



IncluCivics

An Analysis of Metro Employee
Demographics and Salary Equity Across 52
Departments, 2015–2024

Spring 2026

IncluCivics

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This report was prepared by Research Analyst Jihan Mohammed, Ph.D.

Dr. Mohammed is a sociologist trained in both qualitative and quantitative research methods whose work examines how identities are shaped by social, political, and historical forces. She holds both a master's degree and a Ph.D. in Sociology from Michigan State University. Before joining the MHRC team in August 2025, she taught core sociology courses at Vanderbilt University. Her scholarly publications focus on Iraqi Kurds and their ongoing struggle for statehood.

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March 2026

Email: mhrc@nashville.gov

Phone: 615-880-3373

<https://www.nashville.gov/departments/human-relations>



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The mission of the Metro Human Relations Commission (MHRC) is to protect and promote the personal dignity, peace, safety, security, health and general welfare of all people in Nashville and Davidson County. The Commission's work is organized around a theme of "One City for All People." This guides all MHRC functions around education, training, advocacy, and compliance services.

It is the responsibility of the Human Relations Commission to investigate alleged misconduct, resolve complaints and carry out educational programs related to discrimination in a number of areas, including employment. The Commission is a resource to employees, supervisors, Human Resources, policy makers and others in providing mediation, conflict resolution and support for employment issues regarding recruitment, hiring, firing, promotion, referral, and compensation (Chapter 2.132 - Metropolitan Human Relations Commission; Code of the Metropolitan Government of Nashville and Davidson County, TN).

We would like to acknowledge the Human Resources Department for making employment data available through the Nashville Open Data Portal. We also extend our appreciation to Noel Ford from the Information Technology Services department, and our researcher and team member Gavin Crowell-Williamson, M. Ed. for their valuable contributions to this project.



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Nashville has changed considerably since the last InluCivics report in 2023. The landscape of our city—its people, its politics, and its possibilities—continues to evolve in ways that are both encouraging and challenging. This InluCivics 2026 report continues our conversation about how our city government can reflect all Nashville residents—across races and classes, lived experiences, and gender identities. With these new findings, Metro Government is better positioned to consider how and in what areas to strengthen recruitment, career advancement, and resource allocation. Metro government has made meaningful strides to better reflect and represent present-day Nashville, yet this report also reminds us of persistent and significant disparities. Gender and racial pay inequities remain a reality for many in Metro’s workforce.

Moving forward, one area worthy of further attention is how we collect data—specifically, the categories by which we collect data. The gender binary categories of “male” and “female” do not capture the full range of identities among Metro employees. Similarly, limiting race and ethnicity to six broad categories obscures the true makeup of Metro’s workforce.

I want to express my sincere gratitude for Dr. Jihan Mohammed, the primary researcher and author of this report. She has not only gathered and analyzed Metro’s workforce data but also translated it into pithy summaries, insightful visuals, and actionable recommendations that Metro can consider in the months and years ahead.

The data and findings of this report offer helpful guidance, and I hope that these insights inform ongoing conversations and work that shape how Metro represents all people of Nashville.

Ben Tran, Chair



Davie Tucker, Jr.
Executive Director

Staff

- Daniel Yoon
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- Gavin Crowell-Williamson
- Jihan Mohammed

Much has happened in our country since the last IncluCivics report was released in April 2023. For many, the social and political landscape seems harsher and meaner, particularly for people of color and immigrants, leaving neither our state nor our city unscathed. Mirroring federal Civil Rights rollbacks, in 2025 Tennessee disbanded its longstanding civil rights enforcement agency. In its place, a new enforcement division was created to handle employment discrimination complaints inside the Attorney General’s office. This office has challenged diversity-focused initiatives within corporate and government sectors and contracting practices. This is noteworthy because the Metro Nashville Government, its Mayor, and Council have firmly held that diversity is a necessary component in creating a City for All People. These bodies have reaffirmed such principles through resolution, public comment, and budget decisions that aimed to address pay disparities and access to public funds.

As you will see in this report, however, two things can be true at once: while compensation for the lowest paid Metro workers has increased by 25% across the last three budgets, the gender pay gap remains persistent, with females making \$0.87 for every dollar a male employee makes. Nashville has more people of color in Director positions than any time in Metro’s history, yet Black employees make \$0.80 per dollar a White employee does.

MHRC hopes this edition of IncluCivics, as others, will inform and impact policy discussions and decisions at the systems level that looks for the common good. Thanks to Shannon Hall and the HR department for their assistance with this report, and for continuing to offer trainings that reinforce Diversity and Inclusion and Andrea Blackmon, Metro’s Chief Impact Officer and her office’s continued efforts to create access and opportunity. Special thanks to Dr. Jihan Mohammed, MHRC’s lead research analyst of this report, Thank you for your hard work and diligence.

Davie Tucker, Jr., Executive Director

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EXECUTIVE SUMMARY

IncluCivics is a periodical report that provides an in-depth analysis of Metro's workforce. Previous editions were published in 2015, 2020, and 2023 by the Metro Human Relations Commission to evaluate the extent to which Metro employees reflect the city's demographics by race and gender, and to assess salary equity. This updated edition draws on more than 97,000 employee records that were collected between 2015 and 2024. Key findings include:

Workforce Growth and Diversity

Metro's workforce grew from 8,887 employees in 2015 to 10,847 employees in 2024 which is an increase of approximately 22%. While this growth reflects an overall expansion of services, the demographic composition of Metro workforce reveals persistent imbalances. White employees make up approximately 61% of the workforce, and Black or African American employees account for about 30%, together representing the overwhelming majority of the workforce. In contrast, Hispanic or Latino employees comprise only 4%, and Asian and multiracial employees remain consistently below 5% combined. When comparing Metro's workforce to county demographics, both White and Black employees are overrepresented relative to their population proportions, while Hispanic, Asian, and multiracial groups are significantly underrepresented. For example, Hispanic residents make up nearly 14% of Davidson County's population but only 4% of Metro employees.

Persistent Pay Gaps

Salary disparities remain significant. In 2015, women working full-time earned a median salary of \$45,086, compared to \$52,118 for men which is about \$0.87 for every \$1 earned by men. By 2024, the median salary for women rose to \$65,444, while the median salary for men reached \$75,151, meaning women earned roughly \$0.87 for every dollar earned by men. Over the past decade, this ratio remained relatively unchanged, ranging from about \$0.86 to \$0.87.

Furthermore, in 2024, full-time Hispanic or Latino employees earned \$0.82 and Black or African American employees earned \$0.80 for every dollar earned by full-time White employees. Asian or Pacific Islander employees earned approximately \$0.98 per dollar, American Indian or Alaskan Native employees earned \$0.96, and employees identifying as Two or More Races earned about \$0.90. These gaps highlight ongoing inequities, disproportionately affecting Black, Hispanic, and female employees.

Departments

High-paying departments that have a median salary of \$70,000 and more remain predominantly White with gender representation varying, while lower-paying departments are disproportionately non-White and female.

Departments with greater executive decision-making authority, the government regulatory and administrative responsibilities, and traditional public safety roles are also predominantly White, and those with missions centered on social-welfare services and support for traditionally marginalized or minority communities tend to have higher percentages of non-White employees.

EEO Job Categories

The highest-paid category is Officials and Administrators (median salary \$110,303) who are predominantly White (71%) and male (61%).

Conversely, the lowest-paid categories such as Service Maintenance (\$47,165), Para-Professionals (\$47,064), and Administrative Support (\$51,988), have the largest share of non-White employees compared to all other categories.

County Residency

Only 50% of employees now live in Davidson County, down from 59% in 2016. Employees living outside the county earn higher median salaries (\$75,343 vs. \$66,403), raising questions that are worth exploring further.

DATA AND METHOD

Analysis

For this report, we used existing data provided by Metro Human Resources and the American Community Survey of the U.S. Census. Most of our analyses present descriptive statistics. At times, we use statistical models to assess differences in salaries between specific demographics. Most of the analysis in this report focuses on full-time employees unless stated otherwise. When we refer to “all employees,” we include individuals with employment statuses such as full-time, part-time, pool, and seasonal. We have excluded interns/students, satellite (Quasi) positions, and elected officials, except where specifically noted.

Metro Data

The primary data source for this report is the “General Government Employees Demographics” dataset, drawn from Metro payroll records which is publicly available on the Nashville Open Data Portal. The data portal is updated once per quarter, and each dataset represents employees on the date of each upload within the defined quarter. Using a calendar year, Quarter 1= January to March, Q2= April to June, Q3= July to September, and Q4= October to December. We used Quarter four data from each year, then standardized and merged all the data to create the final dataset. We used Quarter four of the data to represent each year, assuming that departmental hiring and staffing changes driven by the annual budget process are typically finalized by this time.

The dataset provides the following information for each de-identified employee: pay grade/step, annual salary, employee classification, job title, department, employment status, job category, gender, race/ethnicity, year of birth, date started (in Metro, not specific to the current position), FLSA exempt status, and county of residence (beginning in 2016). These data were used to create the following additional variables: whether the employee is an elected official, salary range (in \$10,000 intervals), estimated years of employment, and estimated age in years. Table 1 lists the variables used in this report, including the categorical choices.

We acknowledge that the data collected on gender identity are limited to binary options (male and female) which likely do not reflect the full spectrum of identities employees may hold, such as transgender, non-binary, or others. Similarly, race and ethnicity data are restricted to one or more selections from six categories: White (Not of Hispanic origin), Black or African American, Hispanic or Latino of any race, Asian or Pacific Islander, American Indian or Alaskan Native, and Two or More Races. In this report, we provide recommendations for improving the collection of these demographic data.

DATA AND METHOD

In addition, between 2015 and 2020, 239 employees did not report their race or ethnicity. This “Unknown” group was excluded from all race and ethnicity specific analyses but was included in analyses by department, gender, and county of residence.

Finally, some positions in some departments receive supplemental salaries from other agencies, meaning the salaries in Metro payroll only make up a portion of some employees' gross pay. This dataset does not indicate which salaries are supplemented by another source, though we believe it is a small number overall. The Agricultural Extension is the only department known to have all its salaries supplemented. The District Attorney and State Trial Courts also have some positions in this category, so salary data for these departments should be interpreted with caution. All salary analyses in this report only account for pay provided by Metro General Government. They also do not include any overtime pay. In fact, some salaries in this report may under-estimate gross salaries at the employee level.

Census Data

We used supplemental Census data to compare employee demographics with the overall population of Nashville-Davidson County. The American Community Survey (ACS), conducted by the U.S. Census Bureau, is an ongoing survey that collects community-level data on demographics, housing, and other characteristics. For this analysis, we referenced the [2024 ACS 5-year estimates](#) as our primary point of comparison.

Software



We used Excel for data cleaning, R for running statistical tests, and Tableau for creating visualizations and interactive dashboards, which are published on our website.

The online interactive dashboards allow readers to explore the infographics in greater detail. To access these dashboards, please visit our website at [IncluCivics | Nashville.gov](#).

TABLE 1. VARIABLES

Year	2015-2024
Gender	Binary (Male, Female)
Race and Ethnicity	Categorical: <ol style="list-style-type: none"> 1. White, not of Hispanic Origin 2. Black or African American 3. Hispanic or Latino of any Race 4. Asian or Pacific Islander 5. American Indian or Alaskan Native 6. Two or More Races
EEO Job Category: These categories are standardized classifications according to the duties of a specific job. See Chapter 4 of this report for more details.	Categorical: <ul style="list-style-type: none"> • Administrative Support • Officials/Administrators • Para-Professionals • Professionals • Protective Service Workers • Service Maintenance • Skilled Craft Workers • Technicians
Employment Status	Categorical: <ul style="list-style-type: none"> • Full-time • Part-time • Pool • Seasonal • Elected
Departments	Categorical (52 Departments)
Elected Officials	Binary (Yes, No)
Annual Salary	Continuous
Salary Range	Ordinal categorical divided into 10 discrete income intervals
Job Title	Categorical
Date Started	Interval
Age	Continuous
County of Residence	Categorical

DEPARTMENTS

We analyzed data from 52 departments in this report. Some departments dissolved or were absorbed into others during the 2015–2024 study period, including the Nashville Career Advancement Center, Soil and Water Conservation, and the Community Education Commission. Other departments were restructured such as the Community Oversight Board which was dissolved and replaced with Community Review Board. In 2023, the Metro Homeless Impact Division, which was under the Metro Social Services Department, was replaced with Office of Homeless Services and is currently functioning as a new Metro department. The Nashville Department of Transportation (NDOT) was established in 2021, however, for payroll and administrative purposes NDOT was situated within Public Works. Then the name of the Public Works department officially changed to NDOT in 2021. Additionally, in 2024, the Waste Services department was established. Furthermore, and for consistency purposes, we combined the Administrative department and the Mayor’s Office. We also combined the Circuit Court Clerk and Circuit Court Satellite because they are a single department for hiring and promotion purposes.

Table 2 includes the list of all departments analyzed in this report. There are several departments that operate independently from Metro General Government and therefore are not included in this analysis, including the Airport Authority, Metropolitan Development and Housing Agency, Metro Nashville Public Schools, Metro Transit Authority/WeGo, Nashville Electric Service, and Nashville Convention Center Authority.

TABLE 2. METRO GENERAL GOVERNMENT DEPARTMENTS

Agricultural Extension	General Services	Office of Emergency Management
Arts Commission	General Sessions Court	Office of Family Safety
Assessor of Property	Health	Office of Homeless Services
Beer Board	Historical Commission	Parks
Circuit Court Clerk	Human Relations Commission	Planning Commission
Clerk and Master	Human Resources	Police
Codes Administration	Information Technology Services	Public Defender
Community Review Board	Internal Audit	Public Library
County Clerk	Justice Integration Services	Register of Deeds
Criminal Court Clerk	Juvenile Court	Sheriff
Criminal Justice Planning Unit	Juvenile Court Clerk	Social Services
District Attorney	Law	Sports Authority
Election Commission	Mayor's Office	State Fair Board
Emergency Communications	Metro Action Commission	State Trial Courts
Farmer's Market	Metropolitan Clerk	Trustee
Finance	Metropolitan Council	Waste Services
Fire	Municipal Auditorium	Water Services
	NDOT	

WORKFORCE (2015–2024)

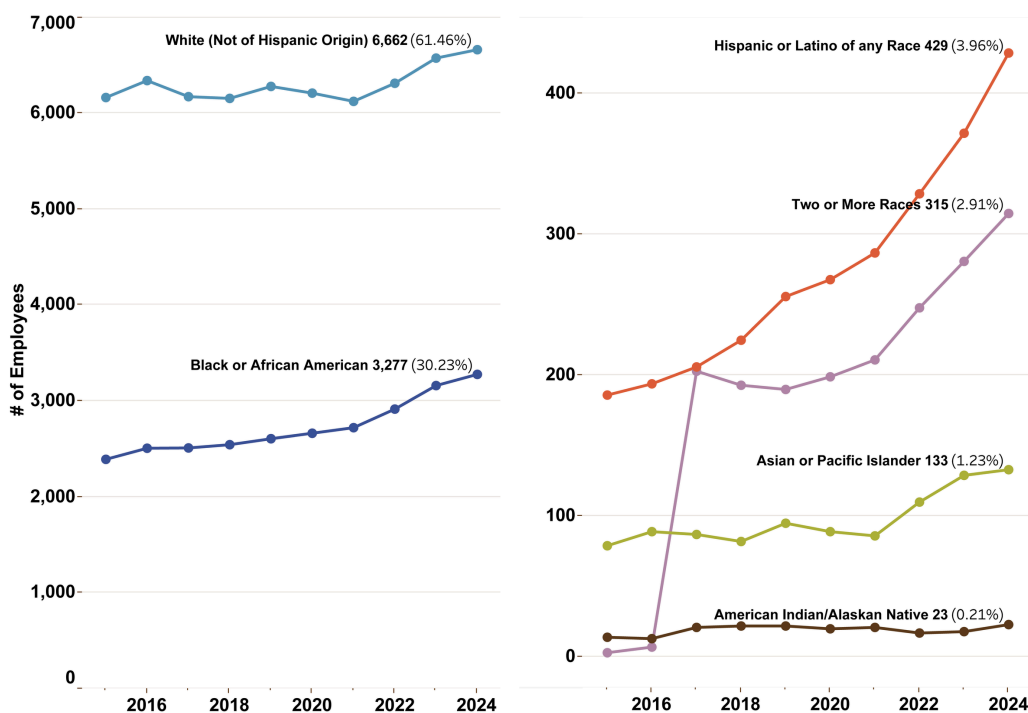
Table 3 presents the total number of all employees including full-time, part-time, pool, and seasonal positions from 2015 to 2024. Between 2015 and 2024, Metro’s workforce grew from 8,887 employees in 2015 to 10,839 in 2024 which is approximately 22%.

TABLE 3. TOTAL NUMBER OF METRO WORKFORCE BY EMPLOYMENT STATUS

Employment Status	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Full-Time	8,096	8,376	8,430	8,470	8,538	8,632	8,626	8,961	9,469	9,799
Part-Time	723	733	738	712	695	656	633	722	872	836
Pool					147	143	146	164	165	158
Seasonal	68	97	81	91	69	44	44	34	37	46
Total	8,887	9,206	9,249	9,273	9,449	9,475	9,449	9,931	10,534	10,839

Figure 1 shows the race of all employees, with percentages shown in parentheses. White (Not of Hispanic Origin) employees remained the largest group, increasing from 6,163 (69.7%) in 2015 to 6,662 (61.5%) in 2024. Black or African American employees grew from 2,391 (27.1%) to 3,277 (30.2%). The number of Hispanic or Latino employees of any race increased from 186 (2.1%) to 429 (3.9%), while those reporting Two or More Races increased significantly from just 3 to 315. Asian or Pacific Islander employees increased from 79 to 133, and American Indian or Alaskan Native employees grew from 14 to 23. Between 2015 and 2020, 239 employees did not report their race or ethnicity. These individuals are excluded from race and ethnicity analyses.

FIGURE 1. ALL METRO WORKFORCE BY RACE, 2015–2024



GENDER AND AGE DISTRIBUTION

Figure 2 presents the number of employees by gender, with overall percentages shown in parentheses. Results indicate a consistent male majority across the workforce. In 2024, males accounted for 6,531 employees (60.25% of the workforce), compared to 4,308 females (40%).

FIGURE 2. GENDER OF ALL EMPLOYEES, 2015-2024

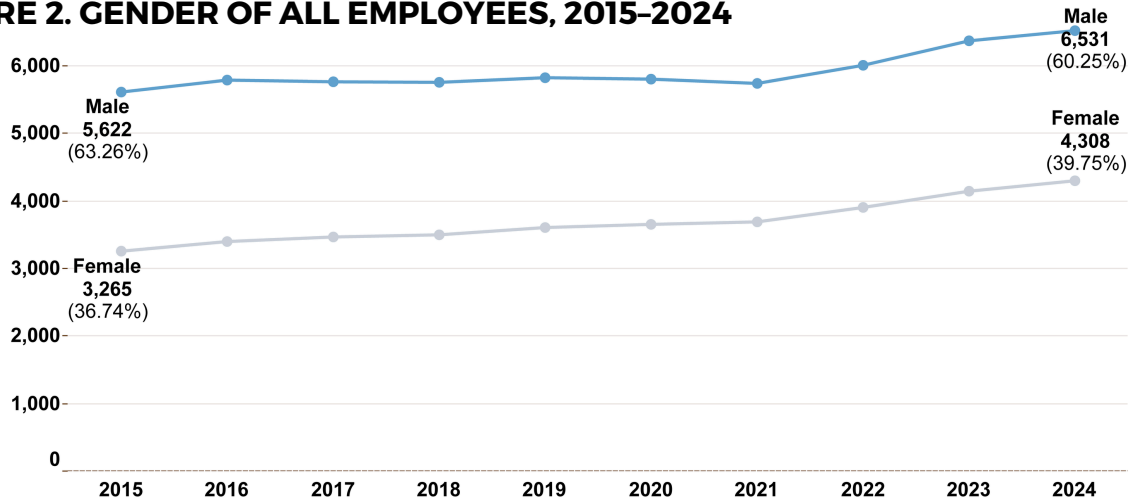
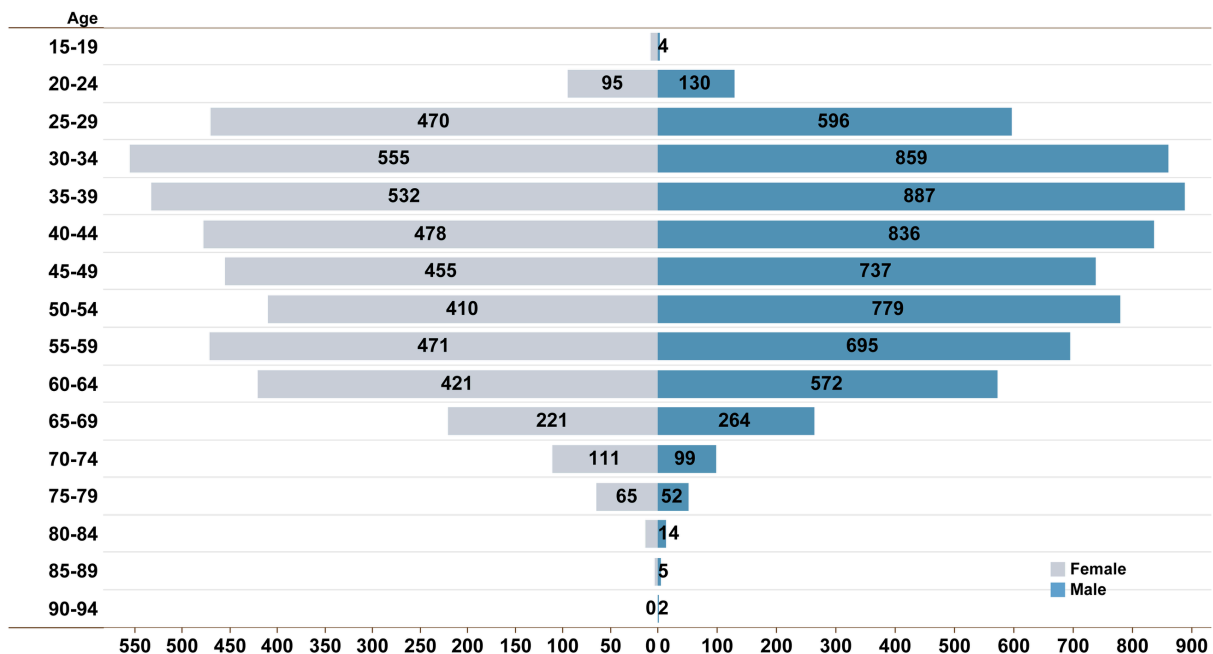


Figure 3 presents the age distribution by gender for all employees, including full-time, part-time, pool, and seasonal positions. Overall, the distribution shows that Metro’s workforce is predominantly composed of early-to mid-career professionals, with comparatively fewer employees approaching retirement age. For example, the largest group is in the 35–39 age range, totaling 1,419 employees (887 male and 532 female). This is followed closely by the 30–34 age group with 1,415 employees (859 male and 555 female) and the 40–44 cohort with 1,314 employees. Representation declines steadily after age 64, with minimal presence beyond age 85.

FIGURE 3. AGE DISTRIBUTION BY GENDER, 2024



CHAPTER 1: RACE & ETHNICITY

This chapter includes several analyses that examine the race and ethnicity of employees, including:

- [Data Collection Recommendations](#)
- [Race of Full-Time Employees, 2015–2024](#)
- [Representation Ratio, 2015–2024](#)
- [New Hires, 2015–2024](#)
- [Salary of Full-Time Employees by Race, 2015–2024](#)
- [Salary Range of Full-Time Employees by Race, 2024](#)

RACIAL AND ETHNIC CATEGORIES

Metro provides employees with one or more selections from seven racial and ethnic categories: White (Not of Hispanic origin), Black or African American, Hispanic or Latino of any race, Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native, and Two or More Races. Due to the small sample size of Native Hawaiian or Other Pacific Islander, we combined this group with the Asian category and standardized the label as “Asian or Pacific Islander.” Records marked as “unknown,” not reported, or left blank were excluded from all race and ethnicity related analyses.

We believe that racial and ethnic category options are too limited and do not capture the full diversity of Metro employees’ racial and ethnic backgrounds. Below, we outline several recommendations to improve data collection.

RECOMMENDATIONS

Use the updated standards of the federal Office of Management and Budget (OMB) including:

- Use a combined race/ethnicity question. According to OMB, adding instructions such as “Mark all that apply” (for paper data collections) and “Select all that apply” (for Internet data collections) results in higher response rates and more detailed information on race and ethnicity.
- Allow multiple selections both for paper and online forms.
- Include the revised OMB categories: American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Middle Eastern or North African (MENA), Native Hawaiian or Pacific Islander, and White
- Provide “write-in” options for further detail within each category
- Including the Middle Eastern or North African category, along with a “write-in” option, will enable more detailed identification across all groups and improve the accuracy of race and ethnicity data. The write-in option is especially important given recent demographic shifts, particularly within the Hispanic population and for individuals who identify with multiple races.

FIGURE 4. FULL-TIME EMPLOYEES ONLY, 2015–2024

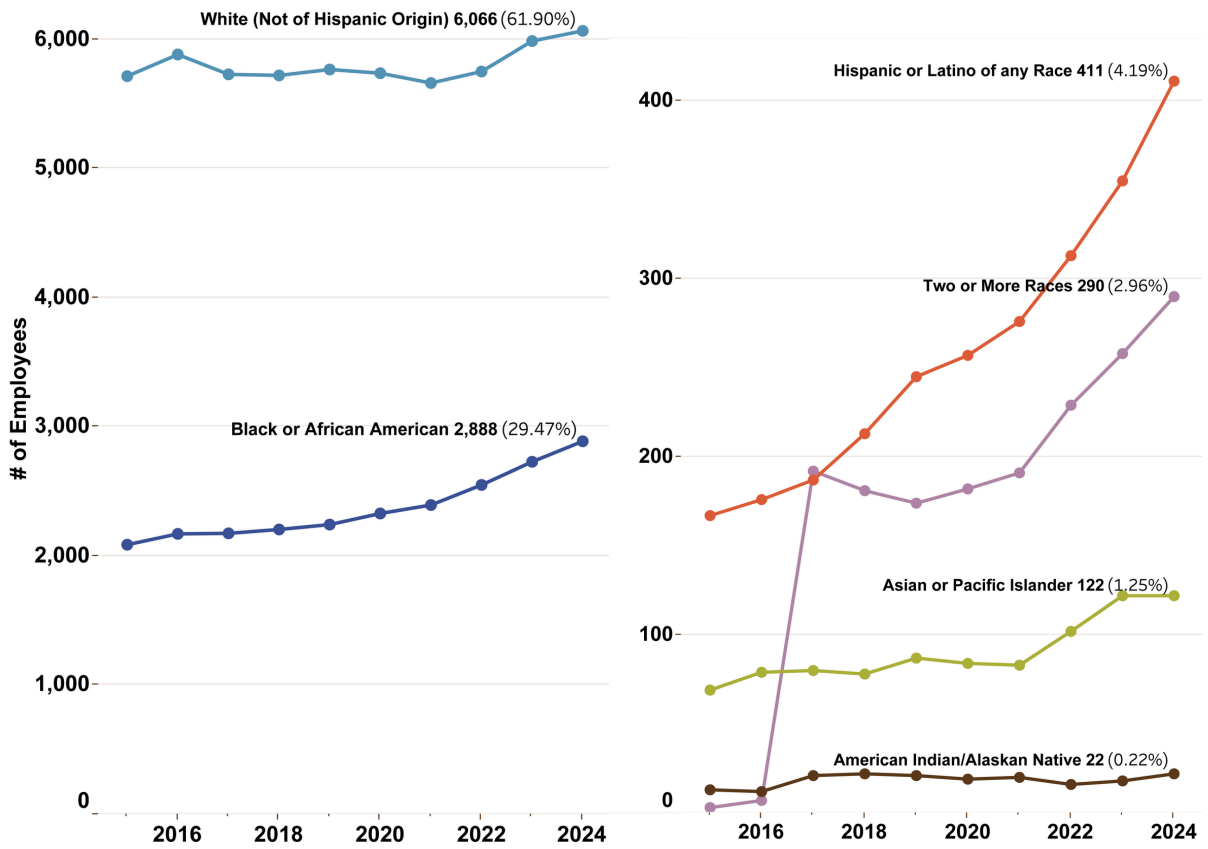


Figure 4 presents the number of full-time employees by race for the time period (2015–2024), with overall percentages shown in parentheses. White (Not of Hispanic Origin) full-time employees remain the largest group but proportionally declined from approximately 5,715 employees (70.96%) in 2015 to 6,066 (61.90%) in 2024. Black or African American full-time employees increased from 25.91% to 29.47%, showing steady growth. Hispanic or Latino employees grew from 2.07% to 4.19%, while individuals reporting Two or More Races grew from 0.04% to 2.96%. Asian or Pacific Islander employees increased from 0.86% to 1.25% and American Indian or Alaskan Native remained very small proportions, increasing slightly from 0.16% to 0.22%.

Again, between 2015 and 2022, 239 employees did not report their race or ethnicity, therefore, they were excluded.

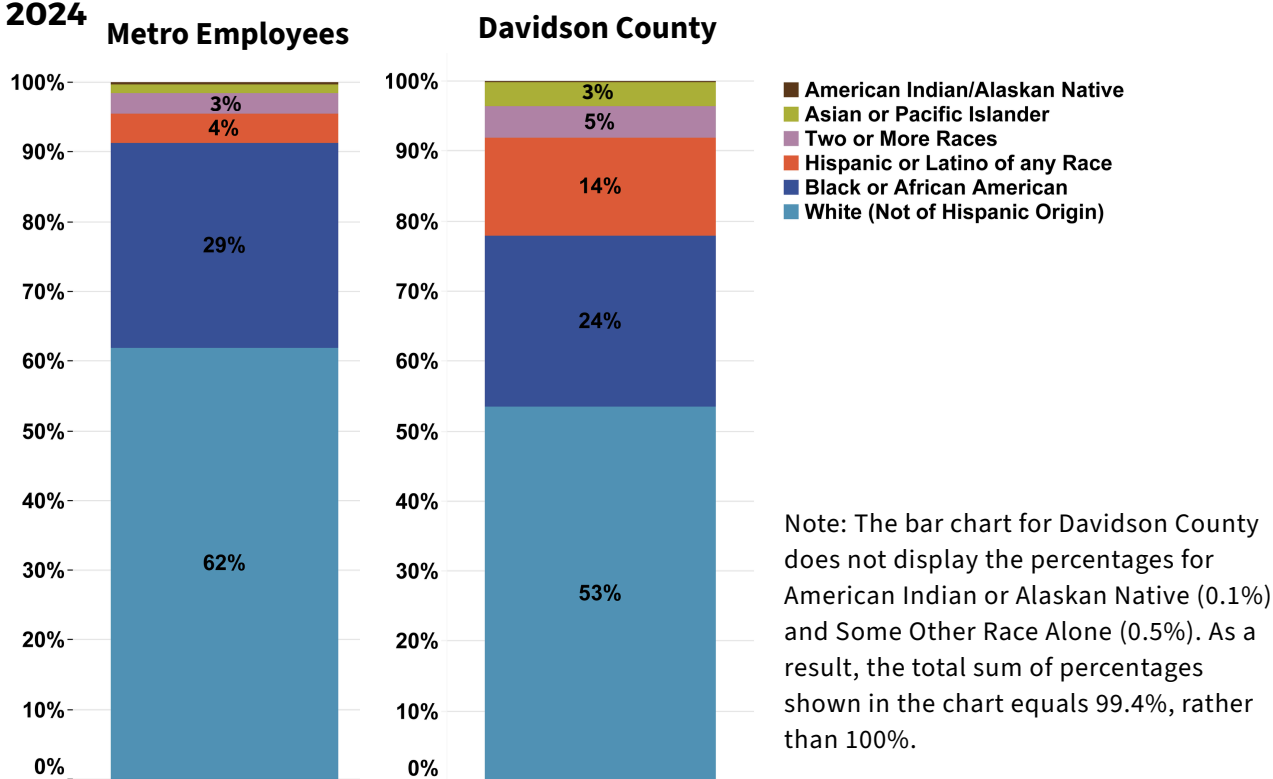
In summary, Figure 4 shows that overall, the Metro workforce has notably increased over the years, however, White and Black or African American employees dominate the workforce.

On the next page we present representation ratio by comparing Metro’s workforce composition as of 2024 with the demographic profile of Davidson County. We used the American Community Survey (ACS) 2024 5-year estimates as the reference for the racial and ethnic breakdown in Davidson County.

REPRESENTATION RATIOS

Figure 5 compares Metro full-time employees in 2024 (bar chart on the left) with the Davidson County population using American Community Survey (ACS) 2024 5-year estimates (bar chart on the right). Compared to the broader demographics of Davidson County, the Metro workforce is more heavily White (62% vs. 53%) and Black (29% vs. 24%). Hispanic/Latino employees are notably underrepresented (4% vs. 14%), and those reporting Two or More Races are also underrepresented (3% vs. 5%). Asian or Pacific Islander representation are also underrepresented (1% vs. 3%), while American Indian/Alaskan Native remains close to zero (0.22% vs. 0.1%) in both datasets.

FIGURE 5. METRO FULL-TIME EMPLOYEES VS. DAVIDSON COUNTY POPULATION, 2024



We also calculated the representation ratios for each group by dividing the group's percentage in Metro by its percentage in Davidson County. The results are as follows: White employees have a ratio of 1.17, meaning they are represented about 17% more than their share in the county population. Black employees have a ratio of 1.21, indicating they are represented about 21% more than expected. Hispanic employees, with a ratio of 0.29, are represented at only 29% of their expected share, which means they are underrepresented by about 71%. Employees identifying as Two or More Races have a ratio of 0.60, showing they are underrepresented by 40%. Finally, Asian employees' ratio is 0.33 which means that they are represented at about one-third of their expected share, underrepresented by approximately 67%.

NEW HIRES

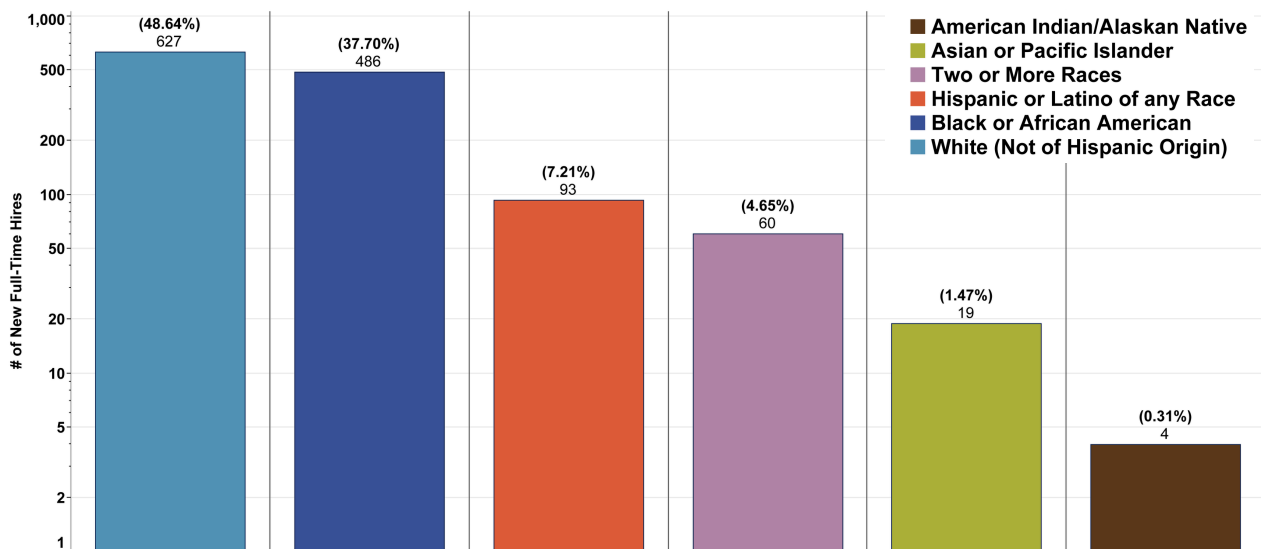
TABLE 4. NUMBER OF FULL-TIME NEW HIRES BY RACE, 2015-2024

Race and Ethnicity	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
White (Not of Hispanic Origin)	462	726	621	467	668	451	545	734	729	627
Black or African American	232	268	202	235	282	274	312	455	478	486
Hispanic or Latino of any race	28	26	28	41	25	39	46	68	80	93
Two or More Races	2	2	30	7	17	15	23	59	52	60
Asian or Pacific Islander	10	9	11	6	7	6	12	25	30	19
American Indian or Alaskan Native	1	1	1	1	2	2	3	0	3	4

Table 4 presents the annual number of new full-time hires by race. In 2015, Metro hired 462 White employees, 232 Black or African American employees, 28 Hispanic or Latino employees (of any race), 2 people who identify with Two or More Races, 10 Asian or Pacific Islander employees, and 1 American Indian or Alaska Native employee. Note that between 2015 and 2020, a total of 239 employees did not report their race/ethnicity.

