

# TABLEAU PAYROLL ANALYSIS

and Visualization

By Minoo Vasudevan

[Click here to view the Data Environment Setup Video](#)

# Employee Demographics

- How many employees are in the payroll?
- How many are full time and how many are part-time?
- What is the gender breakup?
- What is the ethnicity-wise employee break-up?
- What is the employee churn rate this year?
- How many employees are covered by City's Health and/or Life Insurance?

## Employee Demographics

Gender	Ethnicity	Employment Type			Grand Total
		FULL_TIME	PART_TIME	PER_EVENT	
FEMALE	HISPANIC	6,336	3,032	196	9,564
	BLACK	4,574	1,137	253	5,964
	CAUCASIAN	3,667	1,175	168	5,010
	ASIAN	1,948	375	76	2,399
	FILIPINO	1,255	125	59	1,439
	ASIAN AMERICAN	376	23		399
	OTHER	286	823	10	1,119
	NOT APPLICABLE	46	6		52
	UNKNOWN	31	13	7	51
	AMERICAN INDIAN	31	11	1	43
	TWO OR MORE RACES	14	21		35
	AMERICAN INDIAN/ALASKAN NATIVE	7			7
	Total	18,571	6,741	770	26,082
MALE	HISPANIC	16,903	3,315	341	20,559
	CAUCASIAN	13,952	1,281	412	15,645
	BLACK	6,040	908	221	7,169
	ASIAN	3,575	405	114	4,094
	FILIPINO	1,890	129	77	2,096
	ASIAN AMERICAN	945	30		975
	OTHER	442	817	18	1,277
	NOT APPLICABLE	115	5		120
	AMERICAN INDIAN	107	9	6	122
	UNKNOWN	78	9	21	108
	AMERICAN INDIAN/ALASKAN NATIVE	64	1		65
	TWO OR MORE RACES	19	6		25
	PACIFIC ISLANDER	2			2
	NA	1			1
	Total	44,133	6,915	1,210	52,258
Grand Total		62,704	13,656	1,980	78,340

## Demographic Treemap

SUM(Number of Empl...  
1 16,903



Caption

Demographic Treemap (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/nd/4.0/>)

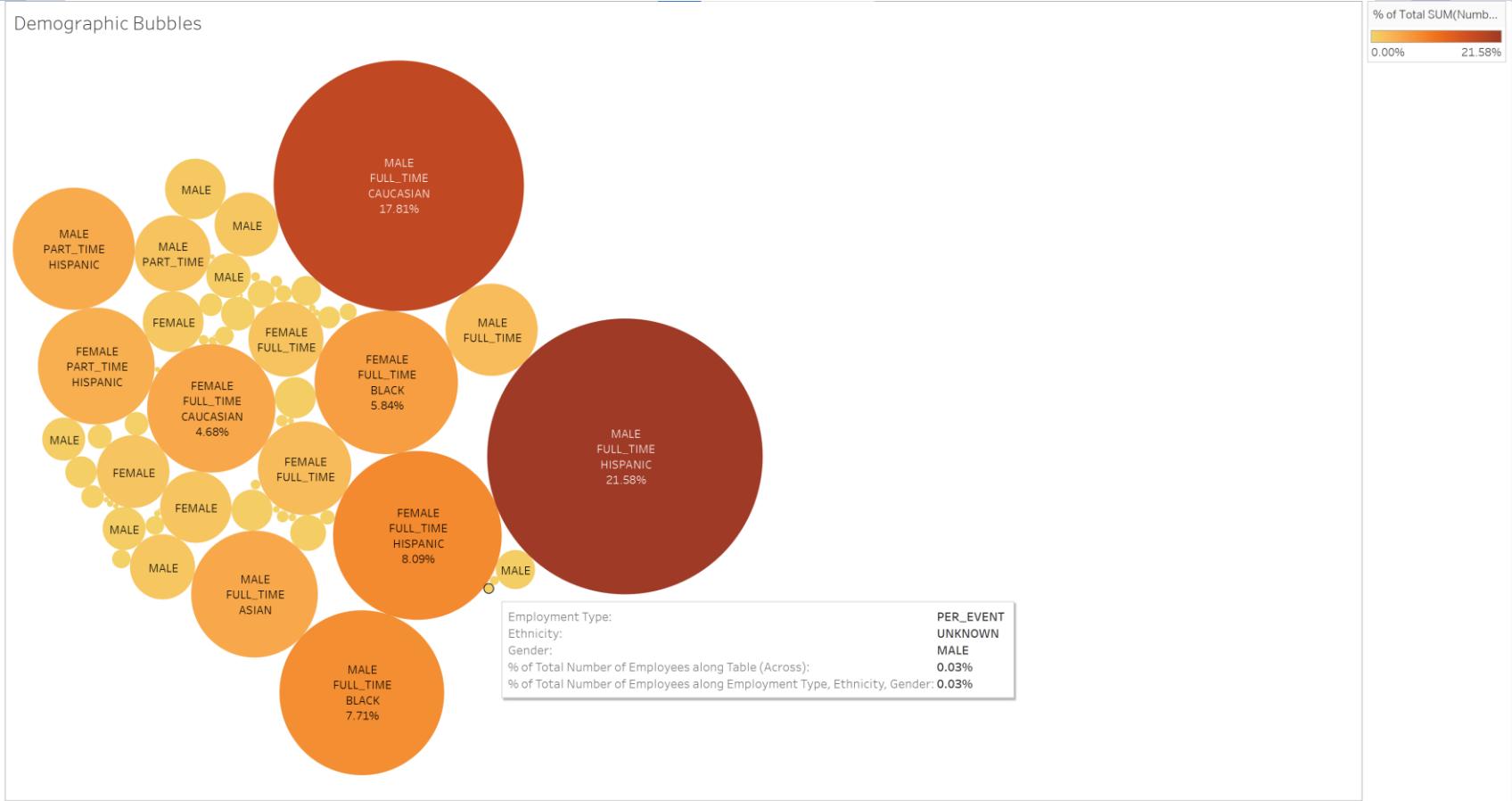
Employee Demographics

Demographic Treemap

Employment Type:  
Ethnicity:  
Gender:  
% of Total Number of Employees along Table (Across): 0.56%  
Number of Employees: 442



## Demographic Bubbles



## Caption

Demographic Bubbles (C)opyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>

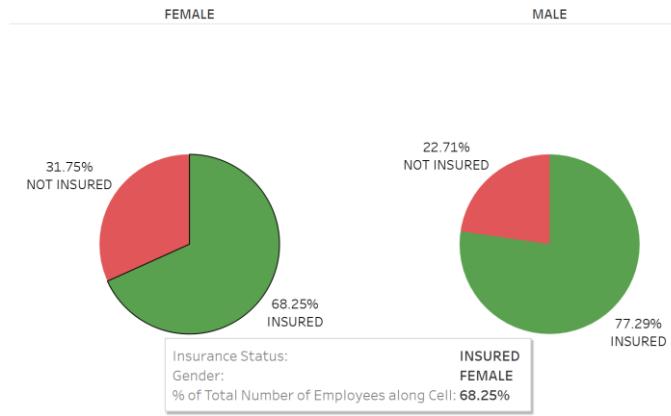
### Churn Pie



Caption

Churn Pie (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

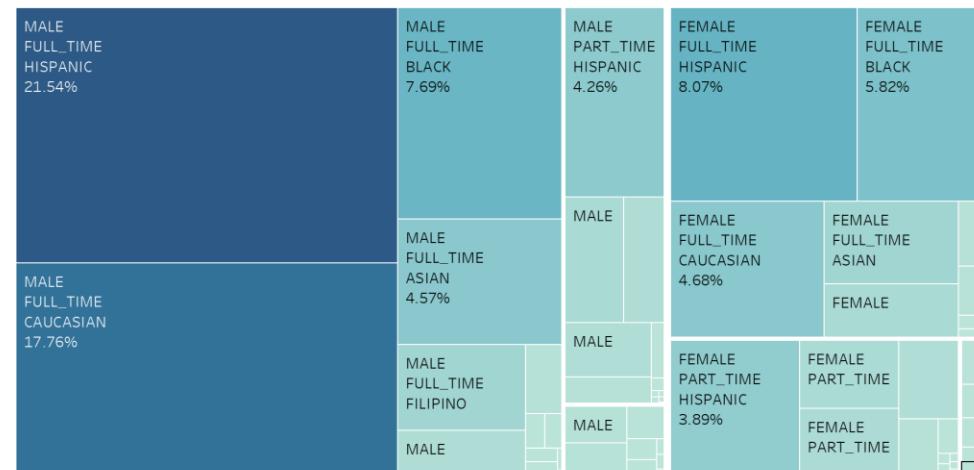
## Insurance Pie



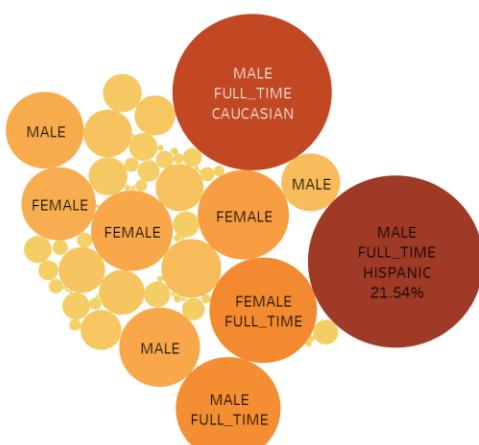
## Employee Demographics

Gender	Ethnicity	Employment Type			Grand Total
		FULL_TIME	PART_TIME	PER_EVENT	
FEMALE	HISPANIC	6,276	3,023	196	9,495
	BLACK	4,523	1,132	253	5,908
	CAUCASIAN	3,634	1,173	168	4,975
	ASIAN	1,945	375	76	2,396
	FILIPINO	1,249	124	59	1,432
	ASIAN AMERICAN	374	22		396
	OTHER	283	822	10	1,115
	NOT APPLICABLE	46	6		52
	UNKNOWN	31	13	7	51
	AMERICAN INDIAN	30	11	1	42
	TWO OR MORE RACES	14	21		35
	AMERICAN INDIAN/ALASKAN NATIVE	7			7
	Total	18,412	6,722	770	25,904
MALE	HISPANIC	16,744	3,309	341	20,394
	CAUCASIAN	13,804	1,277	412	15,493
	BLACK	5,974	903	221	7,098
	ASIAN	3,549	404	114	4,067
	FILIPINO	1,883	129	77	2,089
	ASIAN AMERICAN	939	29		968
	OTHER	437	817	18	1,272
	NOT APPLICABLE	114	5		119

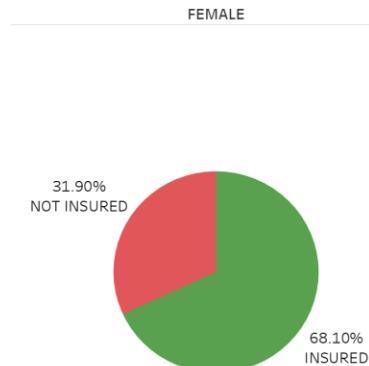
## Demographic Treemap



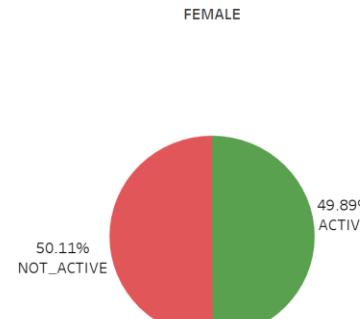
## Demographic Bubbles



## Insurance Pie



## Churn Pie



Employment Type:

Ethnicity:

Gender:

% of Total Number of Employees along Table (Across): 0.08%

Number of Employees:

PER\_EVENT

FILIPINO

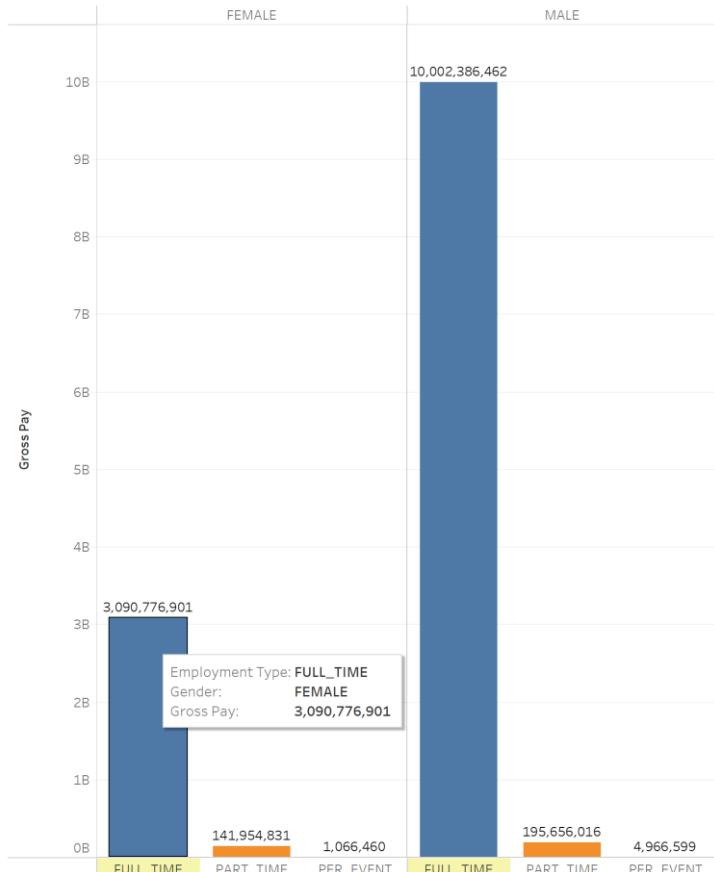
FEMALE



# City Employee Expenditure

- How much is the City Spending on its employees?
- How much of the outlay is Salaries?
- How much of the outlay is Hourly wages?
- How much of the outlay is on Over Time?
- How much of the outlay is on Bonus and Payouts?
- How much is the outlay on Employee Health and Life Insurance?

