>468.52</b>	<b>3,570.23</b>	<b>1,503.01</b>	<b>21,338.67</b>	<b>20,000</b>

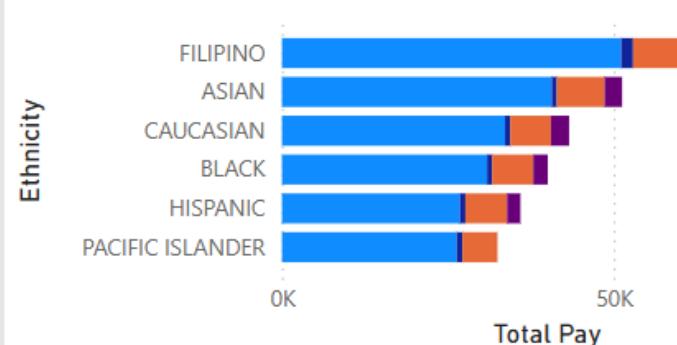
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



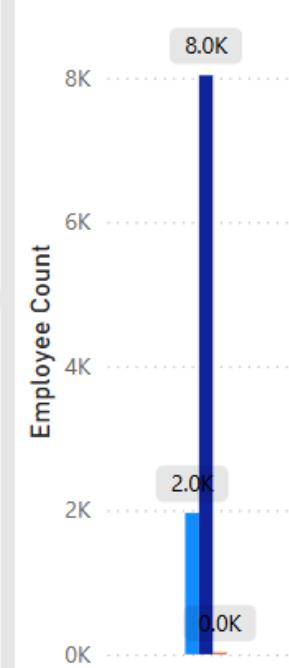
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



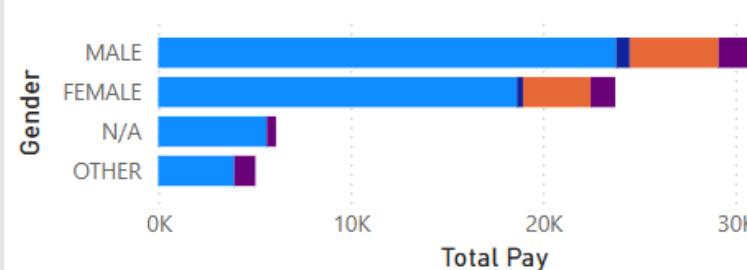
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Job

Highest pay

1. Chief Legislative Analyst – **\$497.62k**
2. Transmission and Distribution District Supervisor – **\$489.06k**
3. General Manager Harbor – **\$450.66k**

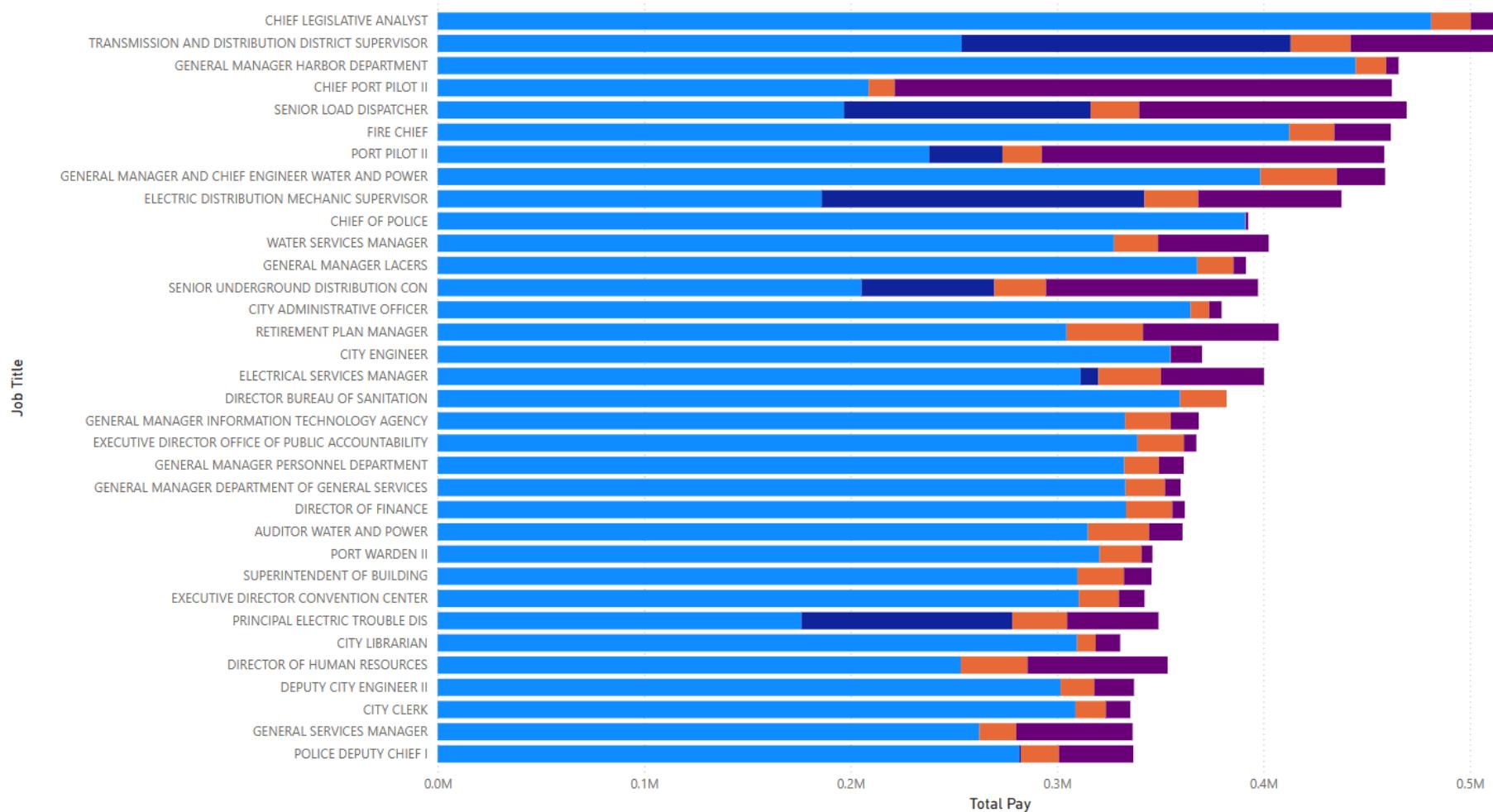
Highest employee count

1. Police Officer II – **4.19k employees** (5.91%)
2. Recreation Assistant – **2.72k employees** (3.84%)
3. Police Officer III – **2.28k employees** (3.22%)

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## AVERAGE PAY BY JOB

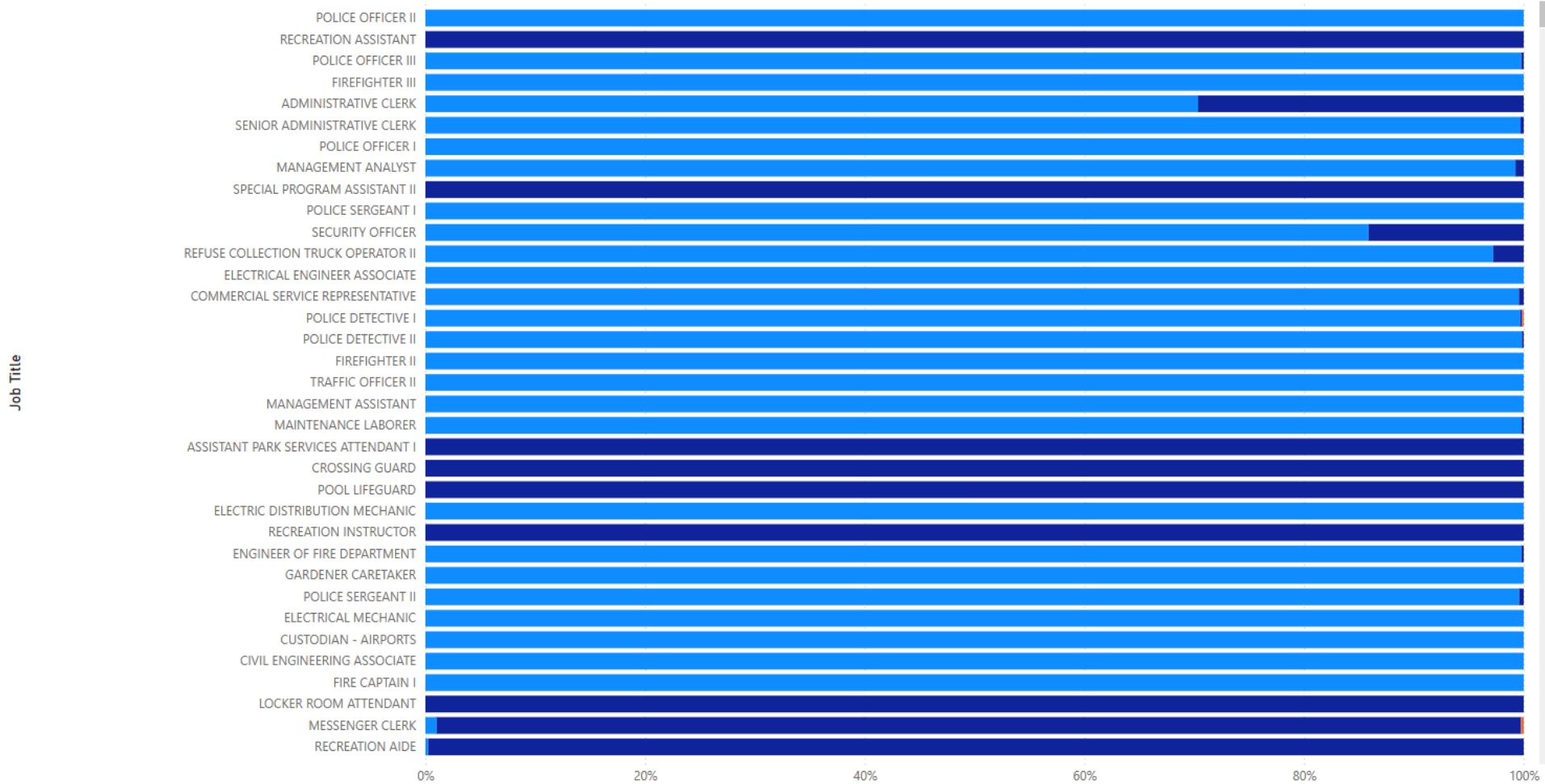
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY JOB

● Full Time ● Part Time ● Per Event



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## Top Job Details

Job Title: **Chief Legislative Analyst**

- Average pay – **\$497.62k**
- Average total employees – **1 employee**
- Department with highest pay – Council (**\$497.62k, 1 employee**)
- Top ethnicity – Asian (**\$497.62k, 1 employee**)
- Top gender – Female (**\$497.62k, 1 employee**)