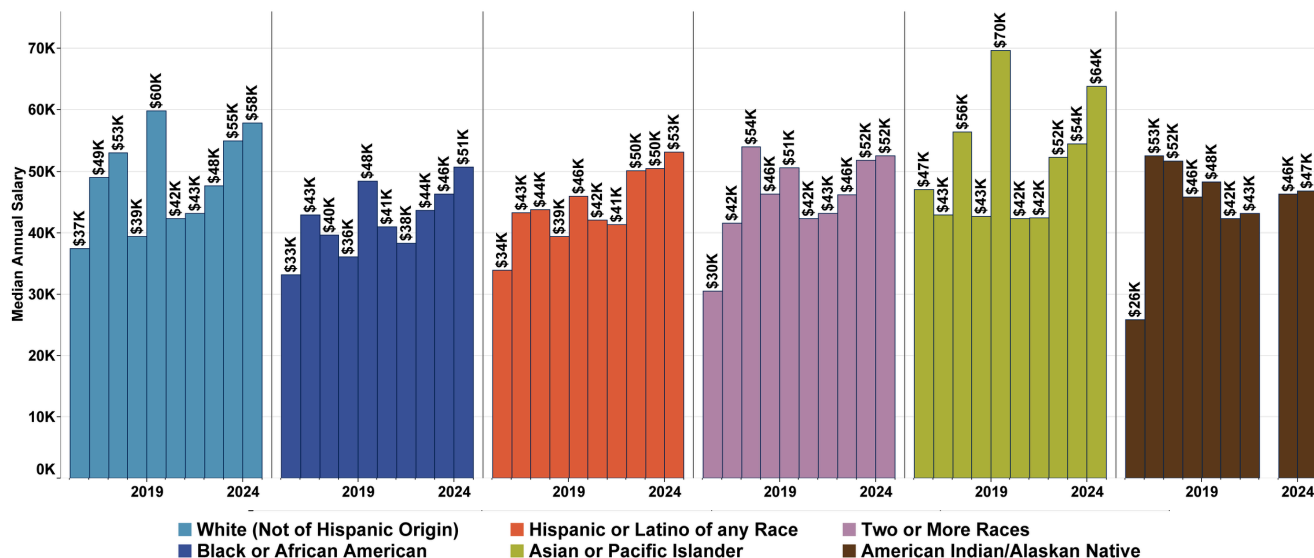
Figure 6 provides a closer look at Metro’s hiring in 2024, when the organization added 1,289 new full-time employees. The percentages of each group are shown in parentheses. Nearly half of the new hires (627 employees which are 48.64%) identified as White, while 486 employees (37.70%) identified as Black or African American. Hispanic or Latino employees represented 93 hires (7.21%), and individuals identifying as Two or More Races were 60 hires (4.65%). Asian or Pacific Islander hires were 19 employees (1.47%), and American Indian or Alaskan Native hires were 4 employees (0.31%).

FIGURE 6. FULL-TIME NEW HIRES, 2024



Note: Figure 6 is presented using a logarithmic scale to enhance readability of data with large variations.

FIGURE 7. MEDIAN SALARY OF FULL-TIME NEW HIRES, 2015-2024

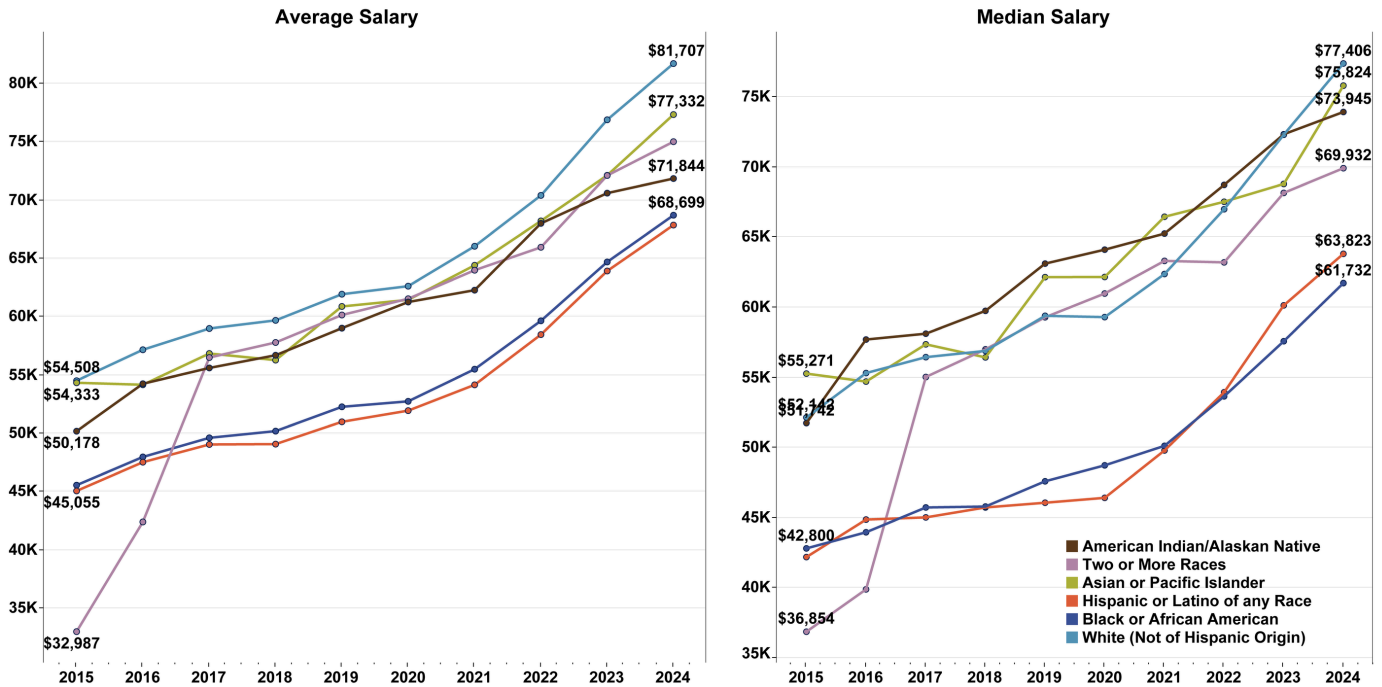


Now, we look at median salaries of newly hired full-time employees by race. About 53 new employees did not report their race/ethnicity, and therefore they are not included here. Figure 7 shows the median starting salary each year from 2015 (the far-left bar) to 2024 (far-right bar) for each group. We estimated starting median salary by using the annual salary of employees who started in the same year of the dataset, i.e., the starting salary for White employees in 2015 is the median salary of White employees who started in 2015 in the 2015 dataset. For American Indian or Alaskan Natives, there were no new hires in 2022. Overall, starting median salaries trend upward for all employees and in 2024, Asian or Pacific Islander employees had the highest median salary at \$64K, followed by White employees at \$58K. Hispanic or Latino employees earned \$53K, while Black or African American employees had a median salary of \$51K. Employees identifying as Two or More Races had a median salary of \$52K, and American Indian or Alaska Native employees had the lowest median at \$47K. Aside from White and Black employees, all other racial groups have relatively small sample sizes (see Table 4). Their results should be interpreted with caution.

To determine whether these observed differences in salaries are statistically significant or simply due to random noise in data, we conducted a series of tests (see Appendix 1) that confirmed significant differences across groups. Results showed the most consistent gap between White and Black employees, with additional significant gaps where Asian salaries are higher than Black and Two or More Races, and where Hispanic or Latino of any Race salaries are higher than Black employees.

FULL-TIME SALARY

FIGURE 8. AVERAGE AND MEDIAN FULL-TIME SALARY BY RACE, 2015–2024



After reviewing the salary patterns for new hires by race, we now turn to all full-time employees over the period 2015–2024. Figure 8 illustrates these patterns with two line charts: the chart on the left shows the mean annual salaries, while the chart on the right shows the median annual salaries for each racial and ethnic group. We excluded individuals who did not report their race/ethnicity.

As expected, mean salaries are generally higher than medians, reflecting the influence of outliers (typically very high earners) that skew the mean upward. Conversely, the median represents the midpoint of the distribution and is less affected by extreme values, making it a more reliable measure of typical pay. For this reason, median salary should be considered the better indicator of equity across racial groups, as it reflects what a “typical” full-time employee earns rather than being skewed by a few exceptionally high salaries.

Looking specifically at median salaries, the analysis reveals statistically significant differences among groups. For example, in 2024 White (Not of Hispanic Origin) employees have the highest median salary at approximately \$77,406, followed closely by Asian or Pacific Islander employees at \$75,824. American Indian or Alaskan Native employees earn a median of \$73,945, who are followed by employees identifying as Two or More Races with a median of \$69,932. Hispanic or Latino of any Race employees have a median of \$63,823, and Black or African American employees have the lowest median at \$61,732.

FULL-TIME SALARY

To assess whether salary differences across racial and ethnic groups are statistically meaningful, we analyzed the 2024 full-time employee data and ran a series of tests (see Appendix 2). Results showed that White employees had consistently higher salaries than Black or African American, Hispanic or Latino, and Two or More Races employees. Asian or Pacific Islander employees also had significantly higher salaries than Black or African American and Hispanic or Latino employees. No significant differences were found for American Indian or Alaskan Native employees. Overall, disparities were concentrated between White/Asian groups and Black, Hispanic, and multiracial groups.

Finally, we looked at the pay equity ratio (see the far-right column in Table 5) in 2024 data and we used White (Not of Hispanic Origin) employees as the reference group. As shown, Asian or Pacific Islander employees earn approximately \$0.98 for every dollar earned by White employees, American Indian or Alaskan Native employees earn \$0.96 for every dollar earned by White employees. Employees identifying as Two or More Races earn about \$0.90 per dollar, while Hispanic or Latino employees earn \$0.82, and Black or African American employees earn \$0.80 per dollar. These gaps highlight persistent inequities, with Black and Hispanic employees experiencing the largest differences in median pay compared to White employees.

TABLE 5. AVERAGE AND MEDIAN SALARY OF FULL-TIME EMPLOYEES BY RACE, 2024

Race and Ethnicity	Median Salary (2024)	Average Salary (2024)	# of Employees	Average Years of Employment	Pay Equity Ratio
White (Not of Hispanic Origin)	\$77,406	\$81,707	6,660	10	\$1
Asian or Pacific Islander	\$75,824	\$77,332	122	8	\$0.98
American Indian or Alaskan Native	\$73,945	\$71,844	22	10	\$0.96
Two or More Races	\$69,932	\$75,011	290	8	\$0.90
Hispanic or Latino of any race	\$63,823	\$67,854	411	6	\$0.82
Black or African American	\$61,732	\$68,699	2,888	8	\$0.80

Note: We calculated the racial pay equity ratio using the formula:
 Pay Equity Ratio per \$1=(Racial Group Median Salary/White Median Salary)

SALARY RANGE

FIGURE 9. SALARY RANGE OF FULL-TIME EMPLOYEES BY RACE, 2024

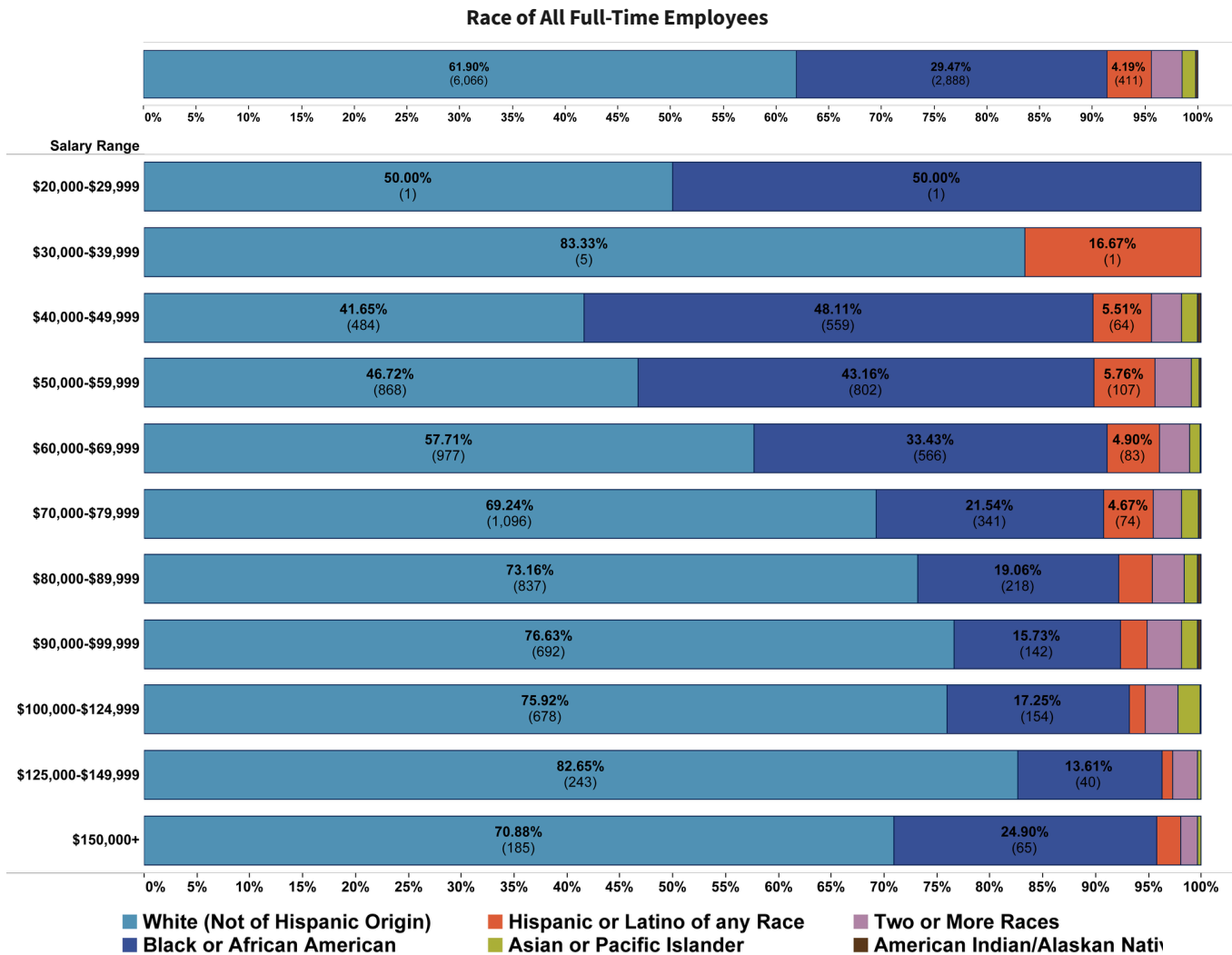


Figure 9 shows the racial and ethnic composition of all full-time employees in 2024 and how representation varies across salary ranges. The number of employees in each salary range is shown in parentheses.

In 2024, Metro’s full-time workforce was predominantly White (61.9%, or 6,066 employees), followed by Black or African American employees (29.47%, or 2,888 employees). Hispanic or Latino, Asian or Pacific Islander, Two or More Races, and American Indian or Alaskan Native employees together comprised the remaining share of the workforce.

White employees consistently dominated the higher salary brackets, making up more than 77% of employees earning \$90,000 or more and 71% of those earning \$150,000 or more. Conversely, Black or African American and Hispanic or Latino employees were more concentrated in lower salary ranges, with representation dropping at higher income levels. For example, Black employees accounted for 48% of the \$40,000–\$49,999 range but less than 18% of ranges above \$90,000, though representation increased modestly to 25% in the \$150,000+ range.

CHAPTER 2: GENDER

- Gender of All Metro Employees VS. Davidson County, 2024
- Full-Time Median Annual Salary by Gender, 2015–2024
- Full-Time Median Starting Salary by Gender, 2015–2024
- Gender of Each Salary Range of Full-Time Employees, 2024

GENDER

FIGURE 10. GENDER OF ALL METRO EMPLOYEES VS. DAVIDSON COUNTY, 2024

On page 10 of this report, we presented the gender distribution of all employees at Metro between 2015 and 2024, which showed a consistent male majority across both groups. Figure 10 compares the gender distribution of all Metro employees in 2024 (bar chart on the left) with that of the Nashville-Davidson County population (bar chart on the right), using the American Community Survey (ACS) 2024 5-year estimates. The county population in 2024 was majority female, with 52% female and 48% male, whereas Metro’s workforce was majority male, with 60% male and 40% female.

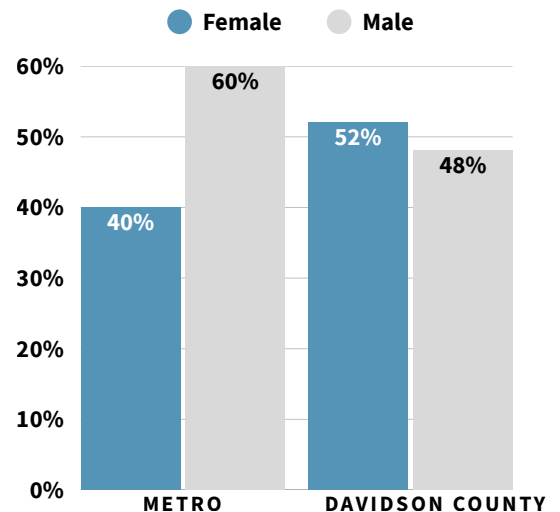
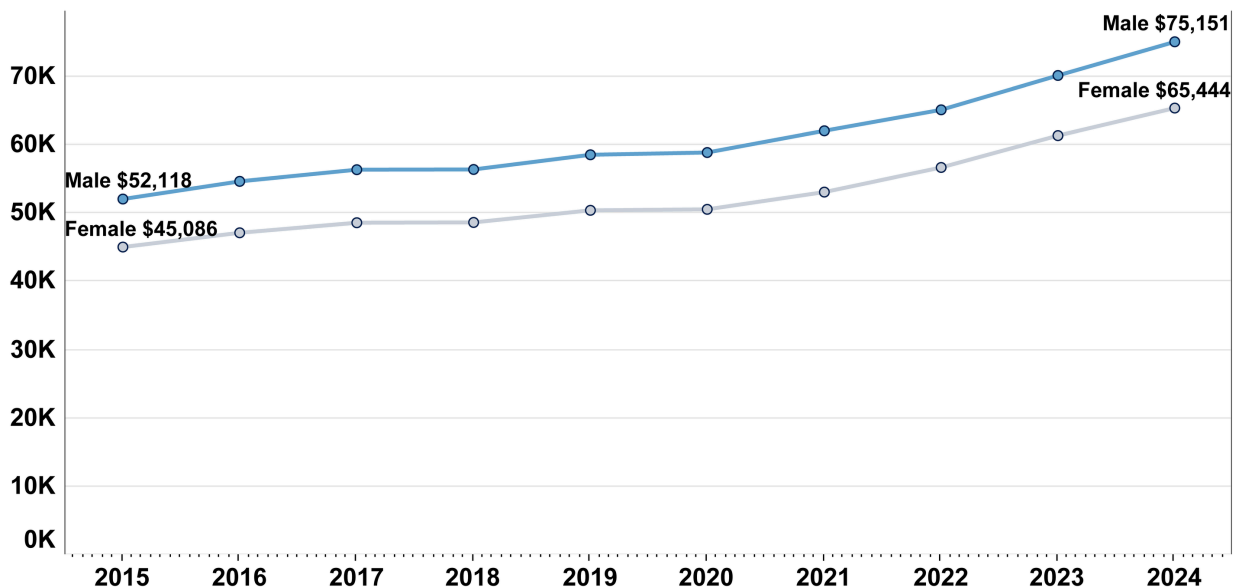


Figure 11 shows the median annual salary for full-time employees by gender. In 2015, women earned a median of \$45,086 compared to \$53,118 for men, or about \$0.84 for every dollar earned by men. By 2024, women’s median salary increased to \$65,483, while men’s reached \$75,151, with a ratio of roughly \$0.87 per dollar. Overall, the gender pay gap remained consistent over the decade, with the pay equity ratio fluctuating between \$0.86 and \$0.87. These trends show that women have earned less than men across the entire ten-year period. To determine whether the observed salary differences are statistically significant or simply due to random noise in data, we conducted two tests (see Appendix 3). Results showed that the difference in average salaries between male and female employees is statistically significant. Across the ten-year period, men earned on average about \$8,248 more than women, and this gap is unlikely to be due to chance.

FIGURE 11. FULL-TIME MEDIAN ANNUAL SALARY BY GENDER, 2015-2024



SALARY

TABLE 6. GENDER PAY GAP FULL-TIME MEDIAN ANNUAL SALARY, 2015-2024

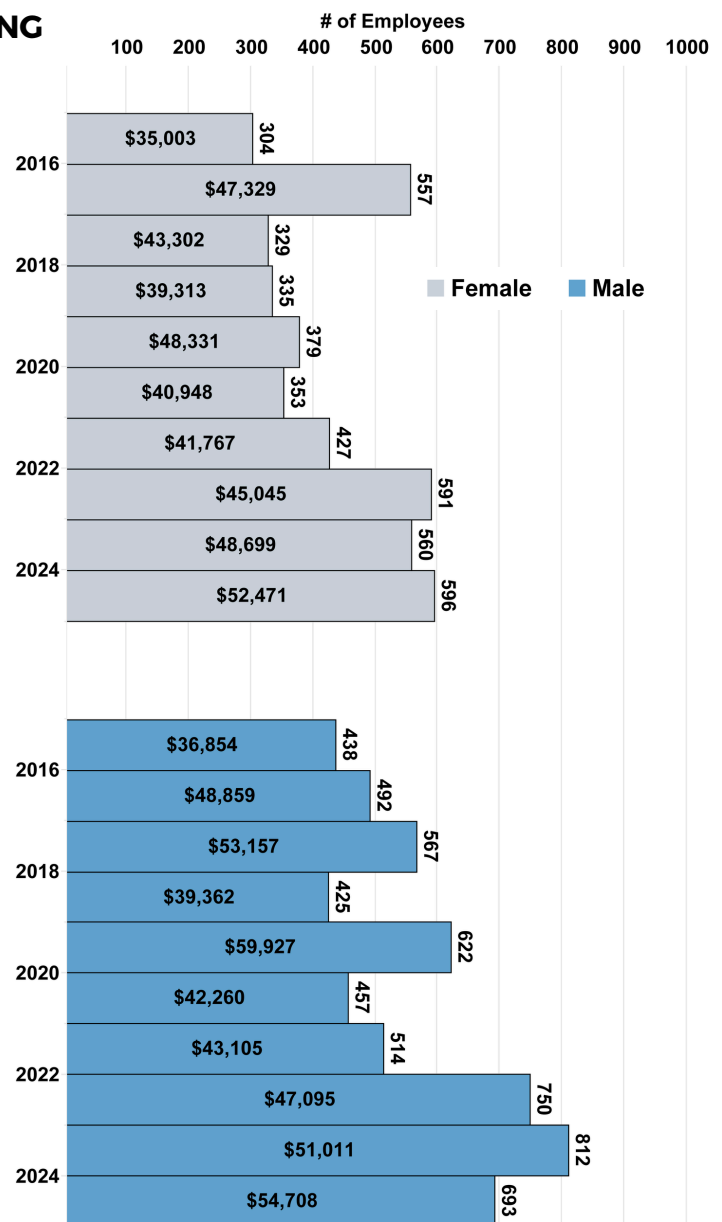
Gender	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	\$45,086	\$47,179	\$48,648	\$48,690	\$50,463	\$50,608	\$53,139	\$56,740	\$61,409	\$65,444
Male	\$52,118	\$54,707	\$56,415	\$56,446	\$58,601	\$58,933	\$62,115	\$65,187	\$70,216	\$75,151
Pay Equity Ratio/Female	\$0.87	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86	\$0.87	\$0.87	\$0.87

Note: We calculated gender pay equity ratio using the formula:
 Pay Equity Ratio per \$1= (Female Median Salary/Male Median Salary)

FIGURE 12. FULL-TIME MEDIAN STARTING SALARY BY GENDER 2015-2024

Figure 12 on the right shows the number of new full-time hires and the median starting salary by gender. In 2015, 304 full-time women were hired with a median starting salary of \$35,003. That same year, 438 full-time men were hired with a median starting salary of \$36,854, resulting in a pay equity ratio of \$0.95 for every \$1 earned by men. By 2024, women’s median starting salary was \$52,471 compared to \$54,708 for men, resulting in a pay equity ratio of \$0.96 per \$1 earned by men. Parity was closest in 2018, when the median starting salary was almost identical for both genders (\$39,313 for women and \$39,362 for men). The largest gap was in 2019, when women earned approximately \$0.81 per \$1 earned by men.

Overall, salary differences among new hires are much smaller than those observed among all full-time employees.



Comparing median full-time salaries by gender with median full-time starting salaries (2015–2024) shows that pay equity at the point of hire is generally stronger than overall pay equity among all full-time employees. On average, women’s starting pay was about \$0.94 for every \$1 earned by men, compared to \$0.86 per \$1 for overall full-time salaries during the same period. In 2024, women’s starting salary reached \$0.96 per \$1, while their overall pay stood at \$0.87 per \$1, indicating that disparities tend to widen as careers progress. This pattern suggests that while Metro’s hiring practices are relatively equitable, long-term pay differences accumulate over time. We recommend that Metro examine the factors contributing to these disparities, such as promotion practices, pay adjustments, and career advancement opportunities.

FIGURE 13. GENDER OF EACH SALARY RANGE OF FULL-TIME EMPLOYEES, 2024

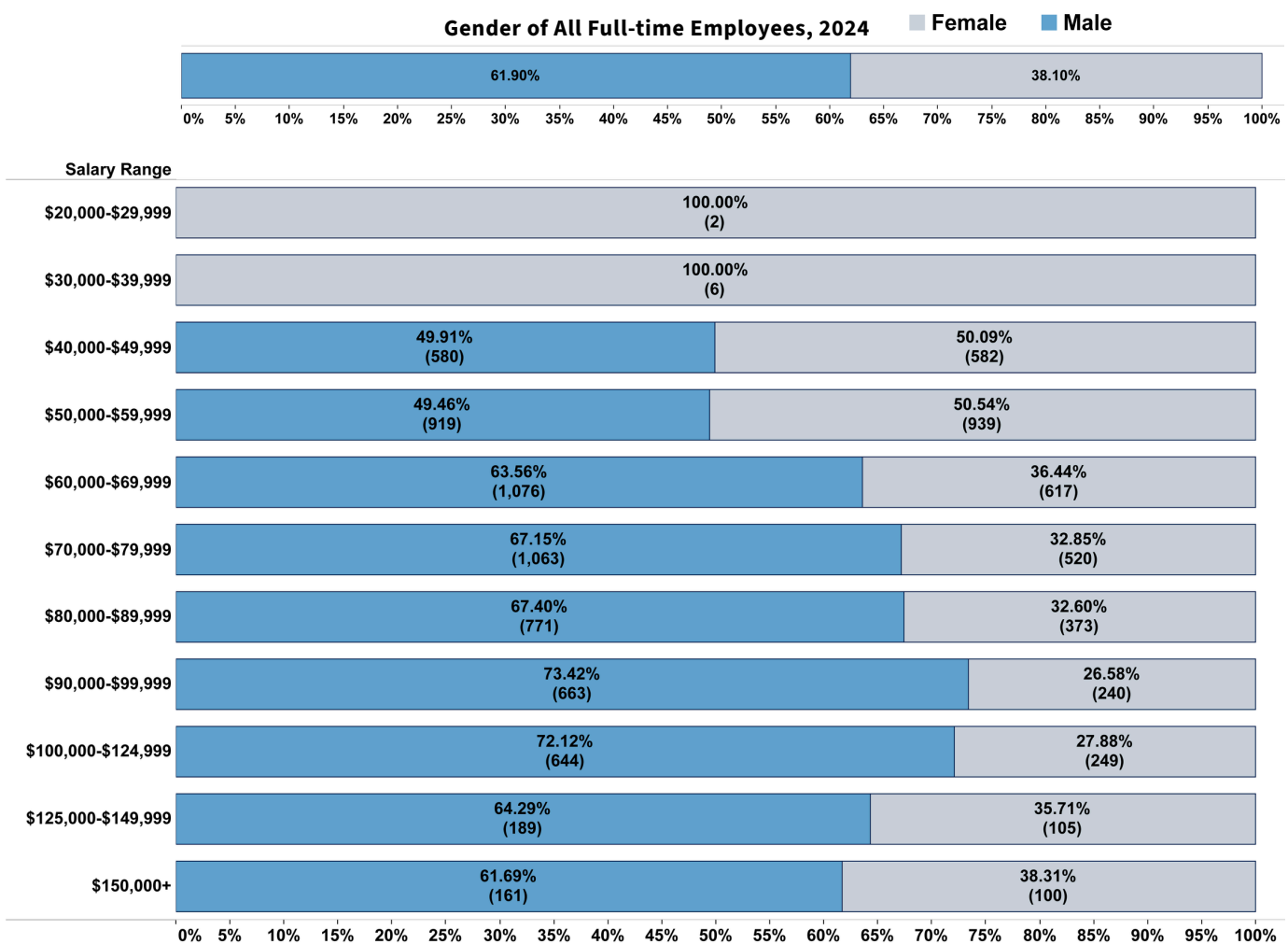


Figure 13 presents the percentage of women and men within each salary range, along with the number of employees shown in parentheses. The \$20k–\$29,999 and \$30k–\$39,999 ranges together include eight employees, all of whom are women. The results also indicate near parity between women and men in the \$40k–\$49,999 and \$50k–\$59,999 salary bands. Gaps widen from \$60k, by men dominating the remaining ranges, with the widest gap in the \$90k–\$99,999 range where men make up 73.42%.

CHAPTER 3: DEPARTMENTS

- [Department Size All-Employees, 2024](#)
- [Racial Demographics of Full-Time Employees, 2024](#)
- [Annual Median Salary of Full-Time Employees, 2024](#)
- [Gender of Full-Time Employees, 2024](#)
- [Additional Salary Details](#)
- [Takeaway Summary and Recommendations](#)

DEPARTMENTS

In this chapter of the report, we analyze the 2024 dataset to examine department sizes and demographics, including race, gender, and salary metrics. All analyses are exclusively full-time employees, except in Figure 14 which includes all employees. Important exceptions include Criminal Justice Planning Unit, a very small department (3 employees). Agricultural Extension has the lowest median (\$31,635) due to state-subsidized salaries. Therefore, these two departments should not be used for cross-department comparisons.

Figure 14 shows department sizes based on total employee counts (including full-time, part-time, pool, and seasonal positions) in 2024. Darker shades indicate larger departments. Workforce size varies significantly by operational role. For example, the largest departments are Police (2,197 employees), Fire (1,477), and Sheriff (1,160), followed by major service providers such as Water Services (873), Parks (792), and Health (603). On the other hand, boards, commissions, and specialized administrative units remain the smallest, with many having fewer than 20 employees. The smallest department in 2024 was the Criminal Justice Planning Unit, with only three employees.

Next, Figure 15 presents the racial composition of each department, using only full-time employees. On the one hand, departments with missions centered on social-welfare services and support for traditionally marginalized or minority communities tend to have higher percentages of non-White employees. These include Metro Action Commission, Community Review Board, and Social Services, each with more than 60% non-White staff. On the other hand, departments with greater executive decision-making authority, regulatory and administrative responsibilities, and traditional public safety roles are predominantly White. Examples include the Historical Commission, Justice Integration Services, Agricultural Extension, Law, Codes, Information Technology Services, Metropolitan Council, Fire, and Police each with over 70% White employees.

Figure 16 presents the median annual salary of full-time employees of each department in 2024. Departments with specialized, executive, or technical roles dominate the top tier. The Criminal Justice Planning Unit leads with a median salary of \$153,310, despite its very small size (3 employees), followed by the Mayor's Office (\$125,167), Law (\$120,510), Justice Integration Services (\$118,623), and Information Technology Services (\$102,952). Mid-range paying departments include Finance (\$84,174), Police (\$82,120), Fire (\$81,653), and the Planning Commission (\$88,295). Lower median-paying departments include Metro Action Commission (\$52,951), County Clerk (\$54,091), Public Library (\$54,515), and Parks (\$55,969). The Agricultural Extension has the lowest median salary (\$31,635) because all salaries in this department are significantly subsidized by the state agency and therefore do not fit these analyses for comparative purposes. Some positions in the District Attorney and The State Trial Court are as well subsidized.

Figure 17 shows the gender breakdown of each department. Several departments are overwhelmingly female, including the Criminal Justice Planning Unit (100%), Office of Family Safety (97.7%), and Metro Action Commission (86.9%), Clerk and Master (86.7%), Metropolitan Council (81.8%), and Community Review Board (78.6%). Departments with technical, operational, or public safety roles tend to be male-dominated. NDOT (87%), Fire (84%), Waste Services (78.8%), and Water Services (77.4%), Information Technology Services (76.8%), and Police (76.5%) have significant male representation. Departments with perfectly balanced gender representation include the Human Relations Commission and the Office of Emergency Management, each with an equal split of 50% male and 50% female employees.

Figure 18 provides additional salary details for each department, including total full-time employees, median and average annual pay, and the highest and lowest salaries. Darker shades indicate higher pay levels. As mentioned earlier, some positions receive supplemental income from state agencies, meaning Metro payroll may represent only part of their total compensation. This dataset does not identify which salaries are supplemented; however, we believe this affects only a small number of employees. The Agricultural Extension is the only department known to have all its salaries supplemented. The District Attorney and State Trial Courts also have some positions in this category, so salary data for these departments should be interpreted with caution. Overtime pay is also excluded, so some figures may underestimate actual gross earnings.

The final chapter of this report provides detailed department profiles, including total employee headcount, salary distribution, director information, employee county of residence, and demographic breakdowns by gender, race, and age.