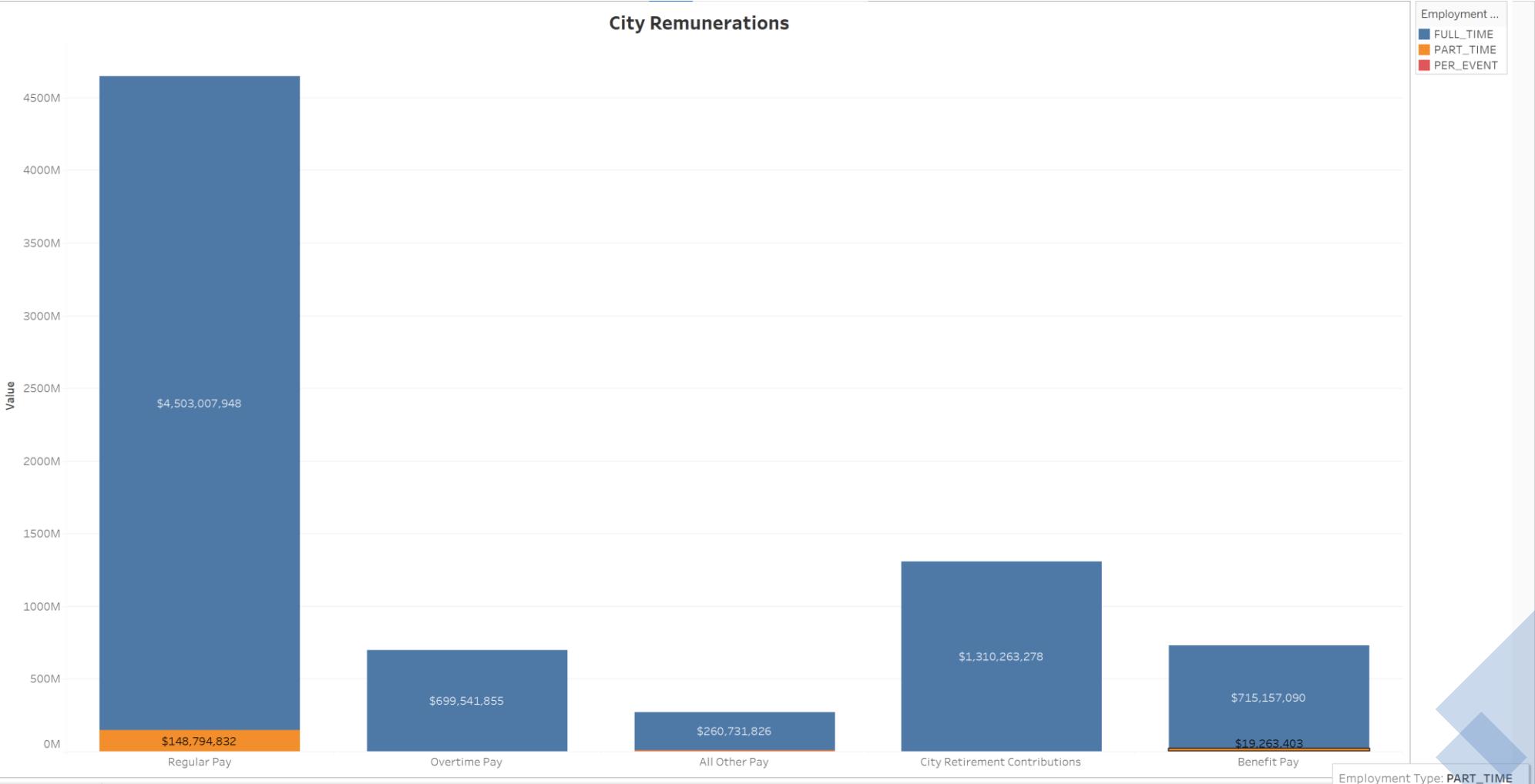
## City Expenses



Caption

City Expenses (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

## City Remunerations

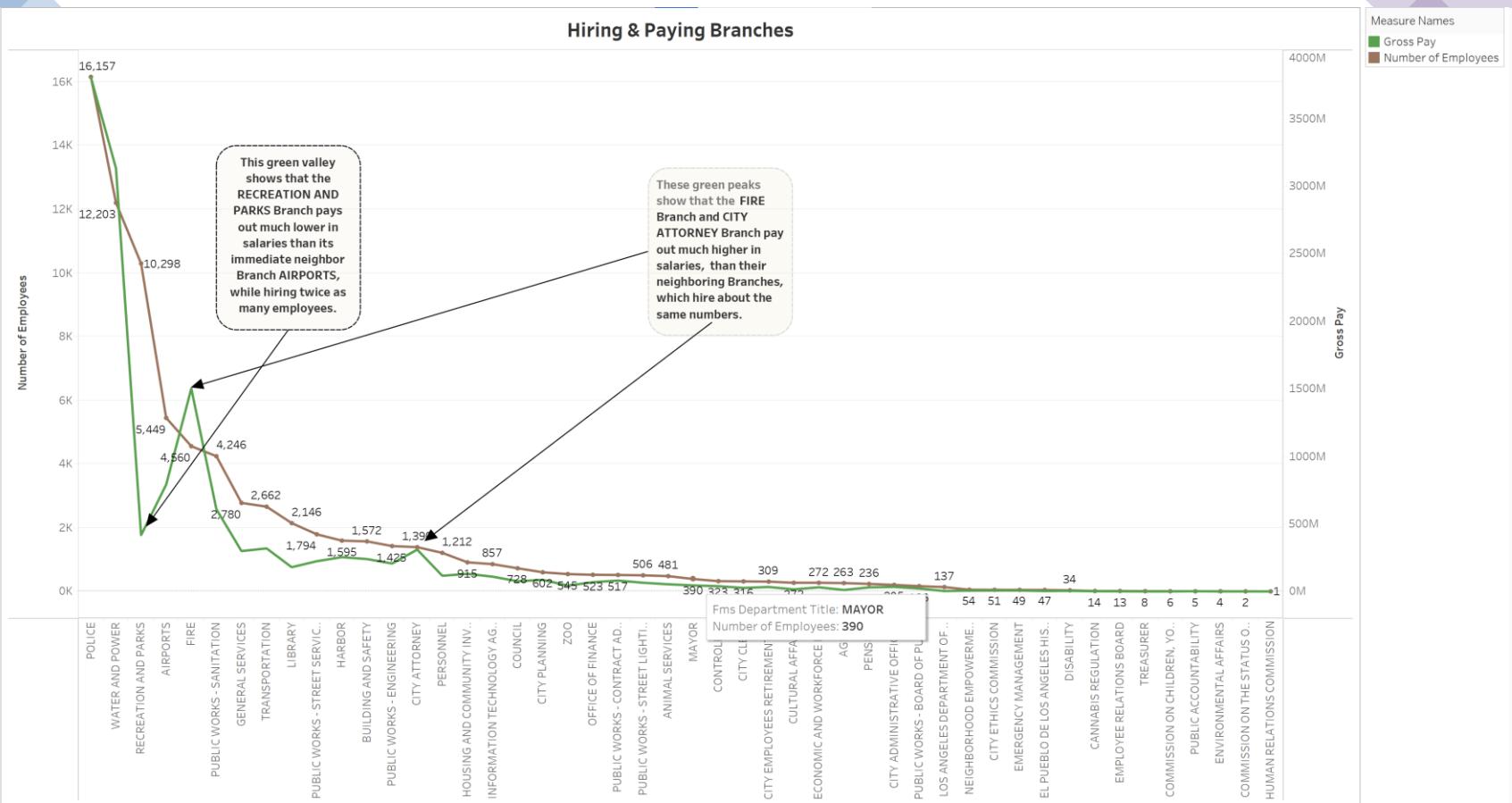


Caption

City Remunerations (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

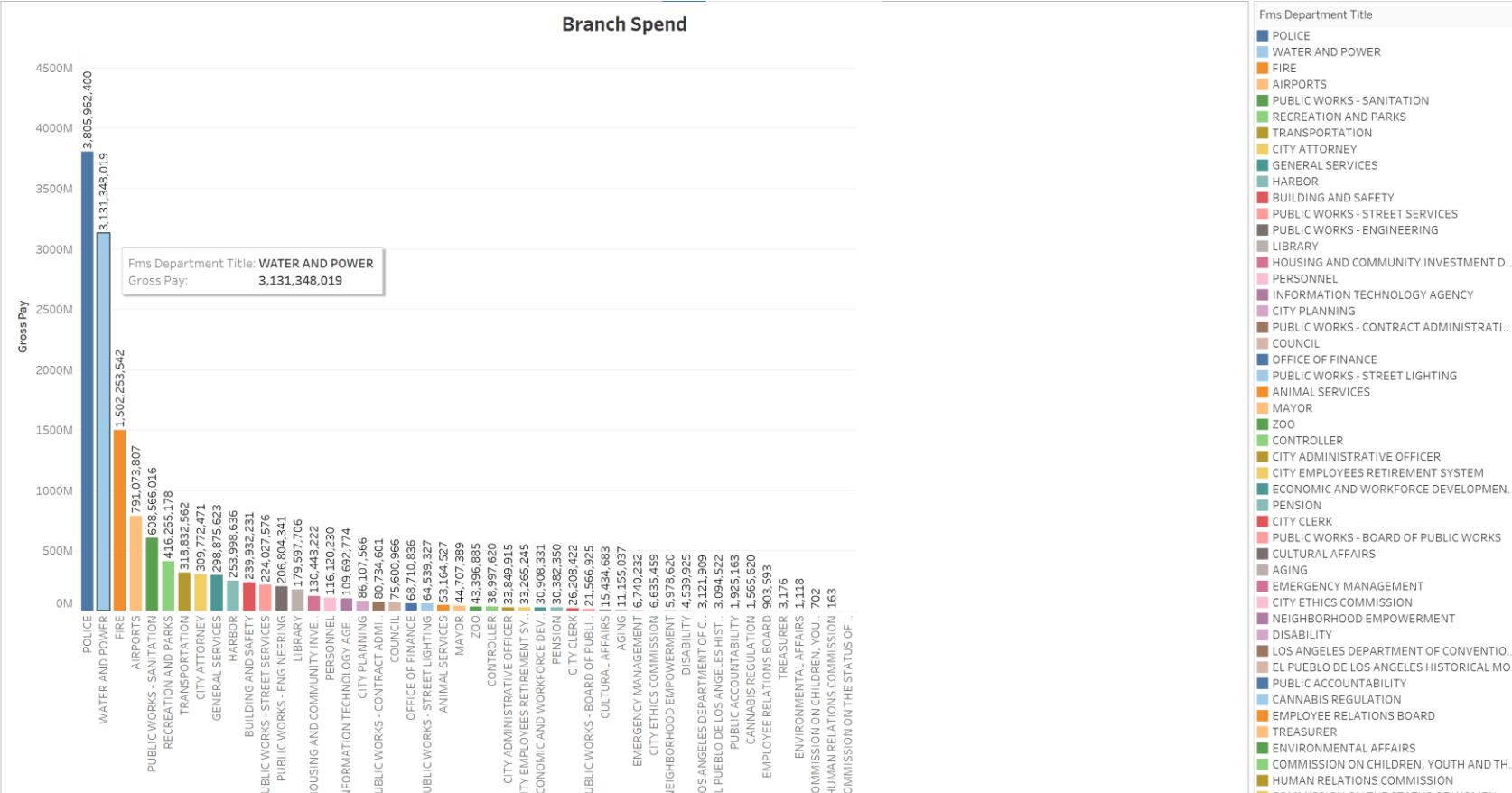
## Expense Heat





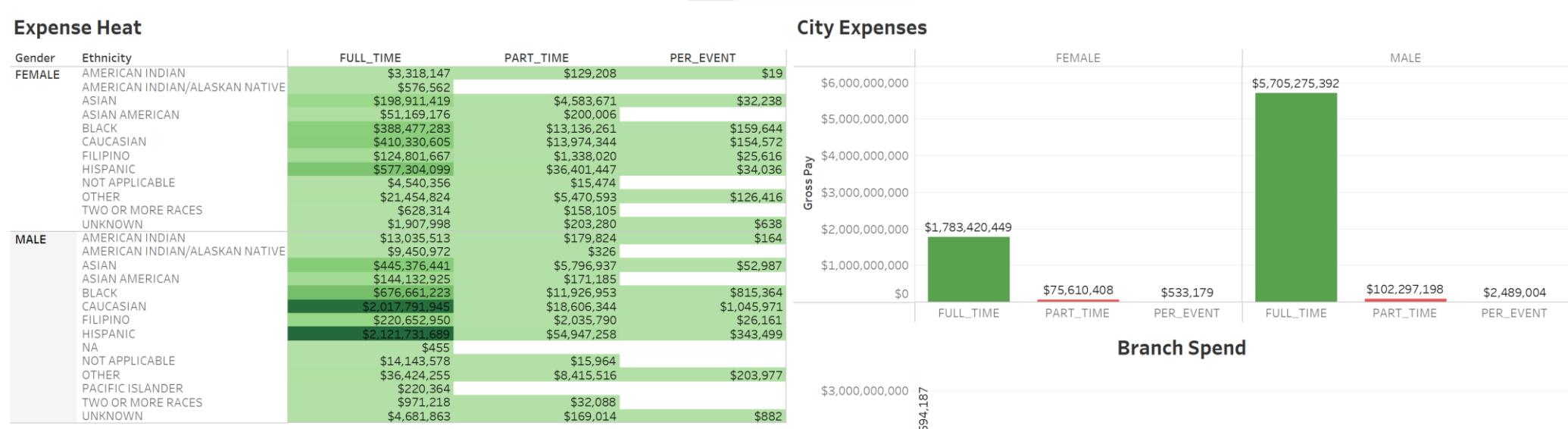
Caption

Hiring & Paying Branches (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)



