Capstone Project: Citywide Payroll Data

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Questions/Inquiries

- Top 10 job positions/agencies with the highest base pay 'Per Annum'
- Top 10 job positions/agencies with the highest overtime pay
- Top job positions/agencies with the overall highest pay
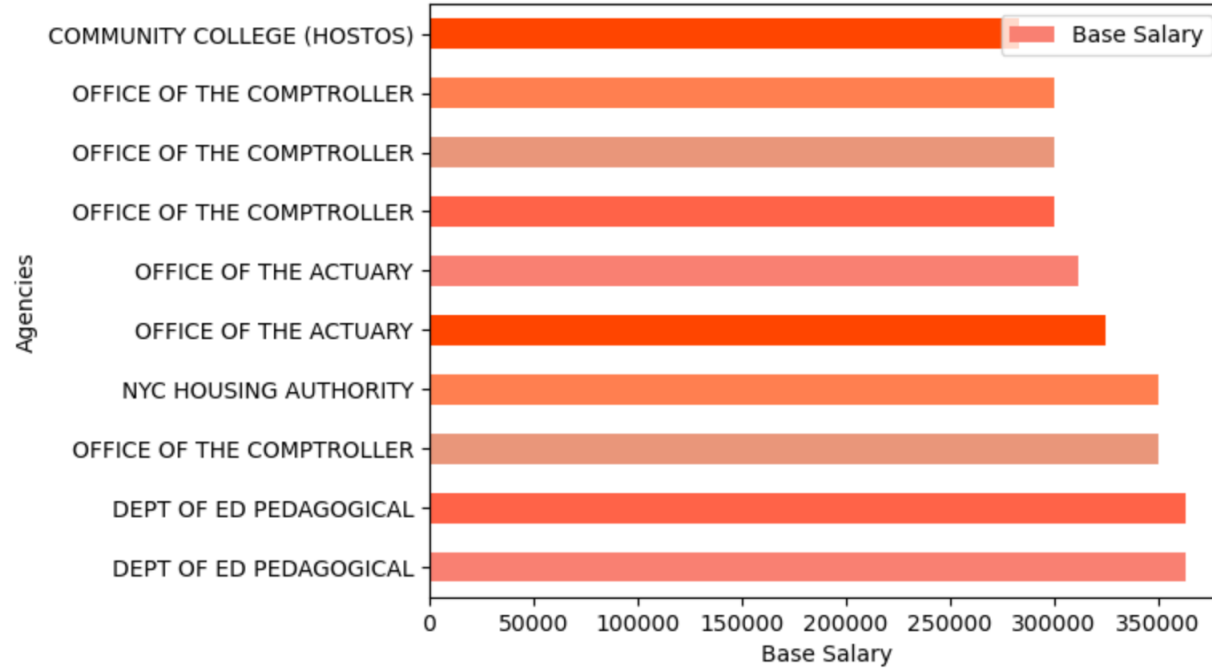- Any distinguishable trends