FIGURE 14. DEPARTMENT SIZE-ALL EMPLOYEES, 2024

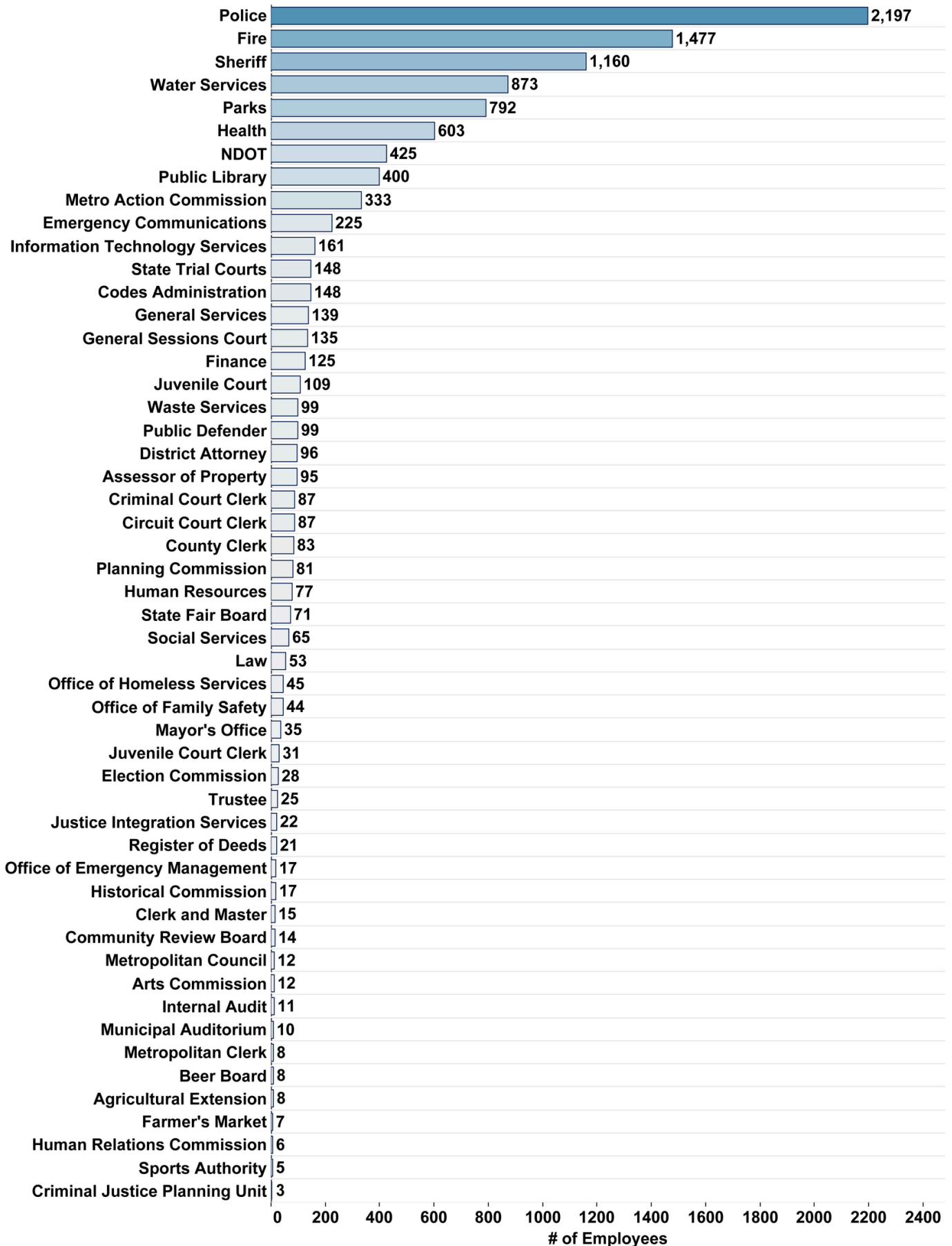


FIGURE 15. RACIAL DEMOGRAPHICS OF FULL-TIME EMPLOYEES, 2024

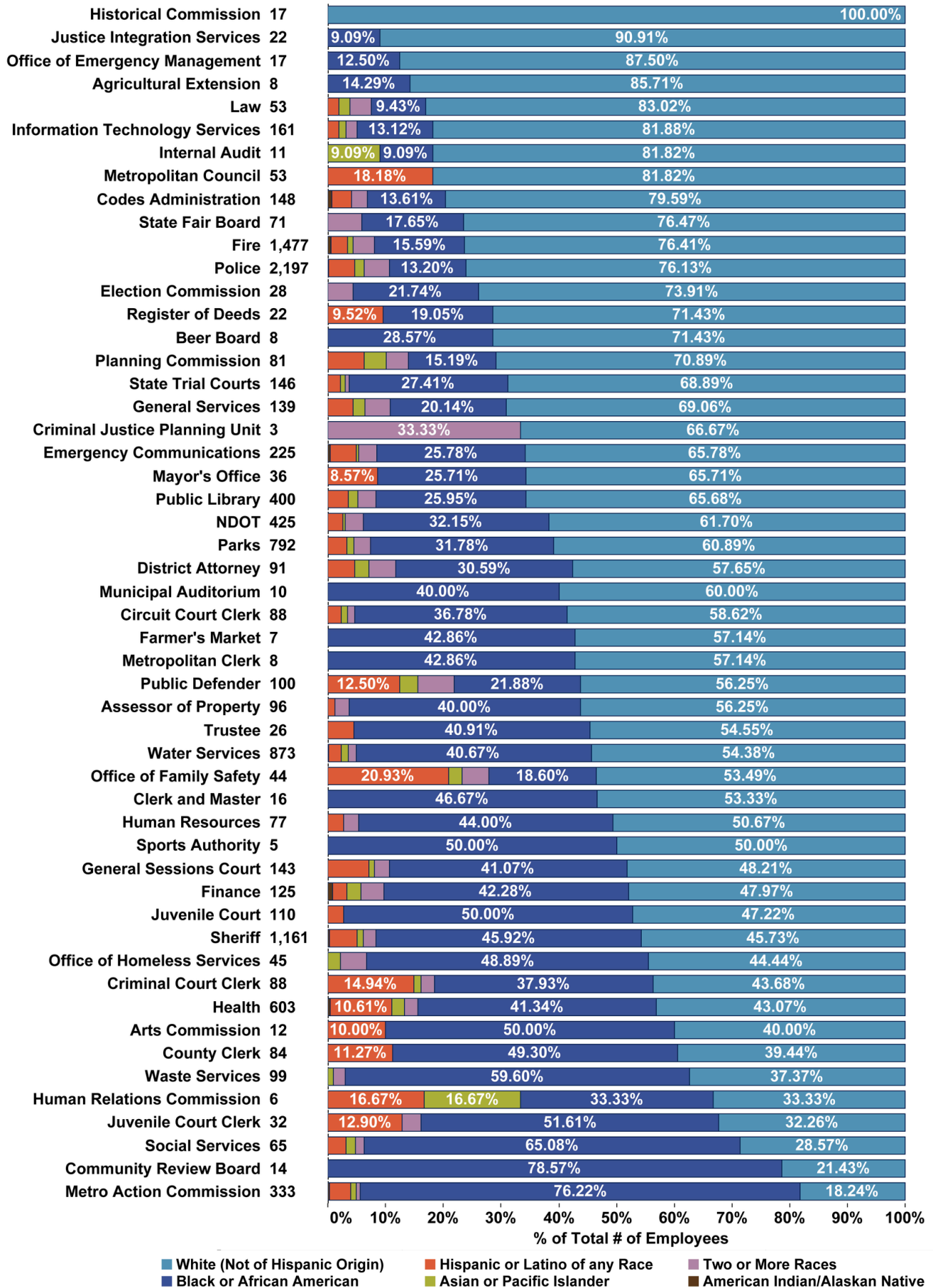


FIGURE 16. ANNUAL MEDIAN SALARY OF FULL-TIME EMPLOYEES, 2024

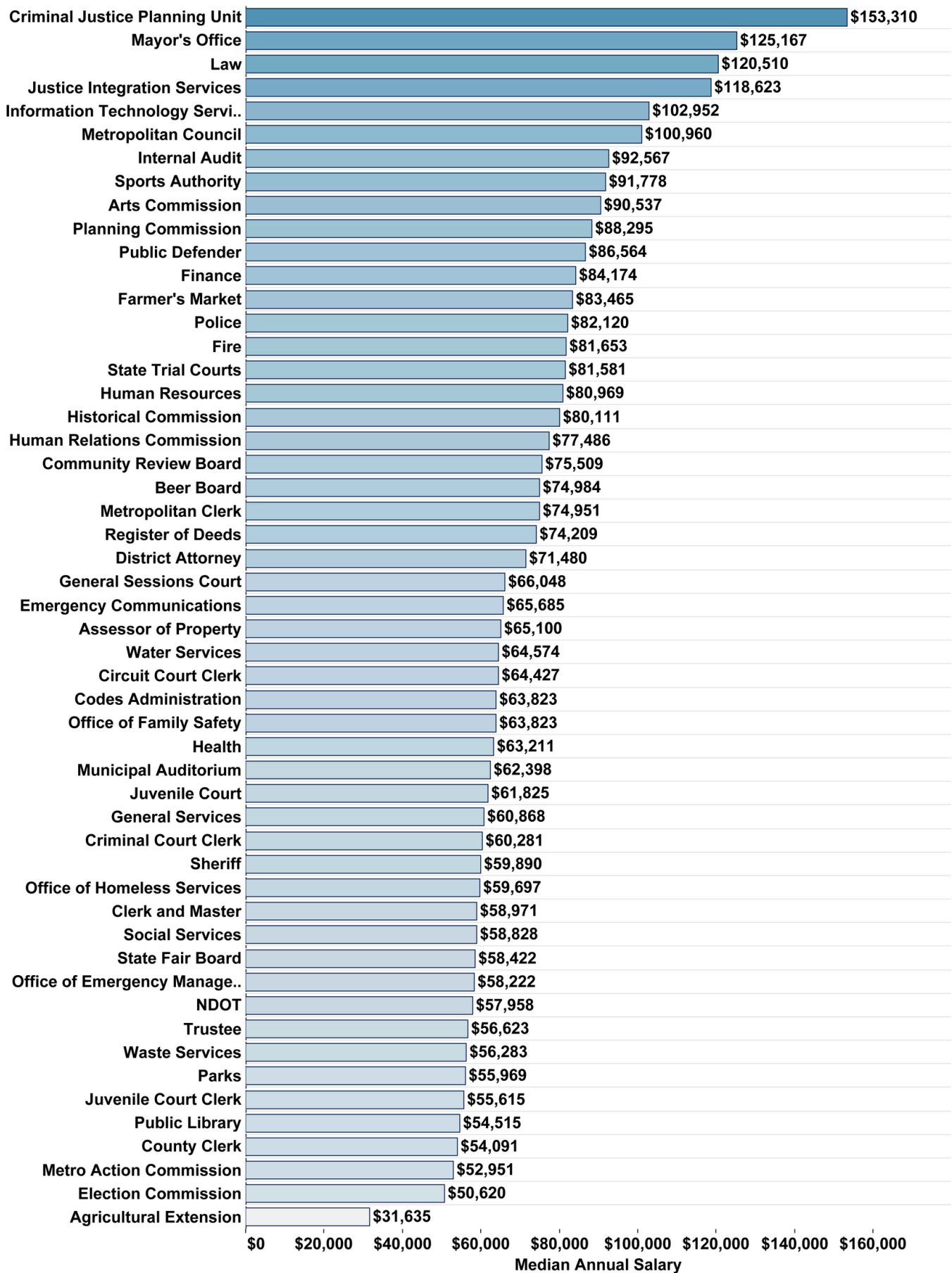


FIGURE 17. GENDER OF FULL-TIME EMPLOYEES, 2024

Female Male

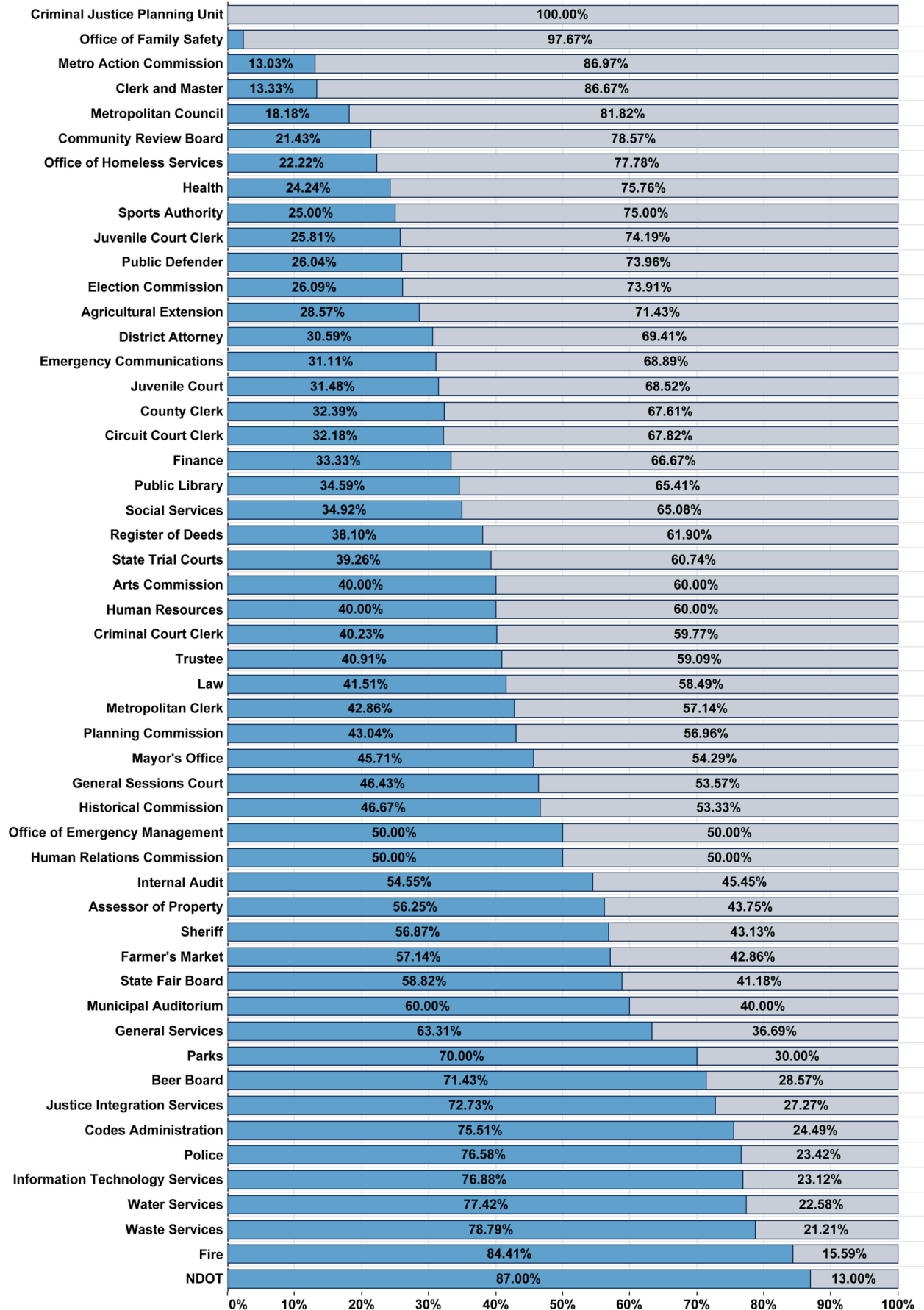


FIGURE 18. ADDITIONAL SALARY DETAILS, 2024

Department Name	# of Employees	Lowest Salary	Median Salary	Average Salary	Highest Salary
Police	1,977	\$42,412	\$82,120	\$87,769	\$287,260
Fire	1,475	\$42,412	\$81,653	\$84,818	\$265,562
Sheriff	1,041	\$42,412	\$59,890	\$65,035	\$228,295
Water Services	868	\$41,905	\$64,574	\$71,755	\$317,824
Health	462	\$42,412	\$63,211	\$71,451	\$252,153
Parks	450	\$41,796	\$55,969	\$61,624	\$205,520
NDOT	423	\$41,905	\$57,958	\$66,192	\$272,910
Public Library	370	\$41,796	\$54,515	\$61,133	\$175,792
Metro Action Commission	307	\$41,600	\$52,951	\$58,050	\$200,000
Emergency Communications	225	\$48,116	\$65,685	\$65,900	\$177,588
Information Technology Services	160	\$54,708	\$102,952	\$109,133	\$226,682
Codes Administration	147	\$50,647	\$63,823	\$73,721	\$248,518
General Services	139	\$42,412	\$60,868	\$74,200	\$235,664
State Trial Courts	135	\$31,942	\$81,581	\$79,999	\$198,802
Finance	123	\$52,541	\$84,174	\$100,250	\$265,336
General Sessions Court	112	\$44,122	\$66,048	\$77,614	\$212,940
Juvenile Court	108	\$48,116	\$61,825	\$73,731	\$172,413
Waste Services	99	\$41,905	\$56,283	\$61,674	\$210,000
Public Defender	96	\$52,927	\$86,564	\$92,829	\$185,692
Criminal Court Clerk	87	\$50,000	\$60,281	\$68,264	\$163,010
Circuit Court Clerk	87	\$46,000	\$64,427	\$65,697	\$131,393
District Attorney	85	\$44,329	\$71,480	\$88,104	\$210,960
Assessor of Property	80	\$45,596	\$65,100	\$74,853	\$158,886
Planning Commission	79	\$50,647	\$88,295	\$102,044	\$260,228
Human Resources	75	\$59,343	\$80,969	\$88,309	\$228,574
County Clerk	71	\$44,122	\$54,091	\$58,874	\$132,660
Social Services	63	\$41,796	\$58,828	\$74,215	\$256,466
Law	53	\$49,720	\$120,510	\$128,406	\$247,169
Office of Homeless Services	45	\$50,647	\$59,697	\$68,992	\$170,321
Office of Family Safety	43	\$51,324	\$63,823	\$71,207	\$158,912
Mayor's Office	35	\$48,204	\$125,167	\$129,585	\$269,750
Juvenile Court Clerk	31	\$50,647	\$55,615	\$66,725	\$144,273
Election Commission	23	\$41,796	\$50,620	\$72,974	\$176,048
Trustee	22	\$37,965	\$56,623	\$65,026	\$142,249
Justice Integration Services	22	\$67,710	\$118,623	\$114,376	\$173,436
Register of Deeds	21	\$55,224	\$74,209	\$83,736	\$138,433
State Fair Board	17	\$43,162	\$58,422	\$65,771	\$152,820
Office of Emergency Management	16	\$42,865	\$58,222	\$62,667	\$116,908
Historical Commission	15	\$61,261	\$80,111	\$88,045	\$171,198
Clerk and Master	15	\$41,600	\$58,971	\$62,914	\$113,161
Community Review Board	14	\$55,969	\$75,509	\$85,247	\$183,228
Metropolitan Council	11	\$56,559	\$100,960	\$108,044	\$231,829
Internal Audit	11	\$63,075	\$92,567	\$104,267	\$209,917
Municipal Auditorium	10	\$50,647	\$62,398	\$72,161	\$109,078
Arts Commission	10	\$45,593	\$90,537	\$96,147	\$156,000
Metropolitan Clerk	7	\$57,747	\$74,951	\$79,008	\$128,208
Farmer's Market	7	\$45,791	\$83,465	\$84,701	\$128,585
Beer Board	7	\$57,958	\$74,984	\$93,625	\$175,998
Agricultural Extension	7	\$28,609	\$31,635	\$36,757	\$53,204
Human Relations Commission	6	\$65,811	\$77,486	\$92,115	\$160,302
Sports Authority	4	\$61,488	\$91,778	\$104,030	\$171,075
Criminal Justice Planning Unit	3	\$78,712	\$153,310	\$134,564	\$171,671

TAKEAWAY SUMMARY

When we combined racial, gender, and median salary data for all departments (drawing on Figures 16, 17, and 18), we observed distinct patterns after grouping departments into these three median-salary tiers (\$100,000 and above; \$70,000–\$100,000; and below \$55,000).

The First Tier (\$100,000 and above): This tier consists of six departments, and all of them are majority White (more than 50%), with gender representation varying. Criminal Justice Planning Unit is excluded from analysis due to its small size (3 employees).

- Mayor’s Office (\$125,167; 66% White, 54% female)
- Law (\$120,510; 83% White, 58% male)
- Justice Integration Services (\$118,623; 91% White, 73% male)
- Information Technology Services (\$102,952; 82% White, 77% male)
- Metropolitan Council (\$100,960; 82% White, 82% female)

The Second Tier (\$70,000–\$100,000): This tier consists of seventeen departments. The following twelve of them are majority White and with varied gender representation.

- Internal Audit (\$92,567; 82% White, 54% male)
- Planning Commission (\$88,295; 71% White, 57% female)
- Public Defender (\$86,564; 56% White, 74% female)
- Farmer’s Market (\$83,465; 57% White, 57% male)
- Police (\$82,120; 76% White, 77% male)
- Fire (\$81,653; 76% White, 84% male)
- Human Resources (\$80,969; 51% White, 60% female)
- State Trial Courts (\$81,581; 69% White, 61% female)
- Historical Commission (\$80,111; 100% White, 53% female)
- Beer Board (\$74,984; 71% White, 71% male)
- Metropolitan Clerk (\$74,951; 57% White, 57% female)
- Register of Deeds (\$74,209; 71% White, 62% female)

The Third Tier (\$50,000 and below): This tier consists of seven departments. Six of the seven departments in this tier are majority female.

- Juvenile Court Clerk (\$55,615; 62% non-White, 74% female)
- Public Library (\$54,515; 66% White, 65% female)
- County Clerk (\$54,091; 61% non-White, 68% female)
- Metro Action Commission (\$52,951; 82% non-White, 87% female)
- Election Commission (\$50,620; 74% White, 74% female)
- Agricultural Extension (\$31,635; 86% White, 71% female)

RECOMMENDATIONS

- **Expand Leadership Pathways:** Develop mentorship and leadership programs aimed at increasing racial and gender diversity in high-salary departments.
- **Equity in Compensation:** Conduct a pay equity review to identify and address disparities, particularly in departments with high female representation and lower median salaries.
- **Inclusive Recruitment Strategies:** Strengthen outreach and recruitment efforts for underrepresented groups in mid and high tier salary departments.
- **Career Development for Lower-Tier Roles:** Implement training and advancement programs to create pathways from lower-paying roles to higher-paying opportunities.

CHAPTER 4: EEO JOB CATEGORIES

In this chapter, we present racial, gender, and median salary data across all EEO job categories. All analyses in this chapter include all positions (full-time, part-time, pool, and seasonal).

- [All Employee Count by EEO Category, 2024](#)
- [Race and Gender of Each EEO Category–All Employees, 2024](#)
- [Median Annual Salary-All Employees, 2024](#)

EEO JOB CATEGORIES

Equal Employment Opportunity (EEO) categories are standardized classifications according to the duties of a specific job. In this chapter, we look at race, gender and salaries within these classifications. The lists below provide the most common job titles for each of the eight EEO categories in 2024. The abbreviations are those as used in the original data.

Administrative Support

Office Support Spec, Emer Telecommunications Off, Teacher Asst, Office Support Rep, Admin Asst, Police Operations Coord, Concessions Clerk, Deputy Criminal Ct Clerk, Sheriff Prisoner Processor

34 departments have this classification

Officials and Administrators

Admin Svcs Mgr, Information Systems Advisor, Finance Mgr, Program Mgr, Appraiser, Finance Admin, Property Stan Insp, Fire Inspector, Director

49 departments have this classification

Para-Professionals

Recreation Leader, Circulation Assistant, Library Associate, Application Tech, Library Page, PF& Comm Engagement Adv, Paralegal

15 departments have this classification

Professionals

Fire Captain, Technical Specialist, Admin Svcs Officer, Public Health Nurse, Police Lieutenant, DCSO Facility Officer, Program Spec, Fire District Chief, Headstart Teacher, Assistance Public Defender, Probation Officer

51 departments have this classification

Protective Service Workers

Police Officer, Fire Fighter, Correctional Officer, School Crossing Guard, Police Officer Trainee, Security Officer, Judicial Asst, Fire Recruit, Warrant Officer

12 departments have this classification

Service Maintenance

Maintenance & Repair Worker, Equipment Operator, Seasonal Worker, Custodian, Sports official, Sanitation Worker, Bus Driver, Customer Service Field Rep

25 departments have this classification

Skilled Craft Workers

Treatment Plant Tech, Indust Tech Master, Indust Mechanic, Treatment Plan Shift Operator, Equip Mechanic

11 departments have this classification

Technicians

Police Sergeant, Paramedic, Fire Engineer, Advanced Emergency Med Tech, Fire Fighter/Paramedic, Utility Maintenance Tech, Utility Field Tech, Utility Maintenance Tech Sr

13 departments have this classification

Takeaway Points:

- The highest-paid category, Officials and Administrators (median salary \$110,303), is predominantly White (71%) and male (61%).
- The lowest-paid categories, Service Maintenance (\$47,165), Para-Professionals (\$47,064), and Administrative Support (\$51,988) have the largest share of non-White employees compared to all other categories. For example, Administrative Support and Para-Professional roles are majority female (68% and 65%, respectively) and are majority non-White (52% and 53% respectively). Maintenance is the only low-paying category that is majority White (58%) and male (74%).

EMPLOYEE COUNT BY RACE

FIGURE 19. ALL EMPLOYEE COUNT BY EEO CATEGORY, 2024

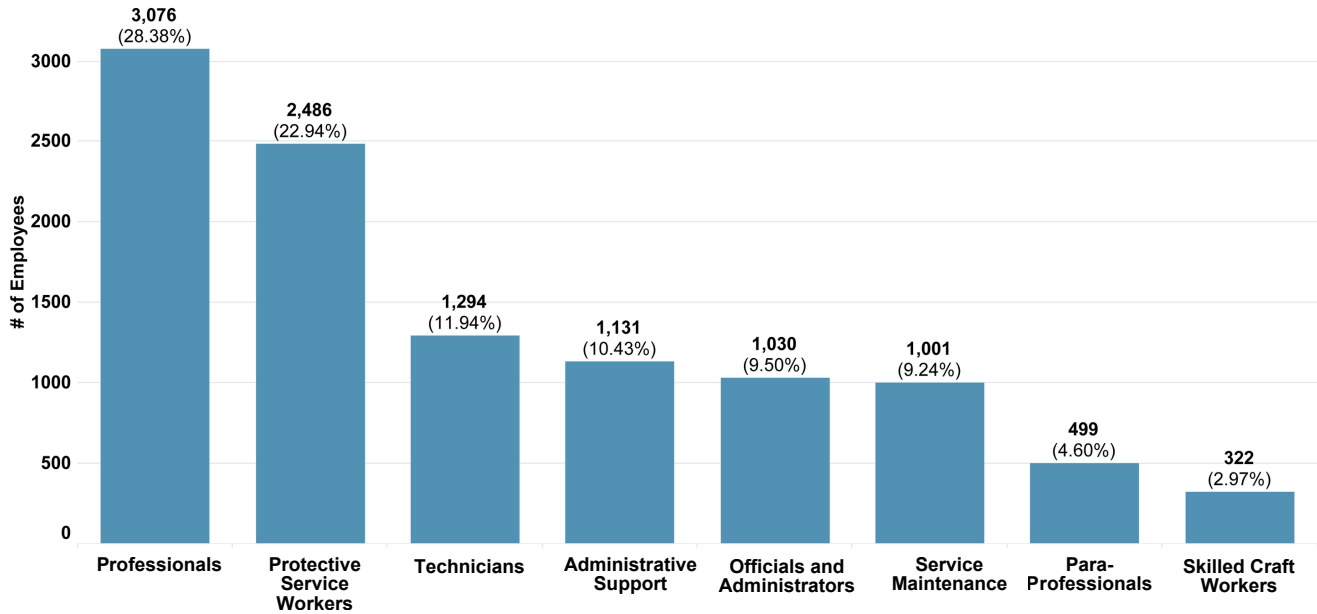
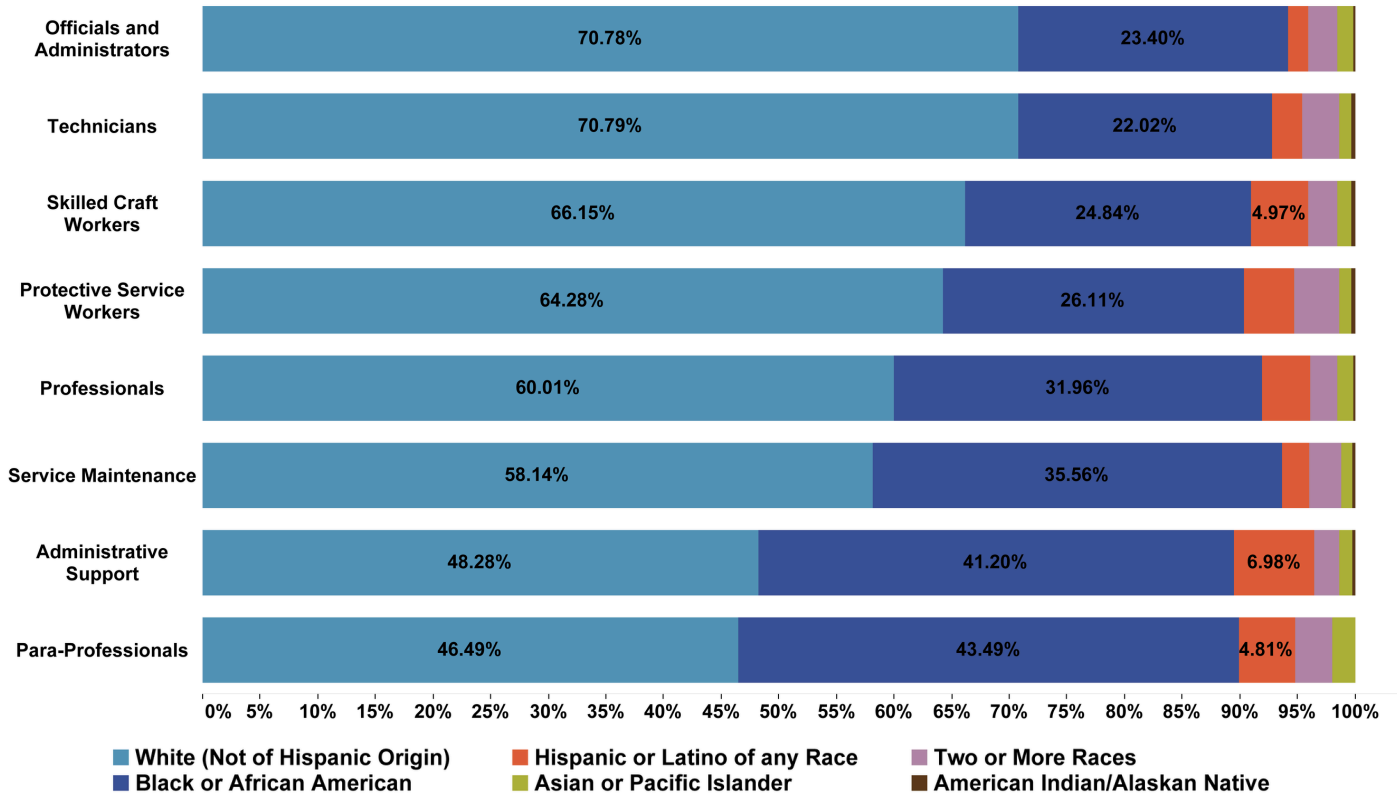


Figure 19 shows the number of all employees (full-time, part-time, pool, and seasonal) in each EEO category in 2024 with the percentage shown in parenthesis. The largest employee group falls under Professionals, accounting for 28% (3,076 employees across 51 departments), followed by Protective Service Workers (23% across 12 departments) and Technicians (12% across 13 departments). Other smaller categories include Administrative Support (10% across 34 departments), Officials and Administrators (9%), and Service Maintenance (9%). The smallest categories are Para-professional (5% across 15 departments) and Skilled Craft Workers (3% across 11 departments).

EMPLOYEE COUNT BY RACE

Figure 20 shows the racial composition across EEO categories. Non-White employees make up the majority in the Para-Professional and Administrative Support categories, while White employees remain the majority in all other categories. Within the Para-Professional group, 43% are Black or African American, 5% are Hispanic or Latino of any race, 3% identify as Two or More Races, and 2% are Asian or Pacific Islander. On the other hand, the Officials and Administrators category is predominantly White at 71%, followed by Black or African American at 23%, Two or More Races at 2.5%, Hispanic or Latino at 2%, Asian at 1%, and American Indian or Alaskan Native at 0.1%.

FIGURE 20. RACE OF EACH EEO CATEGORY (ALL EMPLOYEES), 2024



GENDER AND MEDIAN SALARY

FIGURE 21. GENDER OF EACH EEO CATEGORY (ALL EMPLOYEES), 2024

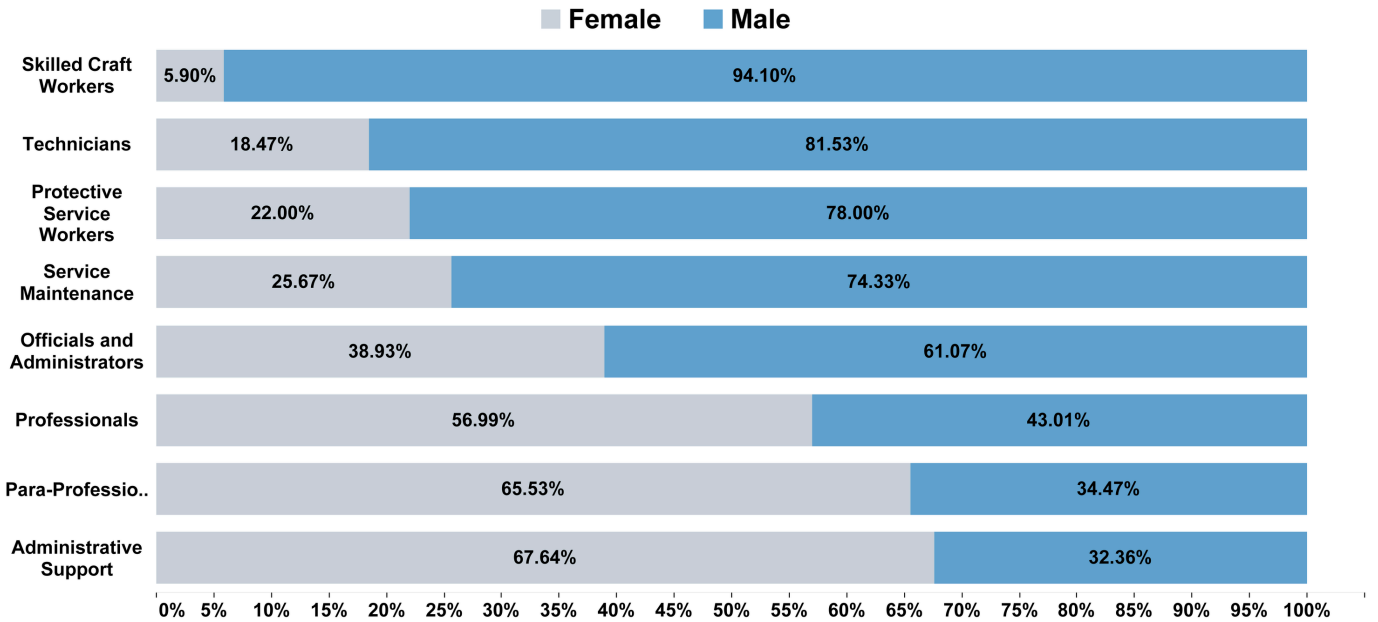


Figure 21 shows the gender distribution across EEO categories in 2024. Women make up the majority in Administrative Support (68%), Para-Professional (65%), and Professional roles (57%). Men dominate Skilled Craft Workers (94%), Technicians (81%), and Protective Service roles (78%). The Professionals category is more balanced compared to other categories.

FIGURE 22. MEDIAN ANNUAL SALARY (ALL EMPLOYEES), 2024

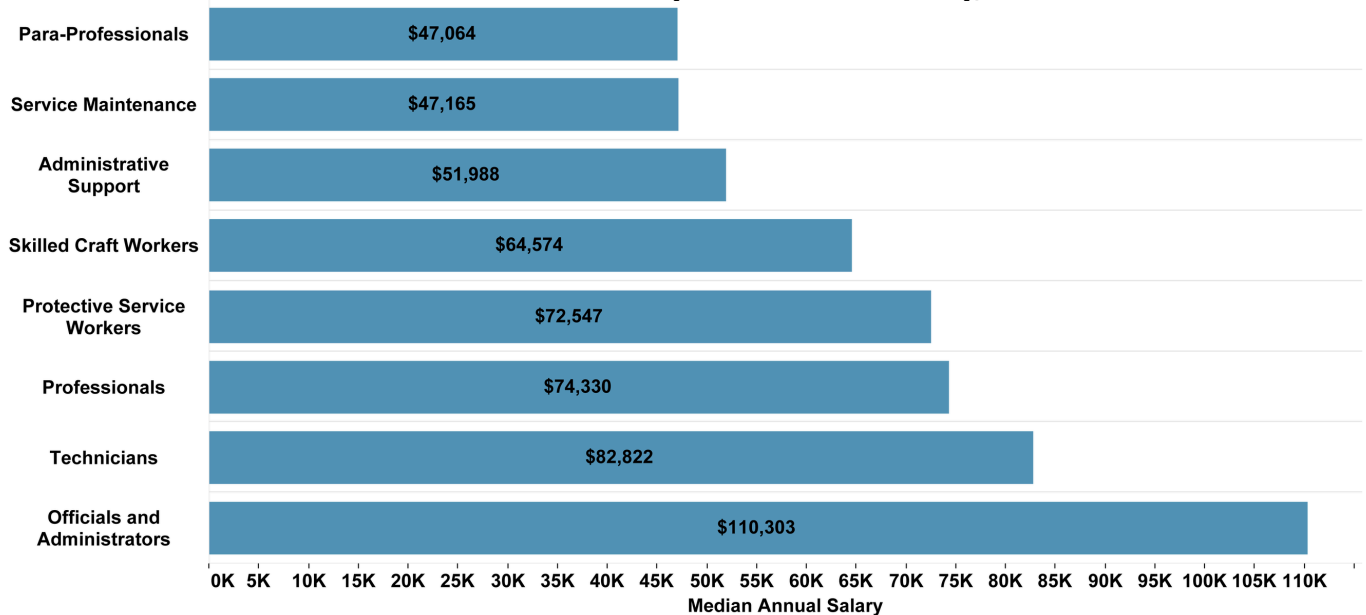


Figure 22 presents the median annual salaries by EEO category in 2024. Officials and Administrators earn the highest median salary at \$110,303, followed by Technicians (\$82,822), Professionals (\$74,330), and Protective Service Workers (\$72,547). Skilled Craft Workers have a median of \$64,574, while the lowest pay levels are found in Service Maintenance (\$47,165) and Para-Professional roles (\$47,064).