## Average Pay by Job

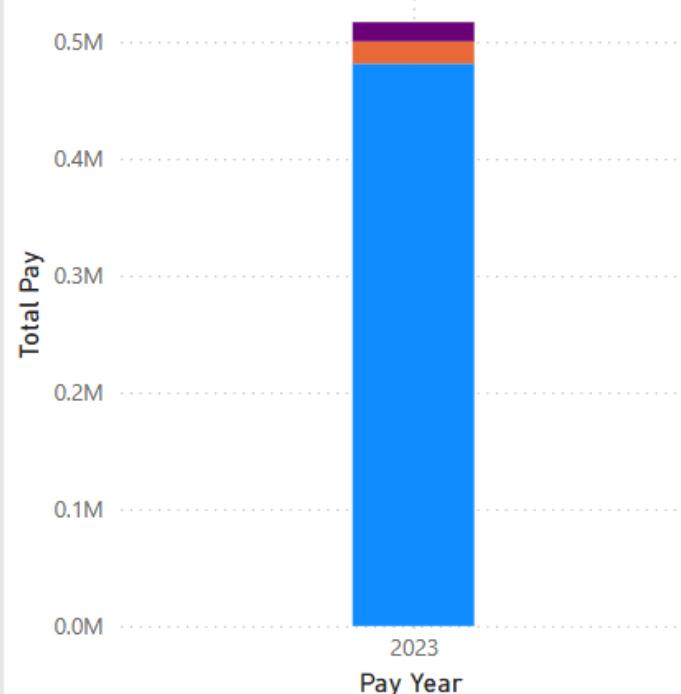
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> CHIEF LEGISLATIVE ANALYST	481,255.14	0.00	19,186.32	16,369.55	497,624.69	495,000
COUNCIL	481,255.14	0.00	19,186.32	16,369.55	497,624.69	495,000
<b>Total</b>	<b>481,255.14</b>	<b>0.00</b>	<b>19,186.32</b>	<b>16,369.55</b>	<b>497,624.69</b>	<b>495,000</b>

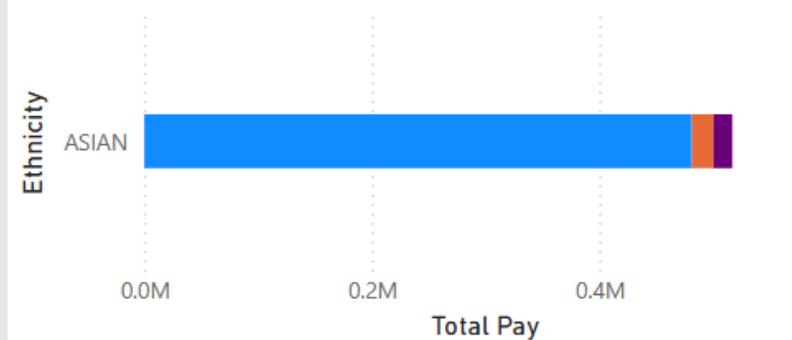
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



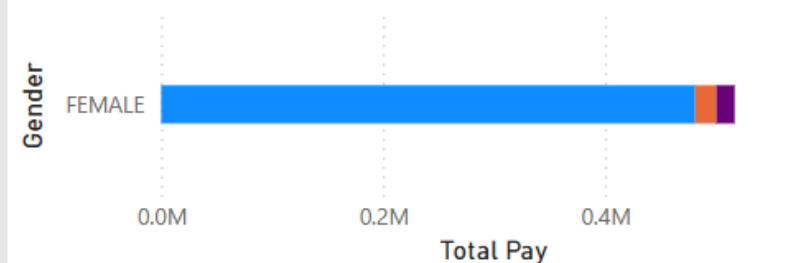
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



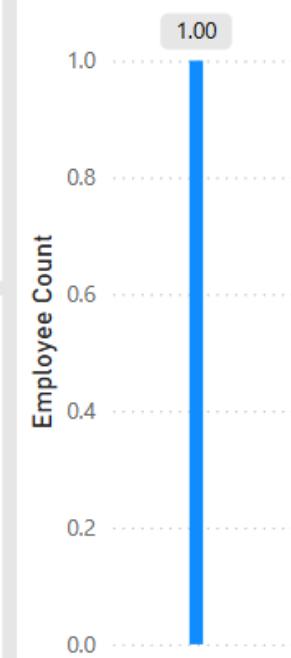
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Transmission and Distribution District Supervisor**

- Average pay – **\$489.06k**
- Average total employees – **41 employees**
- Department with highest pay – Water and Power (**\$489.06k, 41 employees**)
- Top ethnicity – Caucasian (**\$456.20k, 27 employees**)
- Ethnicity with highest pay
  - Filipino (**\$601.13k, 1 employee**)
  - Hispanic (**\$561.13k, 9 employees**)
  - Black (**\$534.86k, 3 employees**)
- Top gender – Male (**\$489.06k, 41 employees**)

## Average Pay by Job

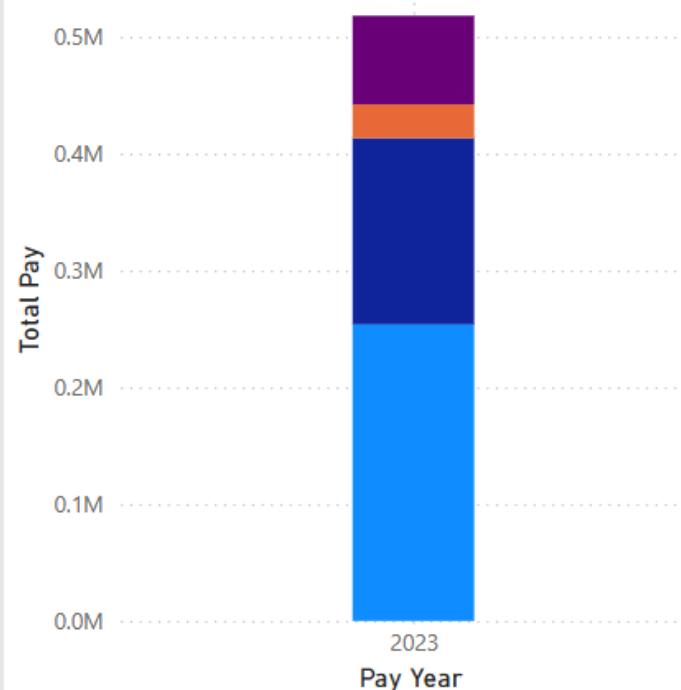
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> TRANSMISSION AND DISTRIBUTION DISTRICT SUPERVISOR	253,823.39	159,393.68	29,024.44	75,844.70	489,061.77	485,000
WATER AND POWER	253,823.39	159,393.68	29,024.44	75,844.70	489,061.77	485,000
<b>Total</b>	<b>253,823.39</b>	<b>159,393.68</b>	<b>29,024.44</b>	<b>75,844.70</b>	<b>489,061.77</b>	<b>485,000</b>

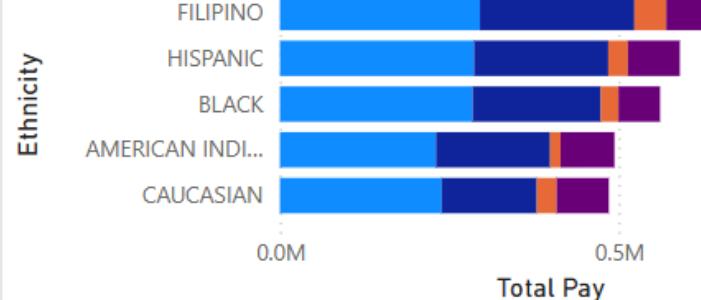
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



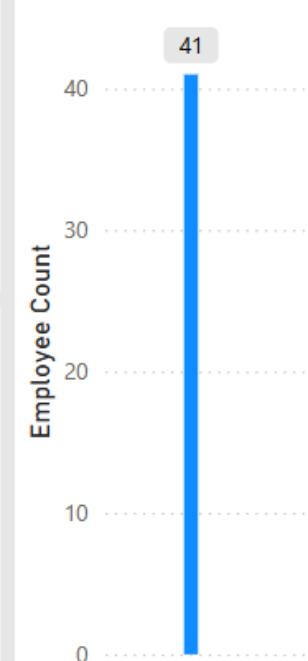
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



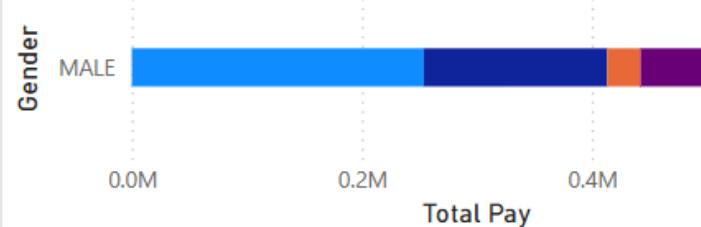
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Job Title: **General Manager Harbor**

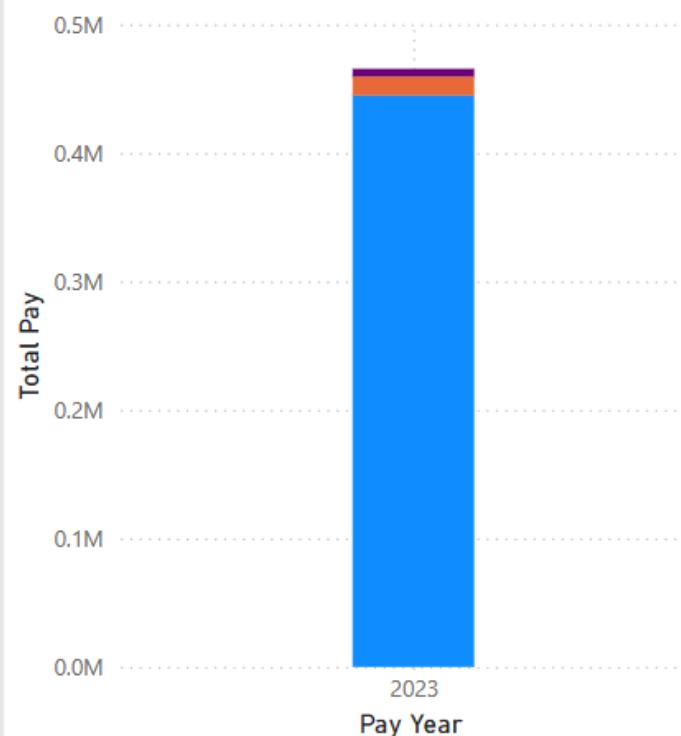
- Average pay – **\$450.66k**
- Average total employees – **1 employee**
- Department with highest pay – Harbor (**\$450.66k, 1 employee**)
- Top ethnicity – Caucasian (**\$450.66k, 1 employee**)
- Top gender – Male (**\$450.66k, 1 employee**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
GENERAL MANAGER HARBOR DEPARTMENT	444,657.18	0.00	14,810.16	6,000.00	450,657.18	450,000
HARBOR	444,657.18	0.00	14,810.16	6,000.00	450,657.18	450,000
<b>Total</b>	<b>444,657.18</b>	<b>0.00</b>	<b>14,810.16</b>	<b>6,000.00</b>	<b>450,657.18</b>	<b>450,000</b>

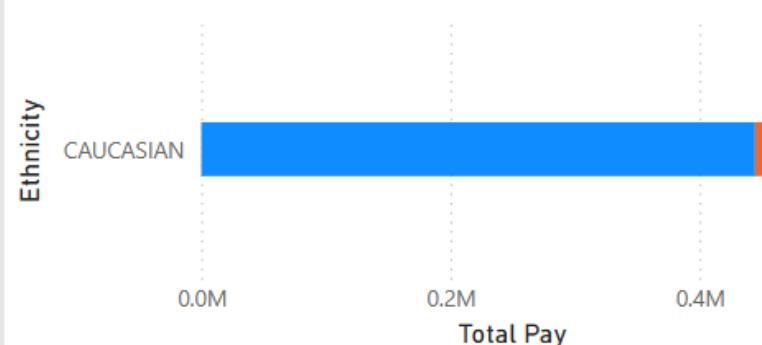
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