Dataframe

- Has 5.66M rows
- Has 17 Columns
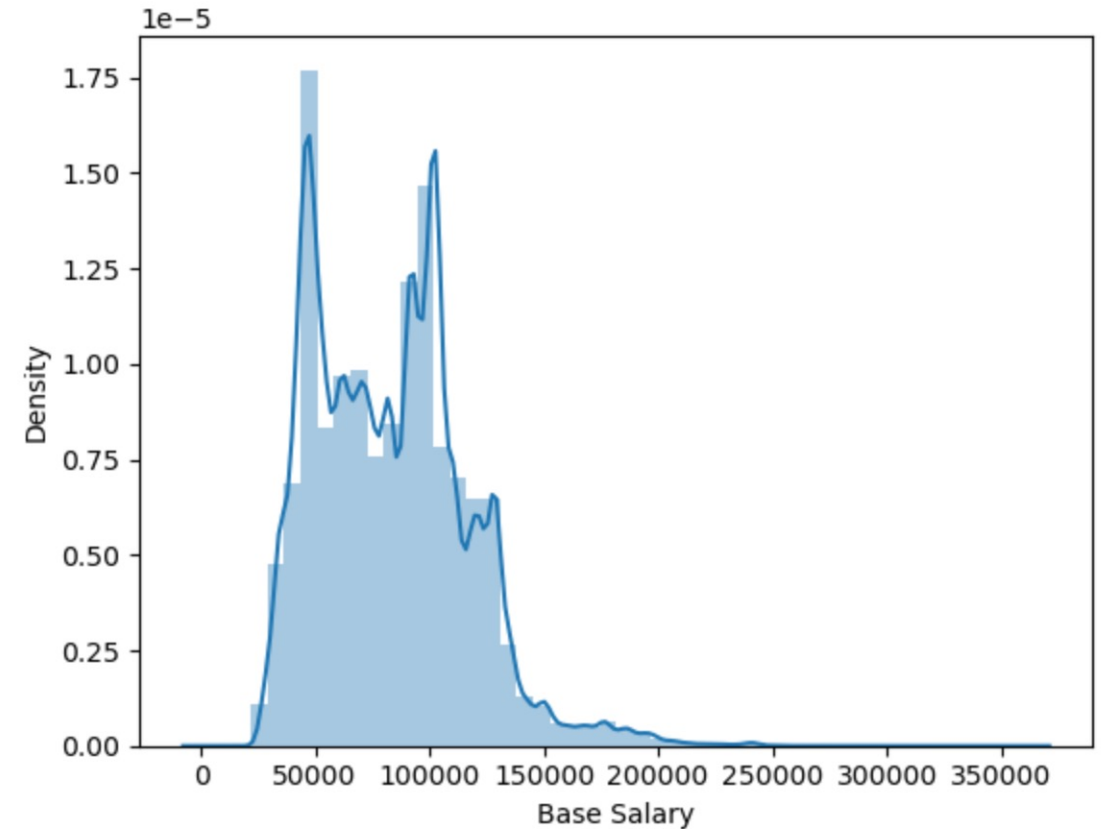- Covered the fiscal years of 2014-2023