CHAPTER 5: COUNTY RESIDENCE

- [Full-Time Employee Residency by County \(Map\), 2024](#)
- [Change in Davidson County Residency Over Time, 2016–2024](#)
- [County Demographic Composition by Race and Gender, 2024](#)
- [Median Full-Time Salary by County, 2024](#)
- [Median Full-Time Salary in Counties With 100+ Employees, 2024](#)
- [Median Full-Time Salary in Davidson County vs. Non-Davidson County, 2024](#)
- [Full-Time Salary Range in Davidson County vs. Non-Davidson County](#)

COUNTY RESIDENCE

Data on employees' county of residence is available for 2016–2024. The map below shows the distribution of employees across Tennessee. In 2024, 10 full-time employees reported living outside Tennessee; because of their low count, they were excluded from this analysis.

The map highlights where full-time employees lived in 2024. Darker shading indicates higher concentrations of employees, while unshaded counties had none. Davidson County had 4,864 full-time employees (about 50% of the workforce). Other counties with large employee counts included Sumner (989), Rutherford (891), Wilson (700), Williamson (480), Robertson (536), Cheatham (384), Montgomery (396), Dickson (195), and Maury (104).

FIGURE 23. FULL-TIME EMPLOYEE RESIDENCY BY COUNTY, 2024

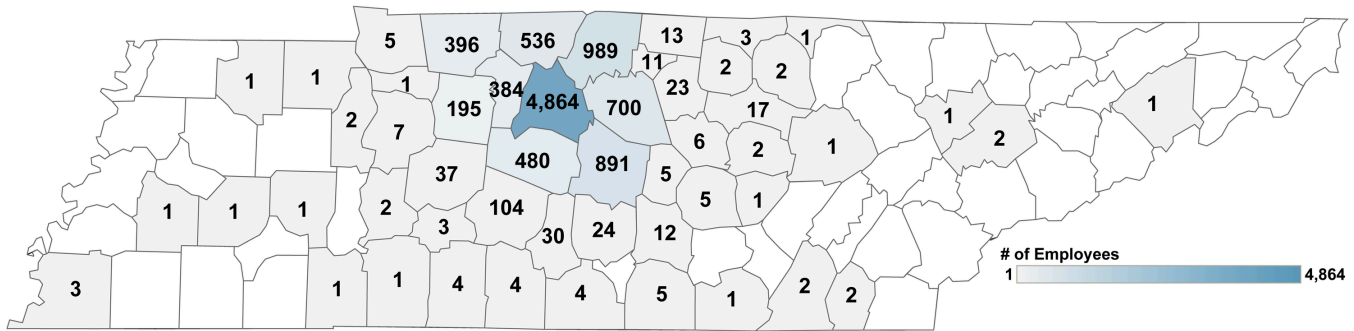
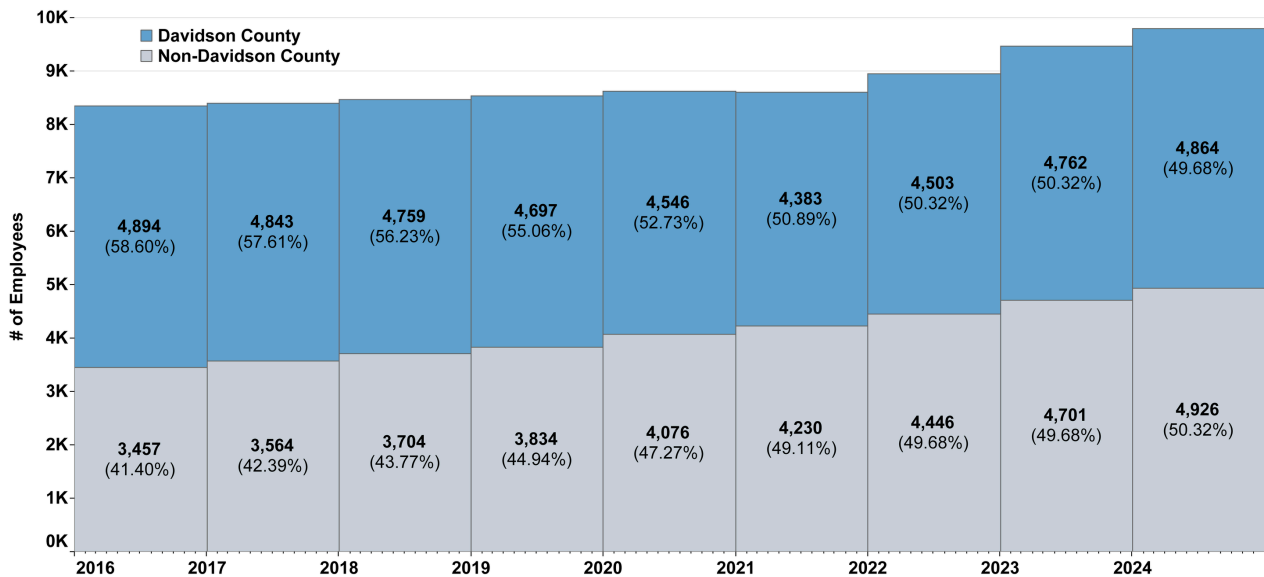


Figure 24 shows the number and percentage (in parentheses) of full-time employees from 2016 to 2024 in Davidson County vs. outside Davidson County. During this period, the share of employees living in Davidson County declined from 59% to 50%, whereas the share living outside Davidson County increased from 41% to 50%, indicating a gradual shift toward more employees living in surrounding counties.

FIGURE 24. CHANGE IN DAVIDSON COUNTY RESIDENCY OVER TIME, 2016–2024



RACE AND GENDER

FIGURE 25. COUNTY DEMOGRAPHIC COMPOSITION BY RACE, 2024

Figure 25 shows that in 2024, among full-time employees living in Davidson County, approximately 50% were White, 42% Black or African American, 4% Hispanic or Latino of any race, 3% identified as Two or More Races, 1.4% Asian or Pacific Islander, and 0.12% American Indian or Alaskan Native. For employees living outside Davidson County, the racial composition shifts significantly: 73% were White, 17% Black or African American, 4% Hispanic or Latino of any race, 3% Two or More Races, 1% Asian, and 0.32% American Indian or Alaskan Native. Those who did not report their residency or lived out of state were excluded.

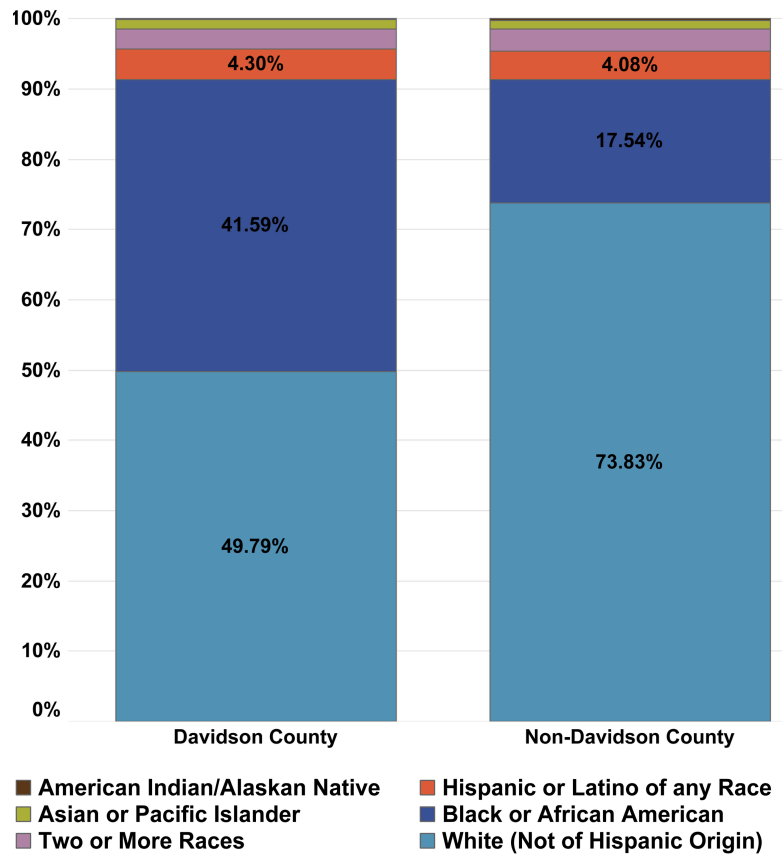
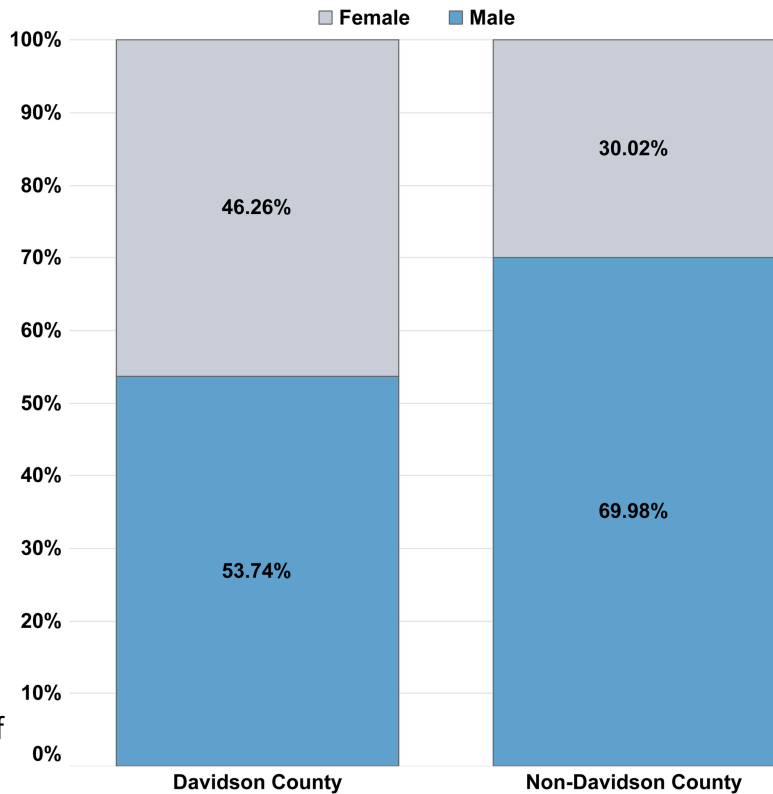


FIGURE 26. COUNTY DEMOGRAPHIC COMPOSITION BY GENDER, 2024

Figure 26 shows the gender composition of full-time employees by county of residence in 2024. Among employees living in Davidson County, 54% are female and 46% are male. In contrast, for those living outside Davidson County, the distribution shifts to 70% male and 30% female, indicating that women are more concentrated in Davidson County while men are more likely to live in surrounding counties. Those who did not report their residency or lived out of state were excluded.



MEDIAN SALARY

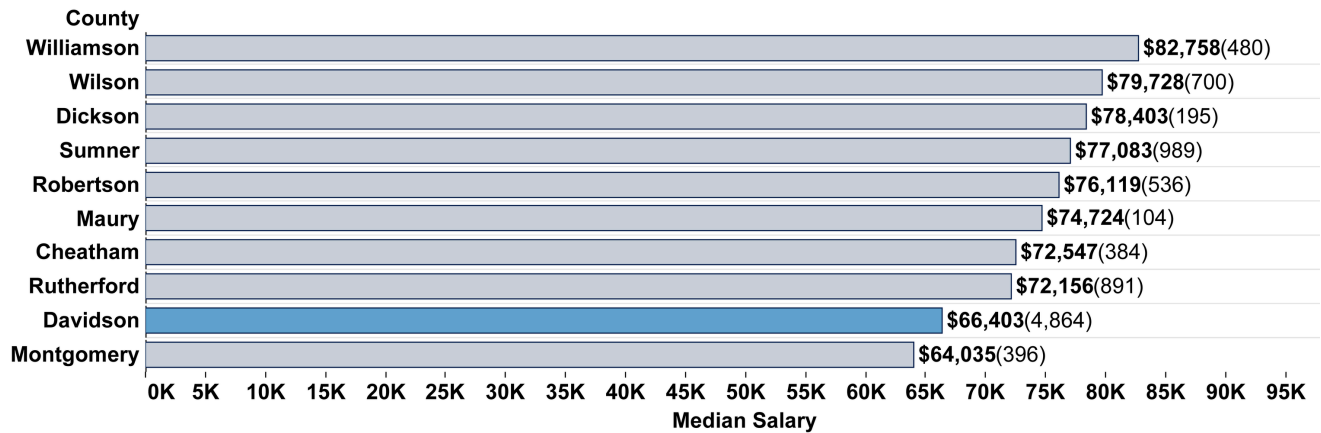
FIGURE 27. MEDIAN FULL-TIME SALARY BY COUNTY, 2024



Figure 27 shows median salary of full-time employees by County as well as the number of the employees shown in parentheses. For example, Houston County has 1 employee and the median salary for that county is \$123,994. Davidson County, highlighted in blue color, has the highest number of full-time employees (4,864), with the median salary of \$66,403.

MEDIAN SALARY

FIGURE 28. MEDIAN FULL-TIME SALARY IN COUNTIES WITH 100+ EMPLOYEES



Next, we looked at counties with 100 or more full-time employees only, and as presented in Figure 28, 10 counties are included with the number of employees shown in parentheses. Williamson County has the highest median salary of \$82,758 with 480 employees. Among all the counties with 100 or more full-time employees, only Montgomery County has a lower median salary (\$64,035) than Davidson County (\$66,403).

FIGURE 29. MEDIAN FULL-TIME SALARY IN DAVIDSON COUNTY VS. NON-DAVIDSON COUNTY, 2015-2024

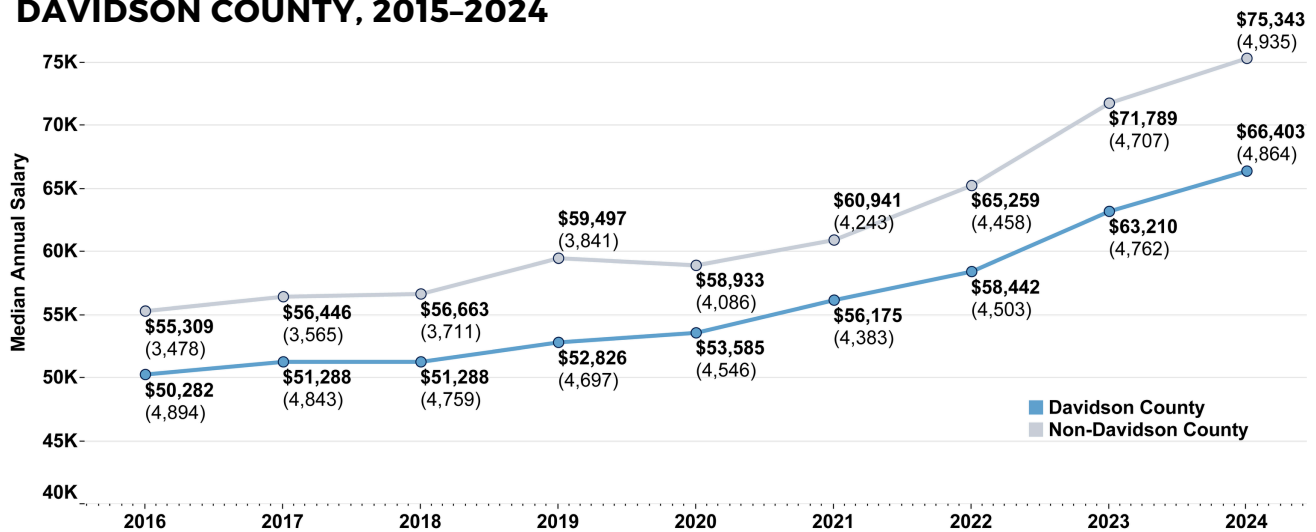


Figure 29 shows median salaries for full-time employees living in Davidson County compared to those living outside the county from 2016 to 2024, with employee counts shown in parentheses. Across all years, employees living outside Davidson County consistently earned higher median salaries than those residing within the county. In 2024, non-Davidson County residents had a median salary of \$75,343 across 4,935 employees, while Davidson County residents earned \$66,403 across 4,864 employees. In 2024, Davidson County employees earned \$8,940 less at the median compared to non-Davidson employees. Using the pay equity ratio, every \$1.00 earned by a non-Davidson County employee, a Davidson County employee earns about \$0.87.

COUNTY RESIDENCE

FIGURE 30. FULL-TIME SALARY RANGE DAVIDSON COUNTY VS. NON-DAVIDSON COUNTY, 2015-2024

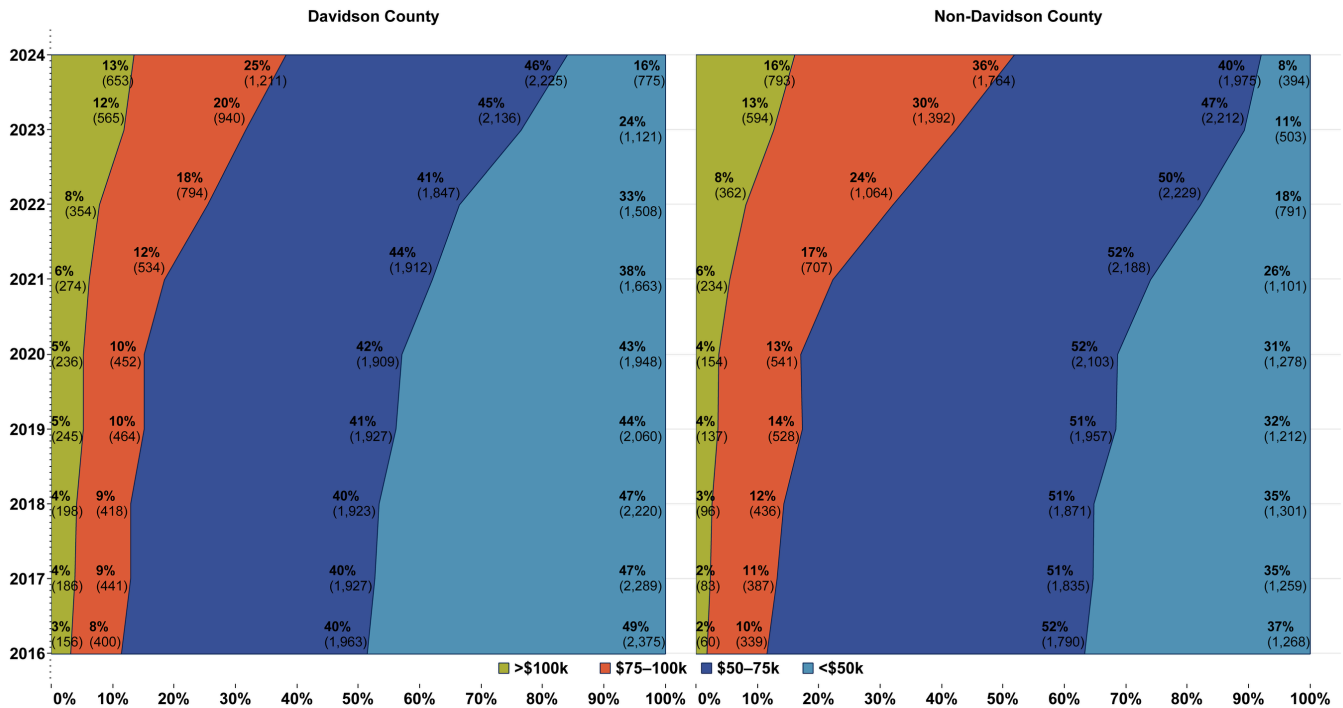


Figure 30 compares salary ranges for full-time employees living in Davidson County and those living outside the county, grouped into four brackets: >\$100K, \$75-100K, \$50-75K, and <\$50K. Percentages are shown in bold, with total employee counts in parentheses. Overall, both geographies have shifted toward higher-paying jobs, but employees living in non-Davidson counties shifted into higher salary brackets more quickly, ending with a larger share in the highest salary ranges, specifically in the \$75-100k and in the >\$100k brackets. As shown above, there is a sharp decline in employees earning less than \$50K across both geographies.

In Davidson County, this share fell from 49% (2,375 employees) in 2016 to 16% (775 employees) in 2024, while for non-Davidson County residents it dropped from 37% (1,268 employees) to 8% (394 employees). The \$50-75K range diverged between the two groups: in Davidson County, it remained dominant and grew from 40% (1,963 employees) in 2016 to 46% (2,225 employees) in 2024, whereas for non-Davidson County residents it declined from 52% to 40%. The \$75-100K bracket increased for both groups, rising from 8% to 25% (1,211 employees) in Davidson County and from 10% to 36% (1,764 employees) outside the county. Finally, salaries above \$100K grew in both geographies, from 3% to 13% (653 employees) in Davidson County and from 2% (60 employees) to 16% (793 employees) for non-Davidson County residents.

CHAPTER 6: ELECTED OFFICIALS

All elected offices were excluded from the main analysis because these positions are filled through a democratic voting process rather than through Metro’s traditional hiring and promotion systems. However, to provide readers with a complete picture of Metro leadership, this section separately presents the demographic composition of elected officials, including race and gender.

In the table below we present the departments and titles of all elected officials who served in 2024.

Department	Title
Assessor of Property	Assessor of Property
Circuit Court Clerk	Circuit Court Clerk
Clerk and Master	Clerk and Master
County Clerk	County Court Clerk
Criminal Court Clerk	Criminal Court Clerk
District Attorney	District Attorney General
General Sessions Court	General Sessions Judge
Juvenile Court Clerk	Juvenile Court Clerk
Mayor’s Office	Mayor
Metropolitan Council	Council Member Vice Mayor
Public Defender	Public Defender
Register of Deeds	Register
Sheriff	Sheriff
Trustee	Trustee

ELECTED OFFICIALS

FIGURE 31. RACE AND GENDER OF ELECTED OFFICIALS, 2024

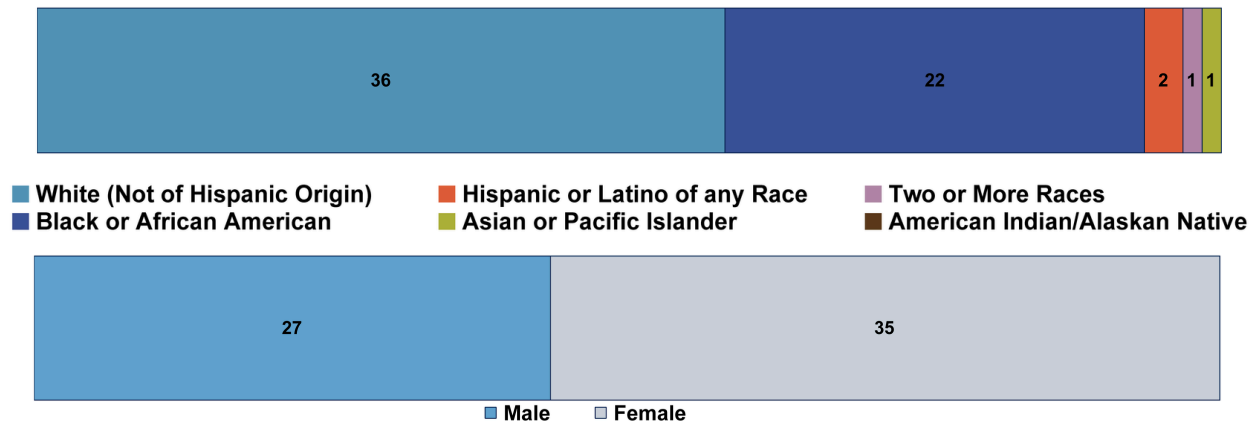


Figure 31 presents the demographics of elected officials in 2024. There were 62 elected officials: 36 identified as White, 22 as Black or African American, 2 as Hispanic or Latino of any race, 1 as Asian or Pacific Islander, and 1 as Two or More Races. In terms of gender, 35 were men and 27 were women.

FIGURE 32. AGE DISTRIBUTION OF ELECTED OFFICIALS, 2024

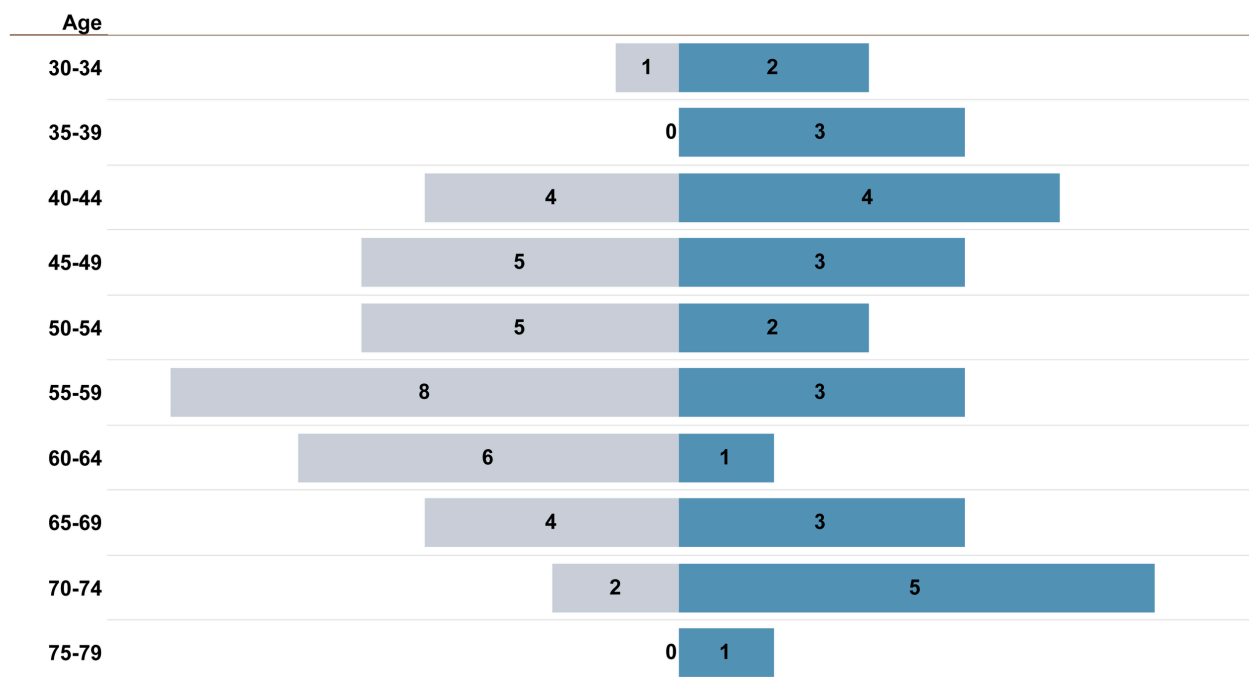


Figure 32 presents the age distribution of elected officials who served in 2024. Overall, the majority of officials were concentrated in mid-career age ranges, with the largest cohorts being 40–44 and 55–59. Women were most prevalent in the 50–59 range, where eight women served, while men tended to skew older, with five officials aged 70–74 and one at 75–79. Further, the youngest cohorts (ages 30–34 and 35–39) were primarily men, with two and three officials respectively.

TAKEAWAY SUMMARY

IncluCivics 2026 offers a comprehensive analysis of the Metro General Government workforce, including 52 departments and over 10,000 employees. Over the past decade, the data reveal growth in the number of women and racial minority groups and overall salary increases for all employees. However, the report also highlights persistent and significant disparities in pay by gender and race. We identify the following areas as priorities for further research, thoughtful deliberation, and willingness to take action. Addressing these issues is important for Metro to continue advancing toward its goal of setting a benchmark for equity and serving as a model major employer within the community.

- The number of Hispanic employees is not increasing proportionate to the city's population growth. This is the fastest growing demographic in the city, yet only 4% of our employees are Hispanic or Latino of any race. We have raised this concern in previous reports, and it remains a critical equity issue. Thus, inquiry as to the causes, be it issues of language access, hiring bias, work authorization, knowledge of opportunities or other factors, should direct action toward hiring for greater representation.
- Analysis of attrition and promotion may provide important insights. It is not possible to analyze employee turnover or promotion from the currently available open datasets. Analyses of employees who leave, whether voluntary or involuntary, may show patterns about certain demographic groups who have different trajectories, employment tenure and/or experiences.
- Fewer employees now live in Davidson County. What does this mean for our workforce and for the city? This trend could be driven by a combination of factors, including rising housing costs, displacement, flexible work arrangements, hiring practices, and individual decisions to relocate. Increasingly, employees are choosing to live in surrounding counties at higher rates; as this shift continues, it is important to consider its potential impact on employees' experiences and on the delivery of Metro services.

- For future analyses of compensation and workforce dynamics, and to provide a more comprehensive understanding of Metro’s workforce, we recommend that Metro enhance its data collection practices. Specifically, HR should collect and maintain the following variables: a unique employee identifier; current title entry date; full leave history (including dates and reasons for leave); an indicator of whether the current position was attained through promotion; overtime and benefits pay; and both the minimum educational requirements for each position and the education level attained by the employee.
- Data collection should reflect the full diversity of gender, race, and ethnic identities within the workforce. The current gender binary of “male” or “female” does not capture all identities, including transgender men, transgender women, non-binary individuals, and others. Similarly, limiting race/ethnicity to six categories likely overlooks many racial identities. This may lead to overrepresentation in broad categories such as “White” or “Black/African American.” For example, individuals of Middle Eastern descent may be classified as White, and Black immigrants may be grouped under a single “Black or African American” category. We recommend that Metro: Expands gender categories; revises race and ethnicity categories following OMB standards; adds self-identification options for employees; audits existing data sources; ensures transparency and communication on data collection improvements.

With this updated report and the areas of concern we have once again highlighted, we hope it provides Metro leadership with the insights needed to take meaningful action, particularly to address pay equity between women and men and among the diverse racial groups that are integral to Nashville and the Metro workforce.

DEPARTMENT PROFILES

The remaining pages provide individual profiles for each department in 2024. Each profile presents the following information listed below. Note: Directors are identified by employees with DP ("Director Pay") on the pay scale and/or an Executive Director title

- Number of All-Employees
- Race of All-Employees
- Director Profile
- Age Distribution by Gender
- Salary Distribution
- County of Residence (Map)

AGRICULTURAL EXTENSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	5	0.6	63%
	Male	2	8.5	25%
Seasonal	Male	1	2	13%

Director

Job Title: Extension Director	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 45-49
Years of Employment: 7	Salary: \$53,204

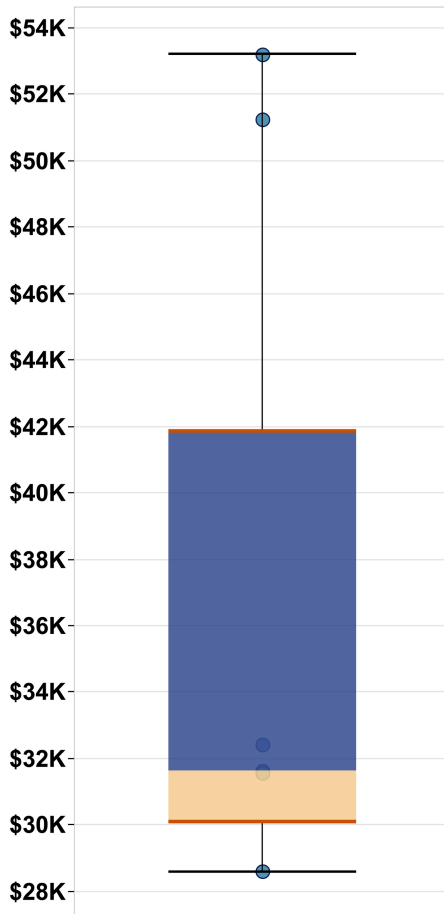


Race and Ethnicity

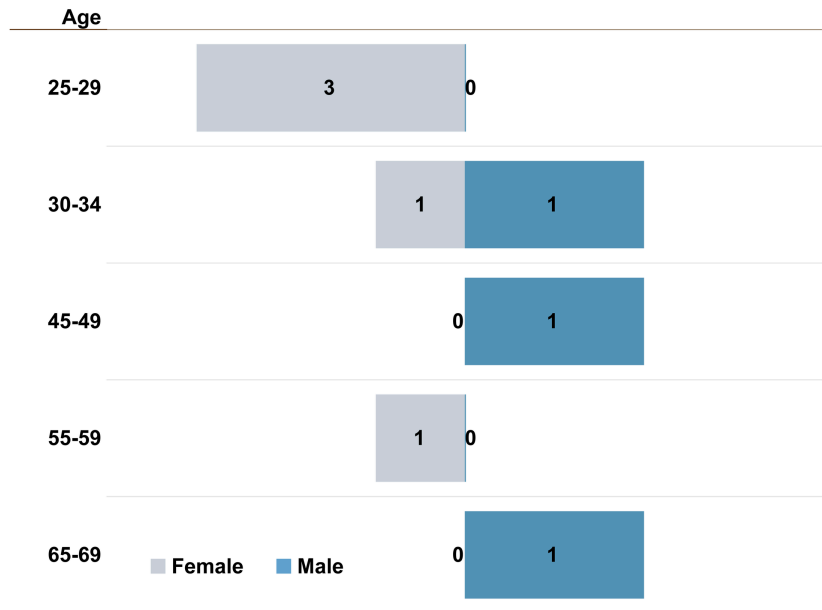
White (Not of Hispanic Origin)	87.50%
Black or African American	12.50%

All salaries in this department are significantly subsidized by a state agency and therefore do not fit these analyses for comparative purposes.