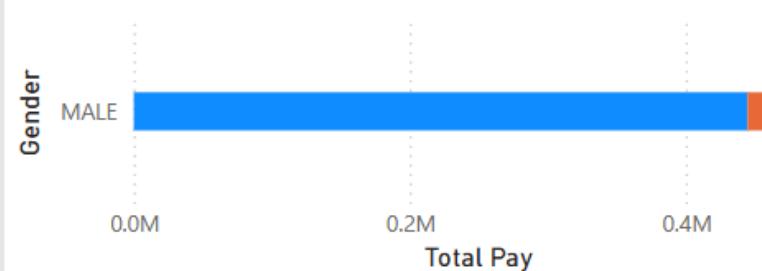
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



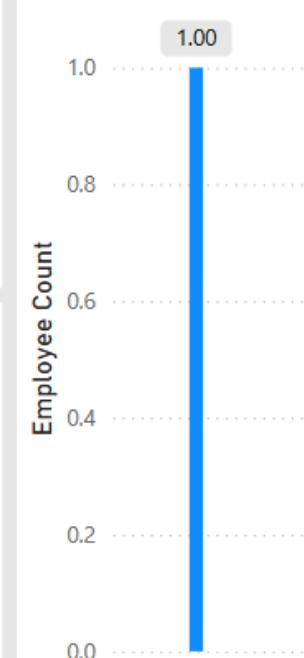
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer II**

- Average pay – **\$125.38k**
- Average total employees – **4.19k employees**
- Department with highest pay – Police (**\$125.38k, 4.19k employees**)
- Top ethnicity – Hispanic (**\$124.41k, 2.44k employees**)
- Ethnicity with highest pay
  - Pacific Islander (**\$170.01k, 1 employee**)
  - American Indian/Alaskan Native (**\$138.81k, 21 employees**)
  - Asian (**\$129.68k, 332 employees**)
- Top gender – Male (**\$128.71k, 3.48k employees**)
  - Female (**\$108.94k, 708 employees**)

## Average Pay by Job

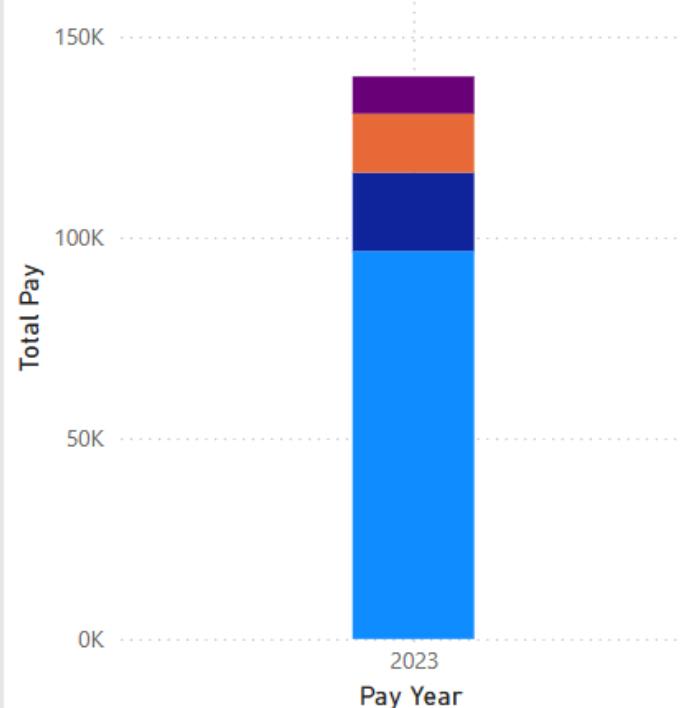
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER II	96,618.75	19,511.21	14,688.36	9,253.25	125,383.21	125,000
POLICE	96,618.75	19,511.21	14,688.36	9,253.25	125,383.21	125,000
<b>Total</b>	<b>96,618.75</b>	<b>19,511.21</b>	<b>14,688.36</b>	<b>9,253.25</b>	<b>125,383.21</b>	<b>125,000</b>

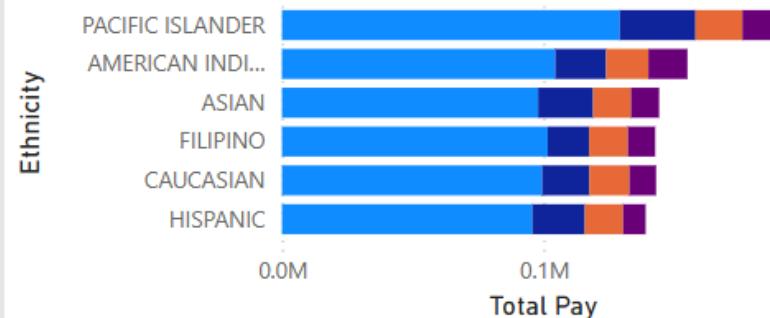
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



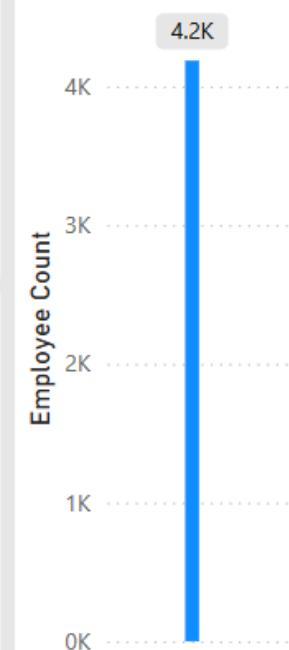
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



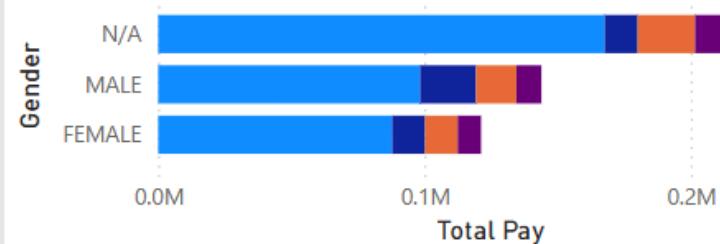
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Job Title: **Recreation Assistant**

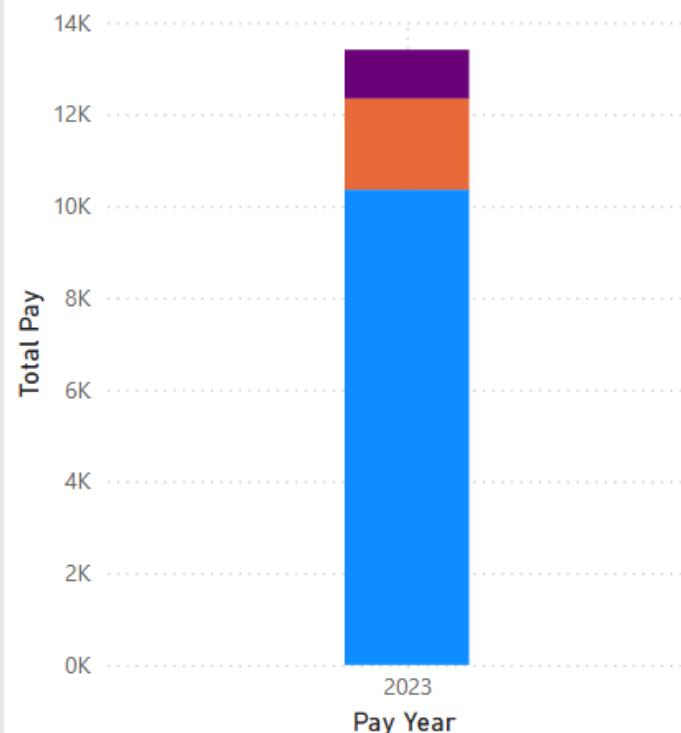
- Average pay – **\$11.42k**
- Average total employees – **2.72k employees**
- Department with highest pay – Cultural Affairs (**\$11.47k, 4 employees**)
- Top ethnicity – Hispanic (**\$13.62k, 741 employees**)
- Ethnicity with highest pay
  - Filipino (**\$22.21k, 5 employees**)
  - American Indian/Alaskan Native (**\$20.90k, 2 employees**)
  - Hispanic (**\$13.62k, 741 employees**)
- Top gender – Female (**\$11.80k, 1.21k employees**)
  - Male (**\$12.54k, 1.12k employees**)

## Average Pay by Job

Job Title	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<b>RECREATION ASSISTANT</b>	<b>10,353.35</b>	<b>7.18</b>	<b>1,982.29</b>	<b>1,061.94</b>	<b>11,422.48</b>	<b>10,000</b>
CULTURAL AFFAIRS	10,770.68	0.00	2,740.00	697.34	11,468.02	10,000
RECREATION AND PARKS	10,374.67	7.27	2,003.32	1,063.70	11,445.64	10,000
ZOO	8,391.36	0.00	0.00	953.41	9,344.77	5,000
<b>Total</b>	<b>10,353.35</b>	<b>7.18</b>	<b>1,982.29</b>	<b>1,061.94</b>	<b>11,422.48</b>	<b>10,000</b>

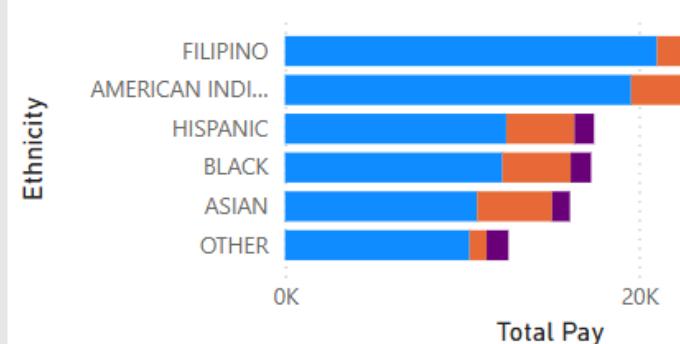
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



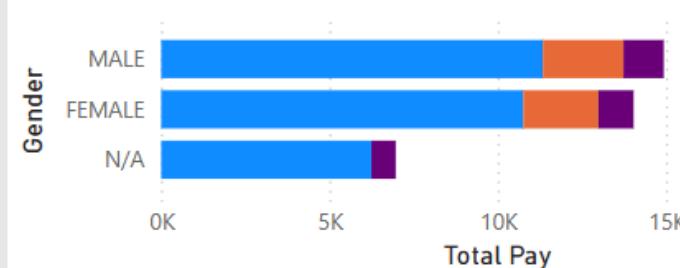
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



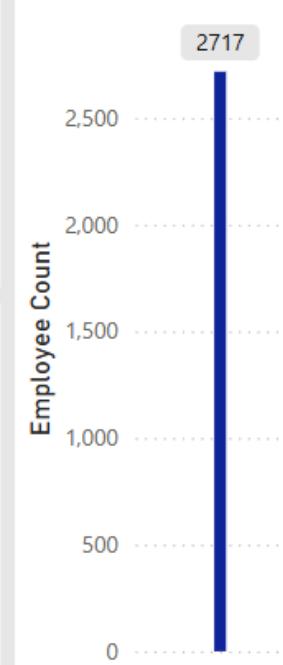
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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Job Title: **Police Officer III**