Cleaning Up the Data Frame and Subsets

- Dataset had 4 pay basis:
  - Prorated Annual
  - Per Annum
  - Per Day
  - Per Hour
- Dataset had 9 years worth of data
  - 2014-2023
- Created subsets for the years of 2021, 2022, and 2023
- Eliminated unwanted columns like Name, Start Date, Work Location, etc.
- Created a new column to display Total Pay Overall which summed Base Salary + Total OT Paid + Total Other Pay
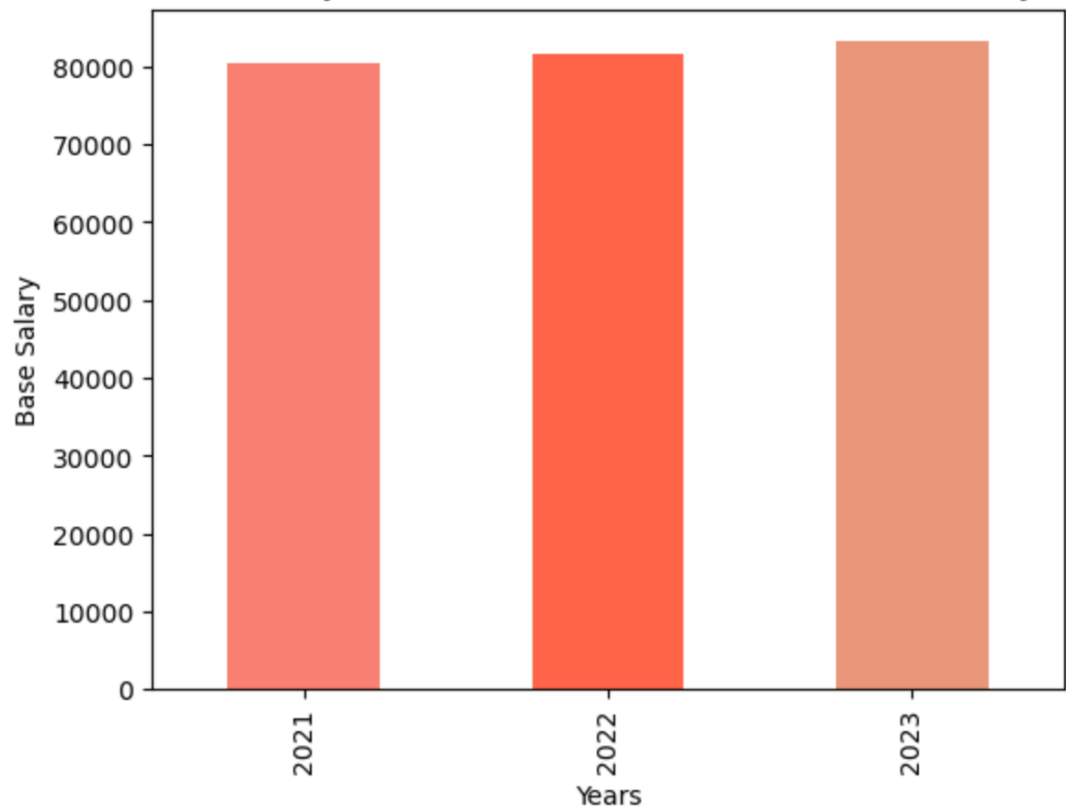- Created subsets for Per Annum base salary, Total OT Paid, Total Pay Overall
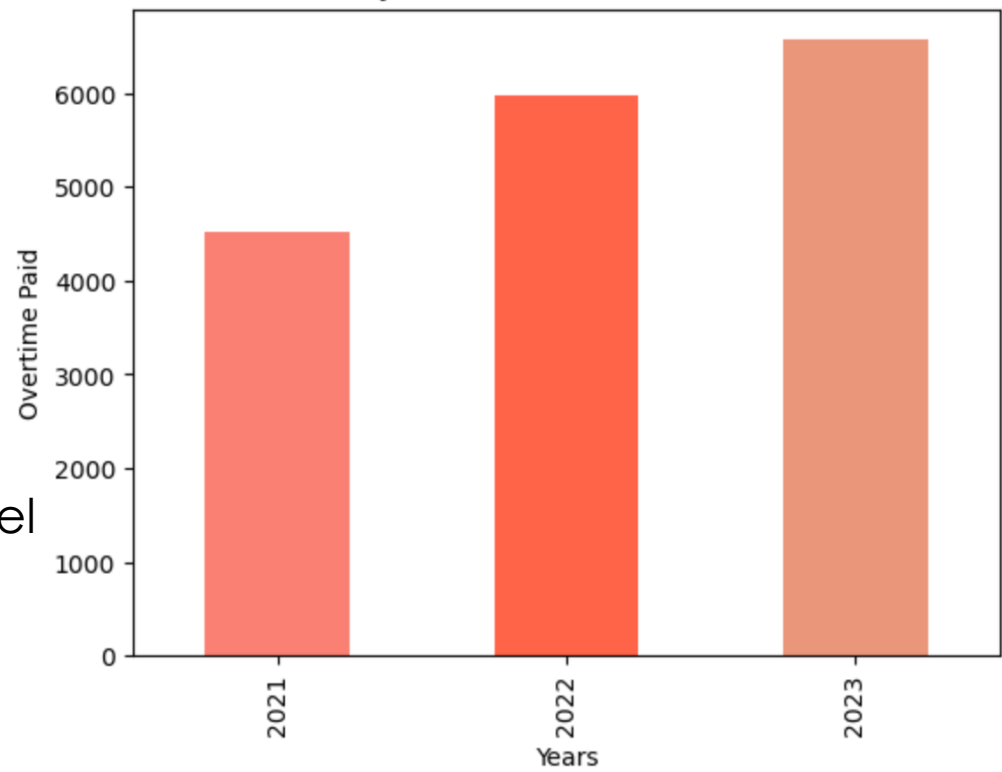
Top 10 Salaries in 2023 Per Annum