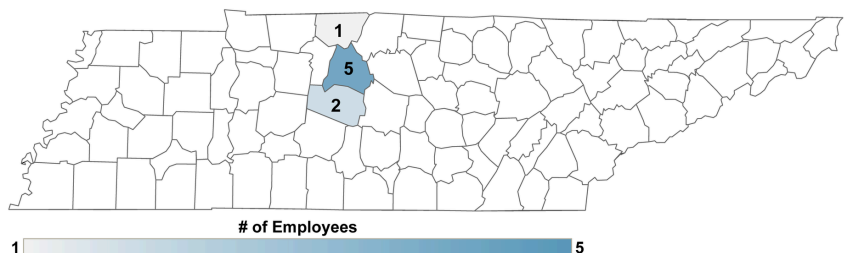
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




ARTS COMMISSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	6	2.7	50%
	Male	4	2.3	33%
Part-Time	Female	1	12	8%
	Male	1	0	8%

Director

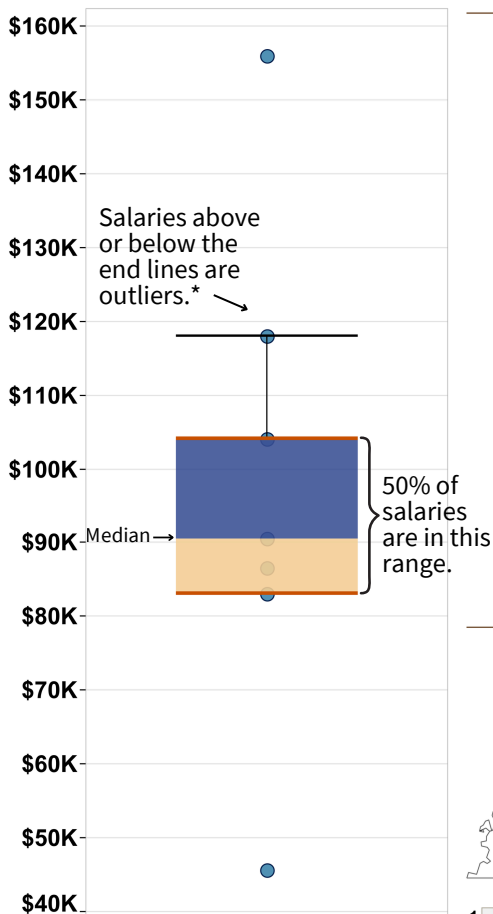
Job Title: Arts Commission Exec Dir	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Female	Age: 75-79
Years of Employment: 7 Months	Salary: \$156,000



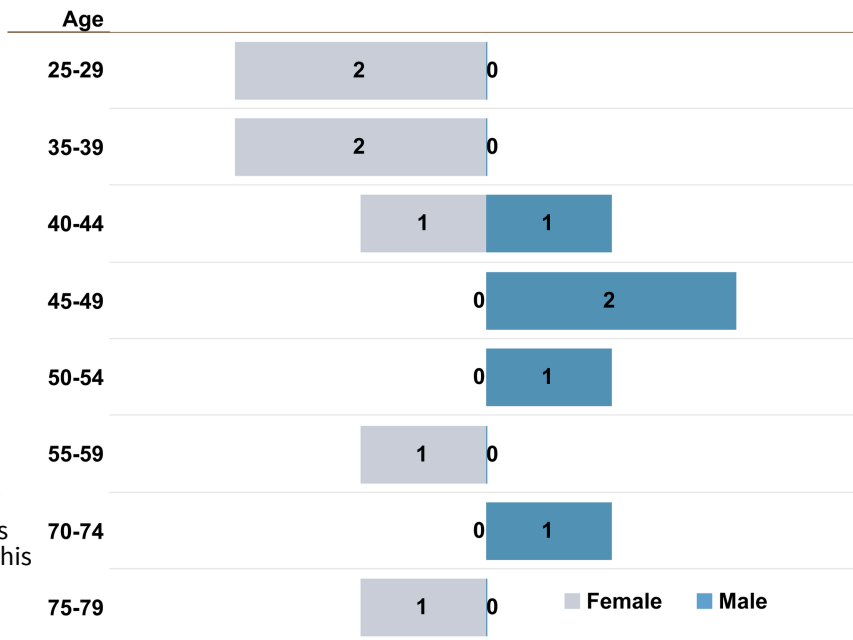
Race and Ethnicity

Black or African American	58.33%
White (Not of Hispanic Origin)	33.33%
Hispanic or Latino of any Race	8.33%

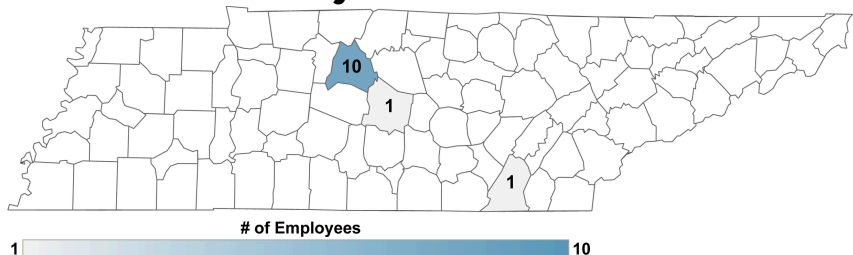
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




ASSESSOR OF PROPERTY, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	35	10.3	37%
	Male	45	8.3	47%
Part-Time	Female	3	2.3	3%
	Male	3	0.7	3%
Seasonal	Female	3	3	3%
	Male	6	0.3	6%

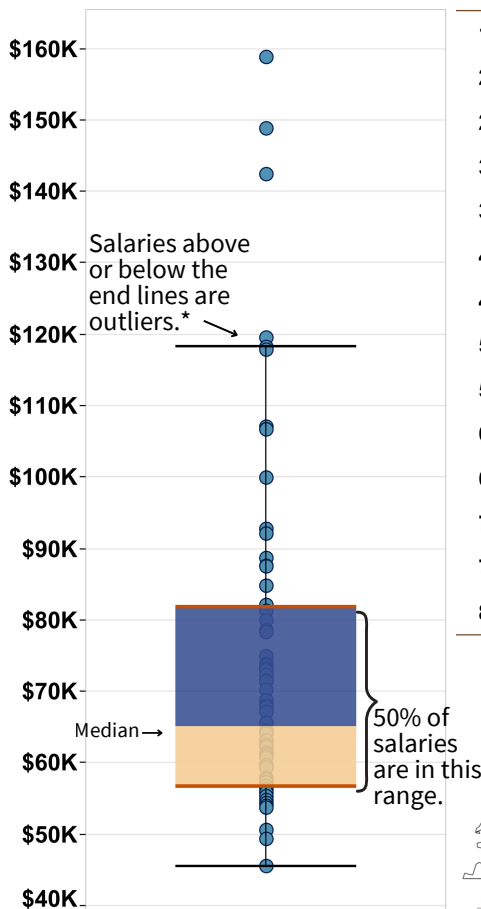
Director

Job Title: Assessor of Property	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Female	Age: 60-64
Years of Employment: 8	Salary: \$176,048

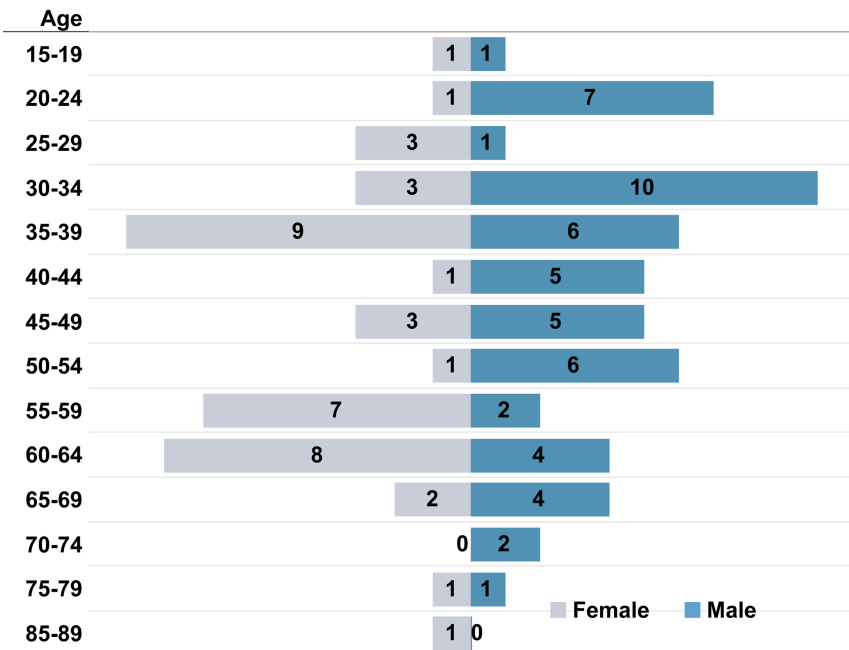
Race and Ethnicity

White (Not of Hispanic Origin)	54.74%
Black or African American	41.05%
Two or More Races	3.16%
Hispanic or Latino of any Race	1.05%

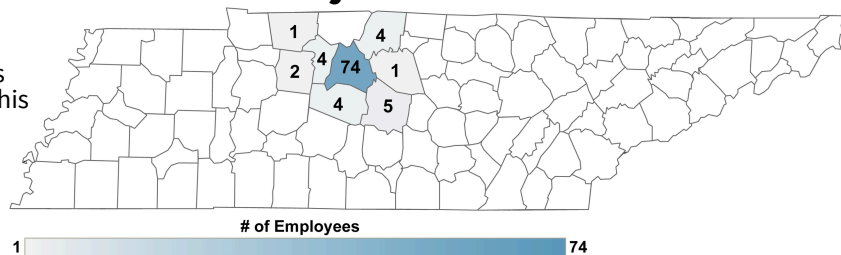
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




BEER BOARD, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	2	3	25%
	Male	5	8.4	63%
Part-Time	Male	1	5	13%

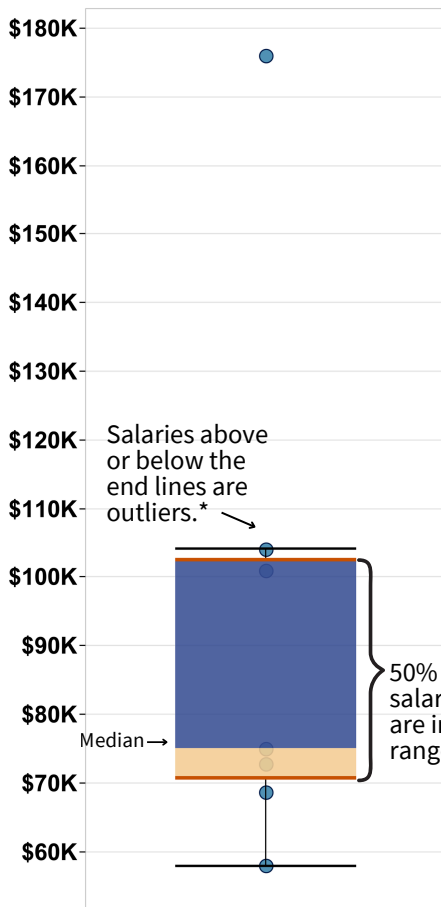
Director

Job Title: Beer Permit Board-Exec Dir	
Employment Status: Full-Time	
Race: White 	
Gender: Male	Age: 45-49
Years of Employment: 7	Salary: \$175,998

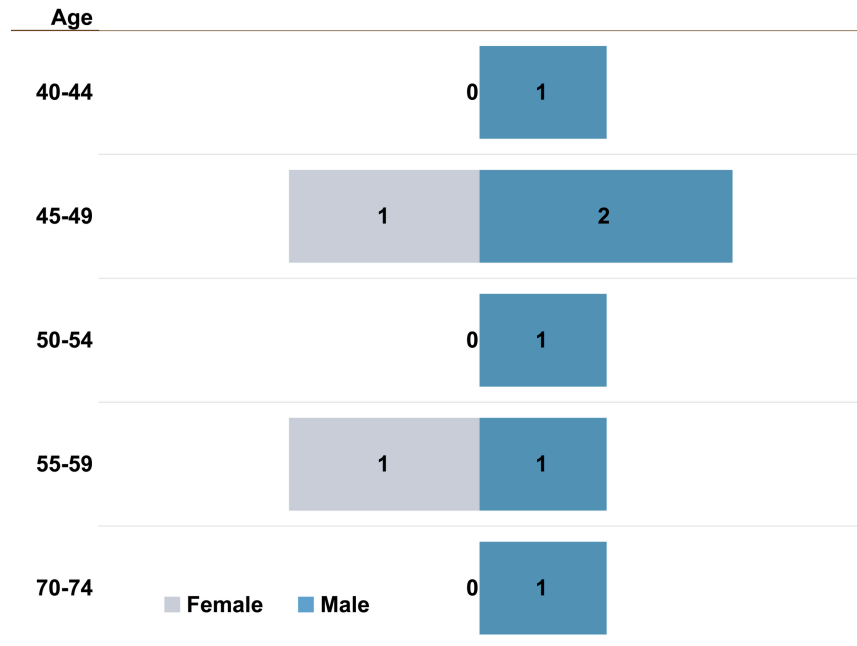
Race and Ethnicity

White (Not of Hispanic Origin)	 75.00%
Black or African American	 25.00%

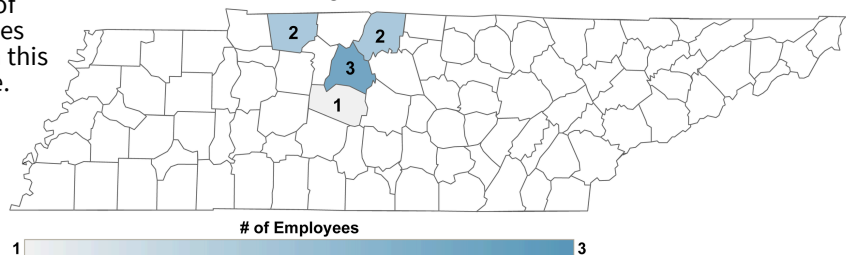
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



CIRCUIT COURT CLERK, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	59	13.3	68%
	Male	28	15.9	32%

Director

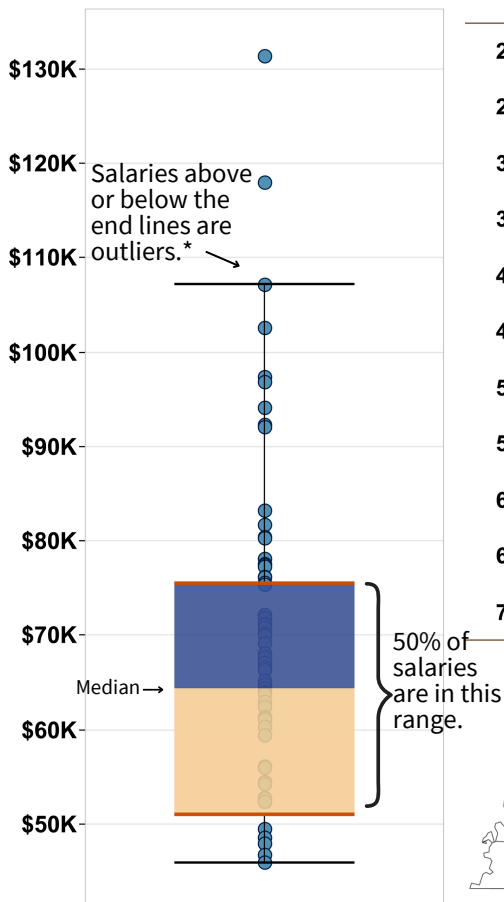
Job Title: Circuit Court Clerk	
Employment Status: Elected Official	
Race: Two or More Races	
Gender: Male	Age: 45-49
Years of Employment: 16	Salary: \$192,539



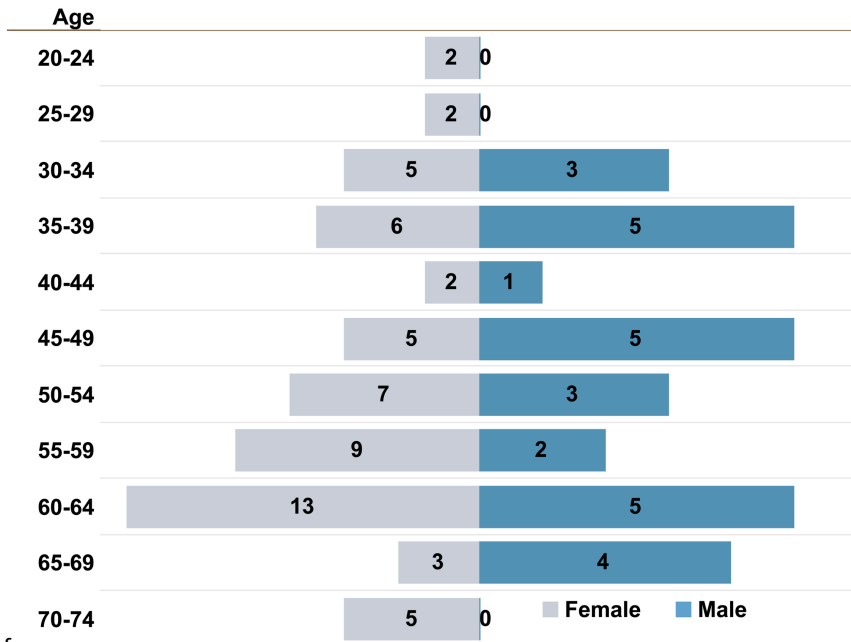
Race and Ethnicity

White (Not of Hispanic Origin)	58.62%
Black or African American	36.78%
Hispanic or Latino of any Race	2.30%
Two or More Races	1.15%
Asian or Pacific Islander	1.15%

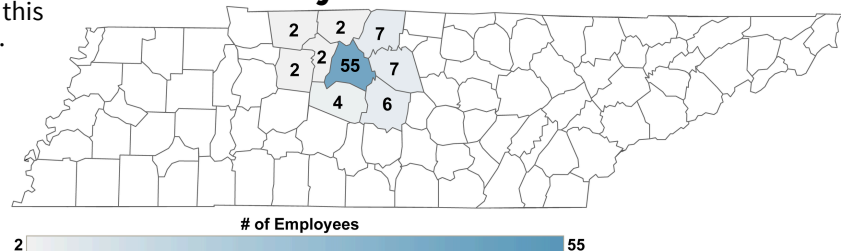
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



CODES ADMINISTRATION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	36	9.9	24%
	Male	111	7.5	75%
Seasonal	Female	1	7	1%

Director

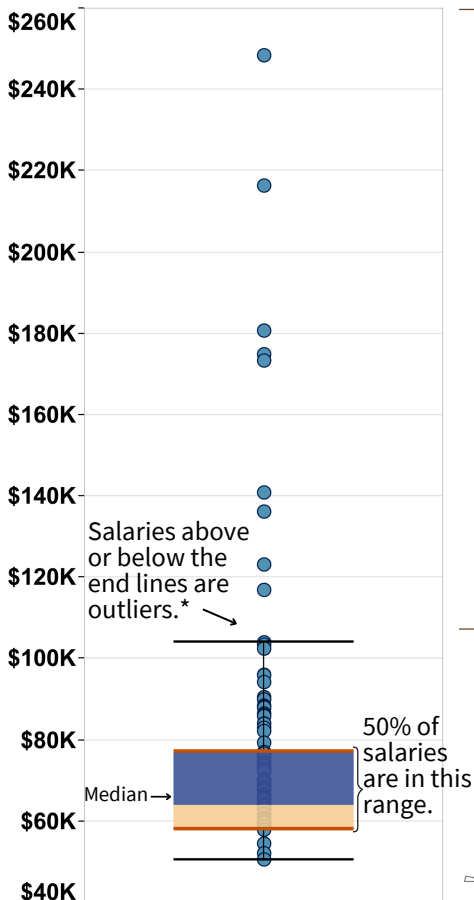
Job Title: Codes Admin Director	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 65-69
Years of Employment: 12Months	Salary: \$248,518



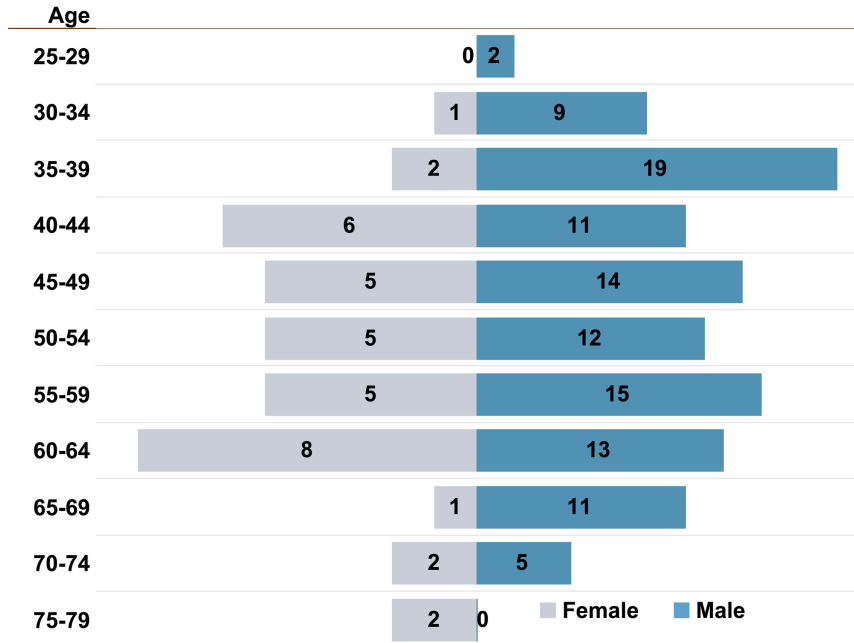
Race and Ethnicity

White (Not of Hispanic Origin)	79.73%
Black or African American	13.51%
Hispanic or Latino of any Race	3.38%
Two or More Races	2.70%
American Indian/Alaskan Native	0.68%

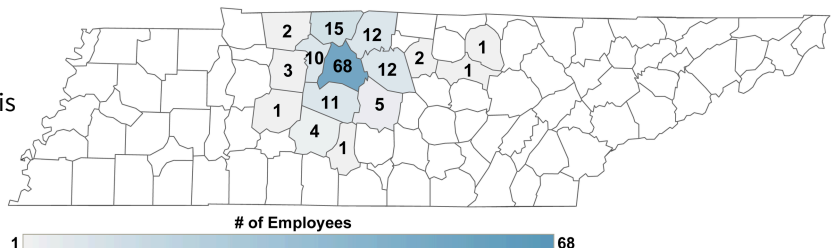
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




COMMUNITY REVIEW BOARD, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	11	3.5	79%
	Male	3	0.3	21%

Director

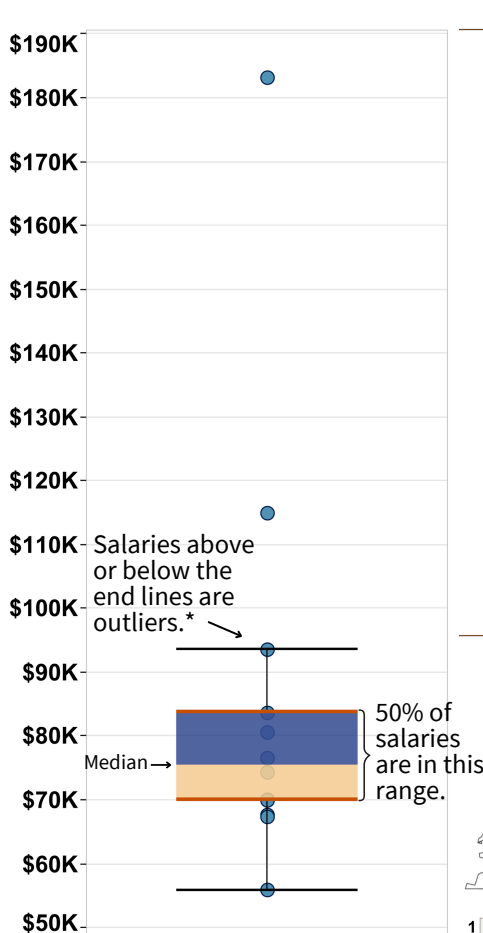
Job Title: Community Review Board Exec Dir	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Female	Age: 55-59
Years of Employment: 16	Salary: \$183,228



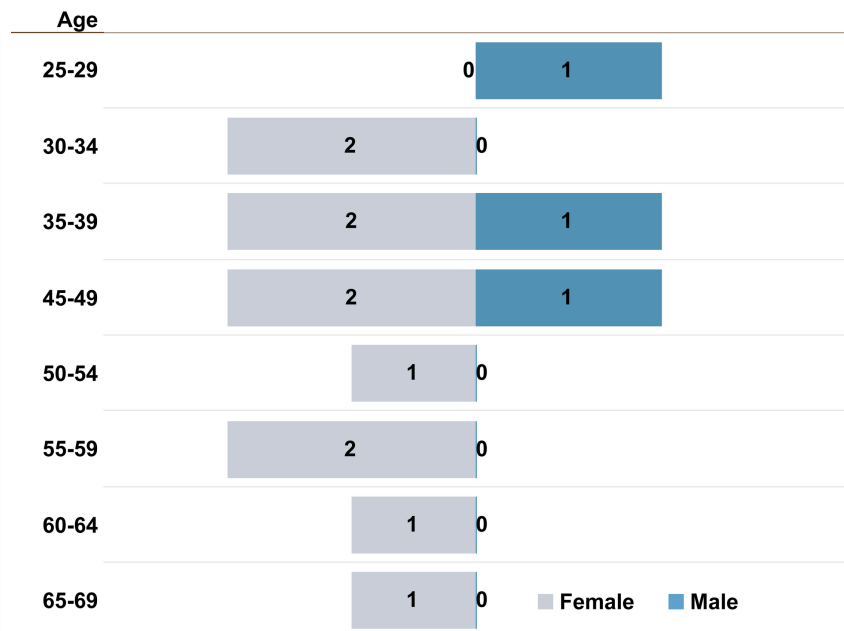
Race and Ethnicity

Black or African American	78.57%
White (Not of Hispanic Origin)	21.43%

Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



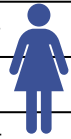
COUNTY CLERK, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	48	11.4	58%
	Male	23	5.6	28%
Part-Time	Female	5	3.2	6%
	Male	4	5.3	5%
Seasonal	Female	2	0.5	2%
	Male	1	0	1%

Director

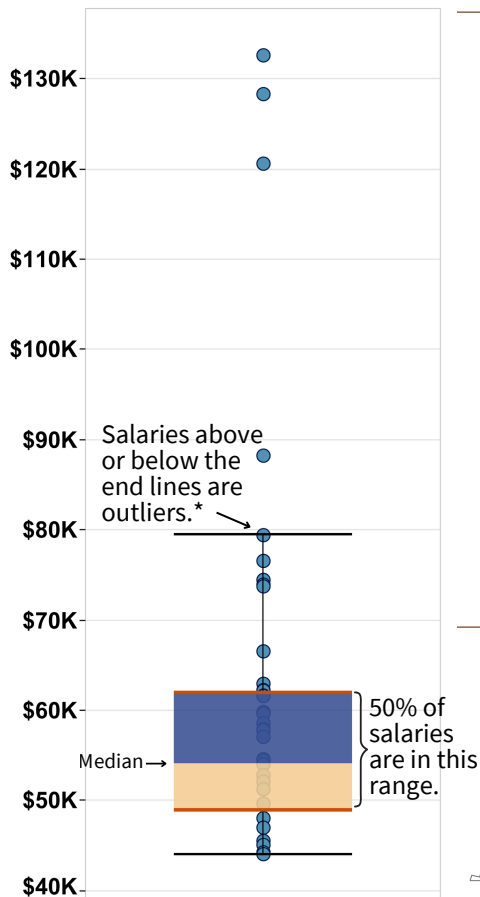
Job Title: County Ct Clerk	
Employment Status: Elected Official	
Race: Black or African American	
Gender: Female	Age: 70-74
Years of Employment: 12	Salary: \$176,048



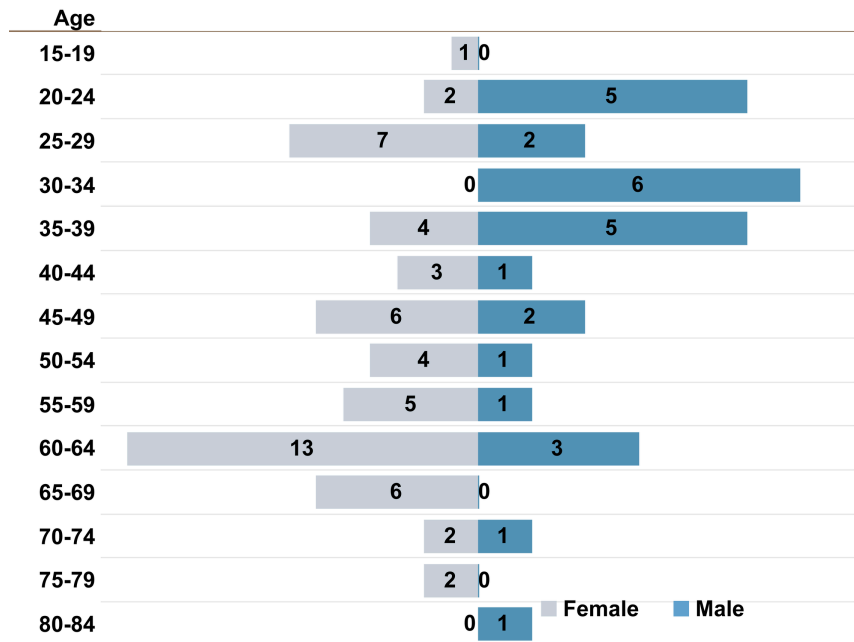
Race and Ethnicity

Black or African American	53.01%
White (Not of Hispanic Origin)	37.35%
Hispanic or Latino of any Race	9.64%

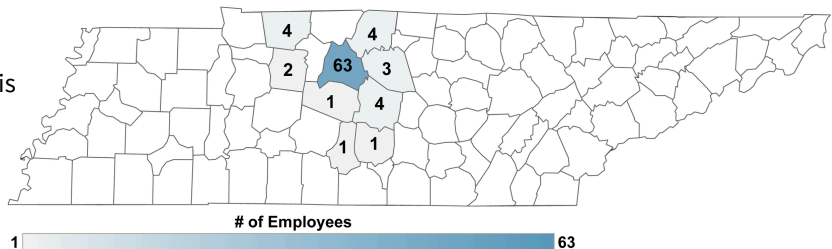
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




CRIMINAL COURT CLERK, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	52	12.3	60%
	Male	35	9.5	40%

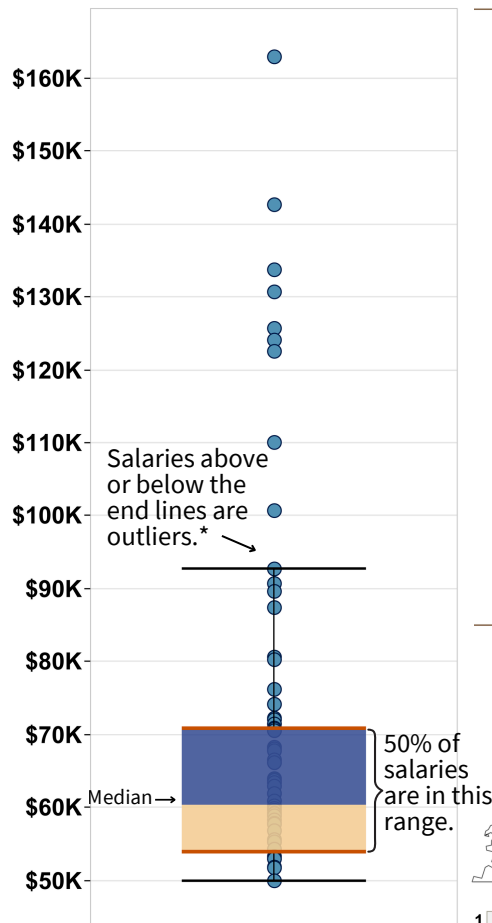
Director

Job Title: Criminal Ct Clerk	
Employment Status: Elected Official 	
Race: Black or African American	
Gender: Male	Age: 70-74
Years of Employment: 13	Salary: \$192,539

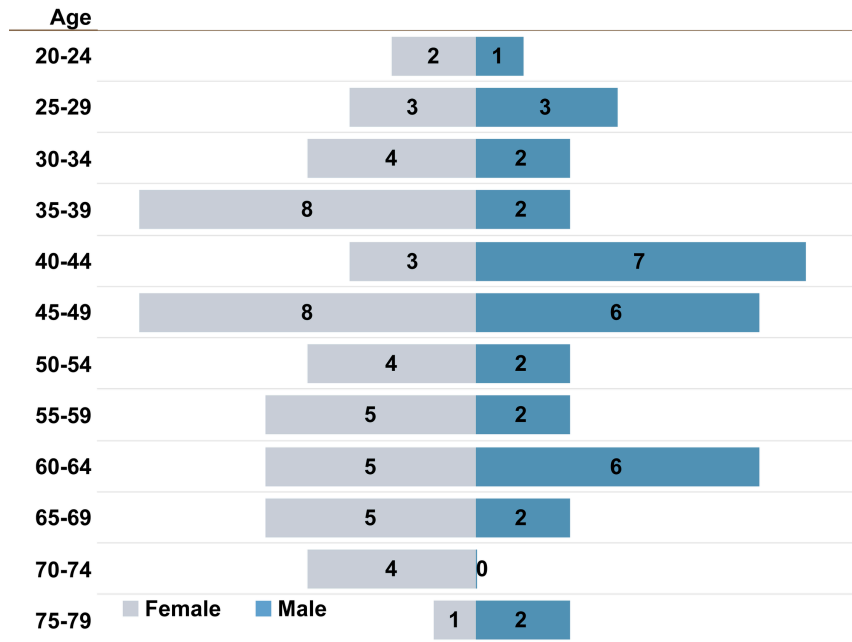
Race and Ethnicity

White (Not of Hispanic Origin)	43.68%
Black or African American	37.93%
Hispanic or Latino of any Race	14.94%
Two or More Races	2.30%
Asian or Pacific Islander	1.15%

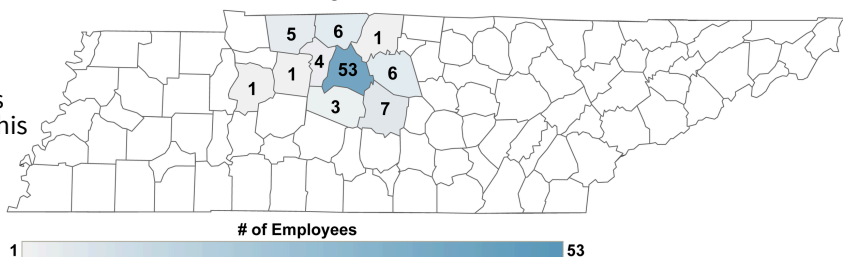
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




CRIMINAL JUSTICE PLANNING UNIT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	3	12	100%

Director

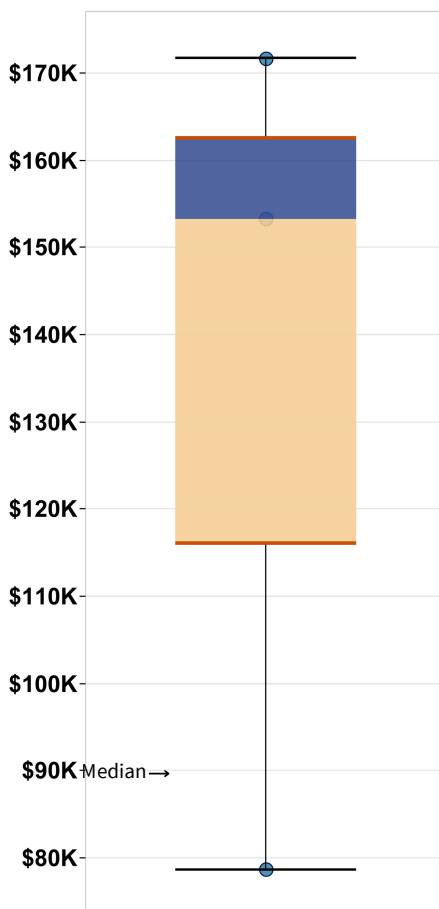
Job Title: Director Crim Justice Planning	
Employment Status: Full-Time	
Race: White 	
Gender: Female	Age: 65-69
Years of Employment: 6	Salary: \$171,671

Race and Ethnicity

White (Not of Hispanic Origin)		66.67%
Two or More Races		33.33%

Salary distribution should be interpreted with caution due to the small sample size (3 employees only).