- Average pay – **\$155.12k**
- Average total employees – **2.28k employees**
- Department with highest pay – Police (**\$155.12k, 2.28k employees**)
- Top ethnicity – Hispanic (**\$157.76k, 1.22k employees**)
- Ethnicity with highest pay
  - Asian (**\$169.41k, 189 employees**)
  - Hispanic (**\$157.76k, 1.22k employees**)
  - Filipino (**\$155k, 64 employees**)
- Top gender – Male (**\$160.48k, 1.85k employees**)
  - Female (**\$132.16k, 432 employees**)

## Average Pay by Job

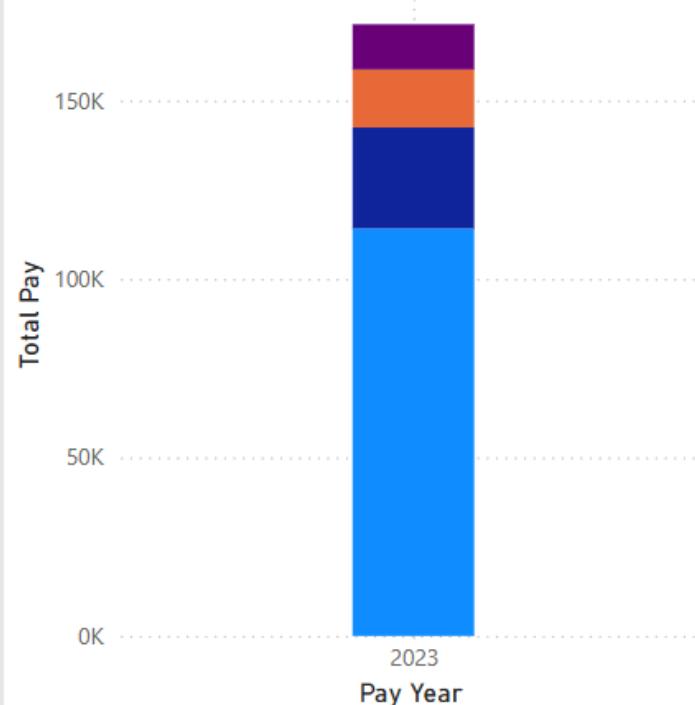
Job Title

Regular Pay Overtime Pay Benefit Pay All Other Pay Total Pay Total Pay (Bin)

<input checked="" type="checkbox"/> POLICE OFFICER III	114,188.67	28,259.78	16,235.78	12,672.66	155,121.11	155,000
POLICE	114,188.67	28,259.78	16,235.78	12,672.66	155,121.11	155,000
<b>Total</b>	<b>114,188.67</b>	<b>28,259.78</b>	<b>16,235.78</b>	<b>12,672.66</b>	<b>155,121.11</b>	<b>155,000</b>

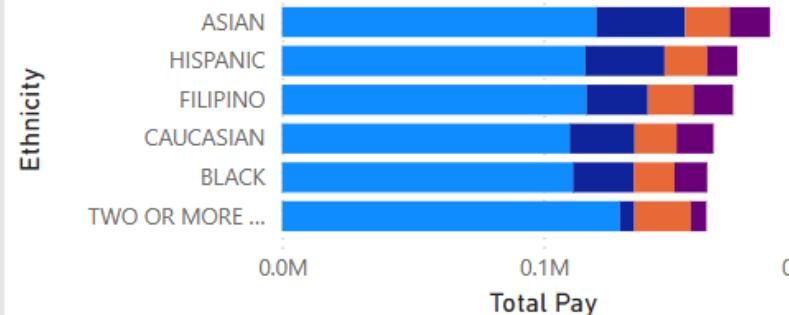
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



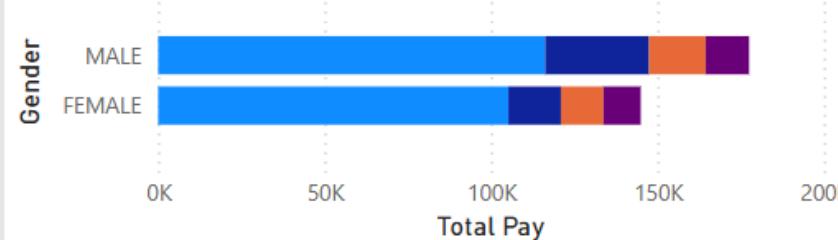
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



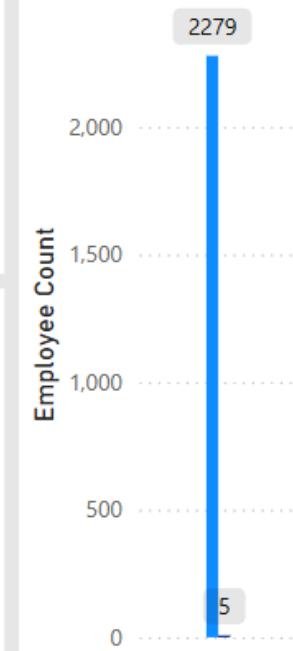
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



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## Ethnicity

Highest pay

1. Asian American – **\$156.38k**
2. Caucasian – **\$132.97k**
3. Filipino – **\$113.78k**

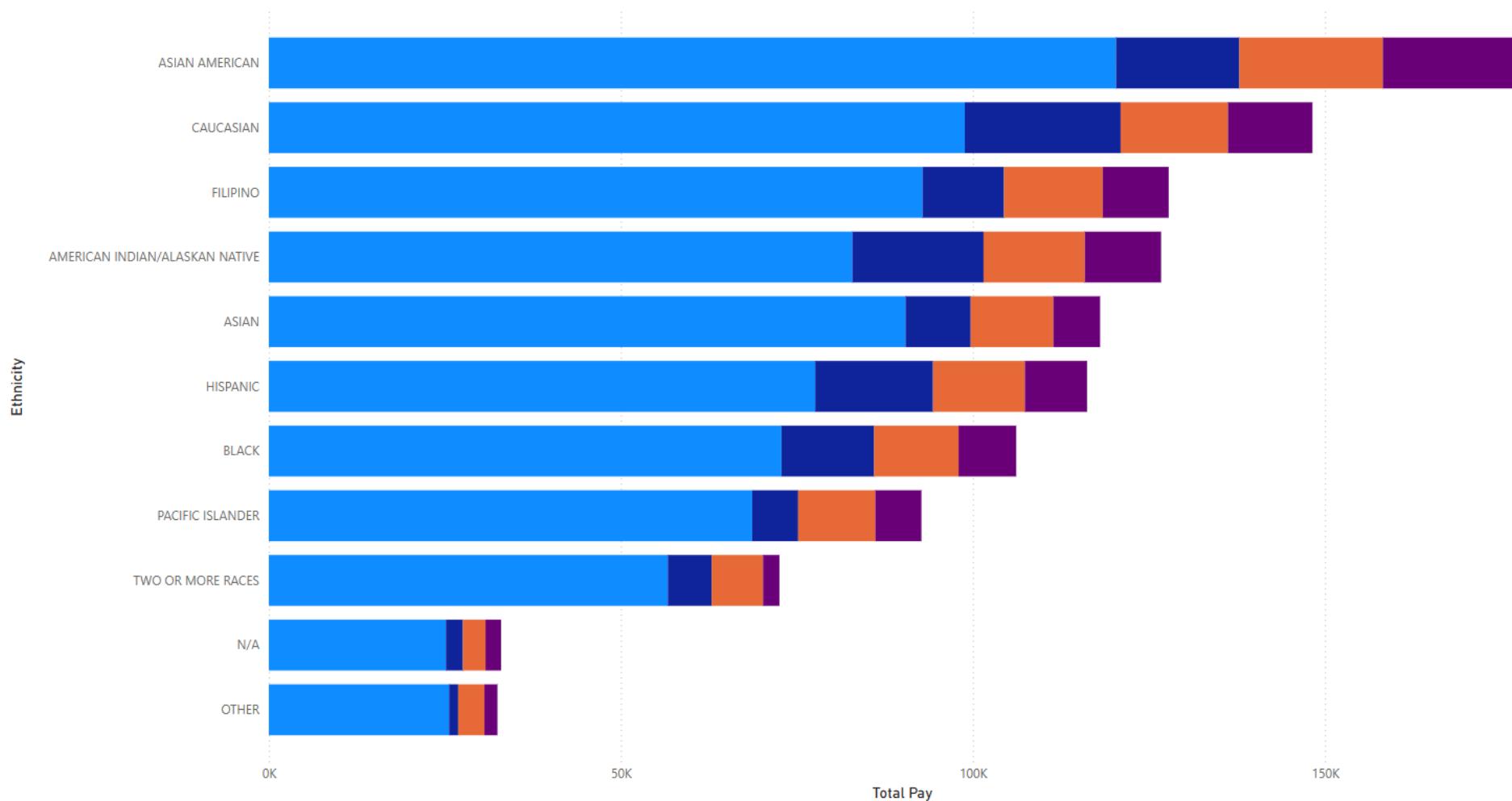
Highest employee count

1. Hispanic – **26.67k employees** (37.65%)
2. Caucasian – **14.91k employees** (21.05%)
3. Black – **9.32k employees** (13.16%)

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## AVERAGE PAY BY ETHNICITY

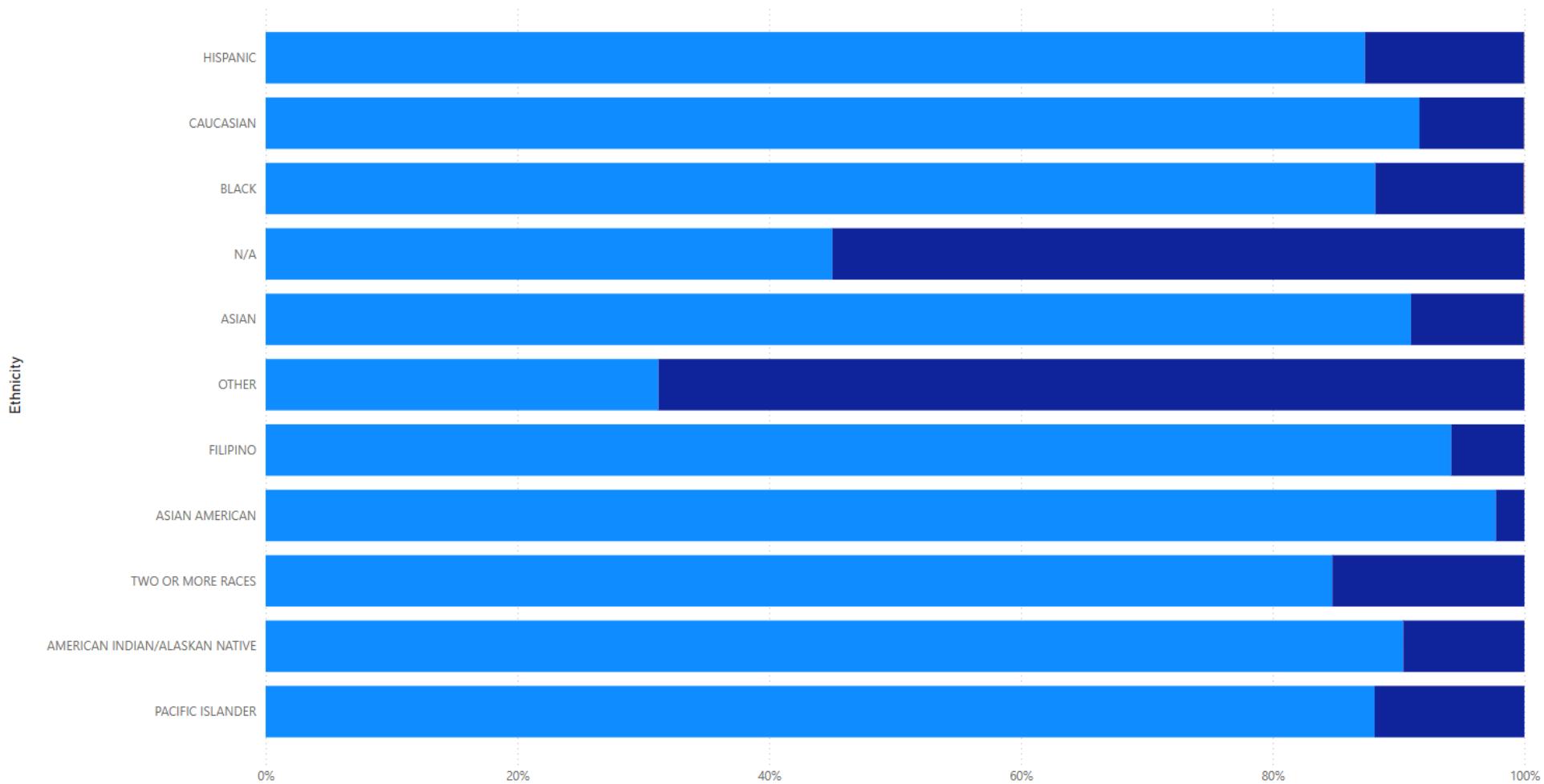
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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#### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY ETHNICITY