Caption

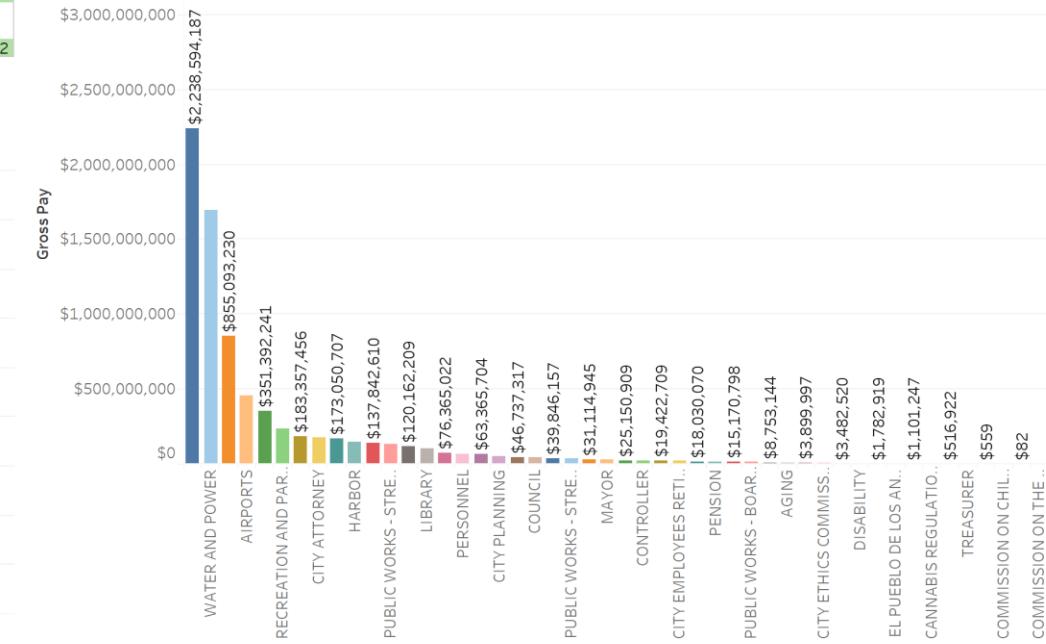
Branch Spend (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)



### City Expenses



### Branch Spend



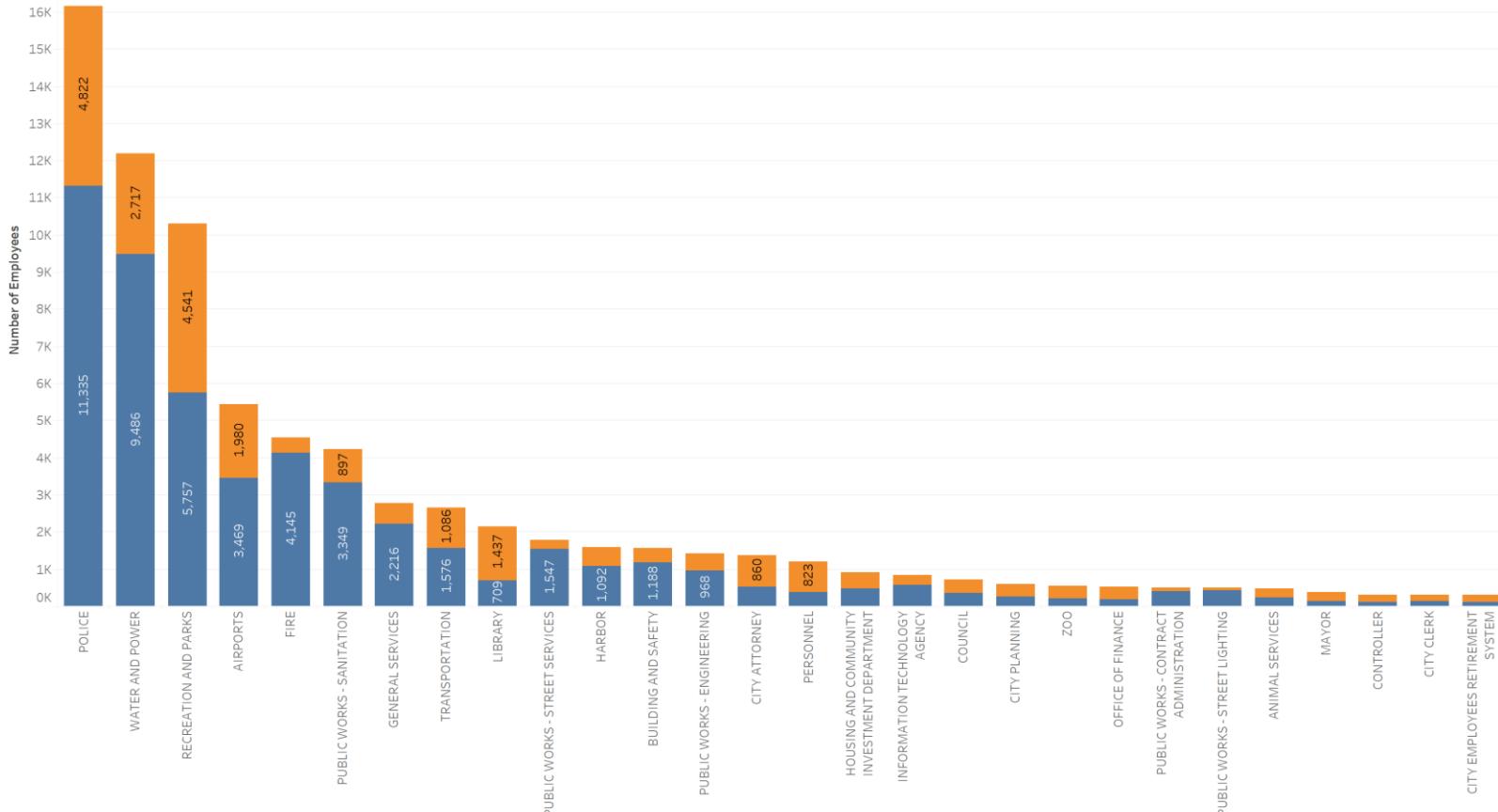
### City Remunerations



# City Branch Composition

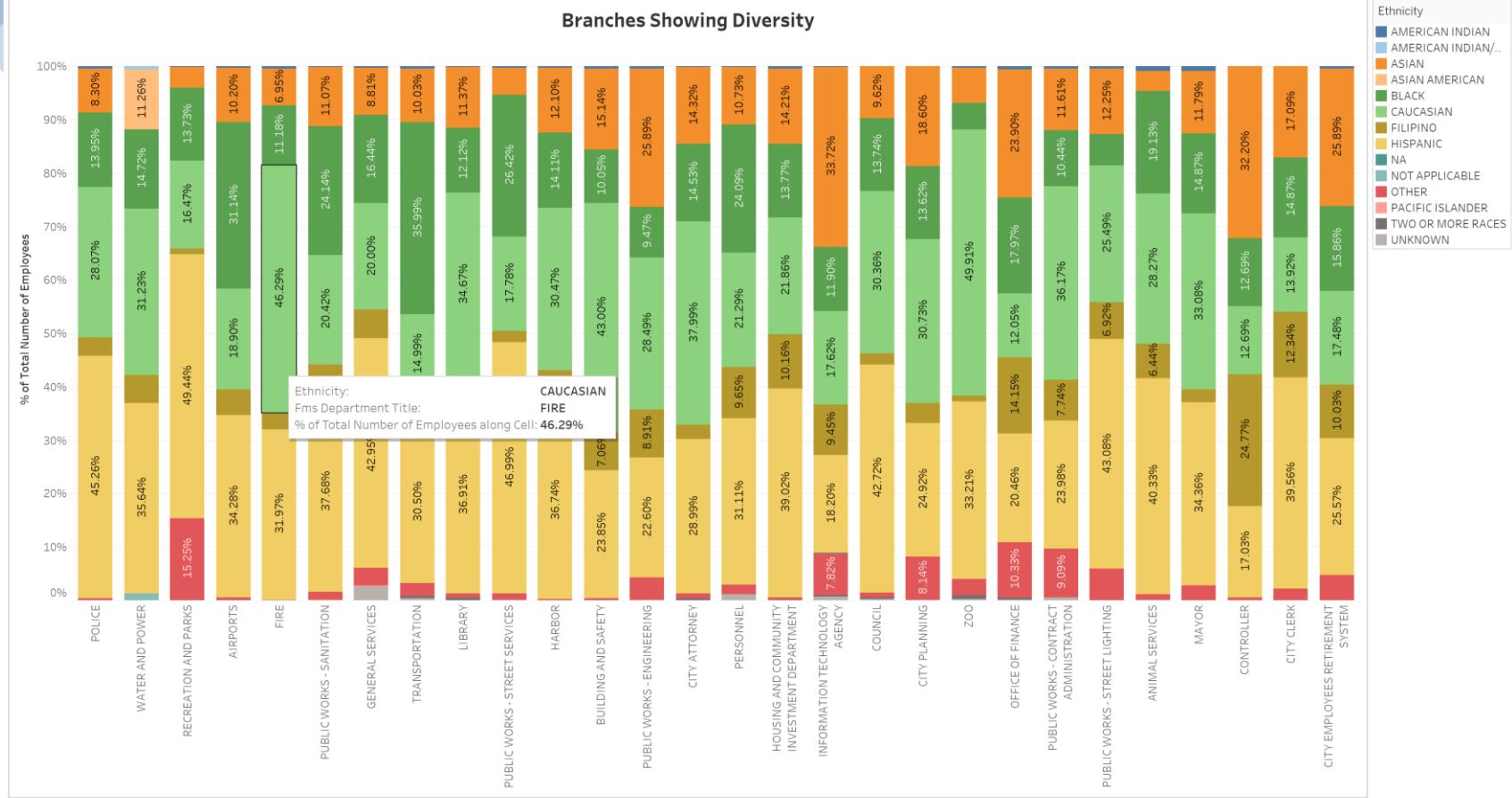
- Which Branches hire more employees?
- Which Branches hire more full-time employees?
- Which Branches hire more hourly-wages employees?
- Which Branches hire more women?
- Which Branches are more ethnically diverse?