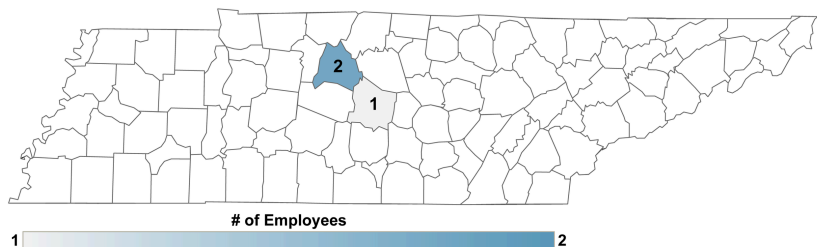
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



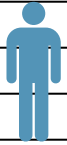
DISTRICT ATTORNEY, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	59	7.7	66%
	Male	26	8.3	29%
Part-Time	Female	1	28	1%
	Male	4	5.8	4%

Director

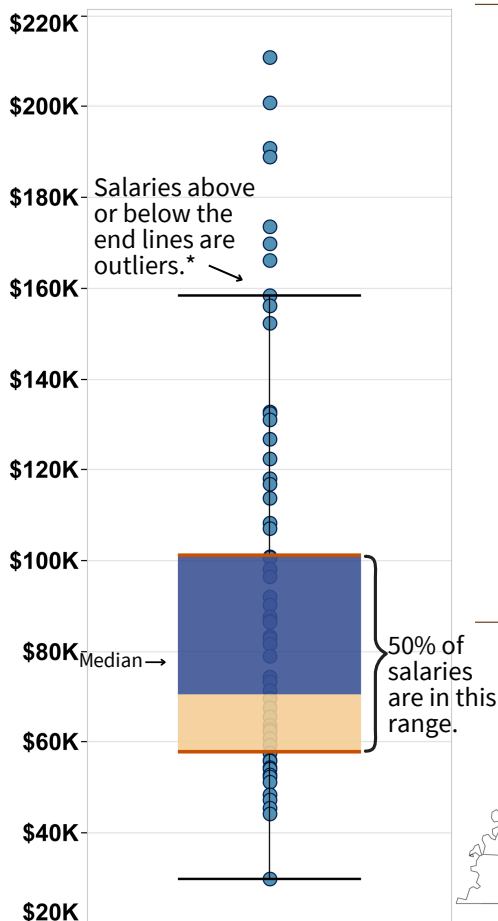
Job Title: District Attorney General	
Employment Status: Elected Official	
Race: White	
Gender: Male	Age: 65-69
Years of Employment: 10	Salary: Subsidized



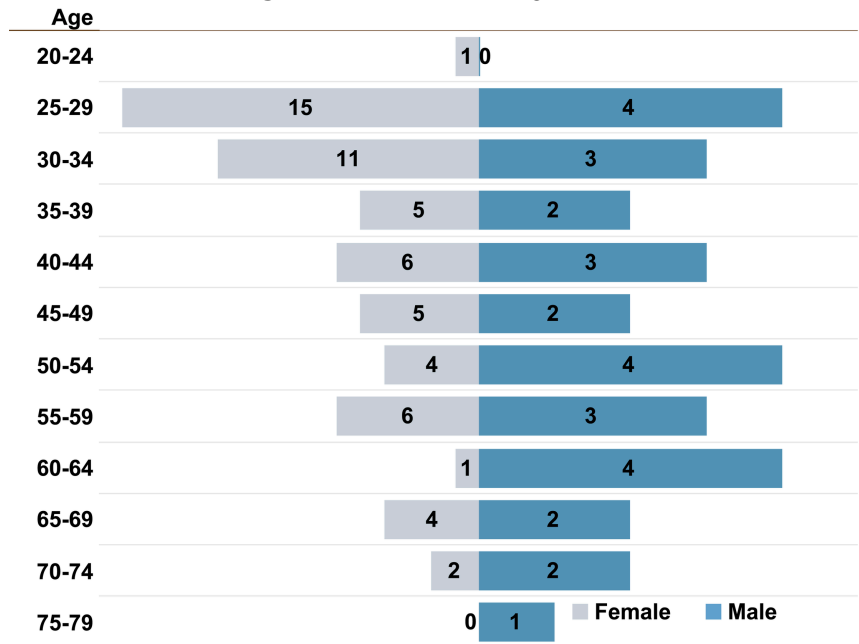
Race and Ethnicity

White (Not of Hispanic Origin)	60.00%
Black or African American	28.89%
Two or More Races	4.44%
Hispanic or Latino of any Race	4.44%
Asian or Pacific Islander	2.22%

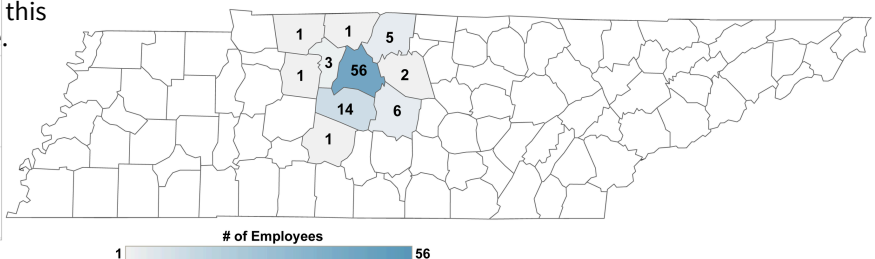
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




ELECTION COMMISSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	17	9.2	61%
	Male	6	8.7	21%
Part-Time	Female	1	11	4%
	Male	4	9	14%

Director

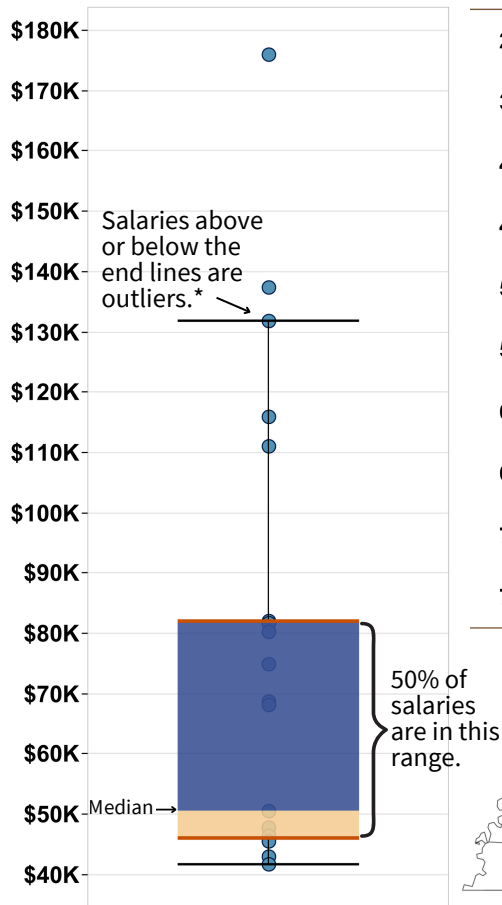
Job Title: Admin of Election	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 65-69
Years of Employment: 8	Salary: \$176,048



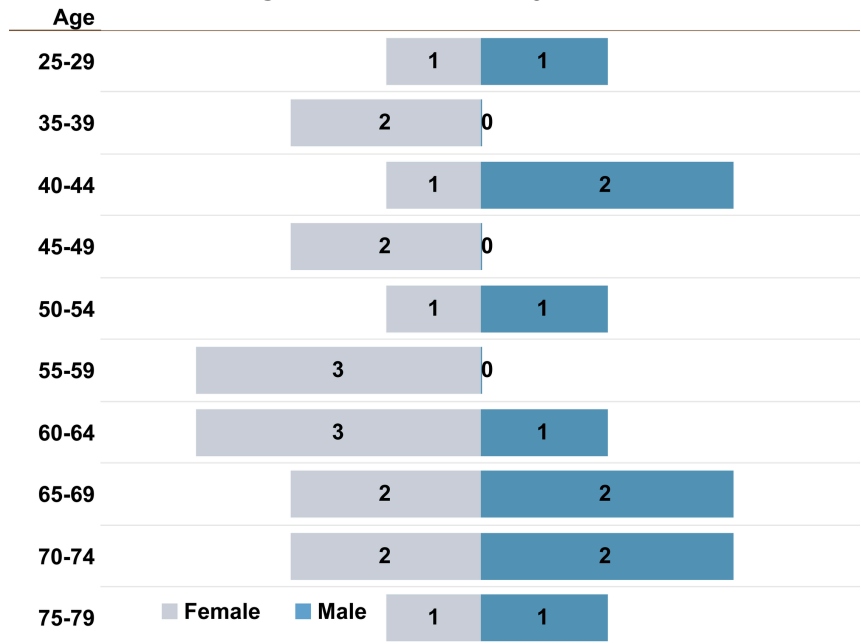
Race and Ethnicity

White (Not of Hispanic Origin)	71.43%
Black or African American	25.00%
Two or More Races	3.57%

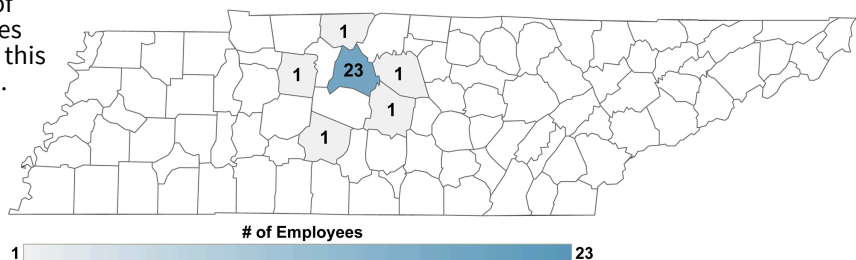
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



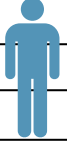
EMERGENCY COMMUNICATIONS, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	155	7	69%
	Male	70	7.5	31%

Director

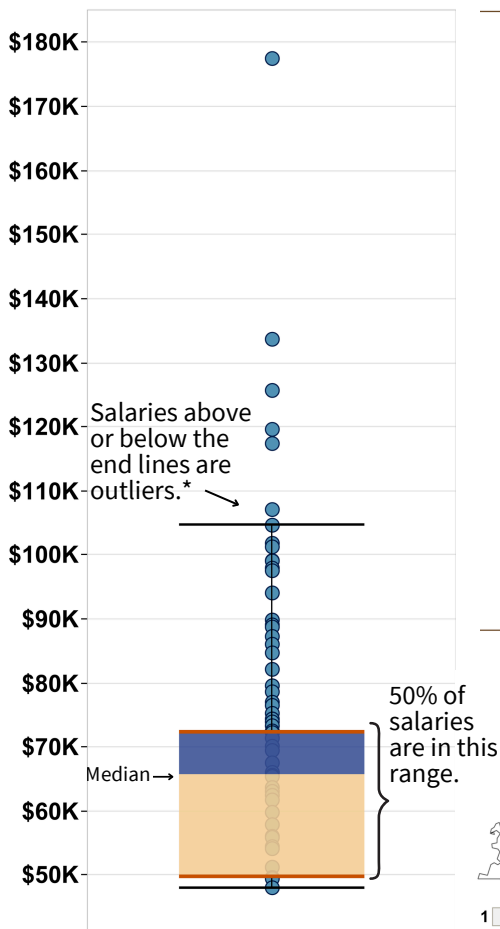
Job Title: Emerg Communication Dir	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 45-49
Years of Employment: 4	Salary: \$177,588



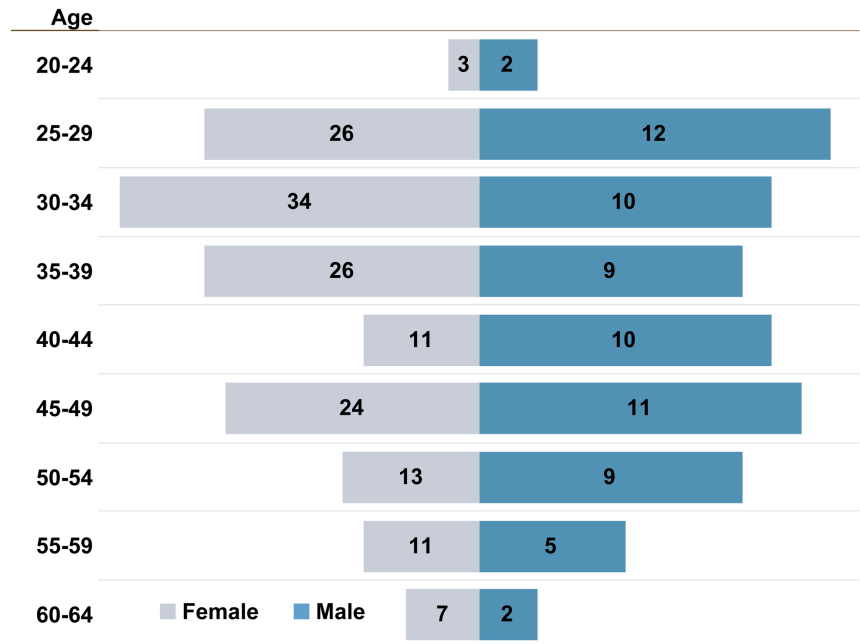
Race and Ethnicity

White (Not of Hispanic Origin)	65.78%
Black or African American	25.78%
Hispanic or Latino of any Race	4.44%
Two or More Races	3.11%
Asian or Pacific Islander	0.44%
American Indian/Alaskan Native	0.44%

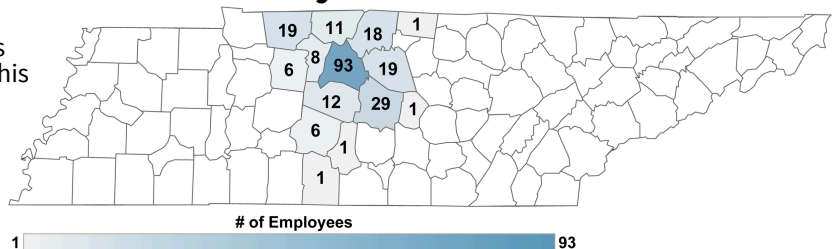
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




FARMER'S MARKET, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	3	2	43%
	Male	4	3.8	57%

Director

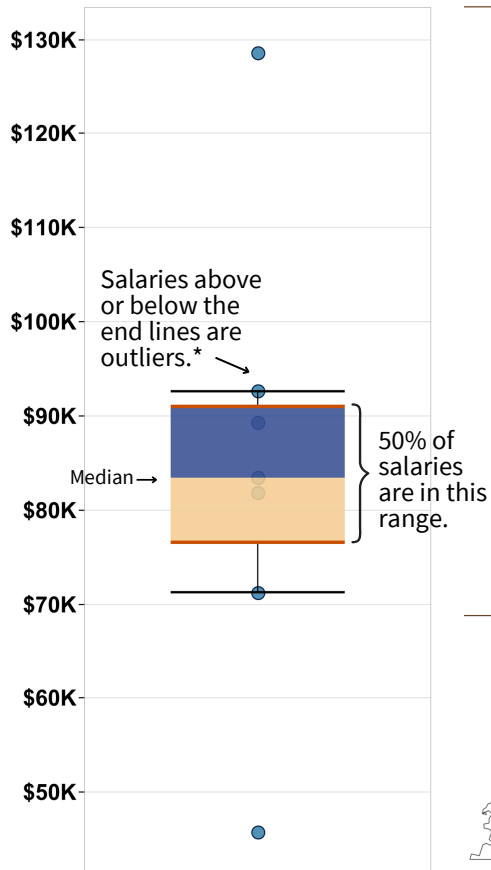
Job Title: Dir of Farmer's Market	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 65-69
Years of Employment: 2	Salary: \$128,585



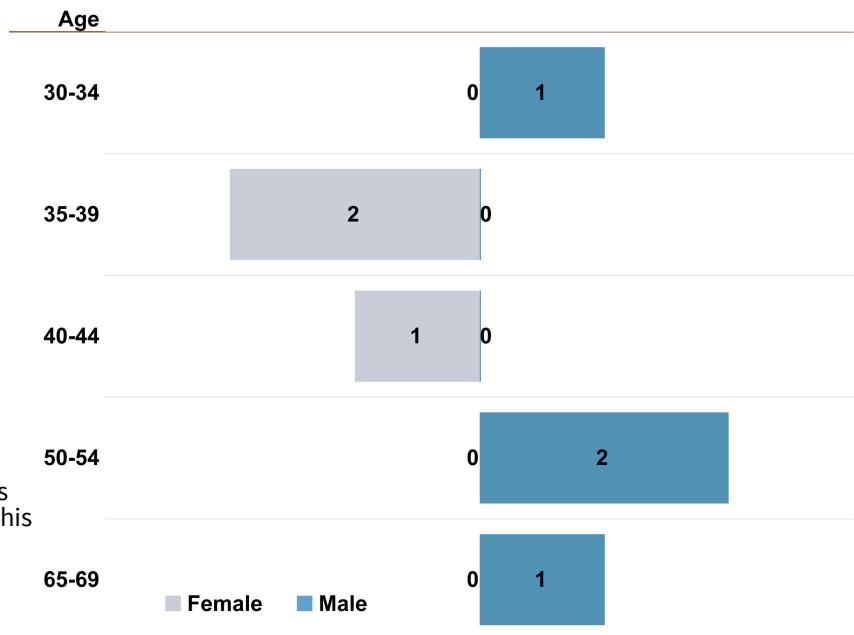
Race and Ethnicity

White (Not of Hispanic Origin)	57.14%
Black or African American	42.86%

Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




FINANCE, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	82	9.2	66%
	Male	41	8.4	33%
Part-Time	Male	2	1.5	2%

Director

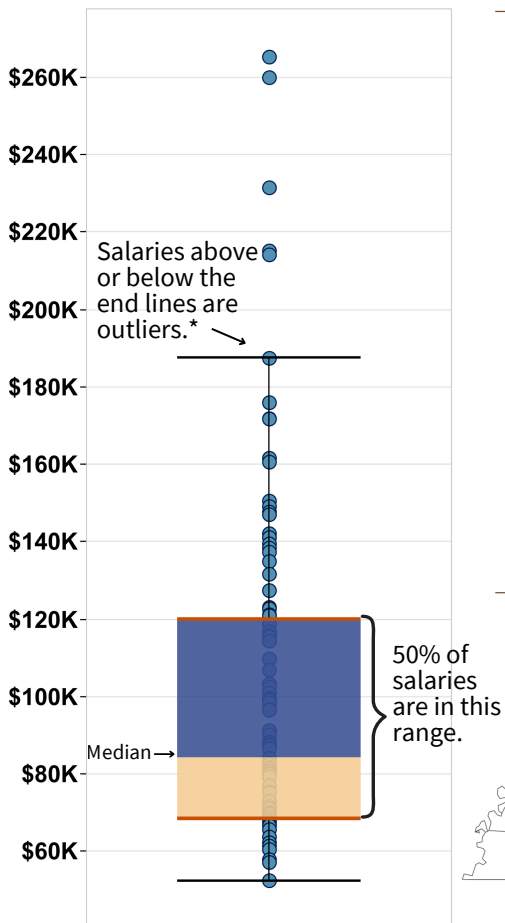
Job Title: Finance Director	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 60-64
Years of Employment: 1	Salary: \$265,336



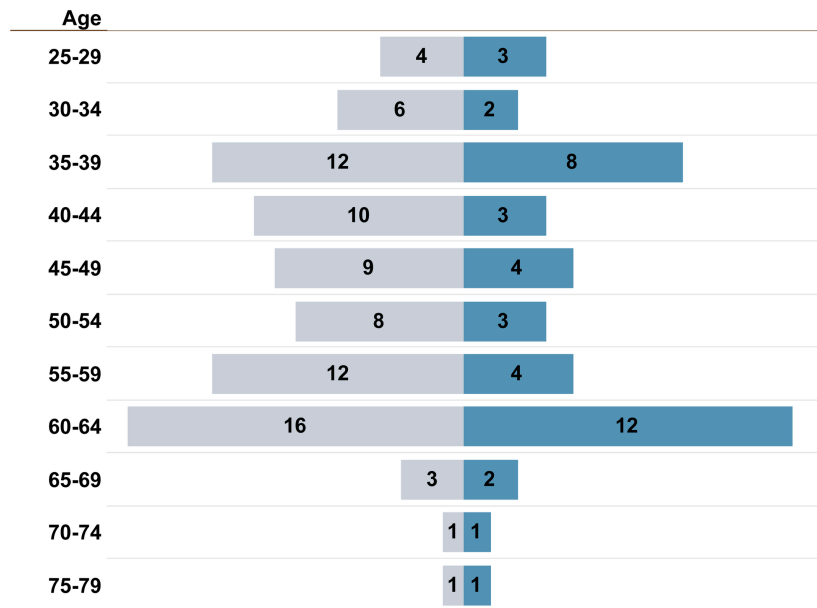
Race and Ethnicity

White (Not of Hispanic Origin)	48.00%
Black or African American	42.40%
Two or More Races	4.00%
Hispanic or Latino of any Race	2.40%
Asian or Pacific Islander	2.40%
American Indian/Alaskan Native	0.80%

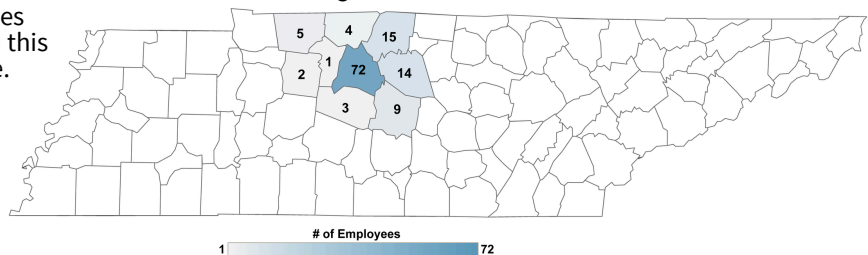
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence

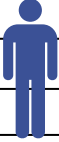


FIRE, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	230	8.7	16%
	Male	1,245	12.2	84%
Part-Time	Male	2	7.5	0%

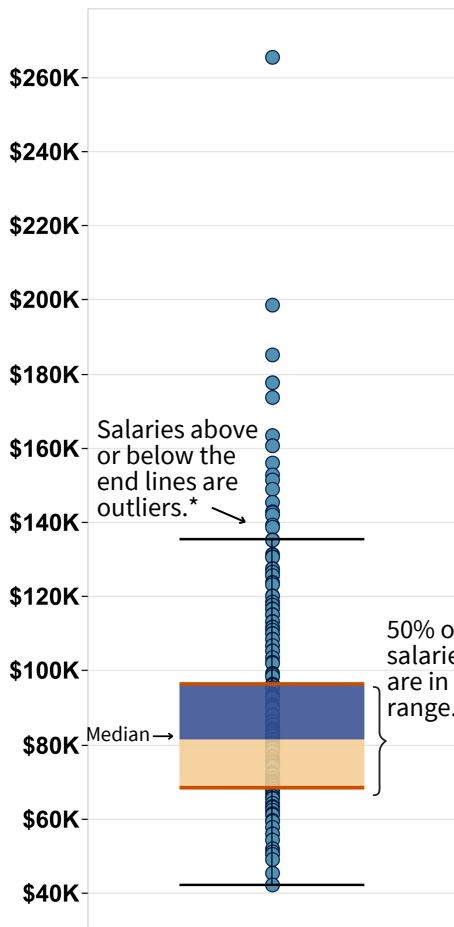
Director

Job Title: Fire Chief	
Employment Status: Full-Time	
Race: Black or African American 	
Gender: Male	Age: 55-59
Years of Employment: 29	Salary: \$265,562

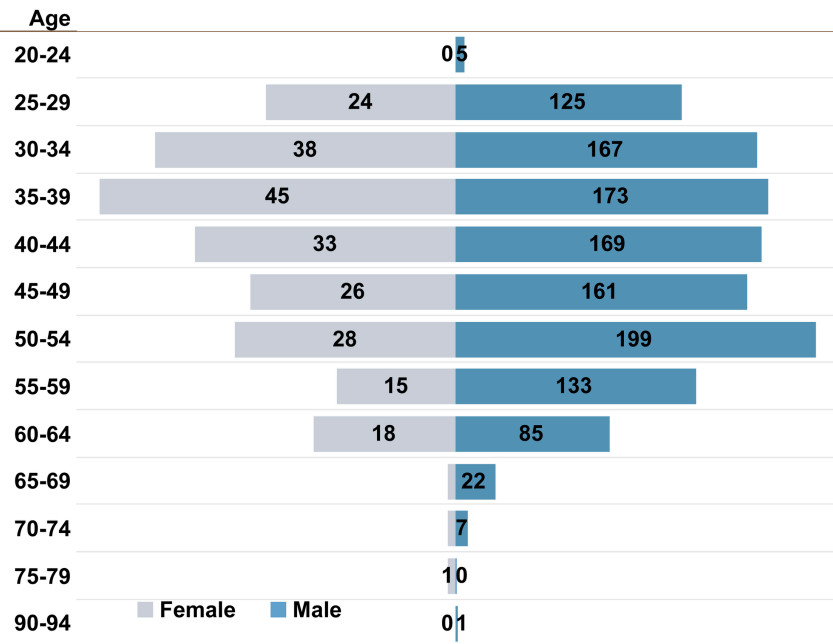
Race and Ethnicity

White (Not of Hispanic Origin)	76.37%
Black or African American	15.64%
Two or More Races	3.66%
Hispanic or Latino of any Race	2.91%
Asian or Pacific Islander	0.88%
American Indian/Alaskan Native	0.54%

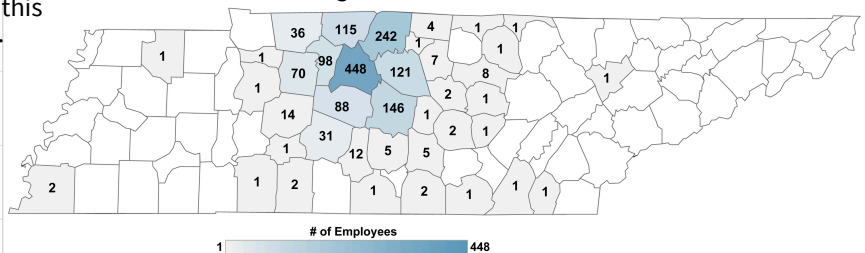
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




GENERAL SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	51	7.4	37%
	Male	88	7.9	63%

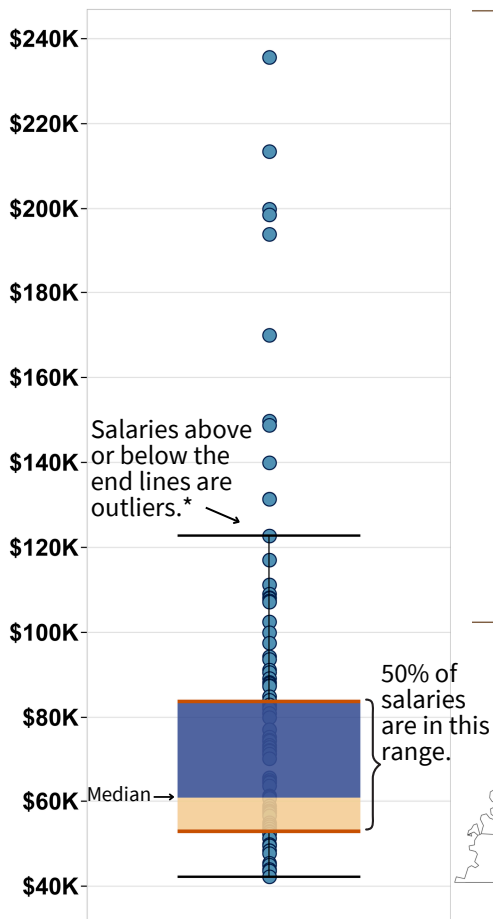
Director

Job Title: General Svcs Dir.	
Employment Status: Full-Time	
Race: Black or African American 	
Gender: Male	Age: 65-69
Years of Employment: 12 Months	Salary: \$235,664

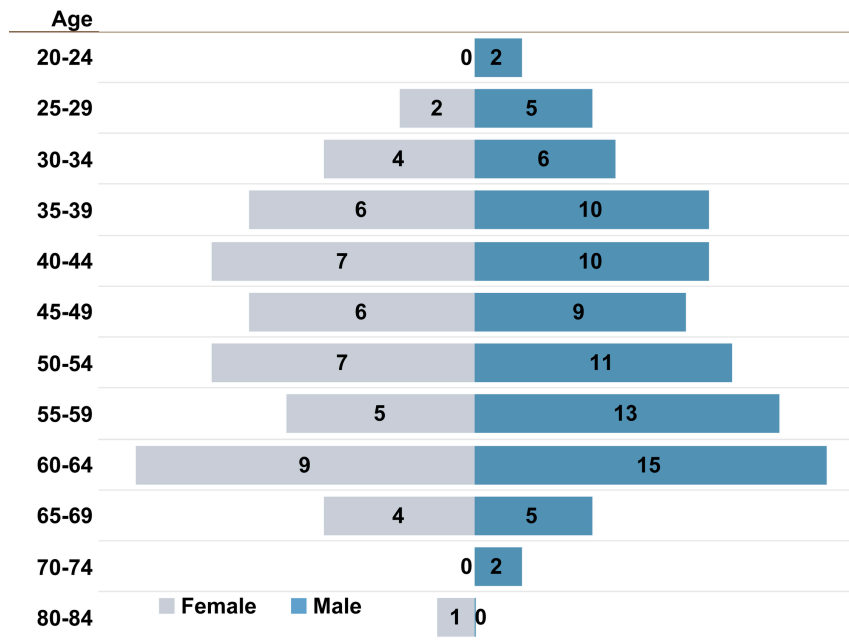
Race and Ethnicity

White (Not of Hispanic Origin)	69.06%
Black or African American	20.14%
Two or More Races	4.32%
Hispanic or Latino of any Race	4.32%
Asian or Pacific Islander	2.16%

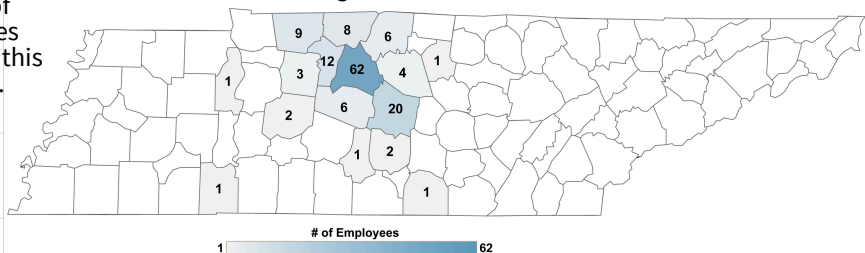
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



GENERAL SESSIONS COURT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	60	11.9	44%
	Male	52	12	39%
Part-Time	Female	8	4.6	6%
	Male	14	6.7	10%
Seasonal	Male	1	7	1%

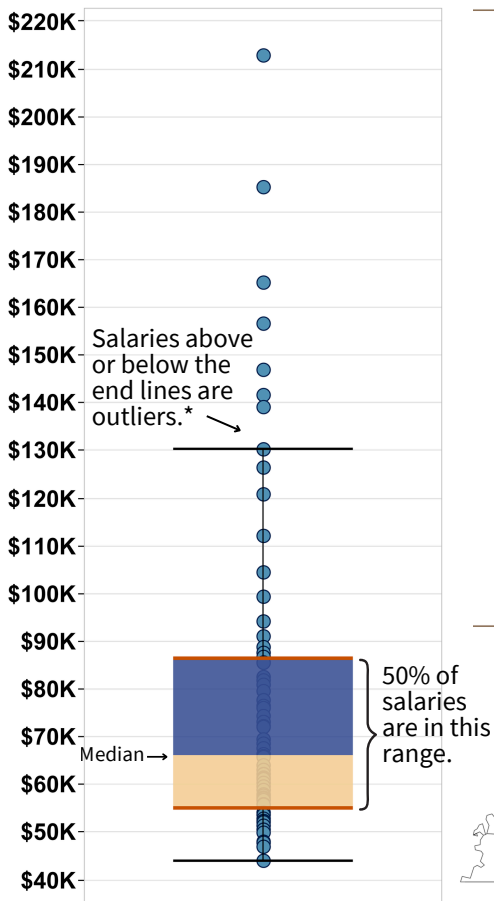
Director

Several elected Judges

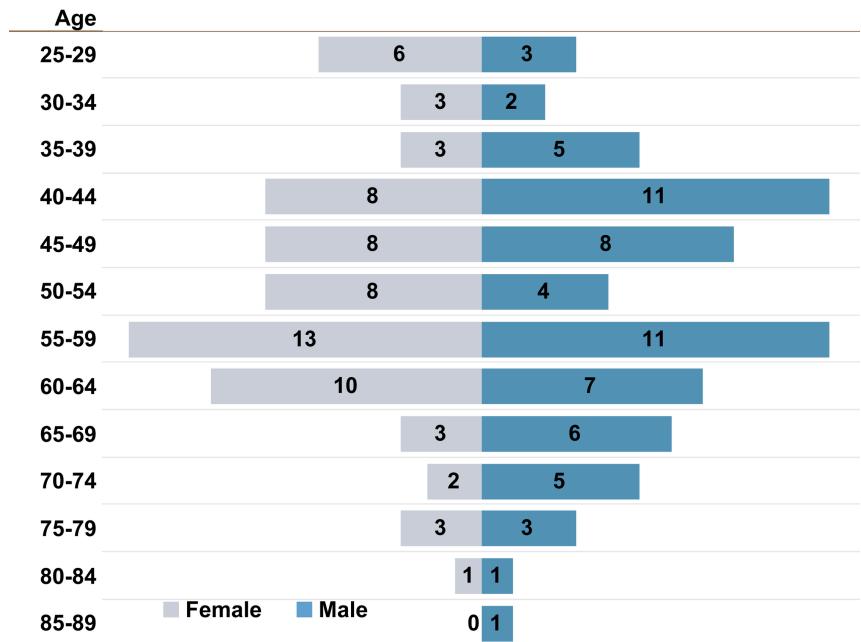
Race and Ethnicity

White (Not of Hispanic Origin)	51.85%
Black or African American	38.52%
Hispanic or Latino of any Race	6.67%
Two or More Races	2.22%
Asian or Pacific Islander	0.74%

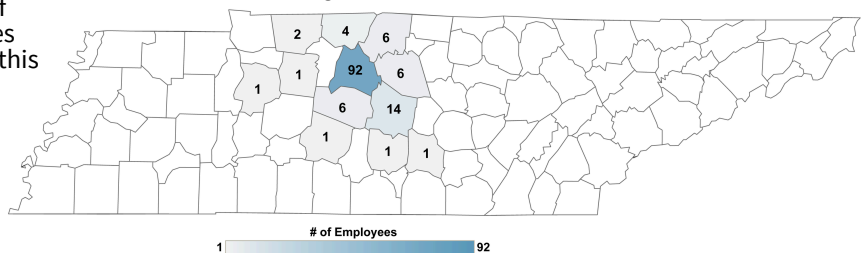
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



HEALTH, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	350	8.2	58%
	Male	112	9.1	19%
Part-Time	Female	136	3.5	23%
	Male	5	3	1%

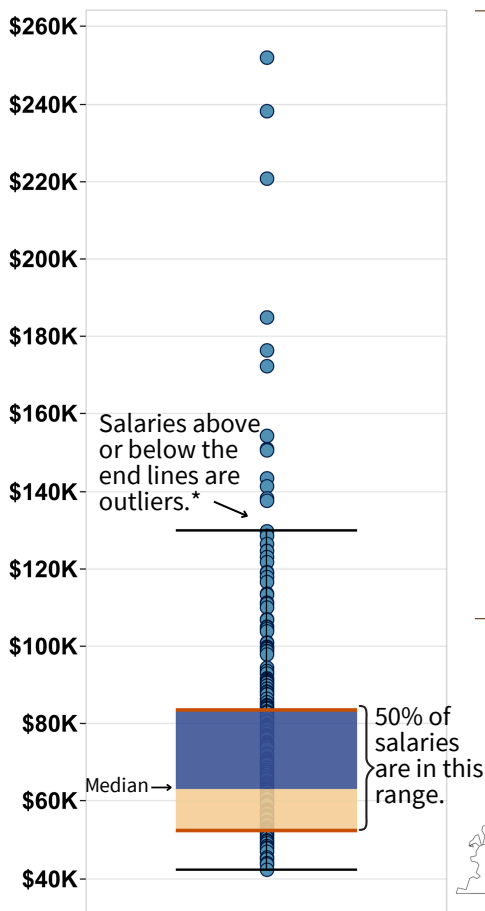
Director

It is unclear from the data which employee served in a director role in 2024.