V.S

Distplot for all Per Annum Salaries in 2023

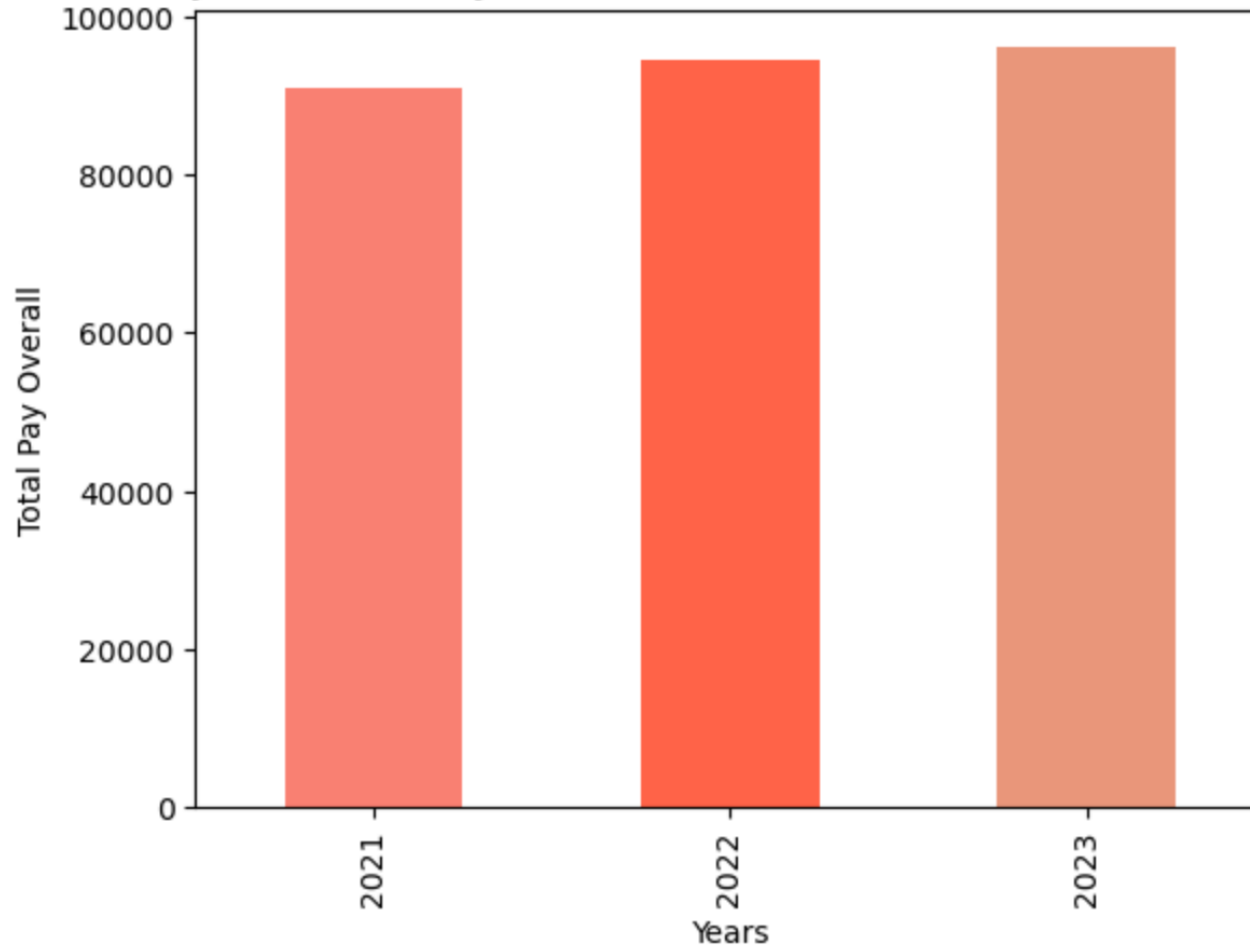Mean Salaries for City Personnel in 2021, 2022, and 2023-Base Pay Per Annum

Mean Salaries Per Annum
2021:$80, 323.06
2022:$81, 601.63
2023:$83, 204.65

Mean Total Overtime Paid for City Personnel in 2021, 2022, and 2023-Base Pay Per Annum

Mean OT Paid for Per Annum Personnel
2021:$4,519.16
2022:$5,975.25
2023:$6,567.44

Mean Total Pay Overall for City Personnel in 2021, 2022, and 2023-Base Pay Per Annum

Mean Total Pay for Per Annum Personnel
2021:$90, 780.45
2022:$94, 485.33
2023:$95, 991.12

Take Aways:
Based on the data, the overall mean salary for employees paid per annum has steadily increased from 2021, 2022, and 2023. Overtime payment had a sharp increase between the years of 2021 and 2022 along with the total payment overall for City personnel. It is important to note that within the column Total Other Pay, settlement amounts are included and not distinguished, so this could scew and affect the values seen in Total Pay Overall as some may not be the norm.

References

- https://data.cityofnewyork.us/City-Government/Citywide-Payroll-Data-Fiscal-Year-/k397-673e