## Branches Showing Gender



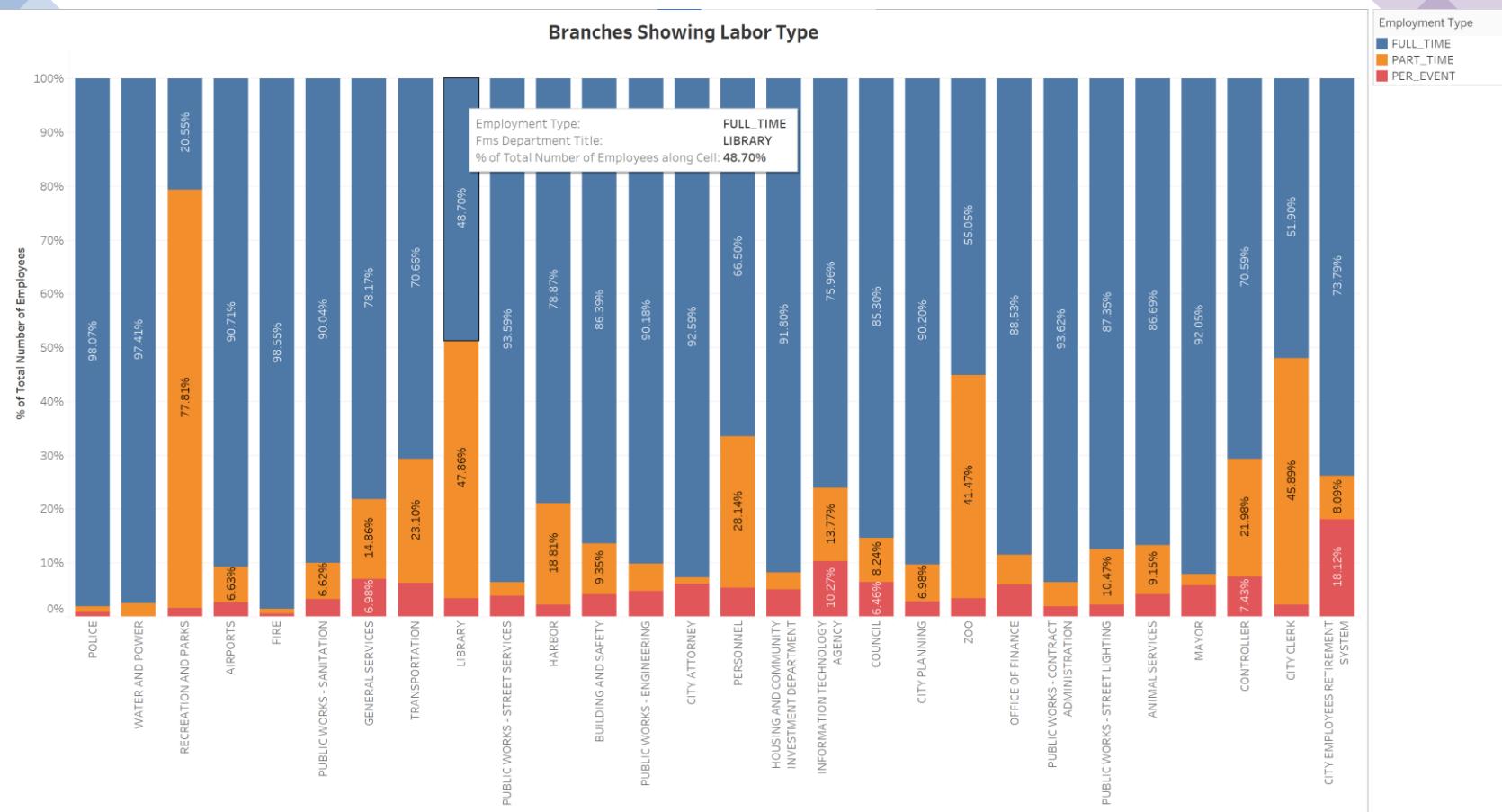
Caption

Branches Showing Gender (c)Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>



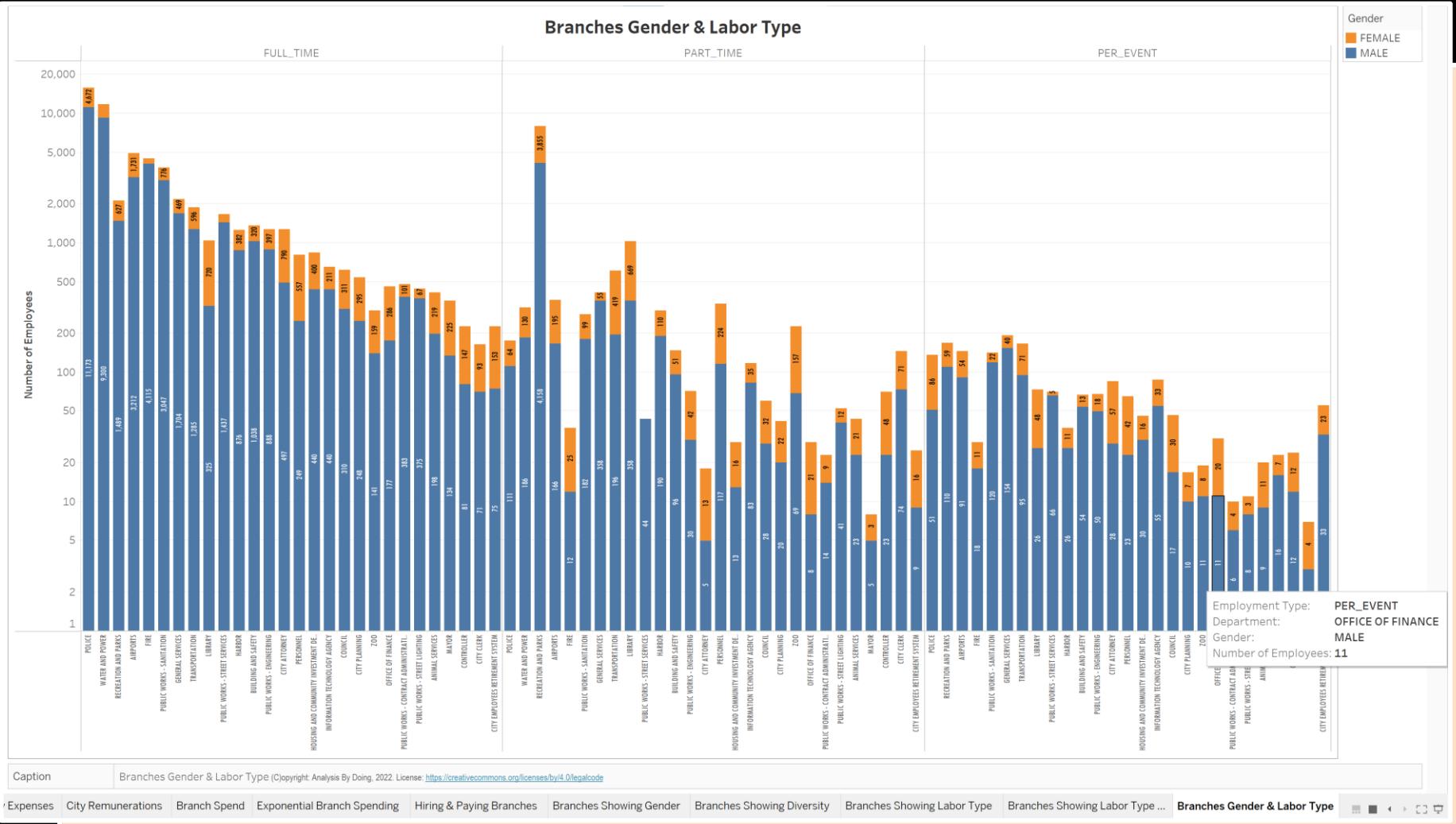
Caption

Branches Showing Diversity (Copyright Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

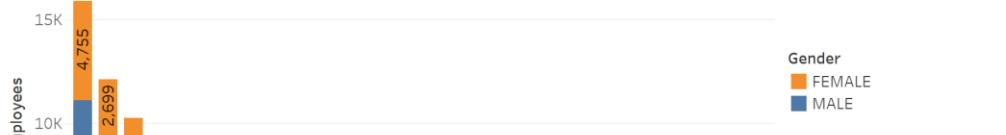


Caption

Branches Showing Labor Type (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)



## Branches Showing Gender



Gender

- FEMALE
- MALE

Ethnicity

- AMERICAN INDIAN
- AMERICAN INDIAN/ALASKAN...
- ASIAN
- ASIAN AMERICAN
- BLACK
- CAUCASIAN
- FILIPINO
- HISPANIC
- NA
- NOT APPLICABLE
- OTHER
- PACIFIC ISLANDER
- TWO OR MORE RACES
- UNKNOWN

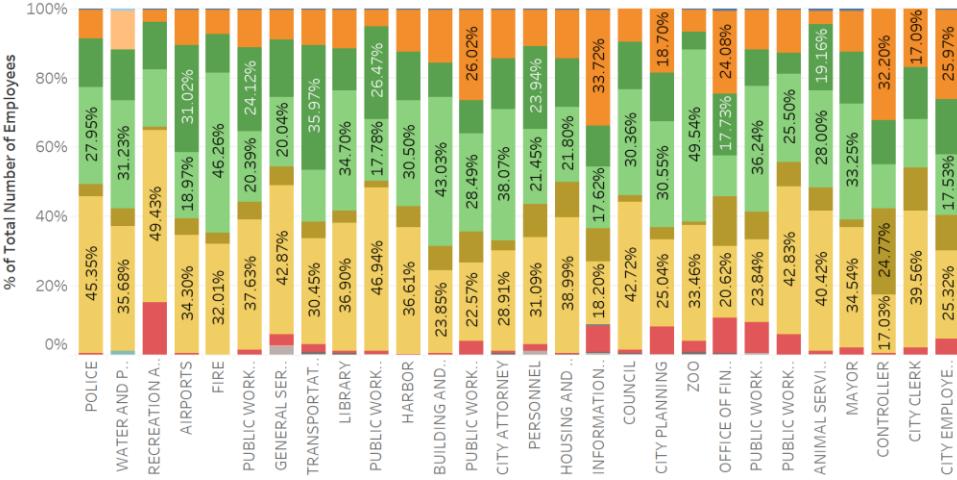
## Branches Showing Labor Type



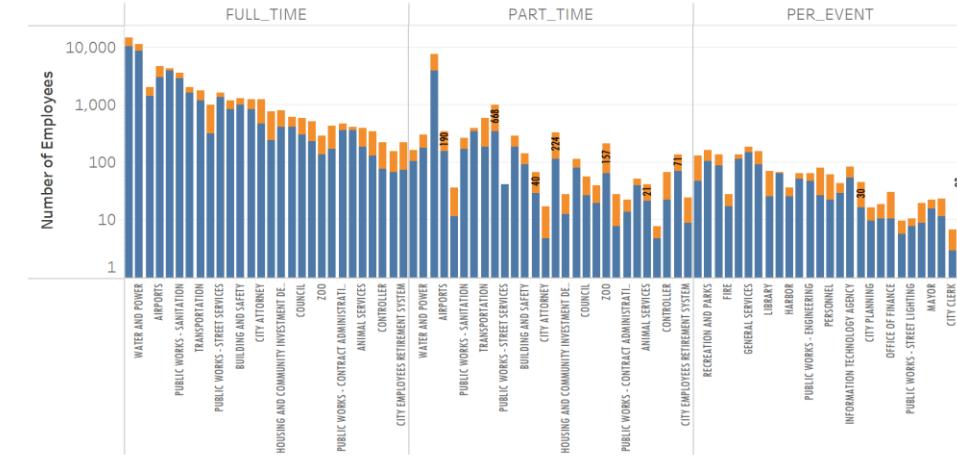
Employment Type

- FULL\_TIME
- PART\_TIME
- PER\_EVENT

## Branches Showing Diversity



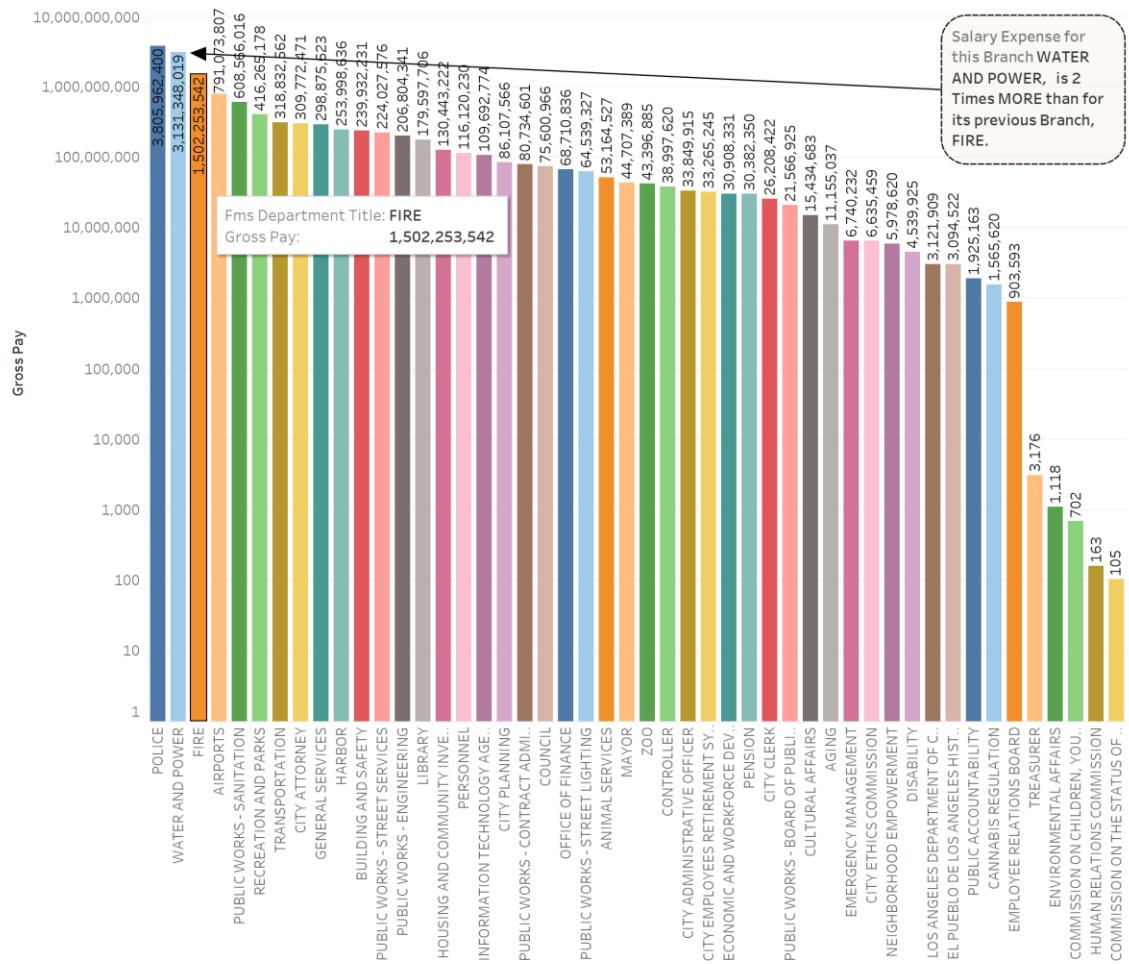
## Branches Gender & Labor Type



# Branch Employee Expenditure

- Which Branches give out more salaries?
- Which Branches give out more wages?
- Which Branches give out more Bonus and payouts?
- Which Branches are experiencing the most Employee churn?