● Full Time ● Part Time ● Per Event



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## Top Ethnicity Details

Ethnicity: **Asian American**

- Average pay – **\$156.38k**
- Average total employees – **1.59k employees**
- Job with most employees – Electrical Engineer Associate (**215 employees**)
- Department with most employees – Water and Power (**1.59k employees**)
- Top gender – Male (**\$162.49k, 1.13k employees**)
  - Female (**\$141.33k, 458 employees**)

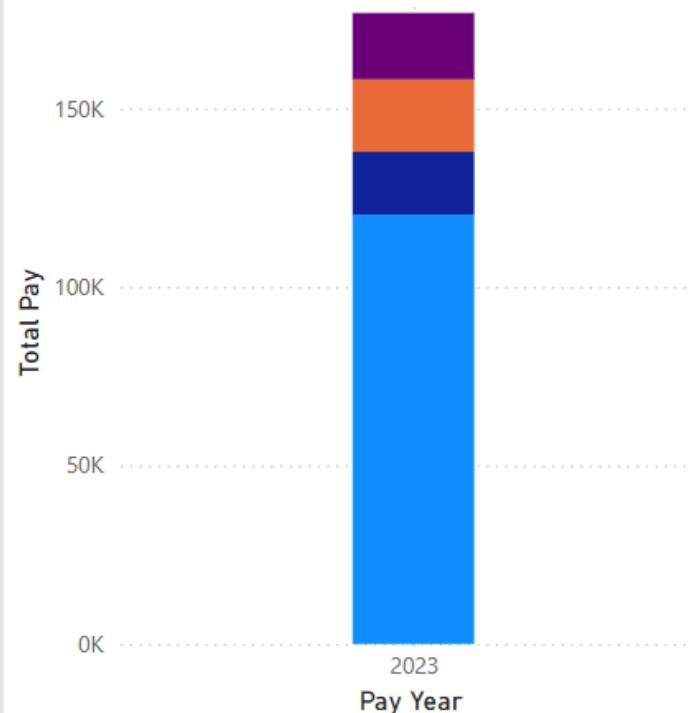
## Average Pay by Ethnicity

Ethnicity

	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
ASIAN AMERICAN	120,325.26	17,519.10	20,375.82	18,537.57	156,381.92	155000
WATER AND POWER	120,325.26	17,519.10	20,375.82	18,537.57	156,381.92	155000
<b>Total</b>	<b>120,325.26</b>	<b>17,519.10</b>	<b>20,375.82</b>	<b>18,537.57</b>	<b>156,381.92</b>	<b>155000</b>

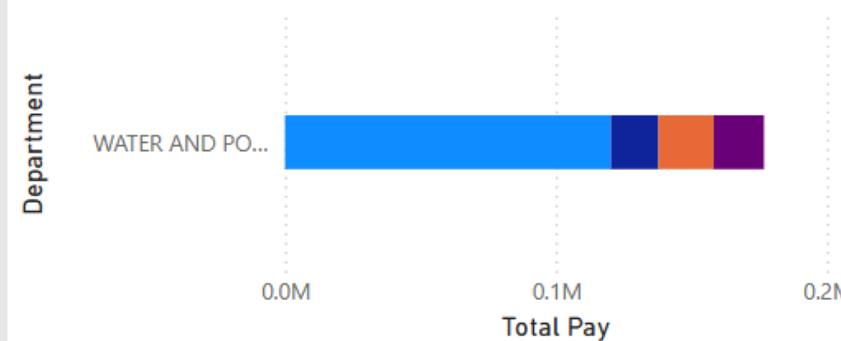
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



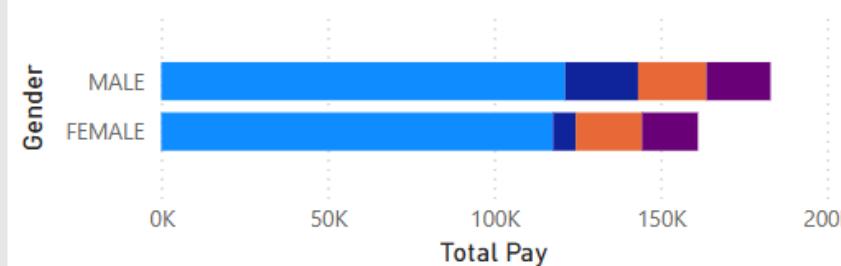
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



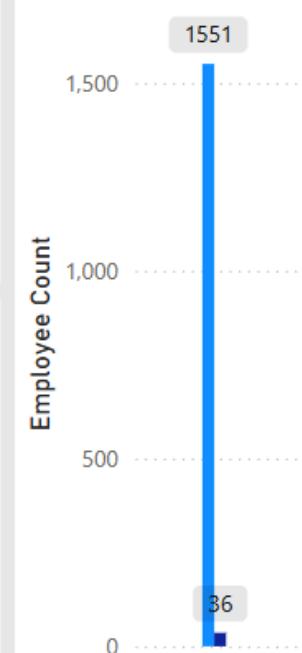
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Caucasian**

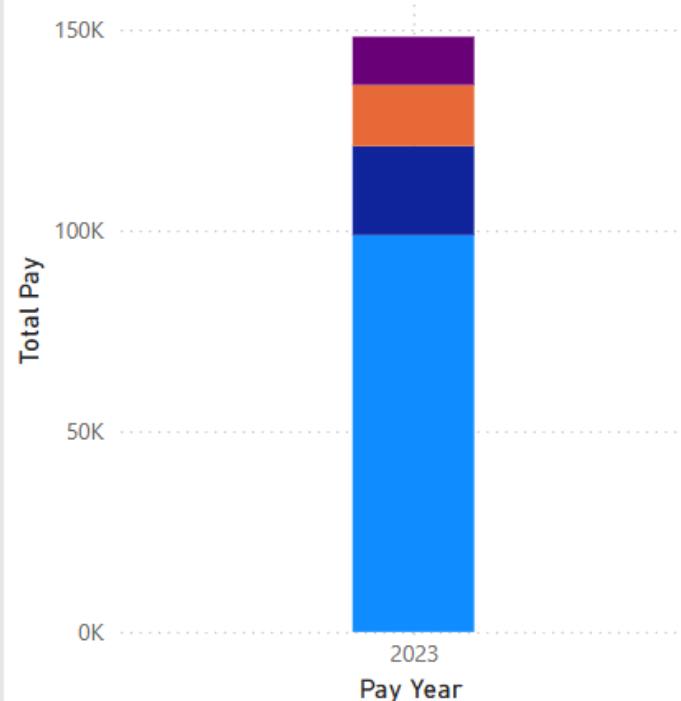
- Average pay – **\$132.97k**
- Average total employees – **14.91k employees**
- Job with most employees – Police Officer II (**901 employees**)
- Department with most employees – Water and Power (**3.65k employees**)
- Department with highest pay
  - Public Accountability (**\$208.72k, 4 employees**)
  - Fire (**\$174.87k, 1.94k employees**)
  - Water and Power (**\$173.36k, 3.65k employees**)
- Top gender – Male (**\$144.60k, 11.46k employees**)
  - Female (**\$94.34k, 3.44k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
CAUCASIAN	<b>98,846.58</b>	<b>22,133.33</b>	<b>15,252.72</b>	<b>11,989.76</b>	<b>132,969.67</b>	<b>130000</b>
PUBLIC ACCOUNTABILITY	207,215.50	0.00	16,076.10	1,500.00	208,715.50	205000
FIRE	113,678.14	55,351.67	16,275.55	5,837.99	174,867.80	170000
WATER AND POWER	112,306.90	37,081.56	22,726.35	23,967.78	173,356.25	170000
CITY ATTORNEY	162,541.67	375.30	13,826.58	4,046.70	166,963.67	165000
HARBOR	118,406.52	7,954.33	13,521.45	10,132.62	145,393.48	145000
<b>Total</b>	<b>98,846.58</b>	<b>22,133.33</b>	<b>15,252.72</b>	<b>11,989.76</b>	<b>132,969.67</b>	<b>130000</b>

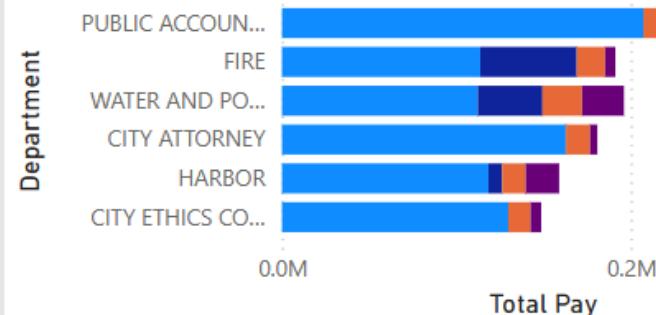
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



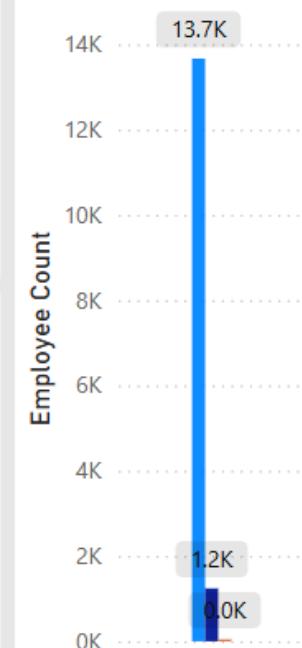
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



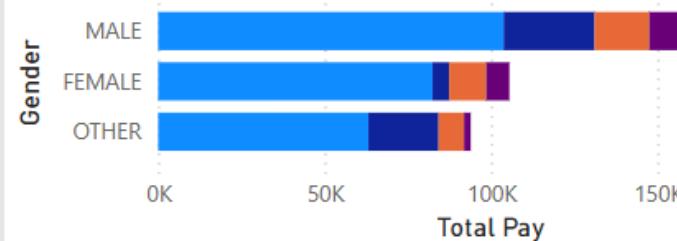
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