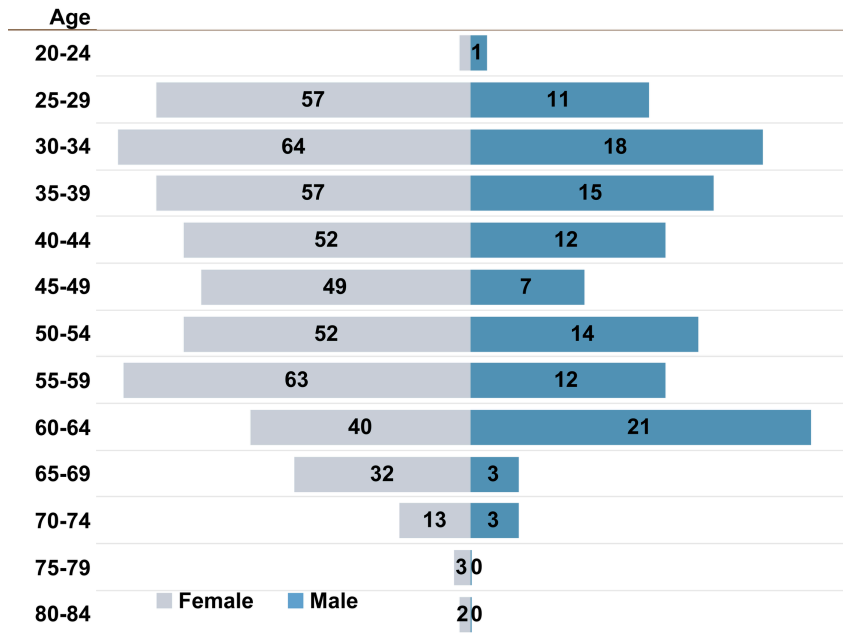
Race and Ethnicity

White (Not of Hispanic Origin)	50.41%
Black or African American	36.82%
Hispanic or Latino of any Race	8.62%
Asian or Pacific Islander	1.99%
Two or More Races	1.82%
American Indian/Alaskan Native	0.33%

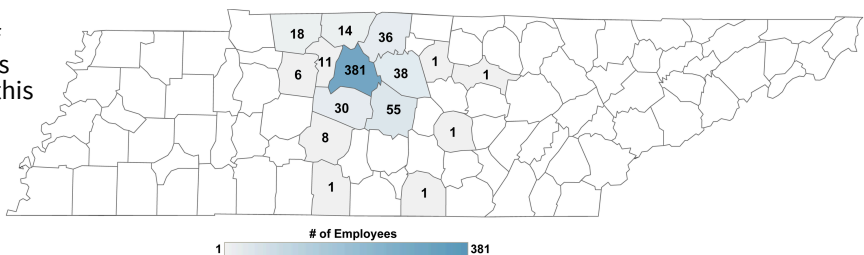
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




HISTORICAL COMMISSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	8	9.9	47%
	Male	7	7.7	41%
Part-Time	Female	1	0	6%
	Male	1	3	6%

Director

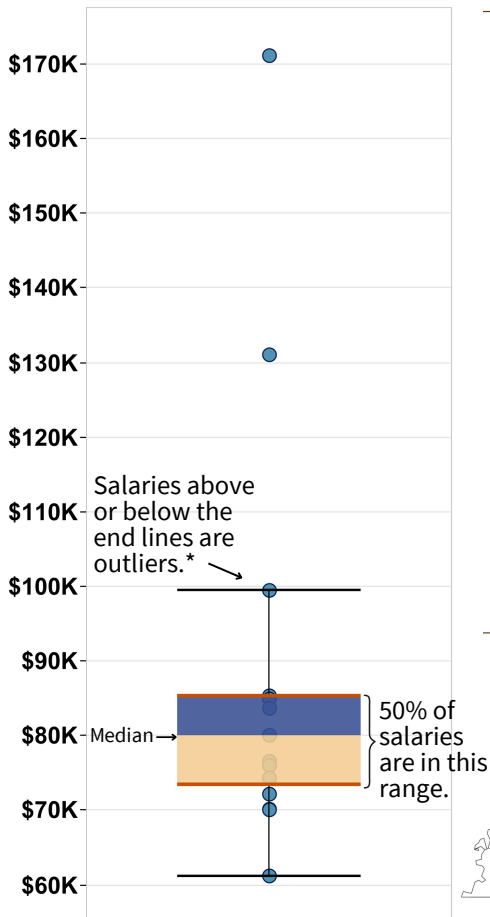
Job Title: Historical Commission Exec Dir	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 65-69
Years of Employment: 28	Salary: \$171,198



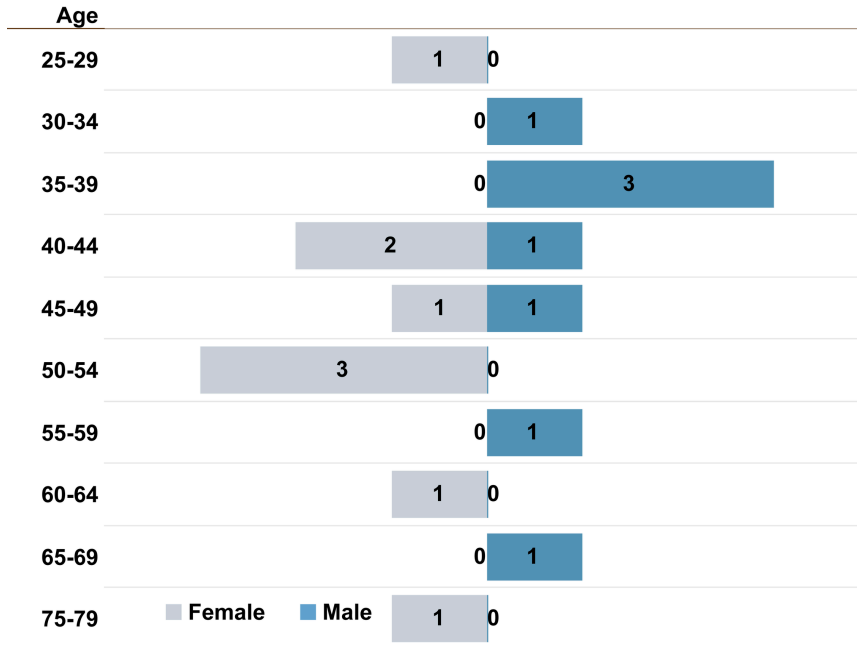
Race and Ethnicity

White (Not of Hispanic Origin)	94.12%
Black or African American	5.88%

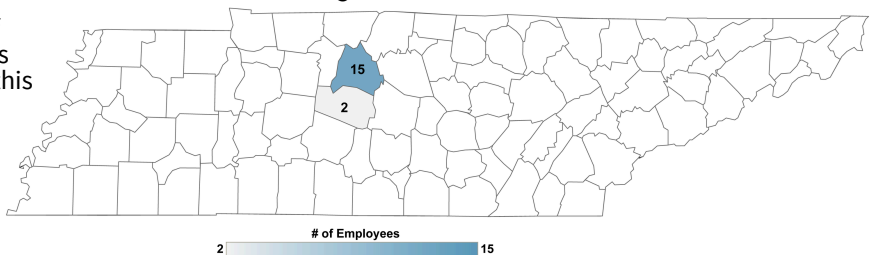
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




HUMAN RELATIONS COMMISSION, 2024



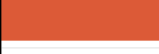

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	3	1.3	50%
	Male	3	6	50%

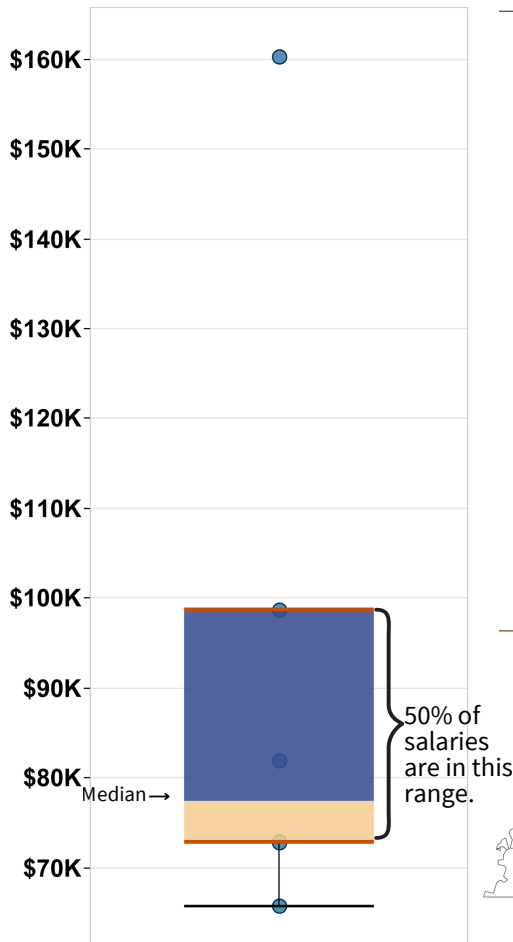
Director

Job Title: Human Relations Dir	
Employment Status: Full-Time	
Race: Black or African American 	
Gender: Male	Age: 65-69
Years of Employment: 2	Salary: \$160,302

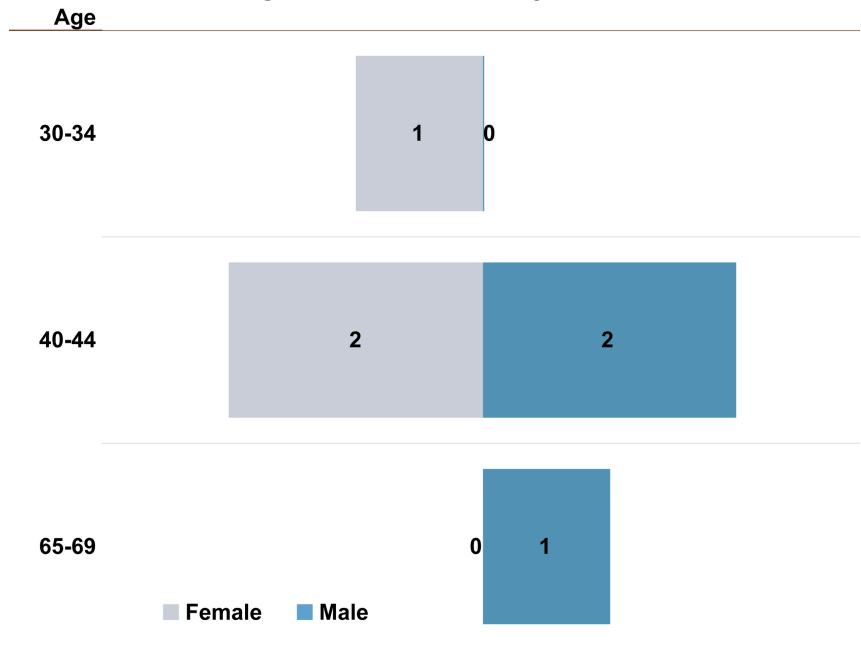
Race and Ethnicity

White (Not of Hispanic Origin)		33.33%
Black or African American		33.33%
Hispanic or Latino of any Race		16.67%
Asian or Pacific Islander		16.67%

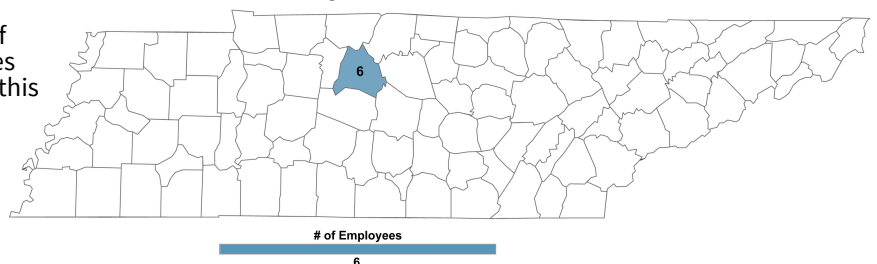
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




HUMAN RESOURCES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	45	10.3	58%
	Male	30	7.7	39%
Part-Time	Female	1	32	1%
	Male	1	13	1%

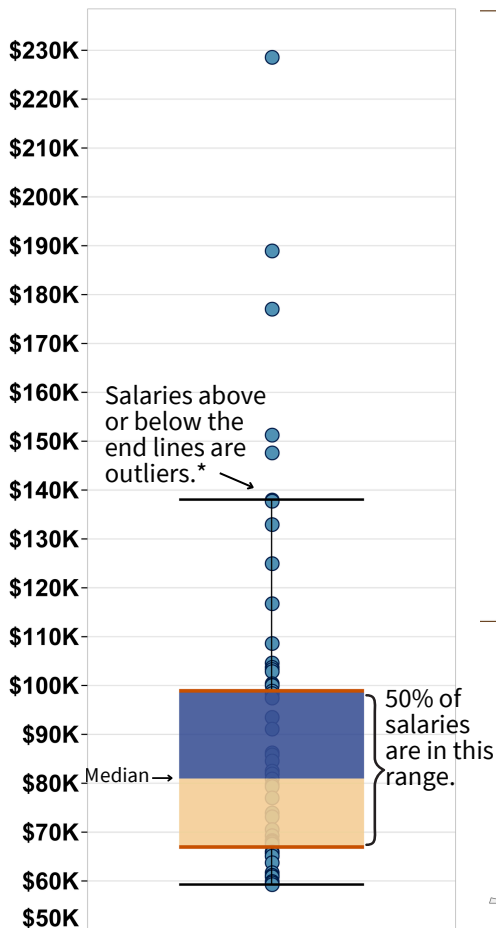
Director

Job Title: Human Resources Dir	
Employment Status: Full-Time	
Race: White 	
Gender: Female	Age: 50-54
Years of Employment: 21	Salary: \$228,574

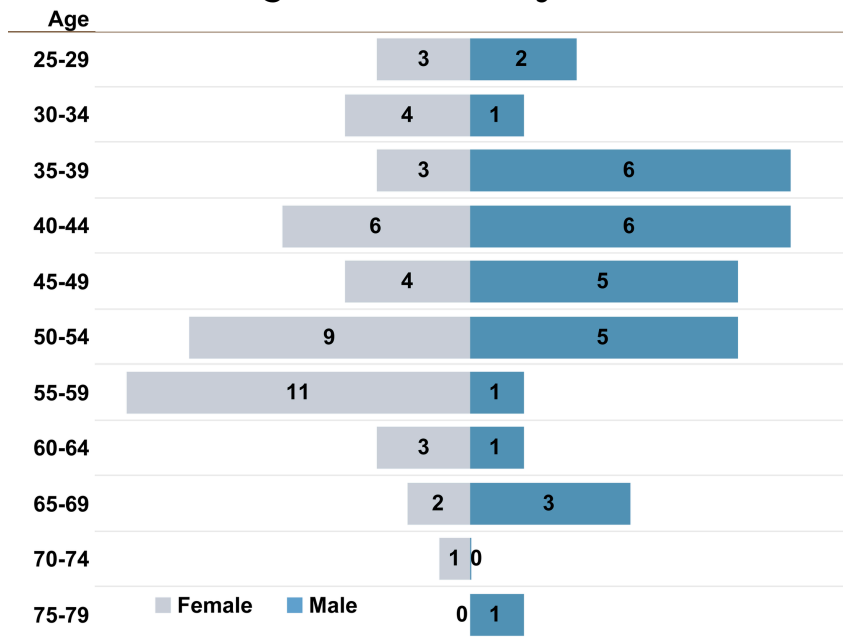
Race and Ethnicity

White (Not of Hispanic Origin)	51.95%
Black or African American	42.86%
Two or More Races	2.60%
Hispanic or Latino of any Race	2.60%

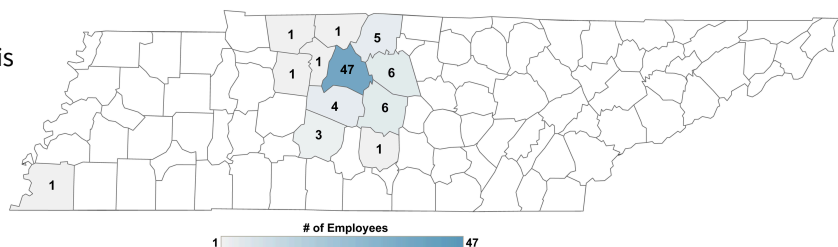
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



INFORMATION TECHNOLOGY SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	37	11.4	23%
	Male	123	9.1	76%
Part-Time	Male	1	0	1%

Director

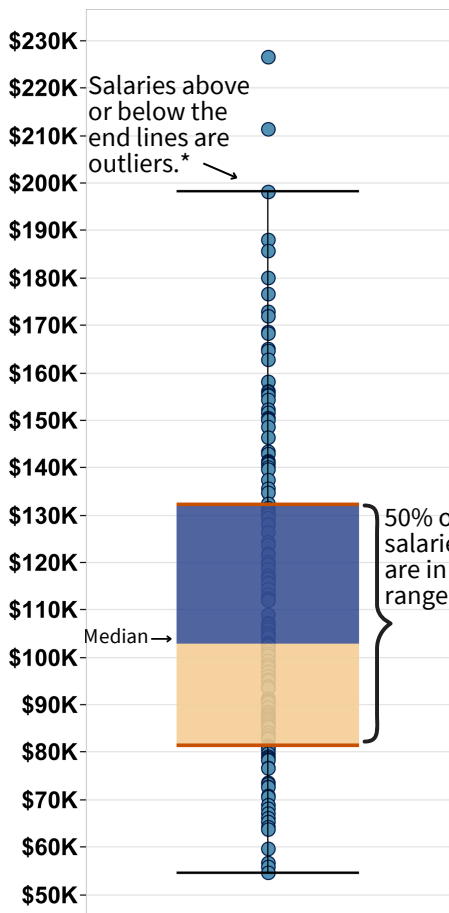
Job Title: Chief Info Officer	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 55-59
Years of Employment: 17	Salary: \$226,682



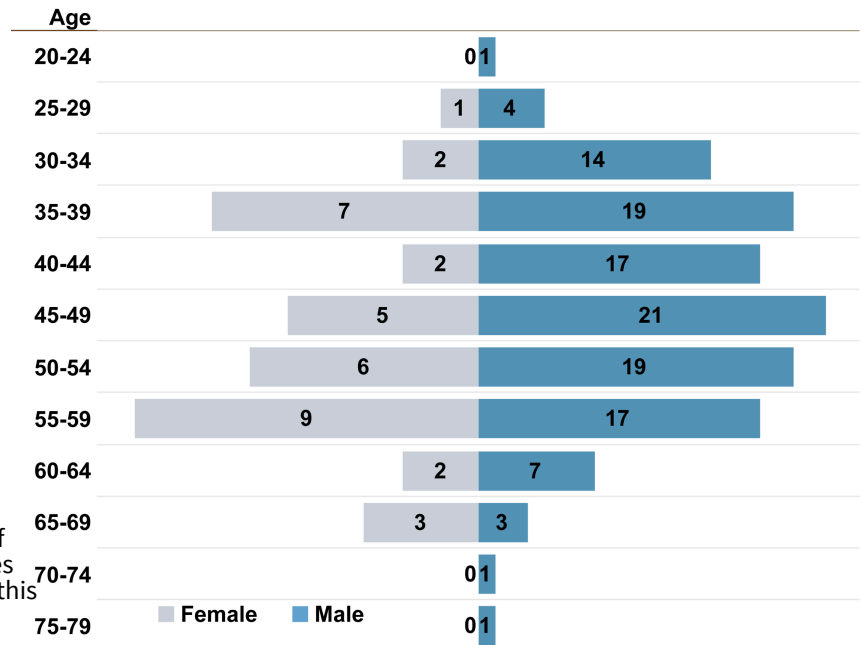
Race and Ethnicity

White (Not of Hispanic Origin)	81.99%
Black or African American	13.04%
Two or More Races	1.86%
Hispanic or Latino of any Race	1.86%
Asian or Pacific Islander	1.24%

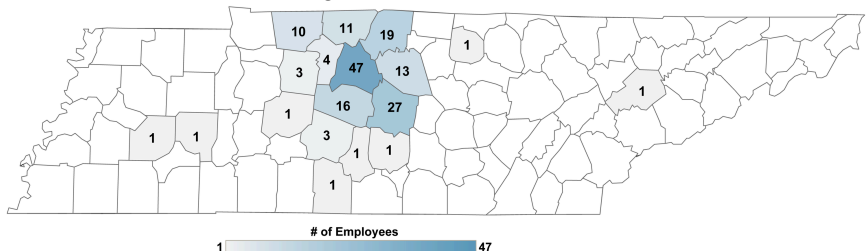
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




INTERNAL AUDIT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	5	6.6	45%
	Male	6	6.8	55%

Director

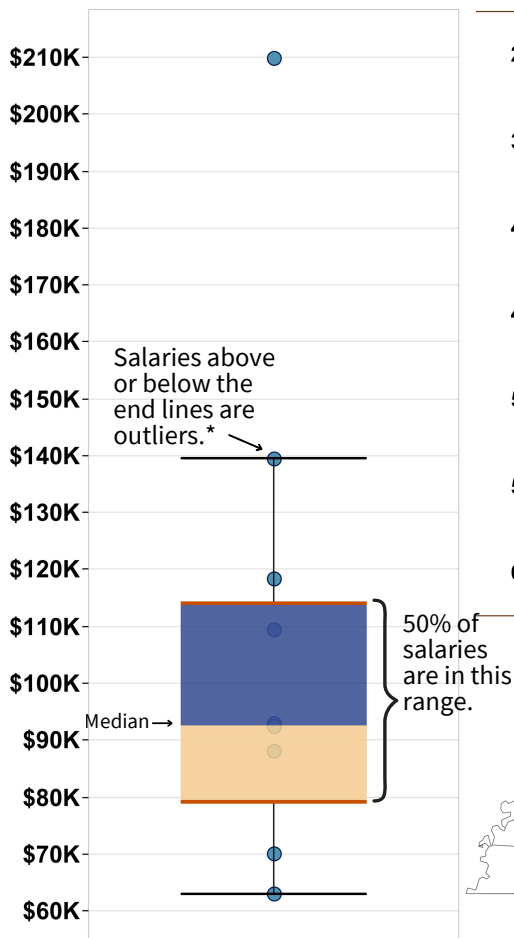
Job Title: Metropolitan Auditor	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 40-44
Years of Employment: 6	Salary: \$209,917



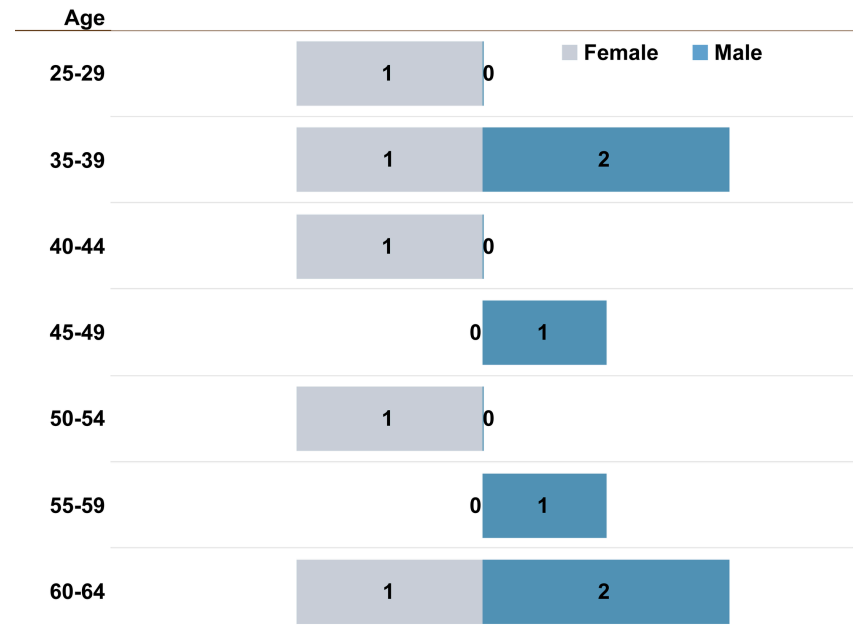
Race and Ethnicity

White (Not of Hispanic Origin)	81.82%
Black or African American	9.09%
Asian or Pacific Islander	9.09%

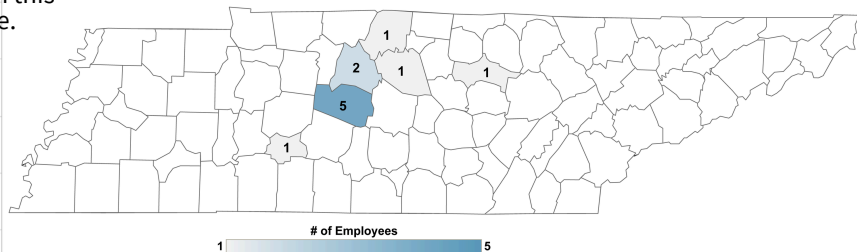
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




JUSTICE INTEGRATION SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	6	14.5	27%
	Male	16	12.9	73%

Director

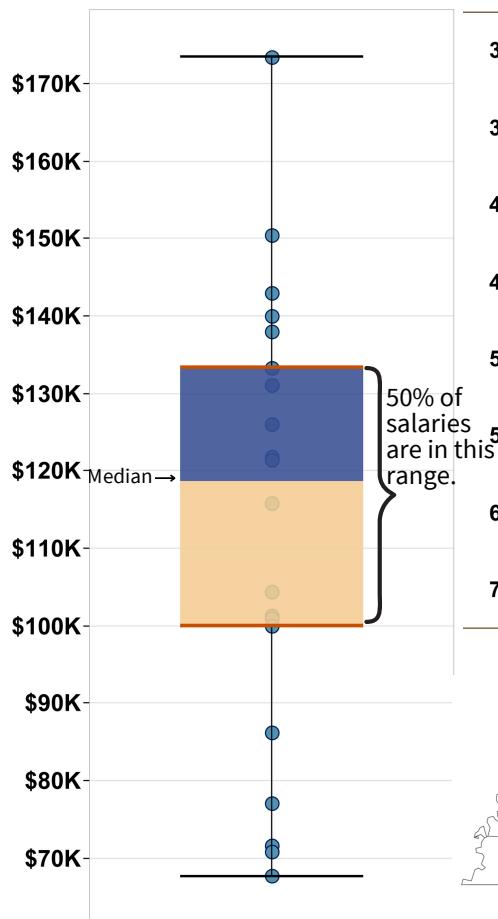
Job Title: Justice Info System Dir	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 55-59
Years of Employment: 23	Salary: \$173,436



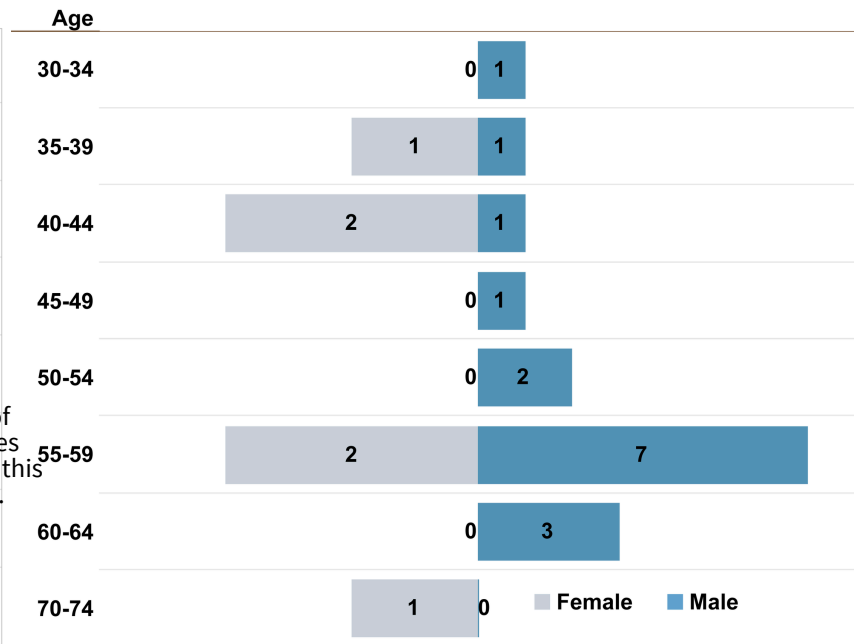
Race and Ethnicity

White (Not of Hispanic Origin)	90.91%
Black or African American	9.09%

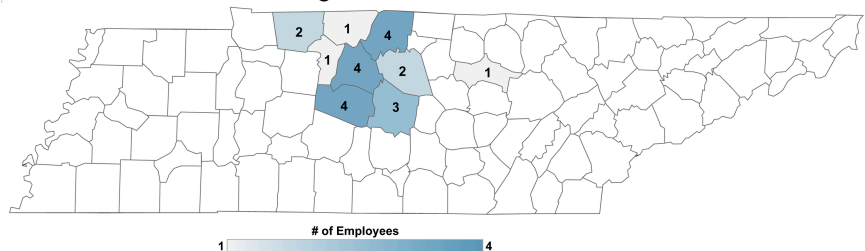
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




JUVENILE COURT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	74	11.8	68%
	Male	34	11.1	31%
Part-Time	Male	1	2	1%

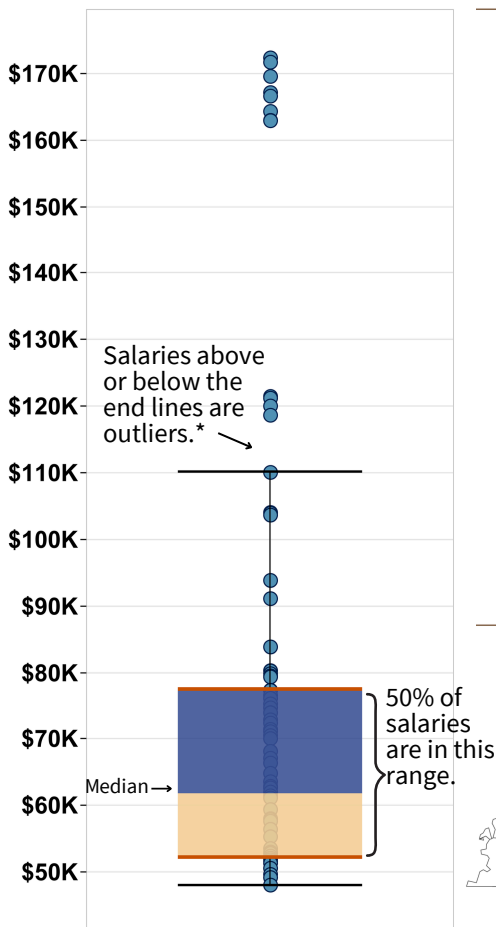
Director

Job Title: Judge-Juvenile Ct	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Female	Age: 55-59
Years of Employment: 10	Salary: \$212,940

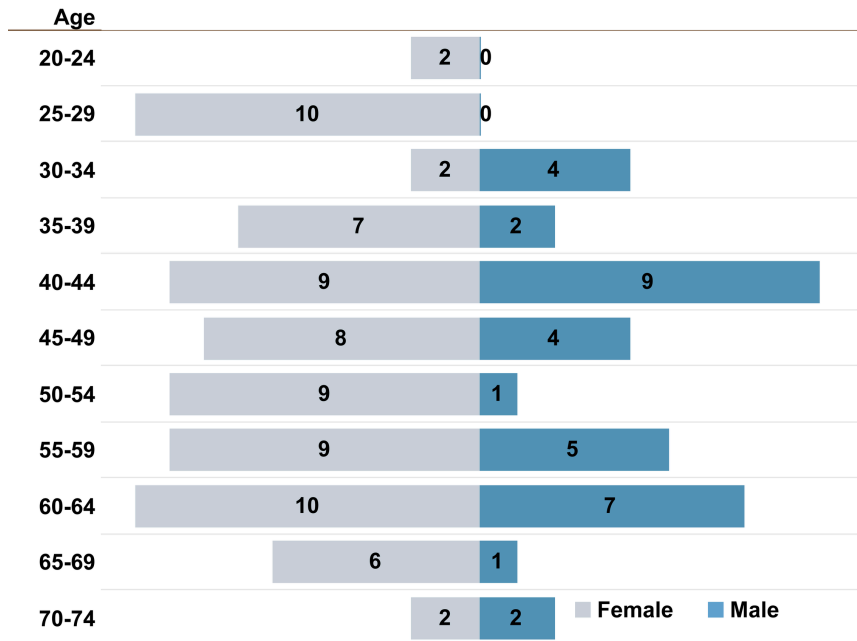
Race and Ethnicity

Black or African American	49.54%
White (Not of Hispanic Origin)	47.71%
Hispanic or Latino of any Race	2.75%

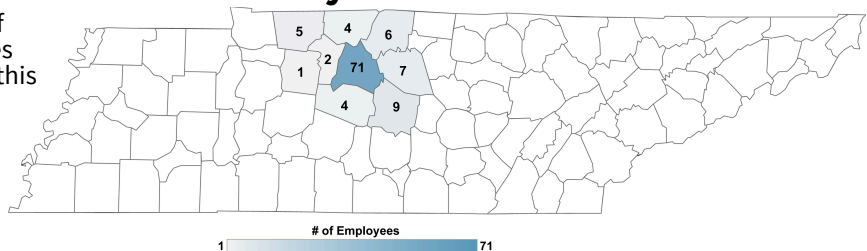
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




JUVENILE COURT CLERK, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	23	11	74%
	Male	8	12.8	26%

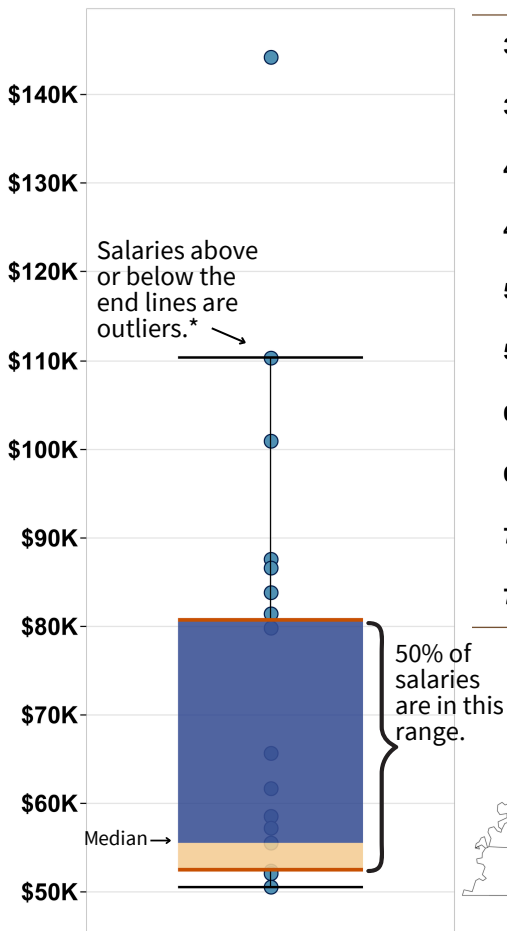
Director

Job Title: Juvenile Ct Clerk	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Male	Age: 45-49
Years of Employment: 9	Salary: \$176,048

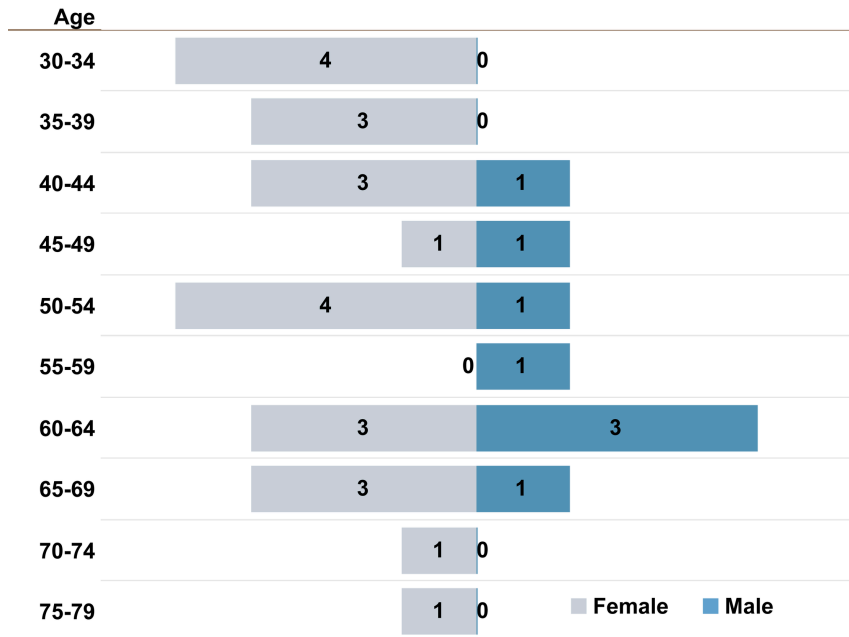
Race and Ethnicity

Black or African American	51.61%
White (Not of Hispanic Origin)	32.26%
Hispanic or Latino of any Race	12.90%
Two or More Races	3.23%

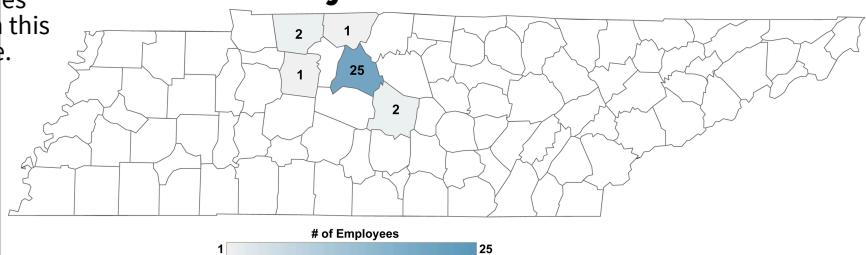
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




LAW, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	31	9.7	58%
	Male	22	9	42%

Director

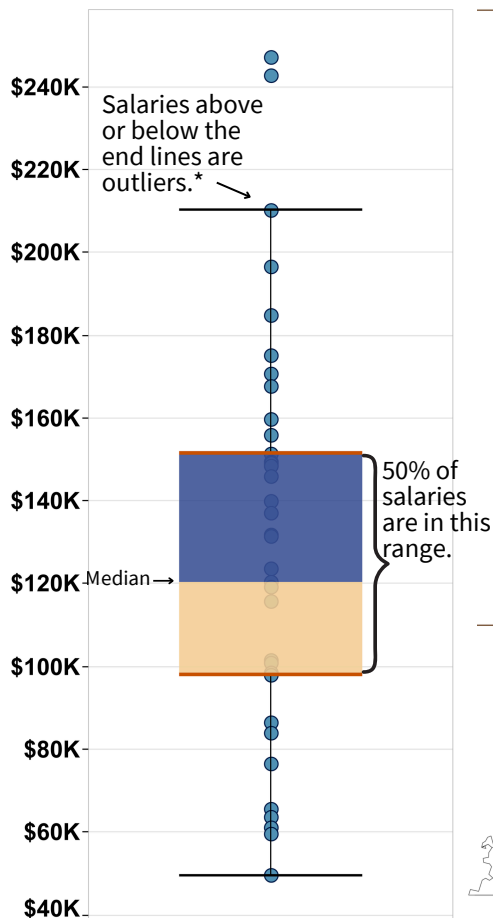
Job Title: Metropolitan Attorney	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 70-74
Years of Employment: 3	Salary: \$247,169