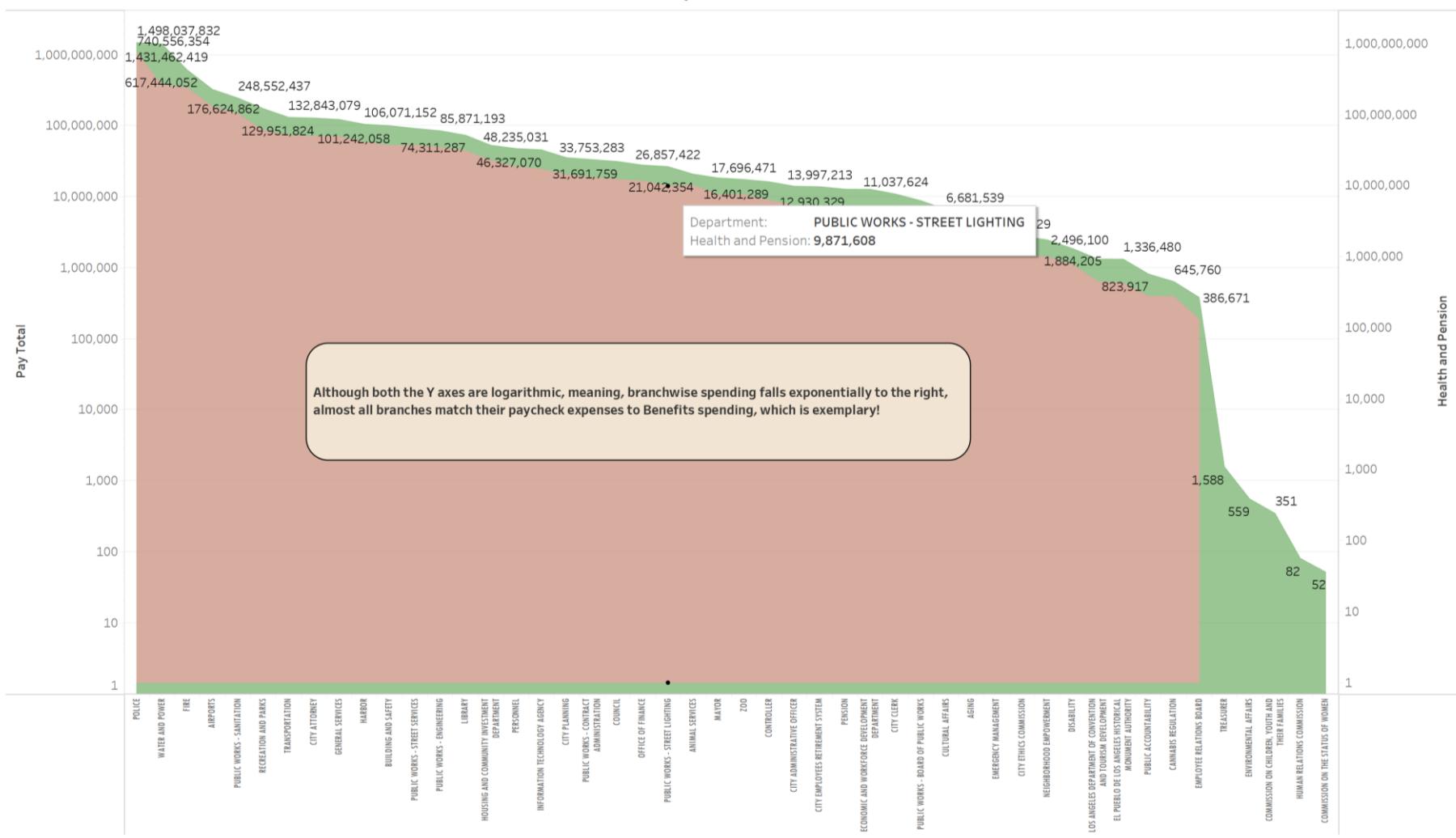
## Exponential Branch Spending



Salary Expense for this Branch WATER AND POWER, is 2 Times MORE than for its previous Branch, FIRE.

Fms Department Title
POLICE
WATER AND POWER
FIRE
AIRPORTS
PUBLIC WORKS - SANITATION
RECREATION AND PARKS
TRANSPORTATION
CITY ATTORNEY
GENERAL SERVICES
HARBOR
BUILDING AND SAFETY
PUBLIC WORKS - STREET SERVICES
PUBLIC WORKS - ENGINEERING
LIBRARY
HOUSING AND COMMUNITY INVESTMENT D..
PERSONNEL
INFORMATION TECHNOLOGY AGENCY
CITY PLANNING
PUBLIC WORKS - CONTRACT ADMINISTRATI..
COUNCIL
OFFICE OF FINANCE
PUBLIC WORKS - STREET LIGHTING
ANIMAL SERVICES
MAYOR
ZOO
CONTROLLER
CITY ADMINISTRATIVE OFFICER
CITY EMPLOYEES RETIREMENT SYSTEM
ECONOMIC AND WORKFORCE DEVELOPMEN..
PENSION
CITY CLERK
PUBLIC WORKS - BOARD OF PUBLIC WORKS
CULTURAL AFFAIRS
AGING
EMERGENCY MANAGEMENT
CITY ETHICS COMMISSION
NEIGHBORHOOD EMPOWERMENT
DISABILITY
LOS ANGELES DEPARTMENT OF CONVENTIO..
EL PUEBLO DE LOS ANGELES HIST..
PUBLIC ACCOUNTABILITY
CANNABIS REGULATION
EMPLOYEE RELATIONS BOARD
TREASURER
ENVIRONMENTAL AFFAIRS
COMMISSION ON CHILDREN, YOUTH AND TH..
HUMAN RELATIONS COMMISSION
COMMISSION ON THE STATUS OF ..

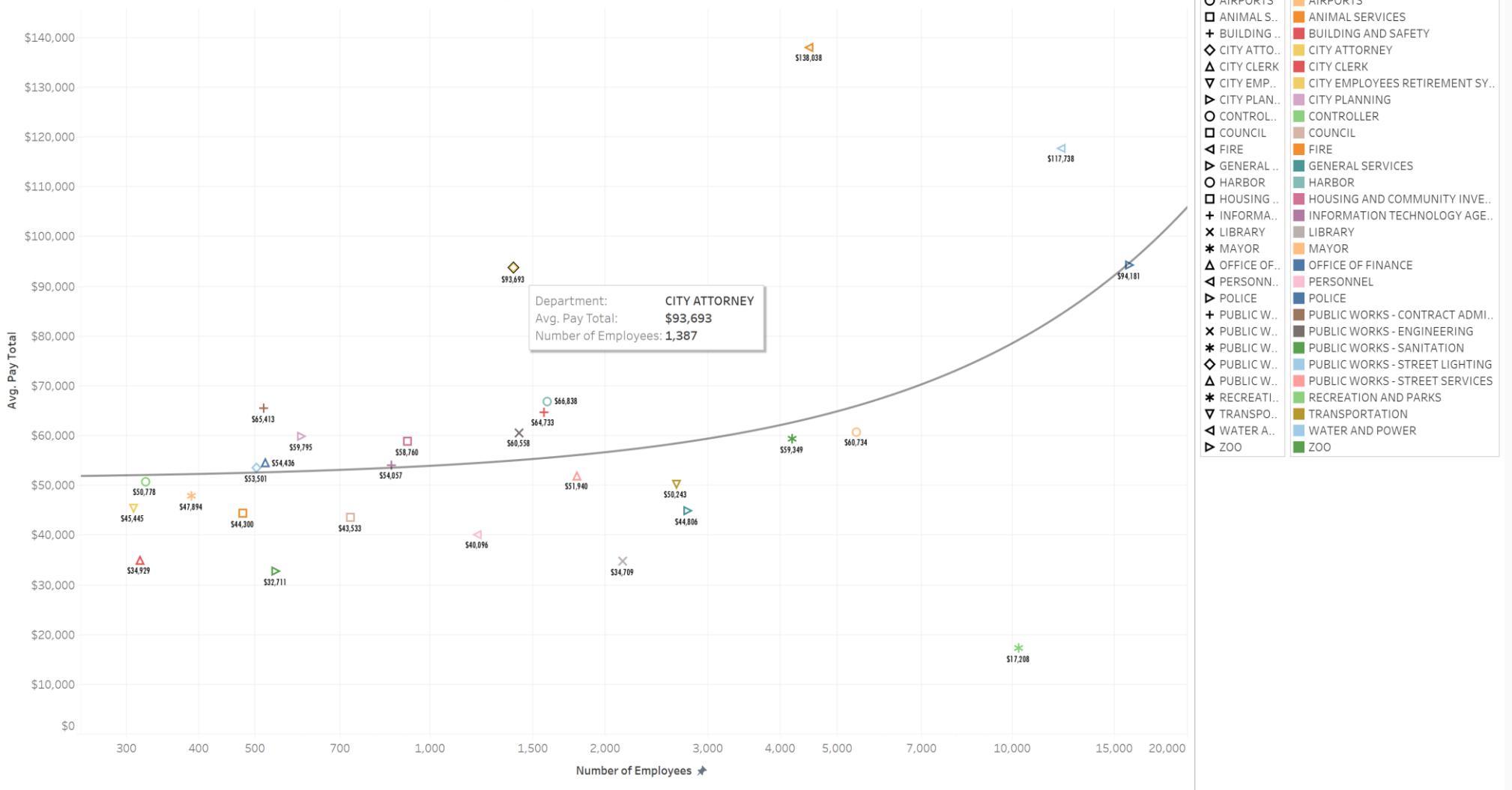
## Expense Areas



Caption

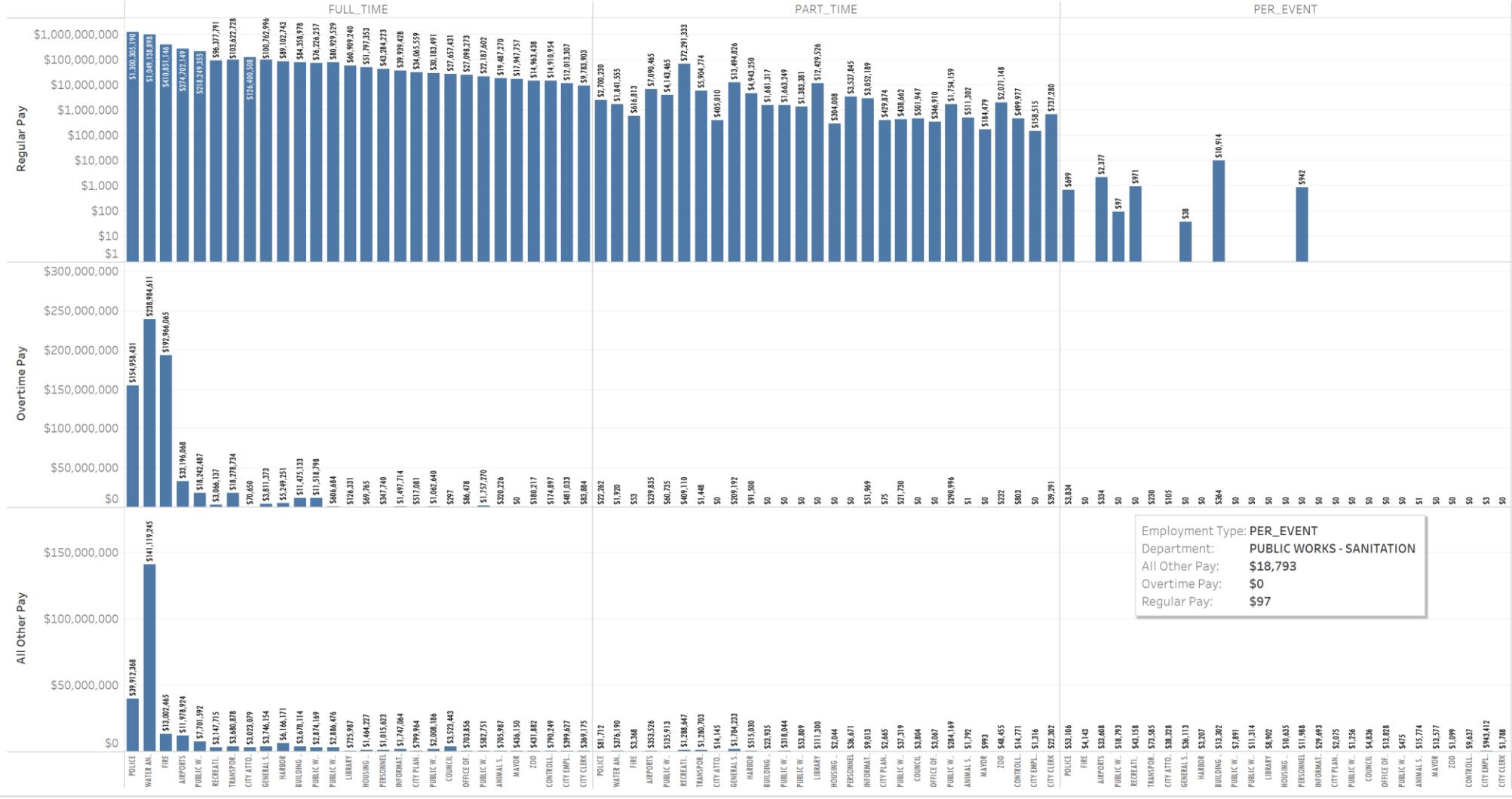
Expense Areas (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