Ethnicity: **Filipino**

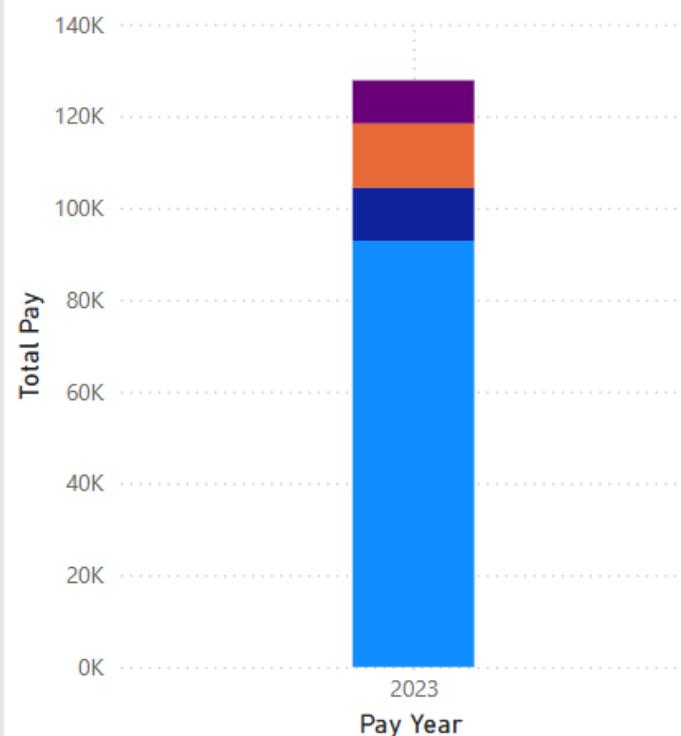
- Average pay – **\$113.78k**
- Average total employees – **2.53k employees**
- Job with most employees – Management Analyst (**136 employees**)
- Department with most employees – Water and Power (**594 employees**)
- Department with highest pay
  - Water and Power (**\$159.18k, 594 employees**)
  - Emergency Management (**\$153.48k, 2 employees**)
  - Fire (**\$130.22k, 151 employees**)
- Top gender – Male (**\$123.14k, 1.53k employees**)
  - Female (**\$99.33k, 1k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
FILIPINO	<b>92,853.04</b>	<b>11,553.70</b>	<b>14,028.35</b>	<b>9,371.22</b>	<b>113,777.96</b>	<b>110000</b>
WATER AND POWER	116,241.91	22,708.45	21,007.22	20,233.53	159,183.89	155000
EMERGENCY MANAGEMENT	149,370.69	4,094.05	20,835.89	13.23	153,477.96	150000
FIRE	94,572.74	30,976.48	13,939.64	4,667.08	130,216.30	130000
PUBLIC WORKS - STREET LIGHTING	116,924.13	2,222.77	14,698.55	4,982.91	124,129.81	120000
POLICE	97,625.05	13,803.60	14,432.78	9,957.83	121,386.48	120000
<b>Total</b>	<b>92,853.04</b>	<b>11,553.70</b>	<b>14,028.35</b>	<b>9,371.22</b>	<b>113,777.96</b>	<b>110000</b>

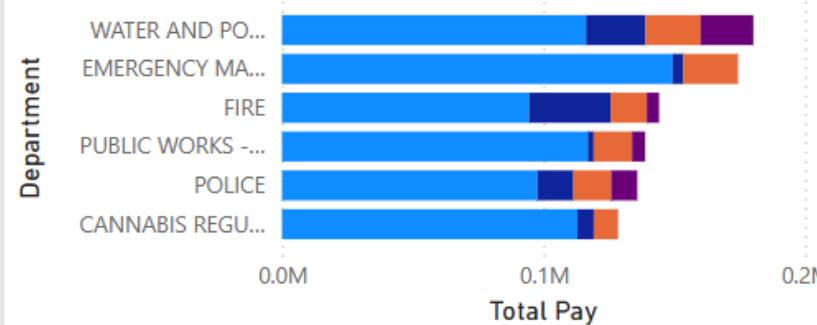
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



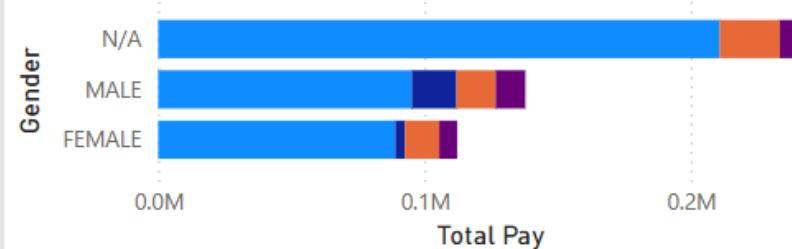
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



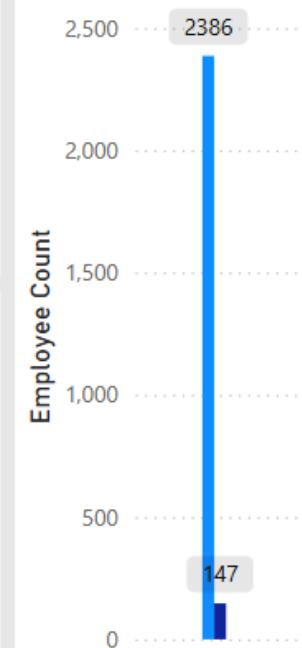
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Hispanic**

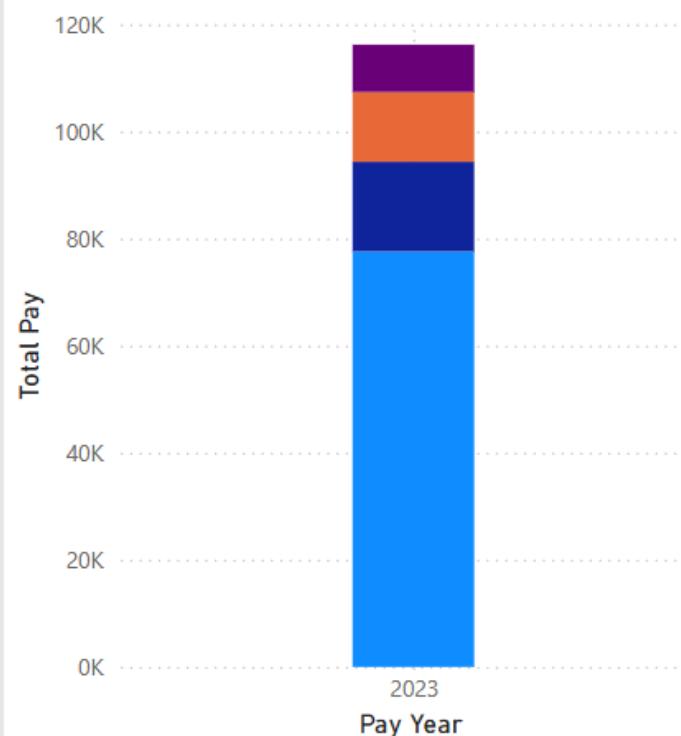
- Average pay – **\$103.17k**
- Average total employees – **26.67k employees**
- Job with most employees – Police Officer II (**2.44k employees**)
- Department with most employees – Police (**7.21k employees**)
- Department with highest pay
  - Fire (**\$164.15k, 1.44k employees**)
  - Water and Power (**\$149.68k, 5.04k employees**)
  - Police (**\$122.38k, 7.21k employees**)
- Top gender – Male (**\$116.15k, 18.67k employees**)
  - Female (**\$72.85k, 8k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> HISPANIC	<b>77,611.45</b>	<b>16,720.85</b>	<b>13,051.11</b>	<b>8,833.48</b>	<b>103,165.79</b>	<b>100000</b>
FIRE	105,429.70	52,990.08	15,308.52	5,725.27	164,145.05	160000
WATER AND POWER	96,280.65	32,600.61	18,947.34	20,799.05	149,680.31	145000
POLICE	94,716.53	18,314.25	13,731.25	9,351.14	122,381.91	120000
CITY ETHICS COMMISSION	108,389.02	0.00	14,006.65	1,306.30	109,695.32	105000
PUBLIC WORKS - ENGINEERING	93,220.52	1,275.45	11,450.05	6,348.99	100,954.96	100000
<b>Total</b>	<b>77,611.45</b>	<b>16,720.85</b>	<b>13,051.11</b>	<b>8,833.48</b>	<b>103,165.79</b>	<b>100000</b>

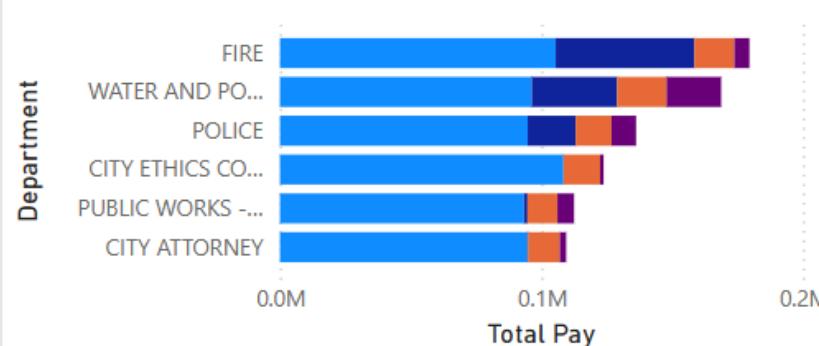
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



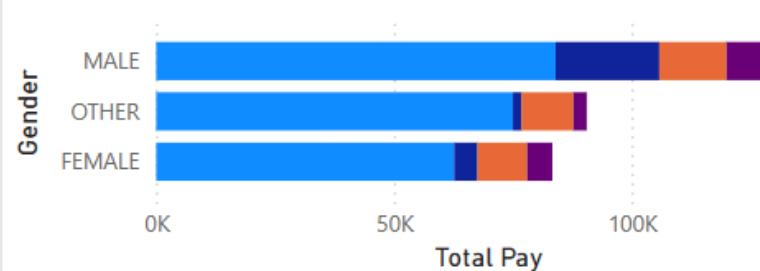
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



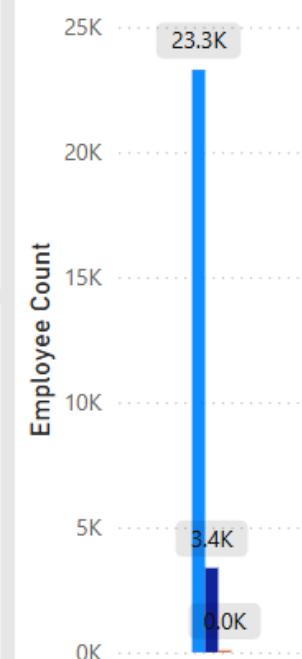
## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Ethnicity: **Black**