## Payroll-Personell Scatter



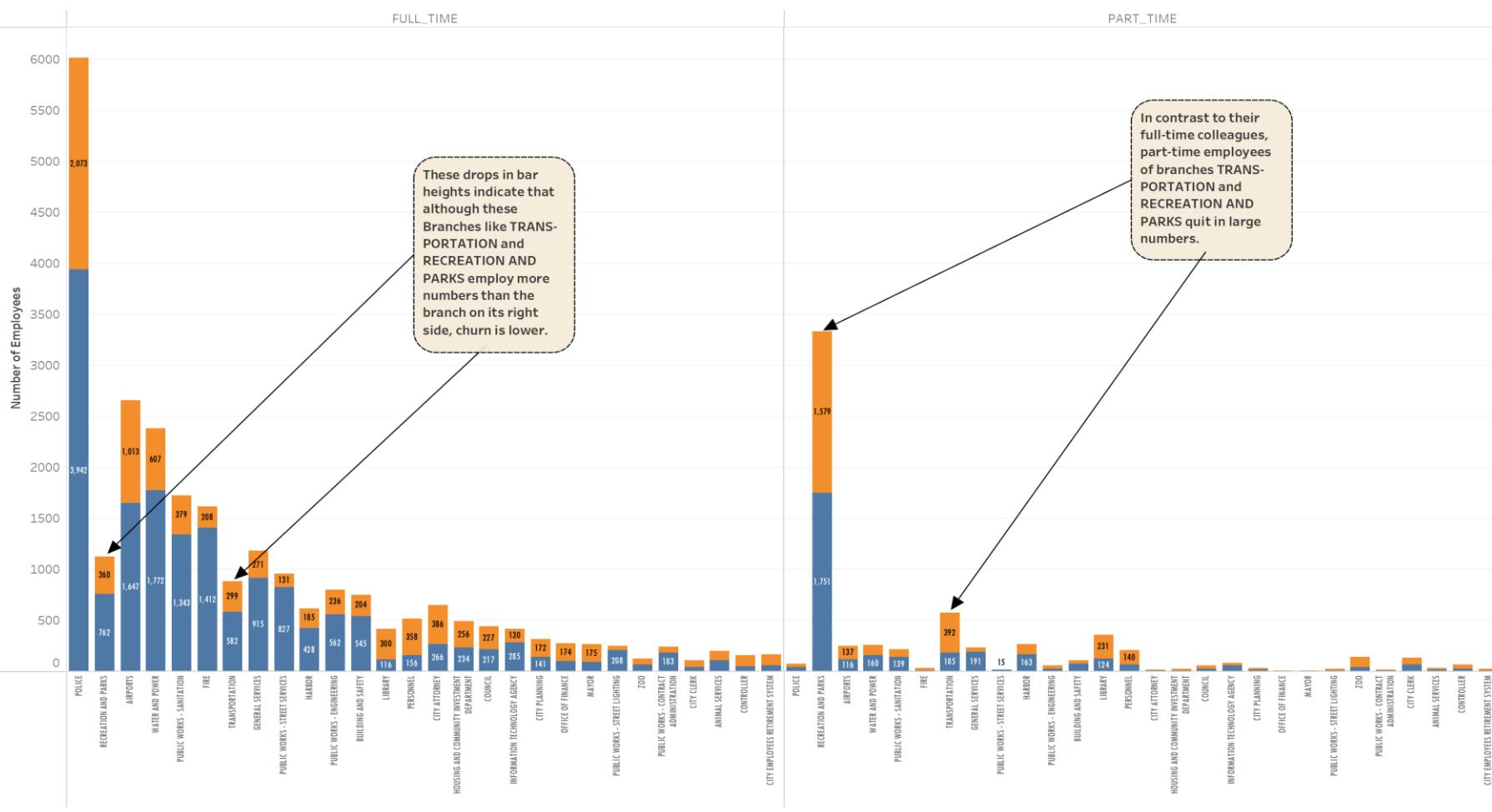
Caption

# Branch Payouts



Employment Type: PER\_EVENT  
 Department: PUBLIC WORKS - SANITATION  
 All Other Pay: \$18,793  
 Overtime Pay: \$0  
 Regular Pay: \$97

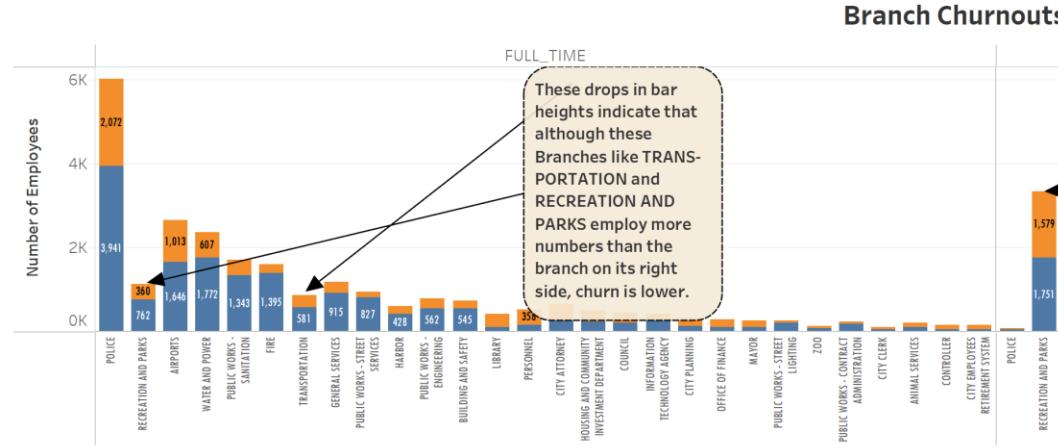
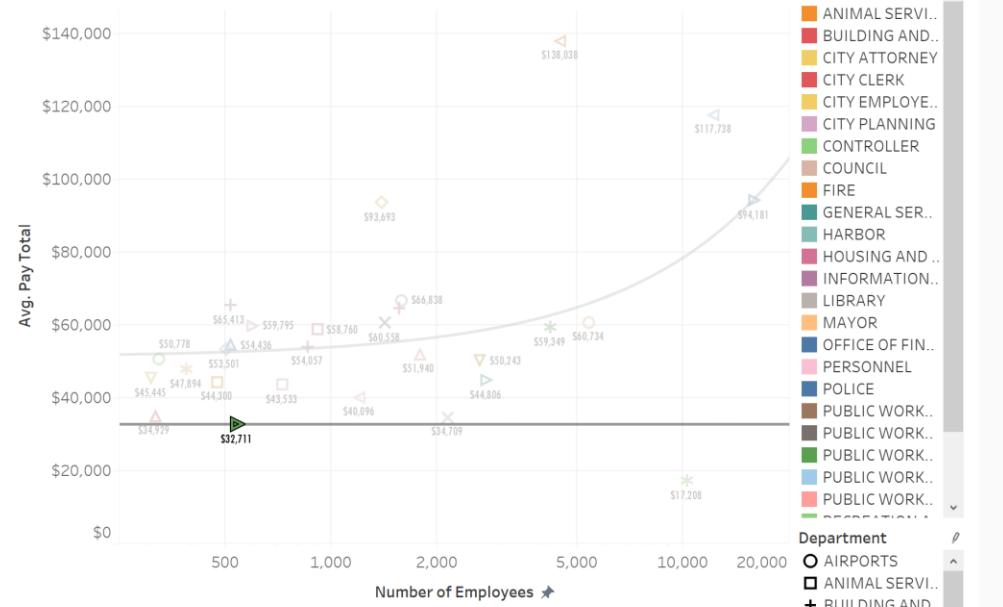
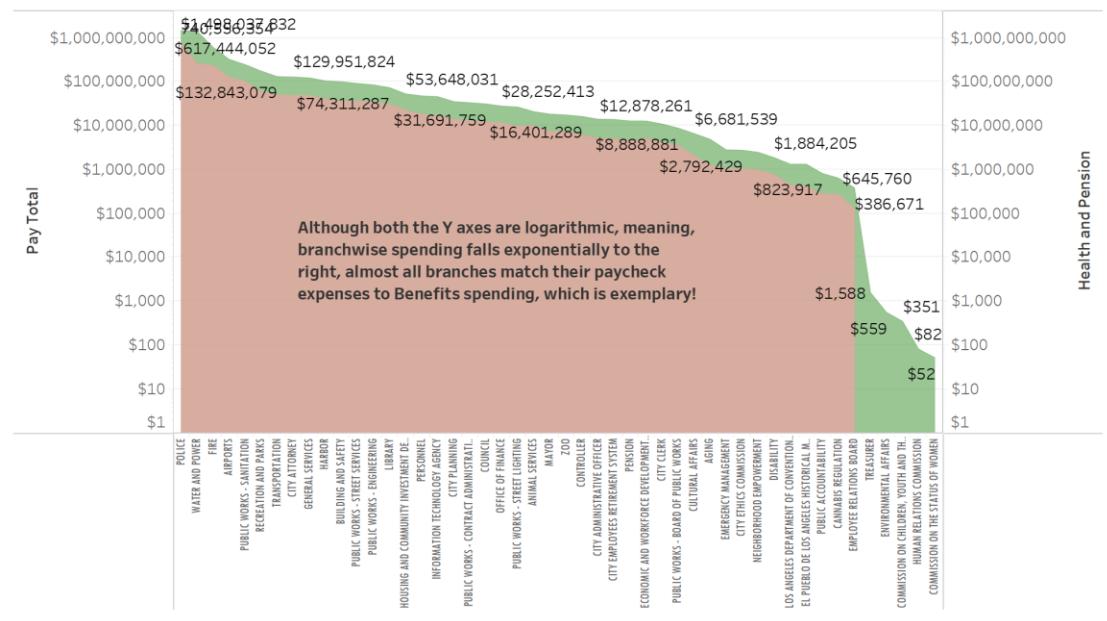
## Branch Churnouts



Caption

Branch Churnouts (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

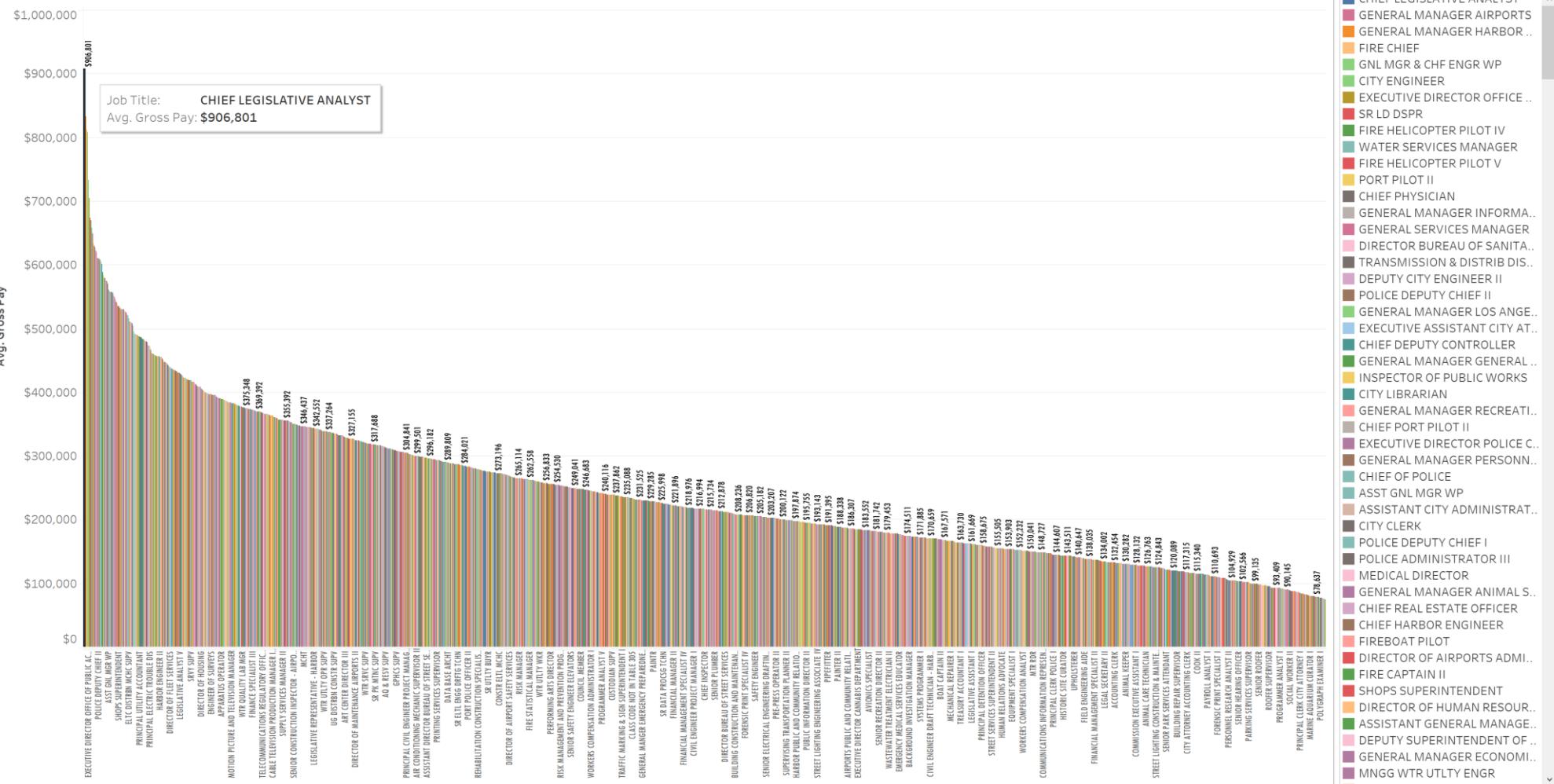
Gender  
FEMALE  
MALE



# Employee Earnings

- What are the top paying jobs, salary-wise?
- What are the top paying jobs, hourly wage-wise?
- Which jobs get more OverTime?
- Which jobs get more Bonus and Payouts?
- Which gender earns more on average?
- Which ethnic groups earn more on average?

## High Pay Jobs

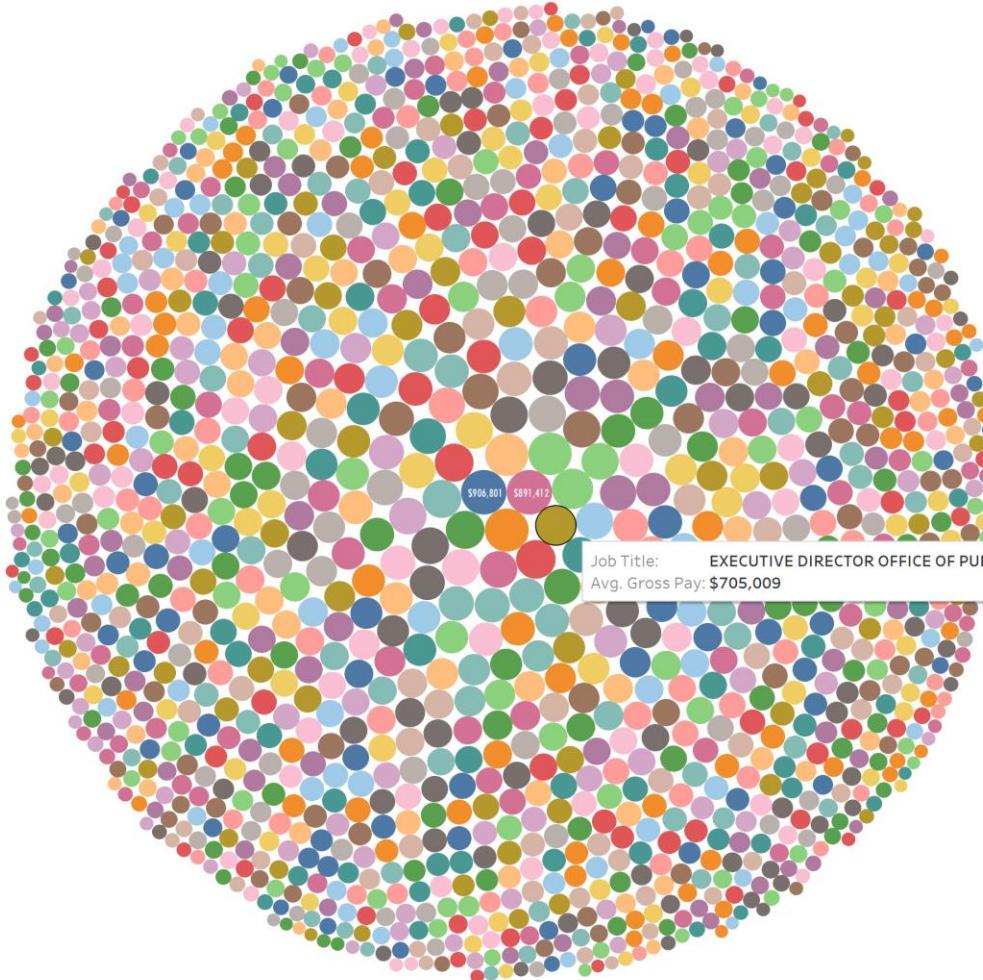


## Caption

High Pay Jobs (C)opyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>

Branch Spending | Hiring & Paying Branches | Branches Showing Gender | Branches Showing Diversity | Branches Showing Labor Type | Branches Gender & Labor Type | Branch Payouts | Branch Churnouts | **High Pay Jobs** | Payscale Kaleidoscope | Out of the Box |

## Payscale Kaleidoscope



Job Title
CHIEF LEGISLATIVE ANALYST
GENERAL MANAGER AIRPORTS
GENERAL MANAGER HARBOR ..
FIRE CHIEF
GNL MGR & CHF ENGR WP
CITY ENGINEER
EXECUTIVE DIRECTOR OFFICE ..
SR LD DSPR
FIRE HELICOPTER PILOT IV
WATER SERVICES MANAGER
FIRE HELICOPTER PILOT V
PORT PILOT II
CHIEF PHYSICIAN
GENERAL MANAGER INFORMA..
GENERAL SERVICES MANAGER
DIRECTOR BUREAU OF SANITA..
TRANSMISSION & DISTRIB DIS..
DEPUTY CITY ENGINEER II
POLICE DEPUTY CHIEF II
GENERAL MANAGER LOS ANGE..
EXECUTIVE ASSISTANT CITY AT..
CHIEF DEPUTY CONTROLLER
GENERAL MANAGER GENERAL ..
INSPECTOR OF PUBLIC WORKS
CITY LIBRARIAN
GENERAL MANAGER RECREATI..
CHIEF PORT PILOT II
EXECUTIVE DIRECTOR POLICE ..
GENERAL MANAGER PERSONN..
CHIEF OF POLICE
ASST GNL MGR WP
ASSISTANT CITY ADMINISTRAT..
CITY CLERK
POLICE DEPUTY CHIEF I
POLICE ADMINISTRATOR III
MEDICAL DIRECTOR
GENERAL MANAGER ANIMAL S..
CHIEF REAL ESTATE OFFICER
CHIEF HARBOR ENGINEER
FIREBOAT PILOT
DIRECTOR OF AIRPORTS ADMI..
FIRE CAPTAIN II
SHOPS SUPERINTENDENT
DIRECTOR OF HUMAN RESOUR..
ASSISTANT GENERAL MANAGE..
DEPUTY SUPERINTENDENT OF ..
GENERAL MANAGER ECONOMI..
MNGG WTR UTILITY ENGR