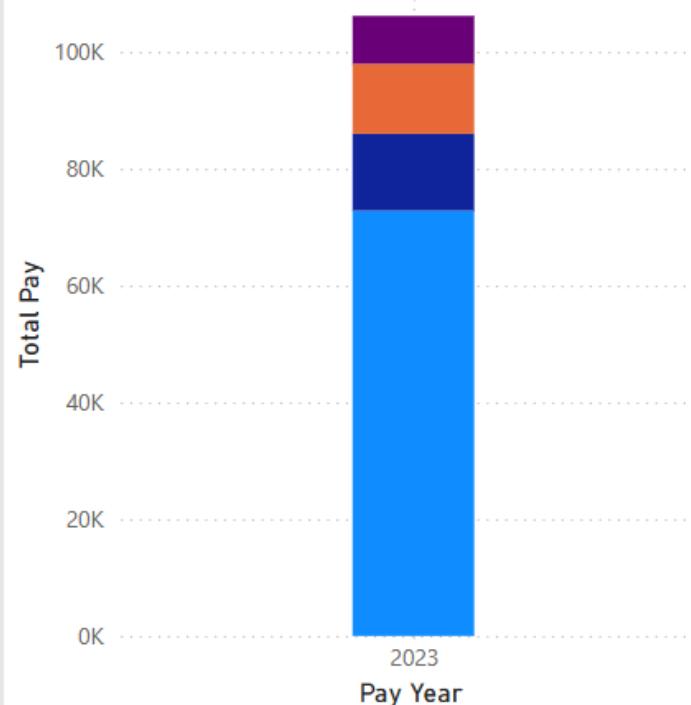
- Average pay – **\$94.14k**
- Average total employees – **9.32k employees**
- Job with most employees – Senior Administrative Clerk (**411 employees**)
- Department with most employees – Water and Power (**1.69k employees**)
- Department with highest pay
  - Fire (**\$159.01k, 542 employees**)
  - Water and Power (**\$131.73k, 1.69k employees**)
  - City Attorney (**\$124.26k, 131 employees**)
- Top gender – Male (**\$106.94k, 5.31k employees**)
  - Female (**\$77.18k, 4.01k employees**)

## Average Pay by Ethnicity

Ethnicity	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> BLACK	<b>72,815.08</b>	<b>13,141.98</b>	<b>12,009.08</b>	<b>8,186.81</b>	<b>94,143.87</b>	<b>90000</b>
FIRE	99,003.34	53,009.60	13,726.28	7,001.37	159,014.31	155000
WATER AND POWER	90,776.05	22,728.67	18,018.44	18,226.38	131,731.11	130000
CITY ATTORNEY	121,299.87	12.60	13,211.45	2,951.83	124,264.29	120000
DISABILITY	118,942.69	607.60	9,557.65	2,410.47	121,960.76	120000
EMERGENCY MANAGEMENT	114,010.78	1,153.20	9,664.83	506.91	115,670.90	115000
<b>Total</b>	<b>72,815.08</b>	<b>13,141.98</b>	<b>12,009.08</b>	<b>8,186.81</b>	<b>94,143.87</b>	<b>90000</b>

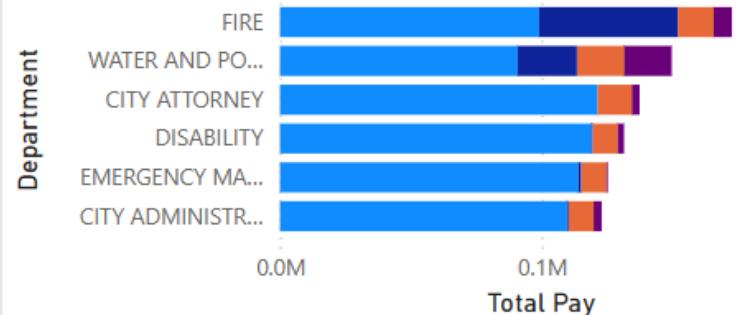
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



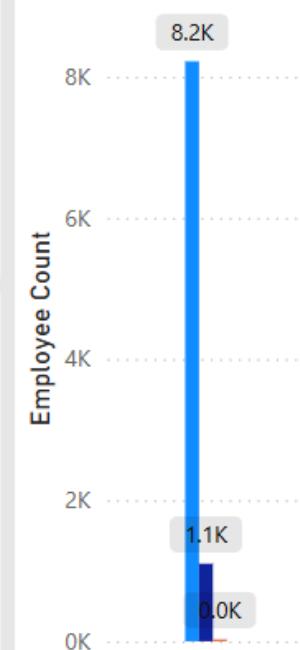
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



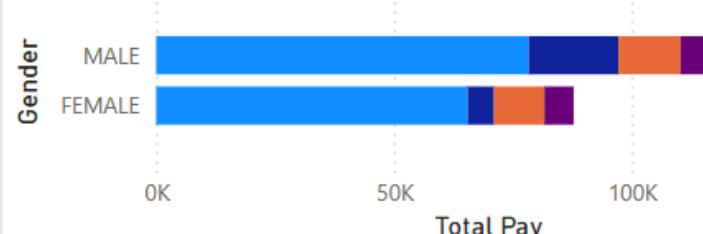
## Average Employment Type Distribution

● Full Time



## Average Pay by Gender

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



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## Gender

Highest pay

1. Male – **\$115.01k**
2. Female – **\$73.86k**

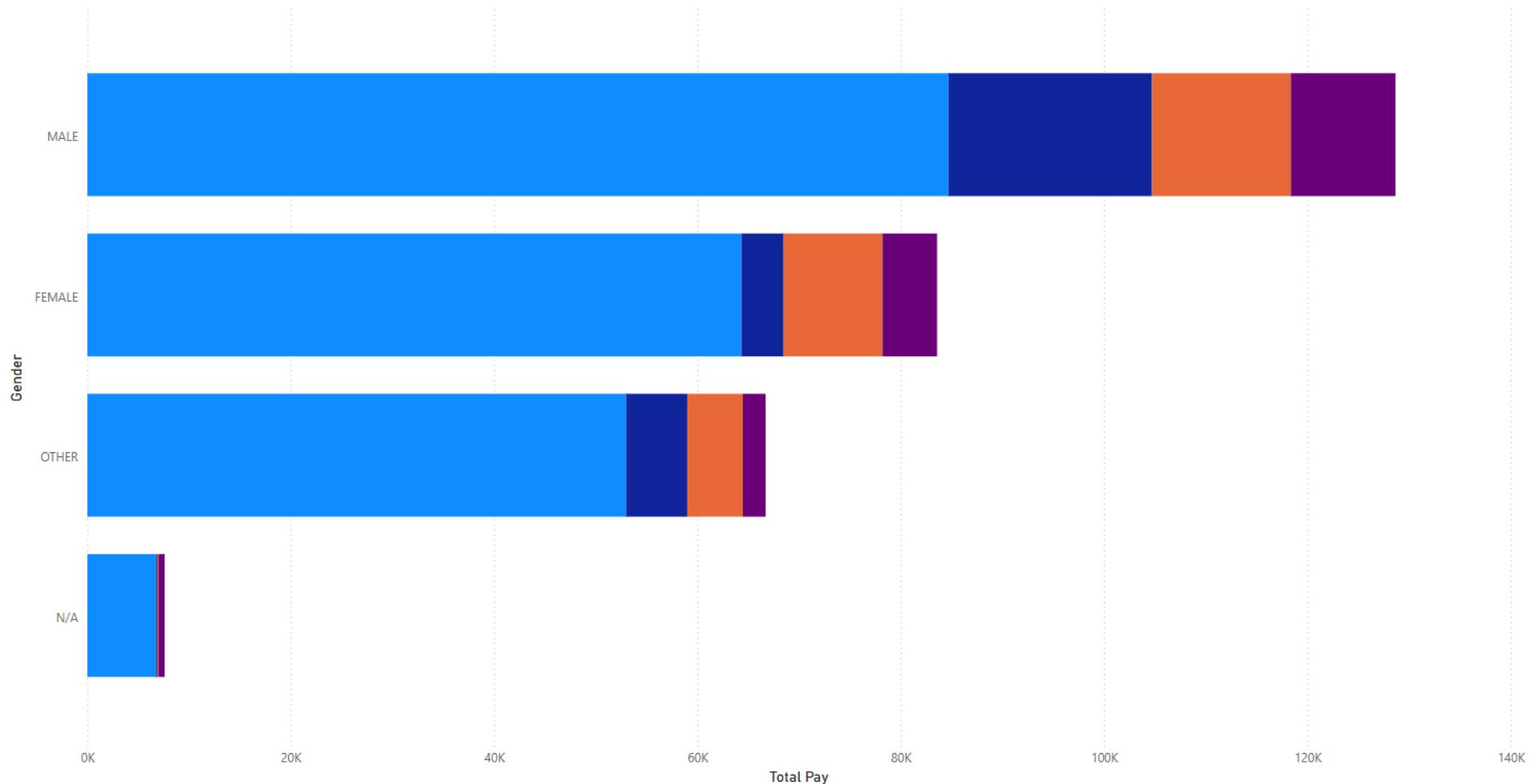
Highest employee count

1. Male – **46.76k employees** (66.01%)
2. Female – **22.48k employees** (31.73%)

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### AVERAGE PAY BY GENDER

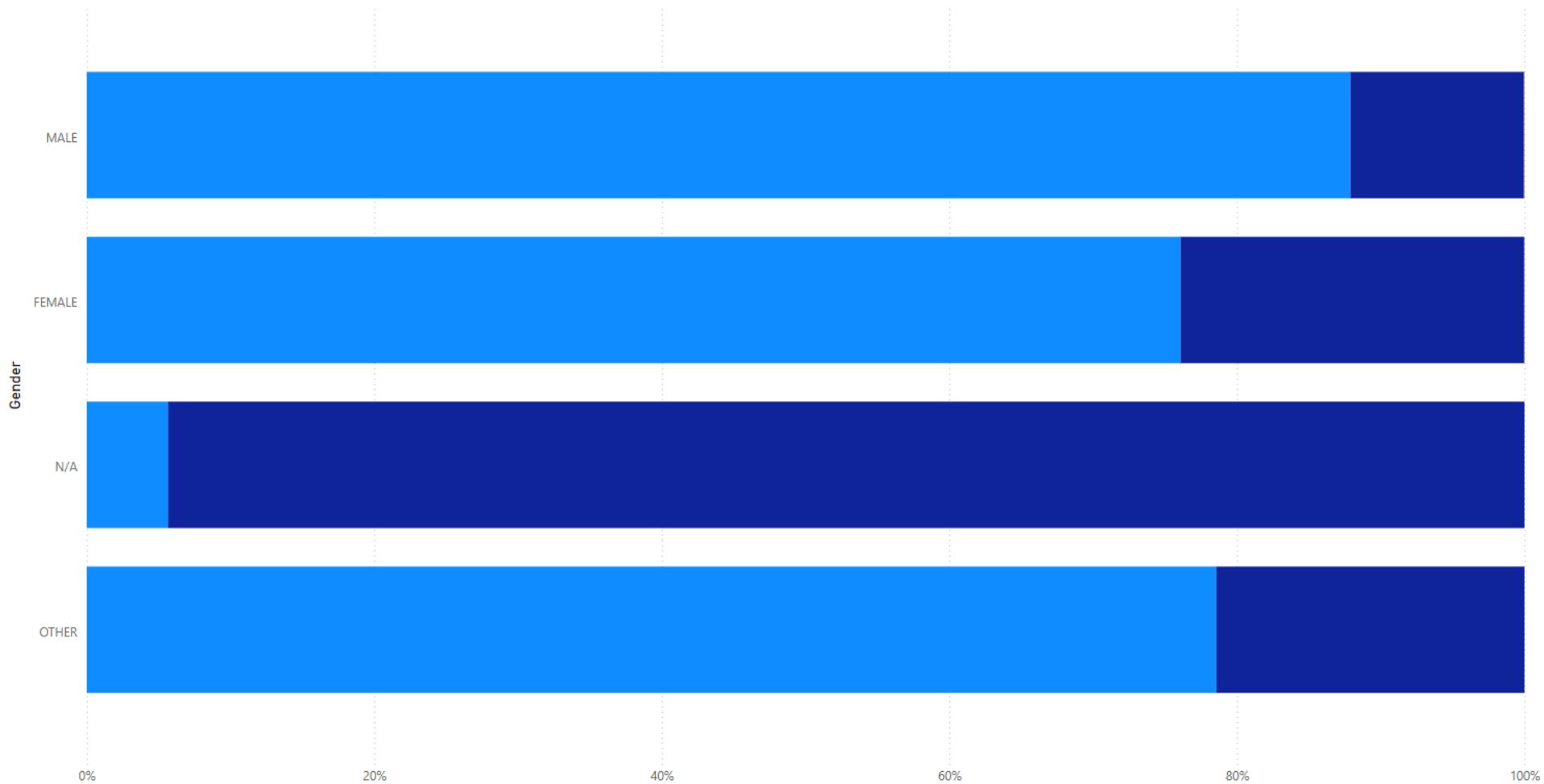
● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



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### AVERAGE EMPLOYMENT TYPE DISTRIBUTION BY GENDER

● Full Time ● Part Time ● Per Event



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## Top Gender Details

Gender: **Male**

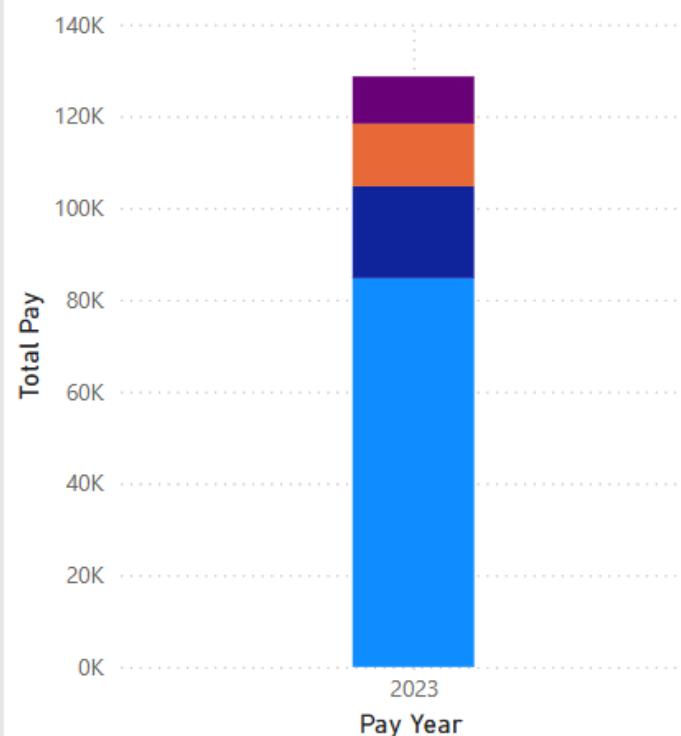
- Average pay – **\$115.01k**
- Average total employees – **46.76k employees**
- Job with most employees – Police Officer II (**3.48k employees**)
- Department with most employees – Police (**10.32k employees**)
- Department with highest pay
  - Public Accountability (**\$201.42k, 3 employees**)
  - Water and Power (**\$163.37k, 10.15k employees**)
  - Fire (**\$162.45k, 4.41k employees**)
- Top ethnicity – Hispanic (**\$116.15k, 18.67k employees**)
- Ethnicity with highest pay
  - Asian American (**\$162.49k, 1.13k employees**)
  - Caucasian (**\$144.60k, 11.46k employees**)
  - American Indian/Alaskan Native (**\$124.65k, 200 employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
MALE	<b>84,684.95</b>	<b>20,031.90</b>	<b>13,664.29</b>	<b>10,289.65</b>	<b>115,006.50</b>	<b>115000</b>
PUBLIC ACCOUNTABILITY	199,418.02	0.00	13,915.12	2,000.00	201,418.02	200000
WATER AND POWER	105,372.41	35,441.55	20,367.72	22,556.48	163,370.44	160000
FIRE	104,502.49	52,357.08	15,048.48	5,588.42	162,447.99	160000
CITY ATTORNEY	140,928.49	363.66	13,146.90	2,727.35	144,019.50	140000
POLICE	99,223.53	20,623.79	14,408.54	11,147.53	131,004.85	130000
<b>Total</b>	<b>84,684.95</b>	<b>20,031.90</b>	<b>13,664.29</b>	<b>10,289.65</b>	<b>115,006.50</b>	<b>115000</b>

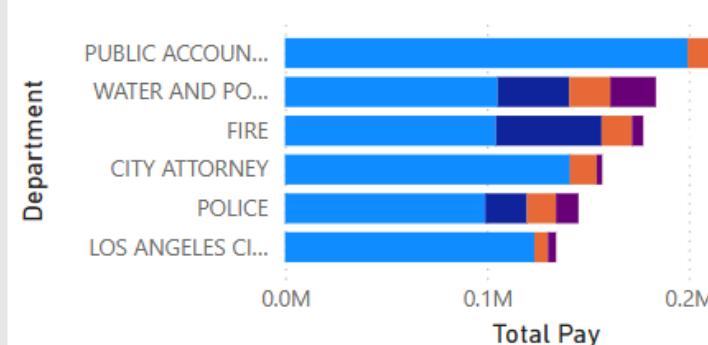
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



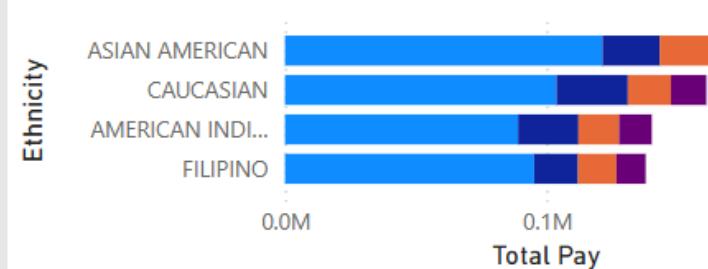
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



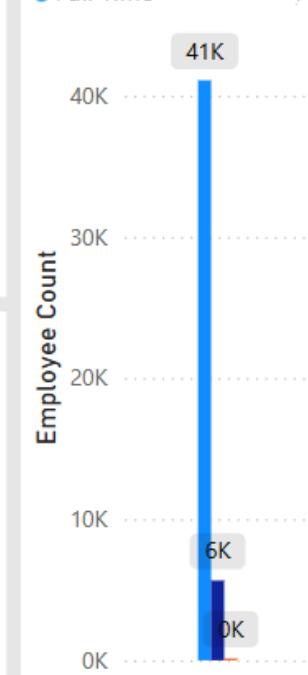
## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time



Gender: **Female**

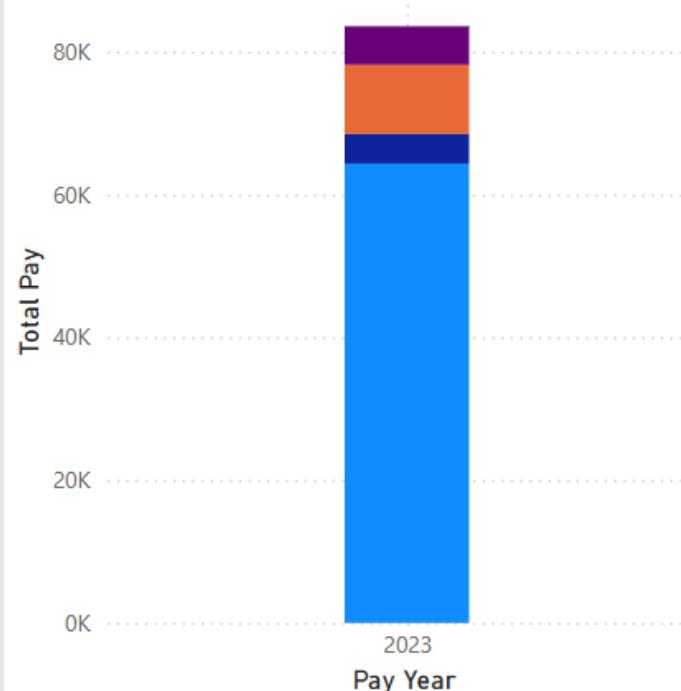
- Average pay – **\$73.86k**
- Average total employees – **22.48k employees**
- Job with most employees – Administrative Clerk (**1.30k employees**)
- Department with most employees – Police (**4.05k employees**)
- Department with highest pay
  - Public Accountability (**\$230.61k, 1 employee**)
  - City Attorney (**\$124.29k, 683 employees**)
  - Water and Power (**\$123.47k, 2.82k employees**)
- Top ethnicity – Hispanic (**\$72.85k, 8k employees**)
- Ethnicity with highest pay
  - Asian American (**\$141.33k, 458 employees**)
  - Filipino (**\$99.33k, 1k employees**)
  - Caucasian (**\$94.34k, 3.44k employees**)

## Average Pay by Gender

Gender	Regular Pay	Overtime Pay	Benefit Pay	All Other Pay	Total Pay	Total Pay (Bin)
<input checked="" type="checkbox"/> FEMALE	<b>64,332.53</b>	<b>4,153.98</b>	<b>9,717.58</b>	<b>5,374.72</b>	<b>73,861.23</b>	<b>70000</b>
PUBLIC ACCOUNTABILITY	230,607.95	0.00	22,559.04	0.00	230,607.95	230000
CITY ATTORNEY	119,990.22	336.41	12,513.75	3,965.82	124,292.45	120000
WATER AND POWER	98,413.45	10,209.20	19,414.30	14,844.73	123,467.38	120000
CITY ETHICS COMMISSION	109,565.62	0.00	14,063.13	2,144.61	111,710.23	110000
LOS ANGELES CITY TOURISM DEPARTMENT	97,259.41	0.00	10,234.30	5,081.00	102,340.40	100000
<b>Total</b>	<b>64,332.53</b>	<b>4,153.98</b>	<b>9,717.58</b>	<b>5,374.72</b>	<b>73,861.23</b>	<b>70000</b>

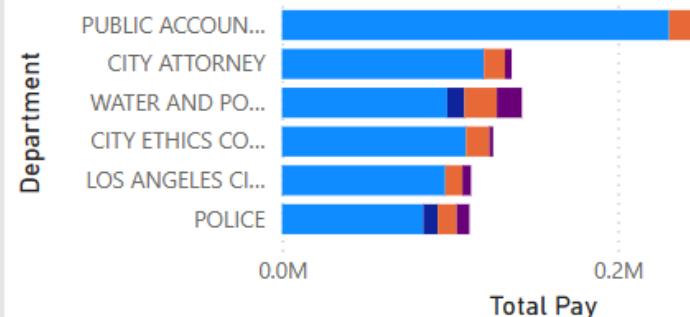
## Average Pay by Year

● Regular Pay ● Overtime Pay ● Benefit Pay ● All Other Pay



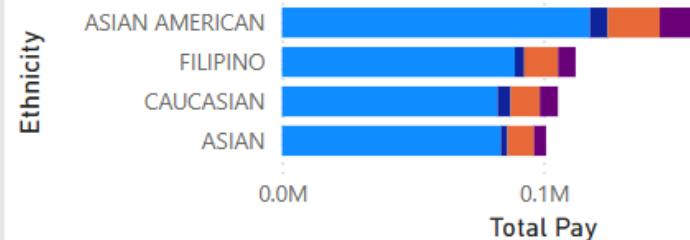
## Average Pay by Department

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Pay by Ethnicity

● Regular Pay ● Overtime Pay ● Benefit Pay ● Other Pay



## Average Employment Type Distribution

● Full Time