Caption

Payscale Kaleidoscope (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

Branch Spending

Hiring & Paying Branches

Branches Showing Gender

Branches Showing Diversity

Branches Showing Labor Type

Branches Gender & Labor Type

Branch Payouts

Branch Churnouts

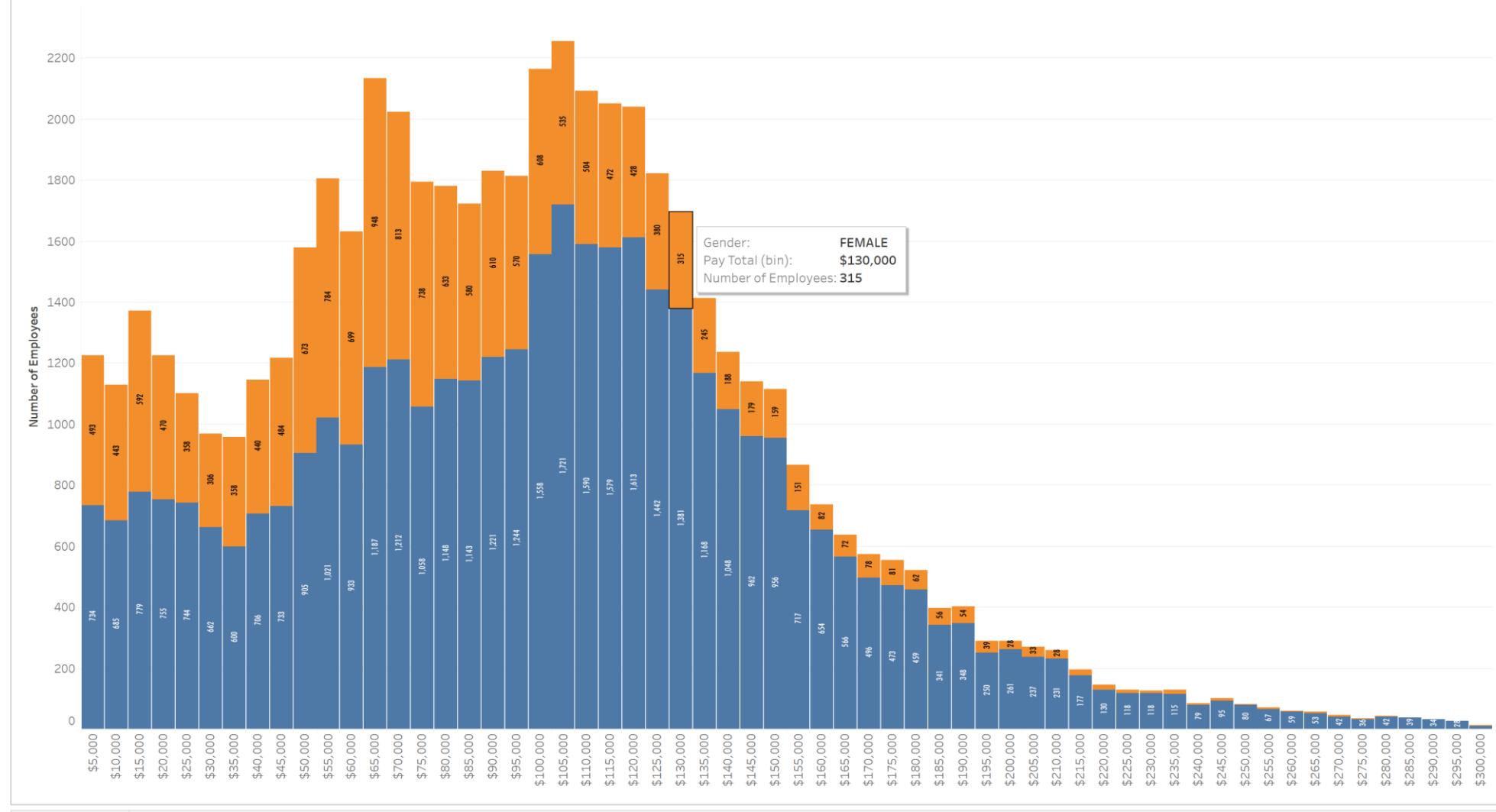
High Pay Jobs

Payscale Kaleidoscope

Out of the Box



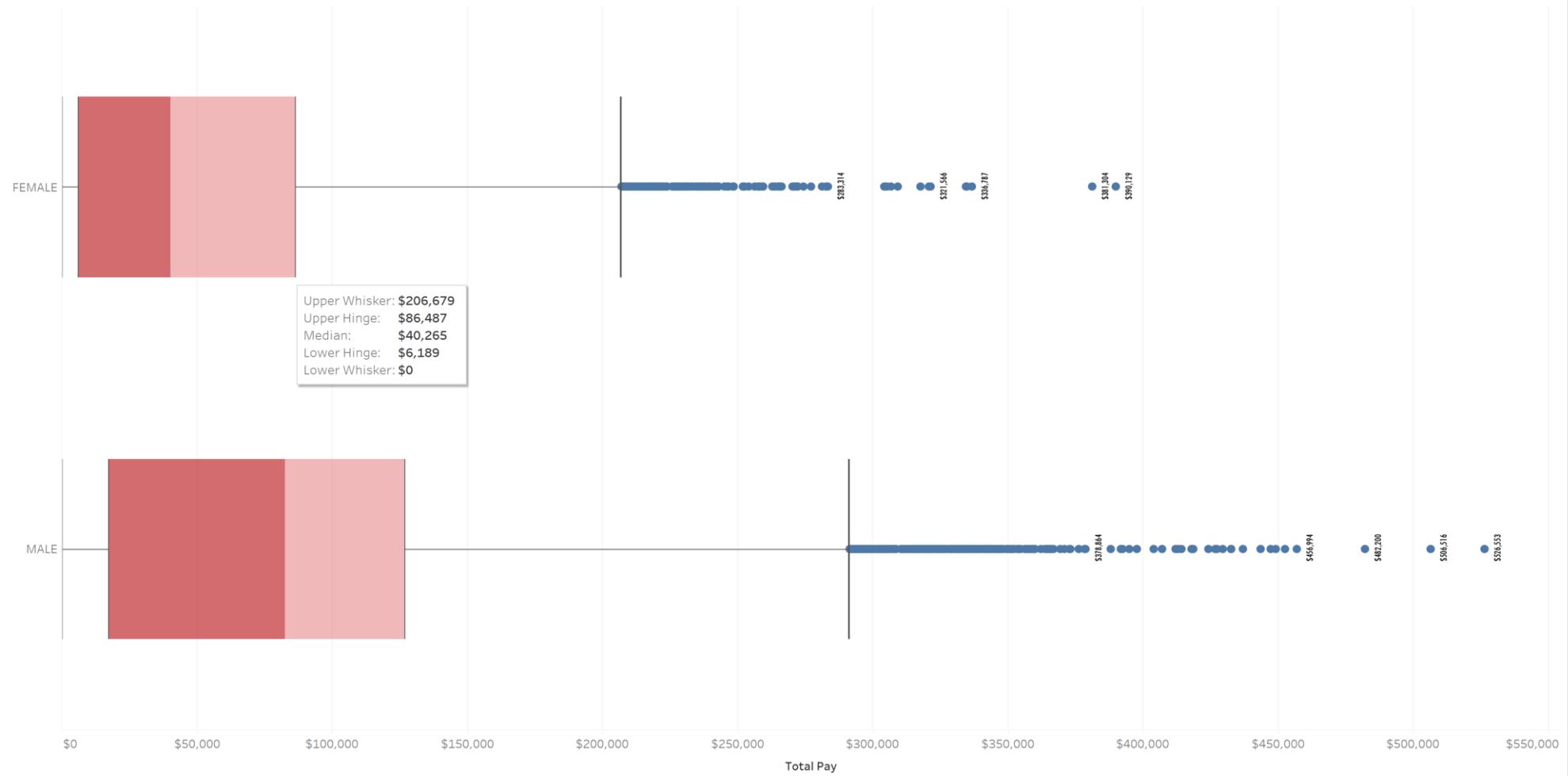
# Payscale Histogram



Caption

Payscale Histogram (C)opyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>

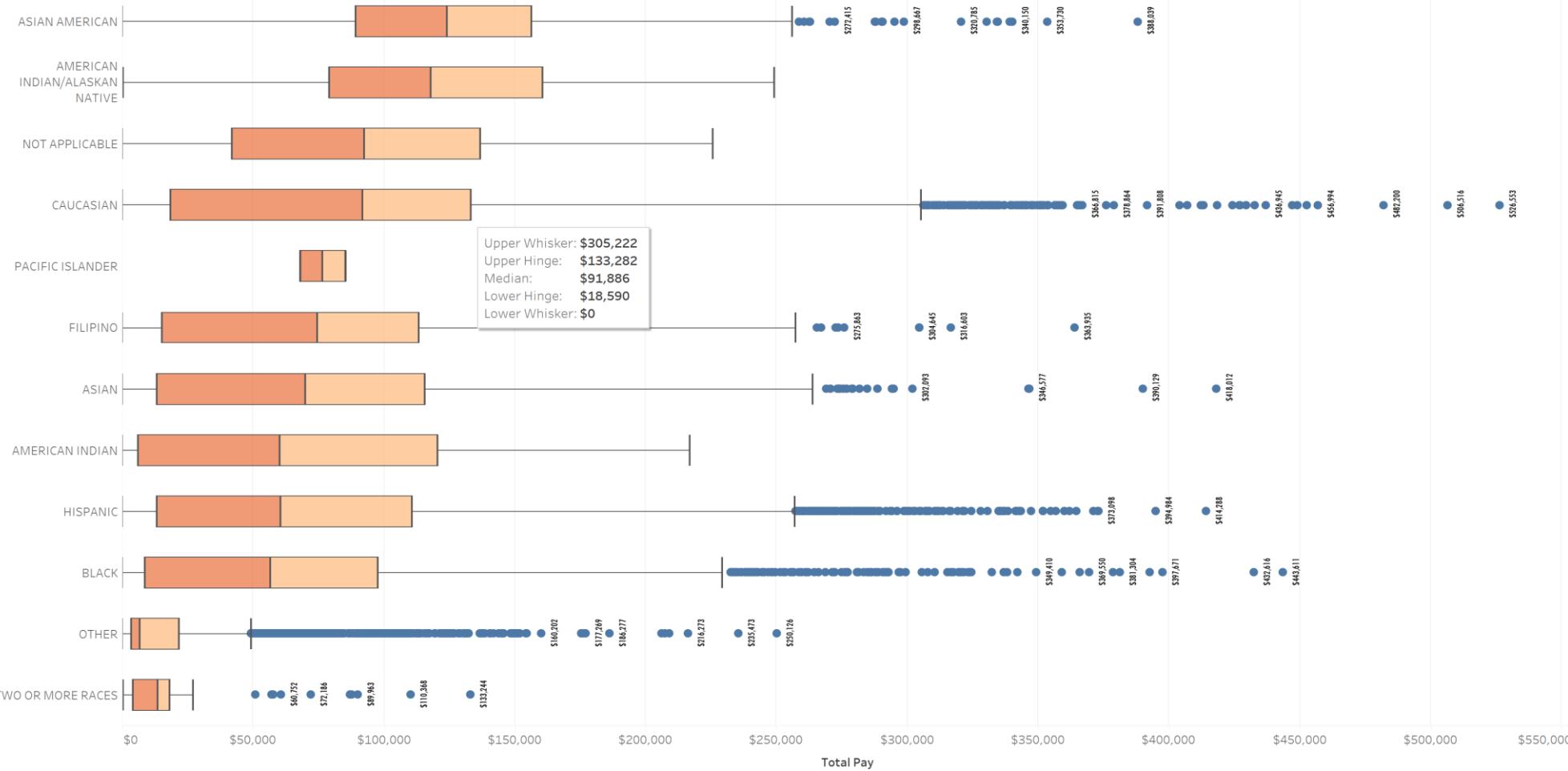
## Box Top Genders



Caption

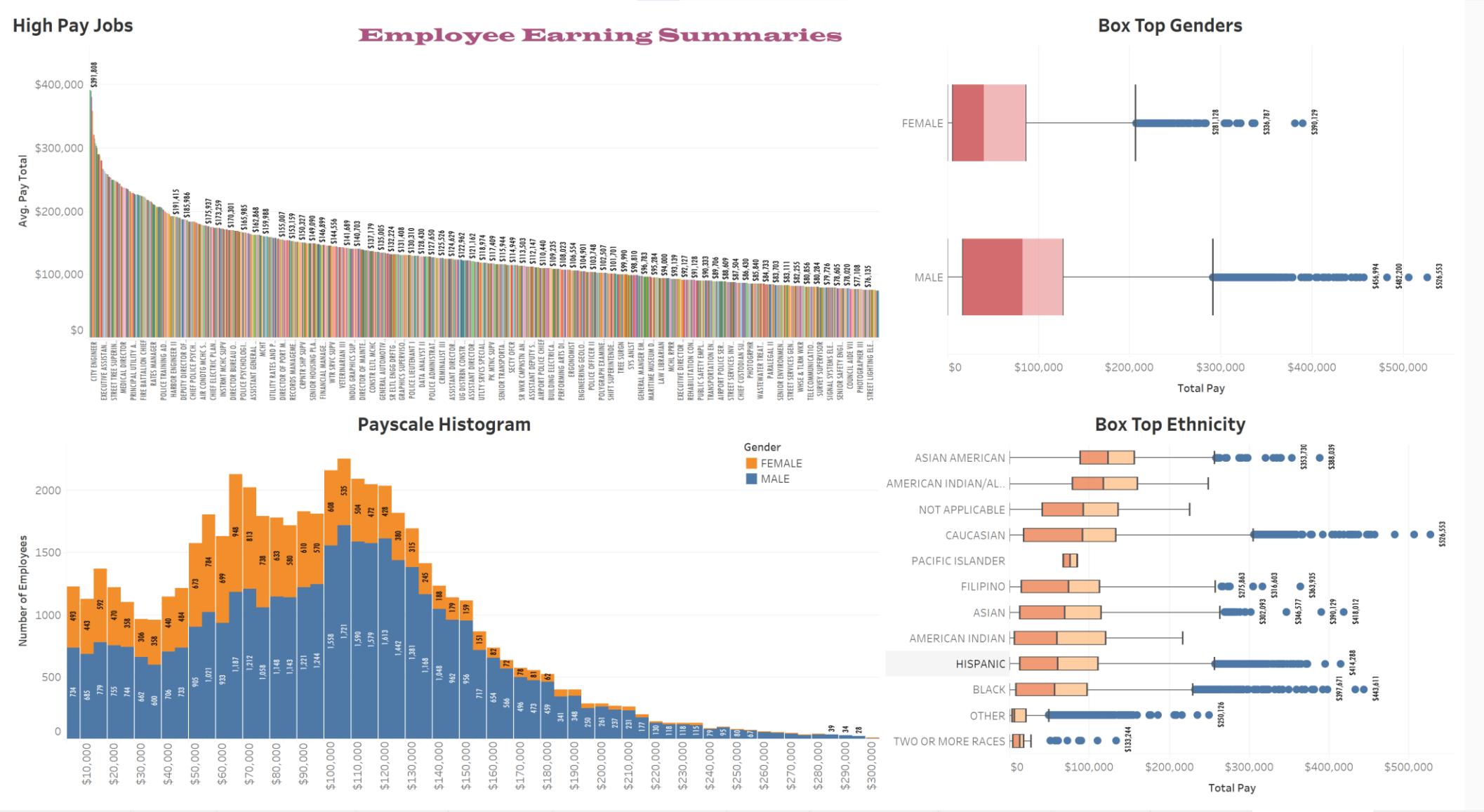
Box Top Genders (copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)

## Box Top Ethnicity



Caption

Box Top Ethnicity (Copyright: Analysis By Doing, 2022. License: <https://creativecommons.org/licenses/by/4.0/legalcode>)



# INSIGHTS

- Among Part Time employees, ethnic Category 'Other' constitutes the fourth largest group; both among Males and Females.
  - Hispanic, Caucasian and Black are the predominant ethnic groups among both Male and Female employees.
    - Among full time Female employees, Blacks outnumber Caucasians.
    - Over 50% of Female employees and over 40% of Male employees have quit their jobs.
- Over 30% of Female employees are not directly insured by the City. Hopefully many are covered by their Male partners, almost 80% of whom are insured.
  - Most of the expenditure is on full-time and part-time employees; very little on contractual labor.
- Payments to part-time employees are dwarfed by the payments to salaried employees; but some part-time employees get Benefits!
- Although Female Blacks outnumber Female Caucasians among full-time employees, the city spends comparatively more via remunerations on the Female Caucasians.
- Some branches like RECREATION & PARKS and PUBLIC WORKS SANITATION, hire more employees but pay less on average, compared to branches like FIRE and CITY ATTORNEY.
  - Like a Pareto Chart, the top handful of branches account for the major share of the City's expenditure.
- Branches PUBLIC WORKS – STREET SERVICES and LIBRARY both employ about 2000 people; however, their Male to Female ratio is the exact opposite with the LIBRARY hiring twice as many Females as Males.
  - Branches IT and the CONTROLLER's office have similar ethnic composition with over one-third Asians.
- At the branches RECREATION & PARKS, ZOO, LIBRARY and THE CITY CLERK's office, almost half the staff work part-time jobs.
  - The branches FIRE and PUBLIC WORKS – STREET SERVICES have a very low ratio of Female employees.

# INSIGHTS

- Three diverse branches like TRANSPORTATION, CITY ATTORNEY's Office and GENERAL SERVICES, have about the same payroll expense budget.
  - Almost all branches match their paycheck expenses to Benefits spending.
- The branch FIRE employs about the same number as PUBLIC WORKS -SANITATION, but pays out more than twice in average Gross pay.
- The Branch WATER & POWER pays exceedingly high overtime pay, bonuses and handouts. Also, part-time employees get very little overtime pay.
- The branches TRANSPORTATION and RECREATION & PARKS experience large churn among their part-time employees compared to full-time employees.
  - The highest paid city official was The General Manager & Chief Engineer WP
    - There is not much disparity among the highest paying jobs.
      - The pay is skewed to the right
      - Half the men earn more than three fourth of the women.
  - Asian Americans earn the most salaries on average, but the biggest earners are among the Caucasians.

•  
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## INTERACT WITH THE VISUALS ONLINE:

[https://public.tableau.com/views/Payroll\\_16529003188040/PayrollStory?:language=en-US&:display\\_count=n&:origin=viz\\_share\\_link](https://public.tableau.com/views/Payroll_16529003188040/PayrollStory?:language=en-US&:display_count=n&:origin=viz_share_link)