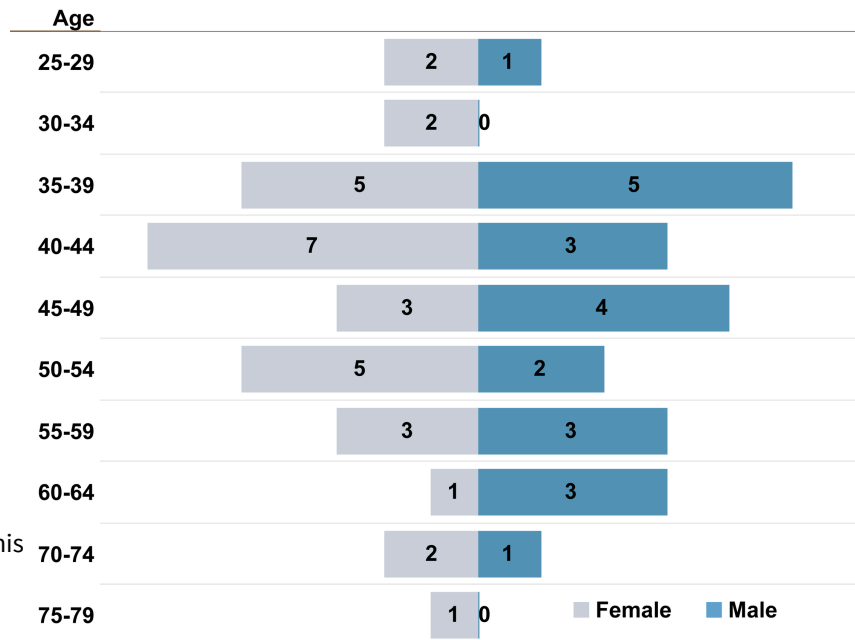
Race and Ethnicity

White (Not of Hispanic Origin)	83.02%
Black or African American	9.43%
Two or More Races	3.77%
Hispanic or Latino of any Race	1.89%
Asian or Pacific Islander	1.89%

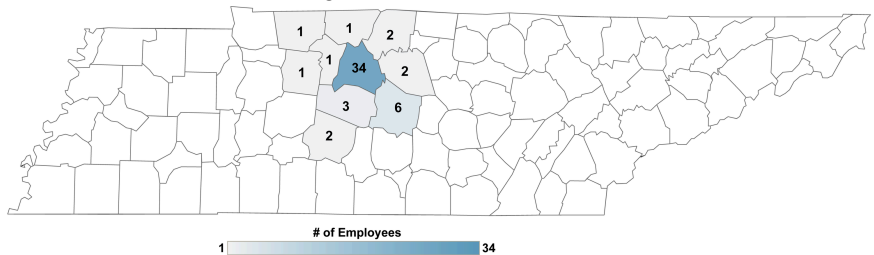
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




MAYOR'S OFFICE, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	19	2.1	54%
	Male	16	0.8	46%

Director

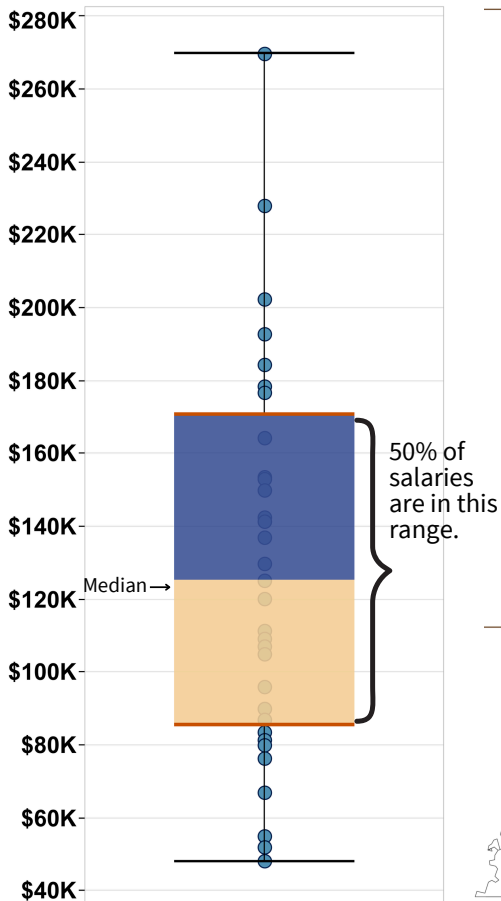
Job Title: Mayor	
Employment Status: Elected Official	
Race: White	
Gender: Male	Age: 50-54
Years of Employment: 1	Salary: \$209,898



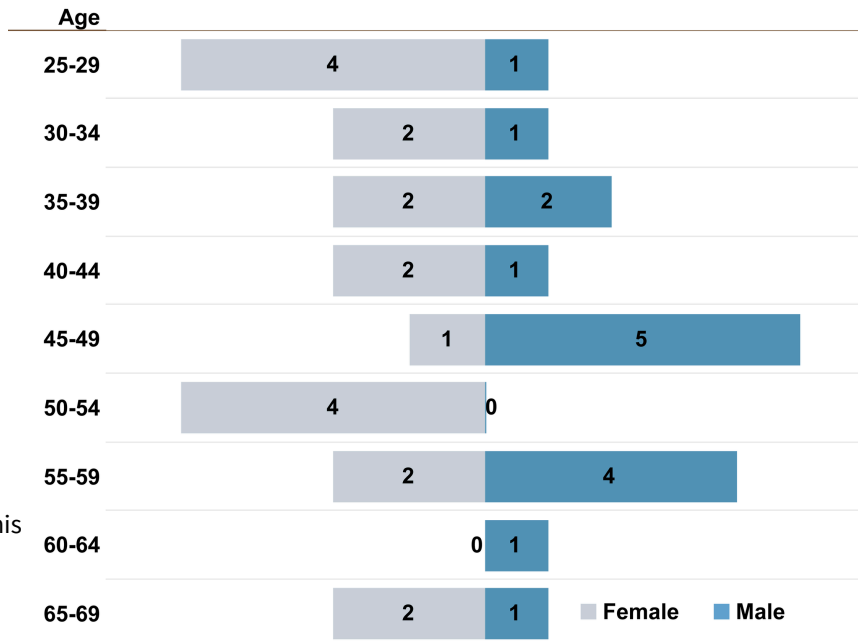
Race and Ethnicity

White (Not of Hispanic Origin)	65.71%
Black or African American	25.71%
Hispanic or Latino of any Race	8.57%

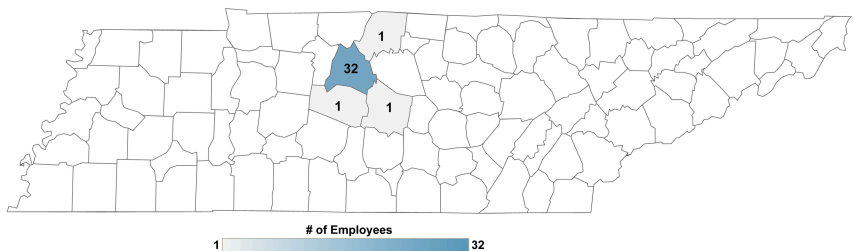
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



METRO ACTION COMMISSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	267	6.4	80%
	Male	40	6.7	12%
Part-Time	Female	24	1	7%
	Male	2	0.5	1%

Director

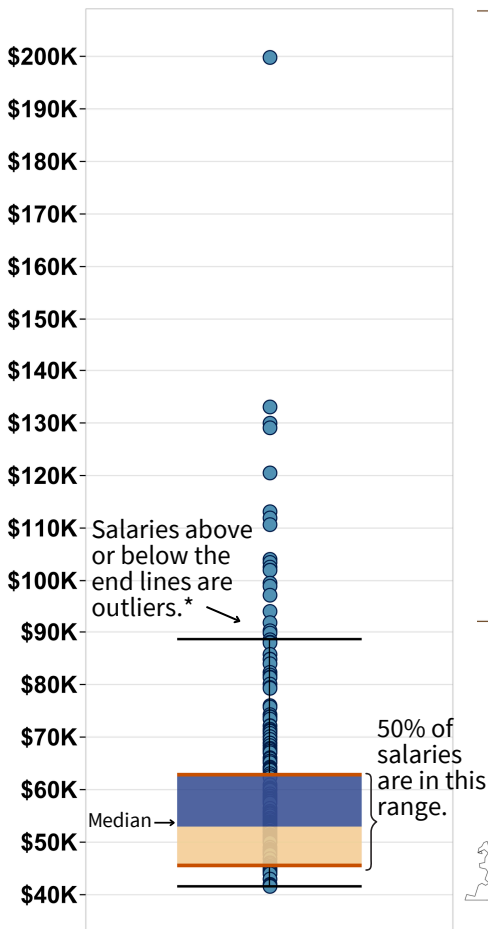
Job Title: Exec Dir	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Male	Age: 40-44
Years of Employment: 4	Salary: \$200,000



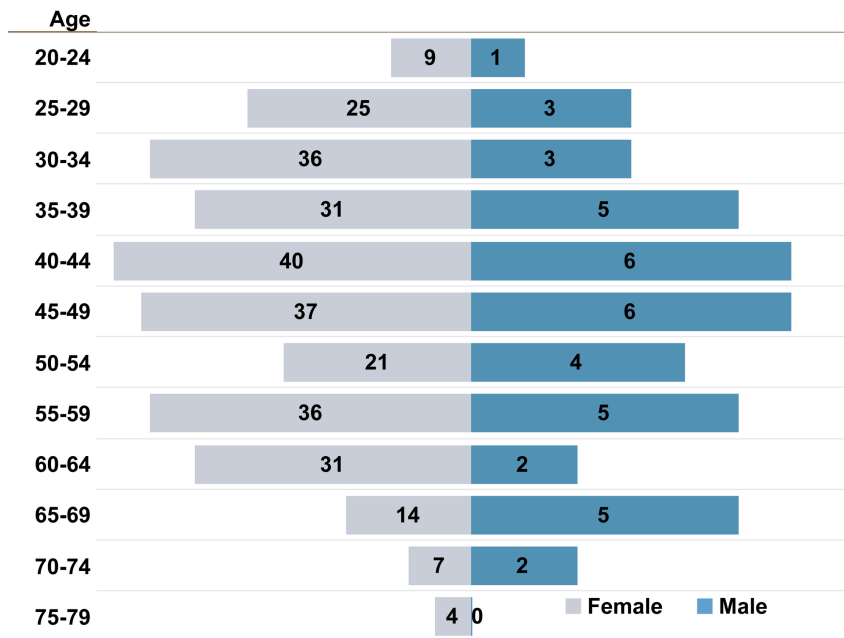
Race and Ethnicity

Black or African American	75.98%
White (Not of Hispanic Origin)	18.32%
Hispanic or Latino of any Race	3.60%
Two or More Races	0.90%
Asian or Pacific Islander	0.90%
American Indian/Alaskan Native	0.30%

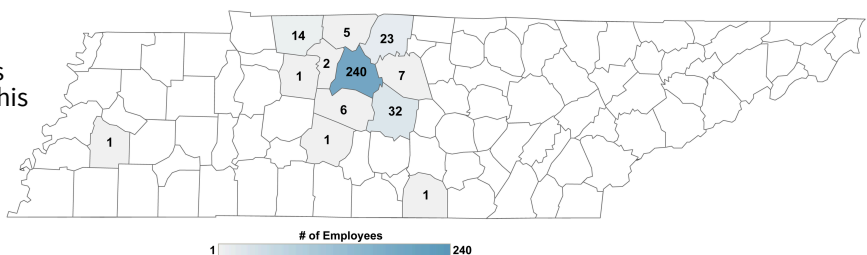
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




METROPOLITAN CLERK, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	4	5.3	50%
	Male	3	7.7	38%
Part-Time	Female	1	2	13%

Director

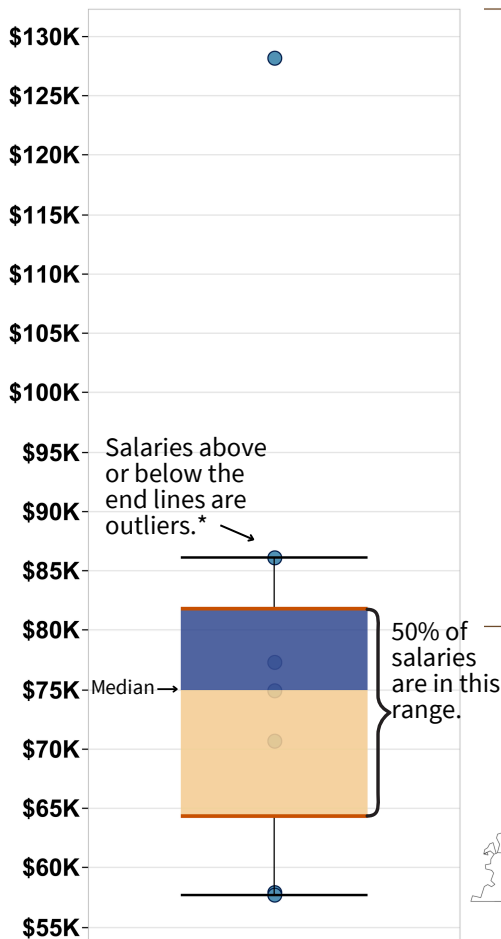
Job Title: Metropolitan Clerk	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Male	Age: 40-44
Years of Employment: 12	Salary: \$128,208



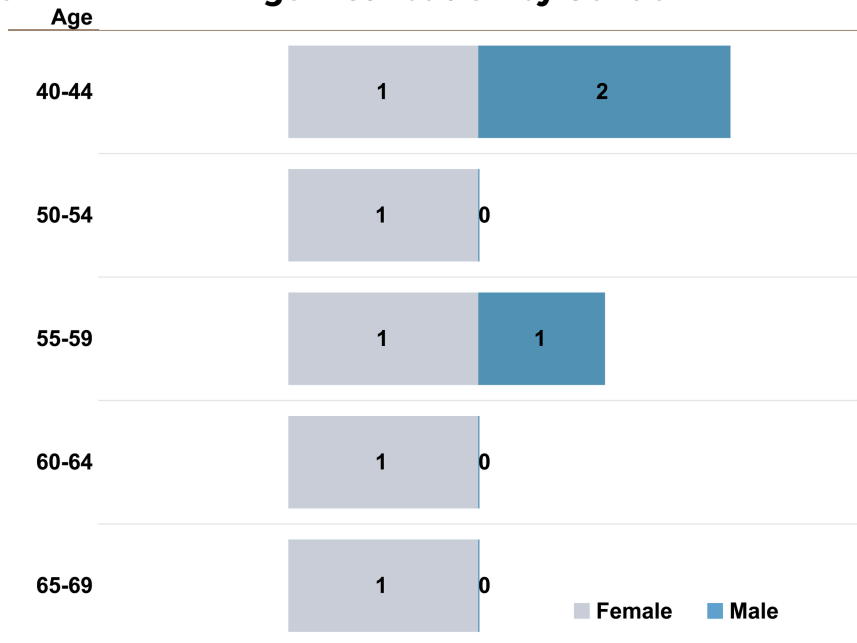
Race and Ethnicity

White (Not of Hispanic Origin)	62.50%
Black or African American	37.50%

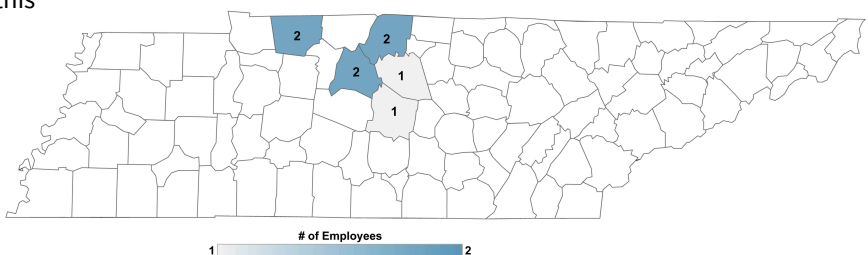
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



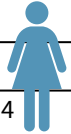
METROPOLITAN COUNCIL, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	9	13.8	75%
	Male	2	3	17%
Part-Time	Female	1	5	8%

Director

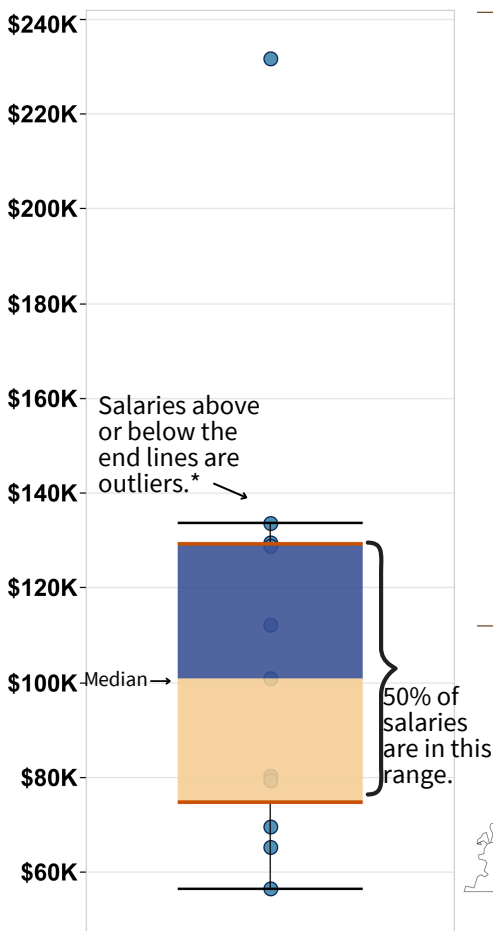
Job Title: Director Special Council	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 50-54
Years of Employment: 23	Salary: \$231,829



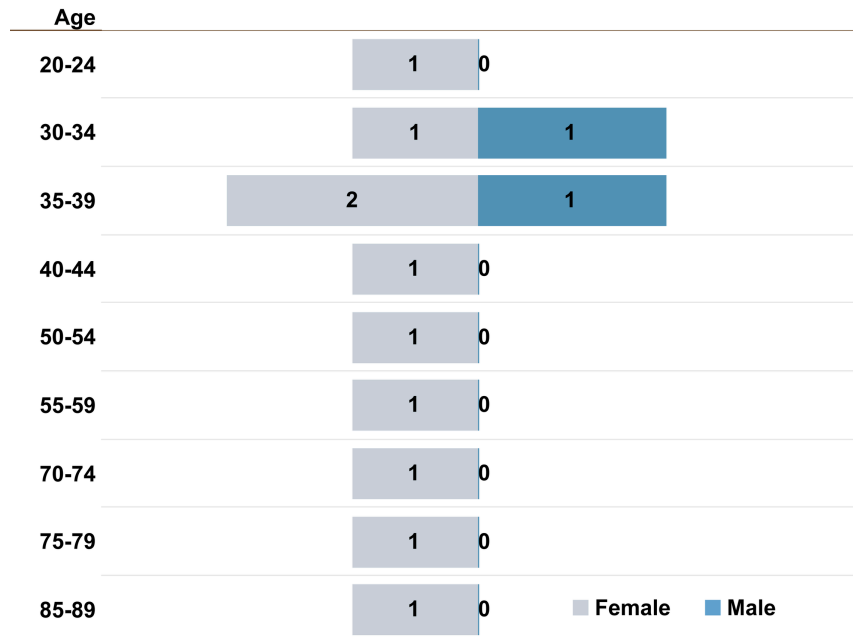
Race and Ethnicity

White (Not of Hispanic Origin)	75.00%
Hispanic or Latino of any Race	16.67%
Black or African American	8.33%

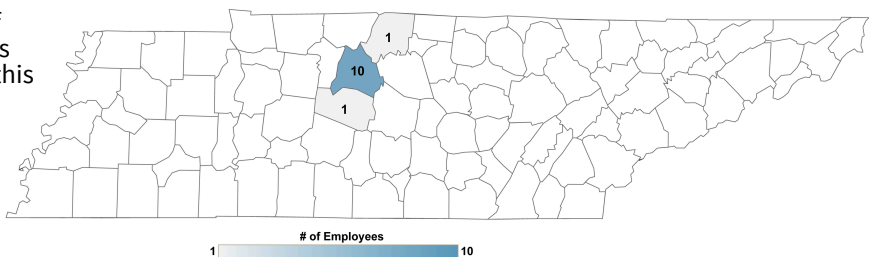
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



MUNICIPAL AUDITORIUM, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	4	6.3	40%
	Male	6	5.3	50%

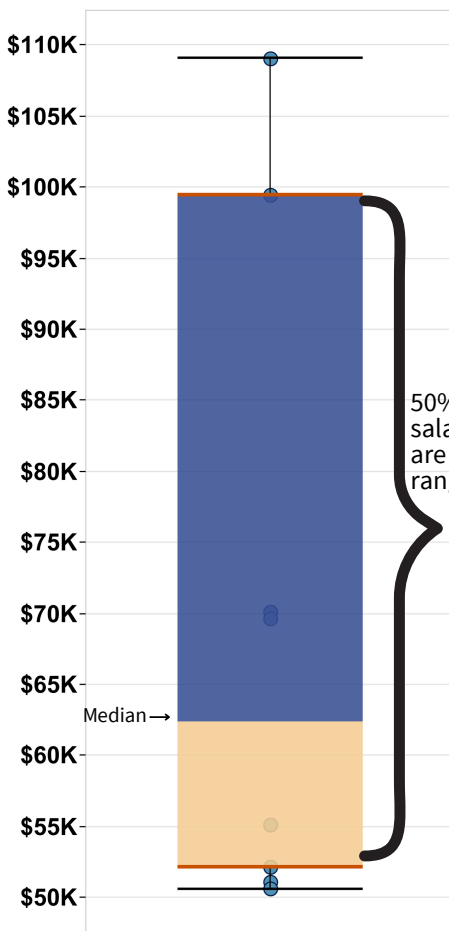
Director

It is unclear from the data which employee served in a director role in 2024.

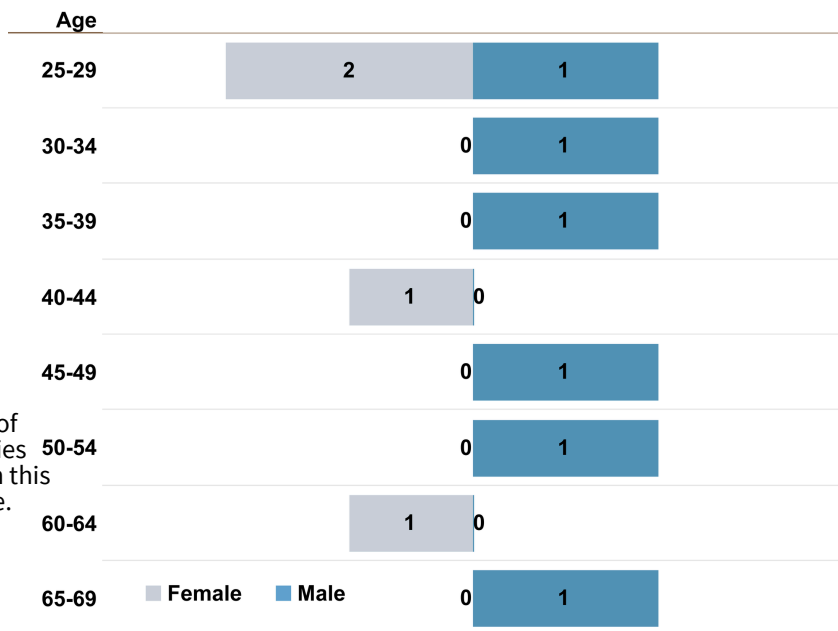
Race and Ethnicity

White (Not of Hispanic Origin)	60.00%
Black or African American	40.00%

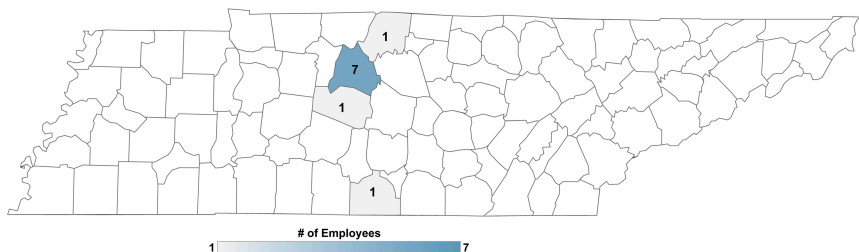
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




NDOT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	55	7.4	13%
	Male	368	7.8	87%
Part-Time	Male	2	11.5	0%

Director

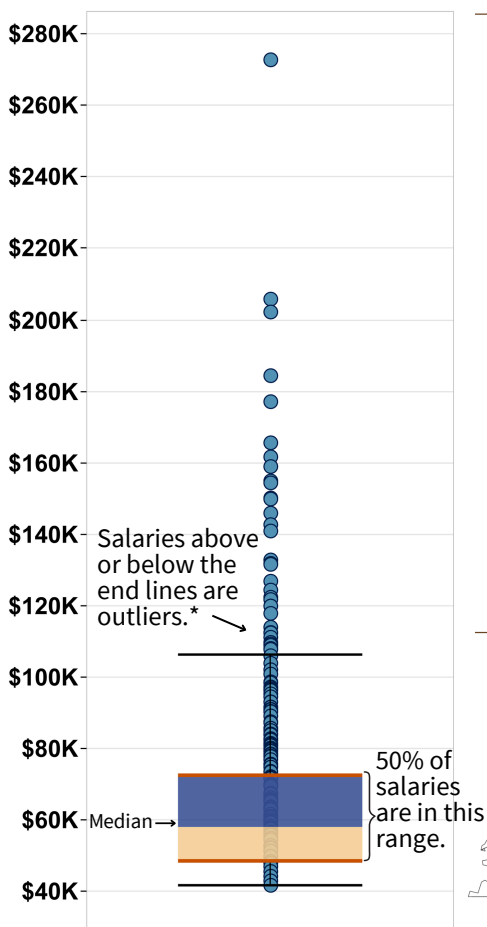
Job Title: Transportation Director	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 60-64
Years of Employment: 2	Salary: \$272,910



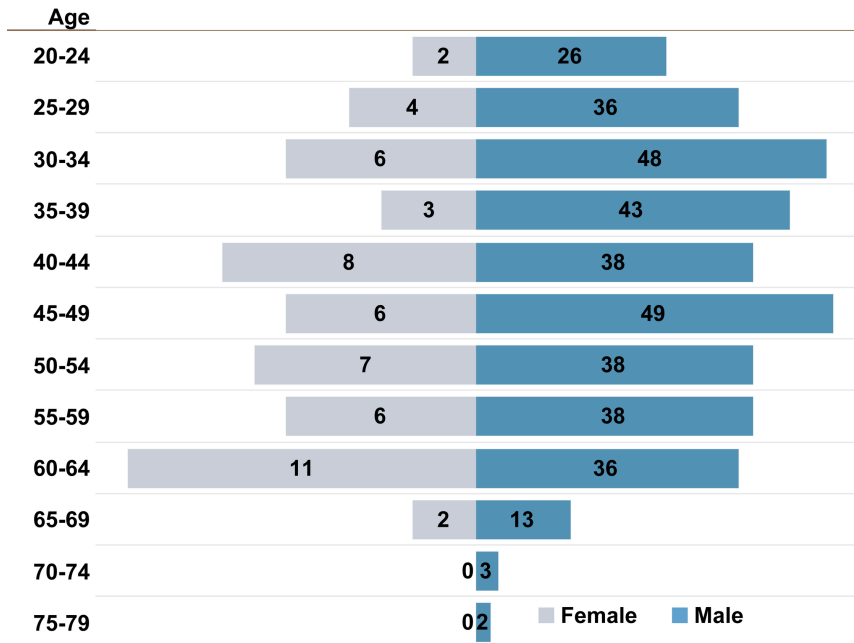
Race and Ethnicity

White (Not of Hispanic Origin)	61.41%
Black or African American	32.47%
Two or More Races	3.06%
Hispanic or Latino of any Race	2.59%
Asian or Pacific Islander	0.47%

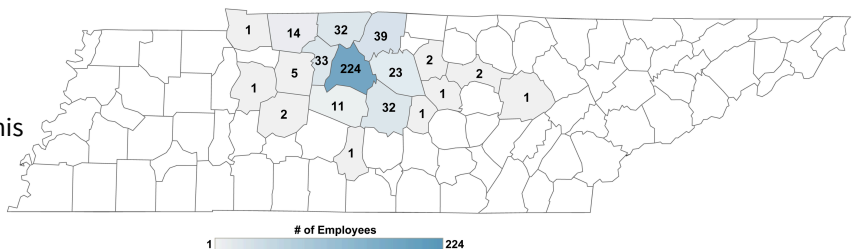
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



OFFICE OF EMERGENCY MANAGEMENT, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	8	10.5	47%
	Male	8	9	47%
Part-Time	Male	1	11	6%

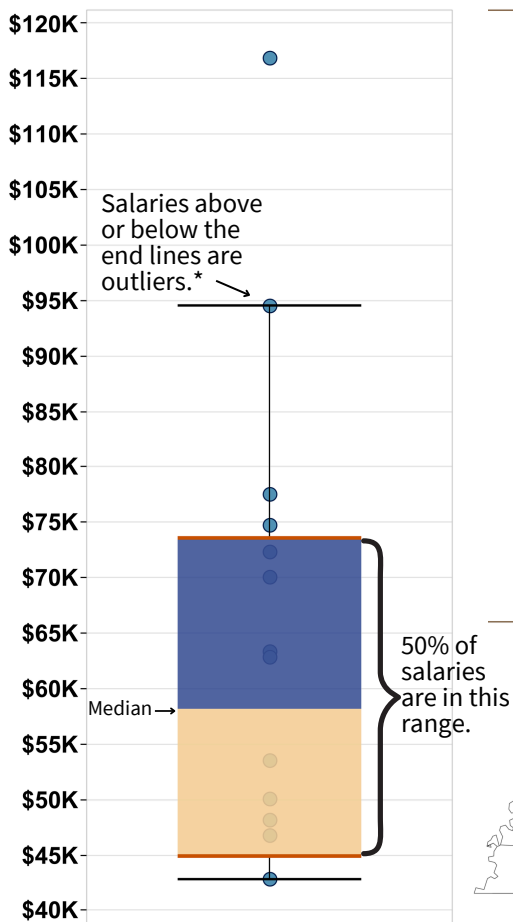
Director

It is unclear from the data which employee served in a director role in 2024.

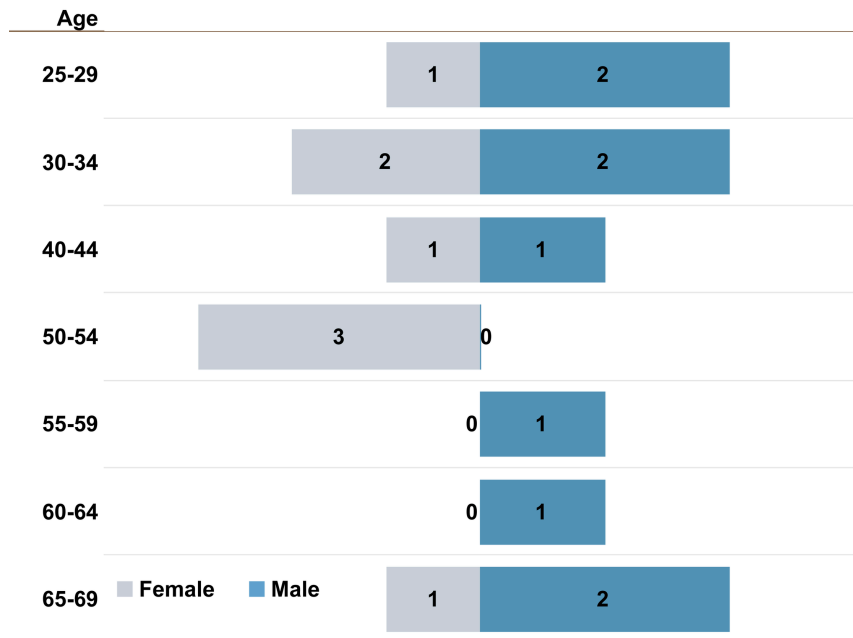
Race and Ethnicity

White (Not of Hispanic Origin)	88.24%
Black or African American	11.76%

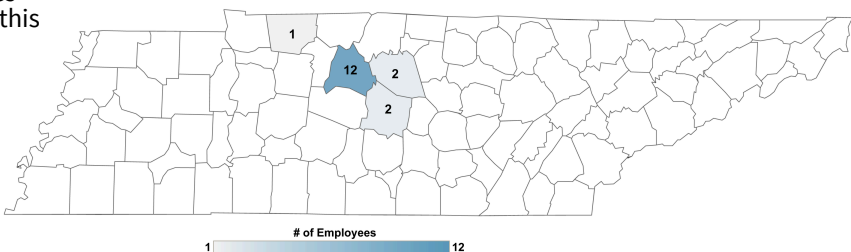
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



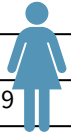
OFFICE OF FAMILY SAFETY, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	42	2.8	95%
	Male	1	7	2%
Part-Time	Female	1	0	2%

Director

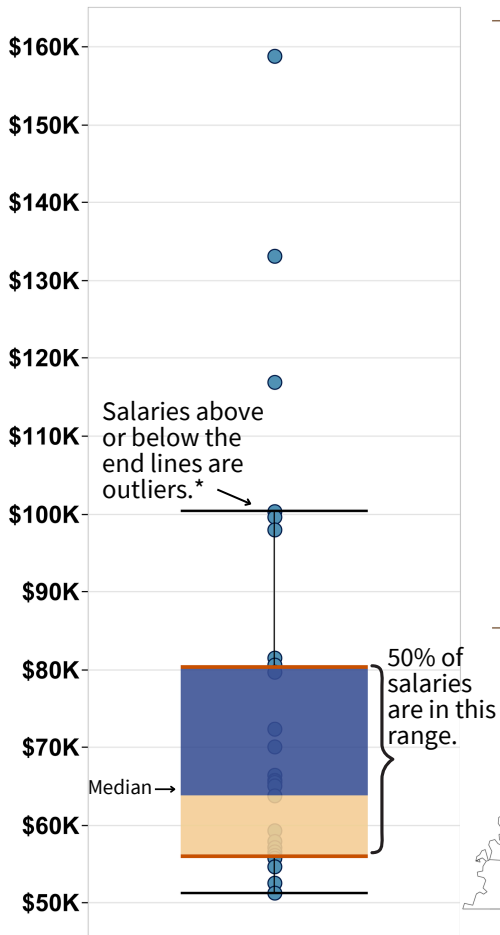
Job Title: Office of Family Safety-Dir	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 55-59
Years of Employment: 10	Salary: \$158,912



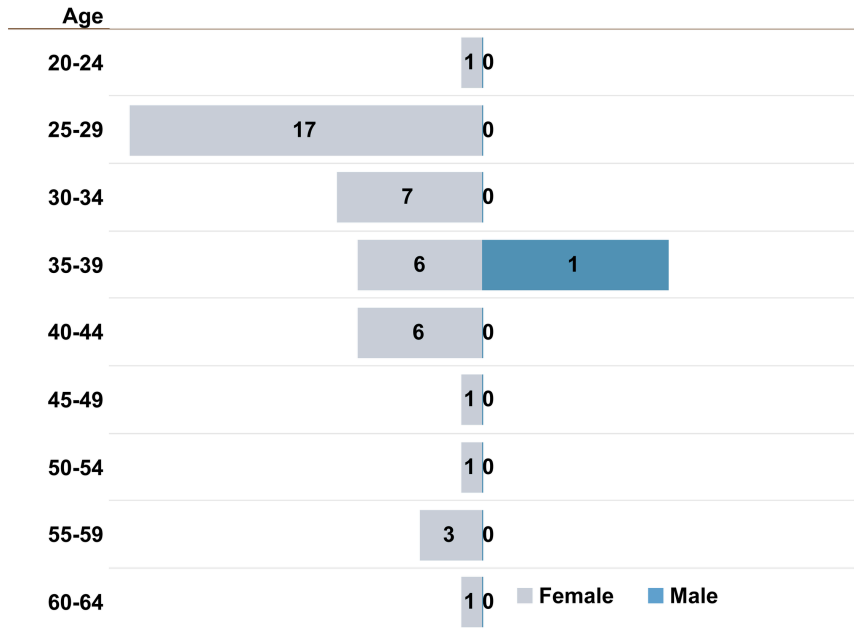
Race and Ethnicity

White (Not of Hispanic Origin)	54.55%
Hispanic or Latino of any Race	20.45%
Black or African American	18.18%
Two or More Races	4.55%
Asian or Pacific Islander	2.27%

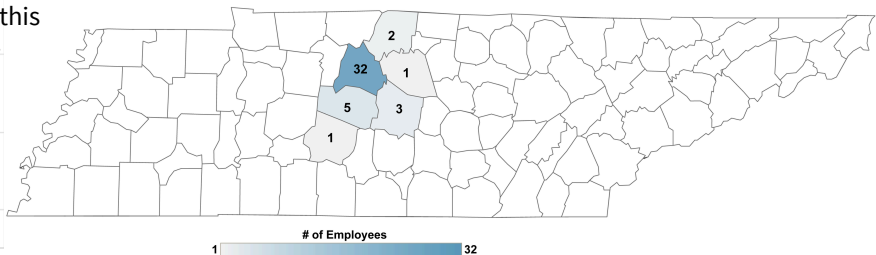
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



OFFICE OF HOMELESS SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	35	2.3	78%
	Male	10	1.2	22%

Director

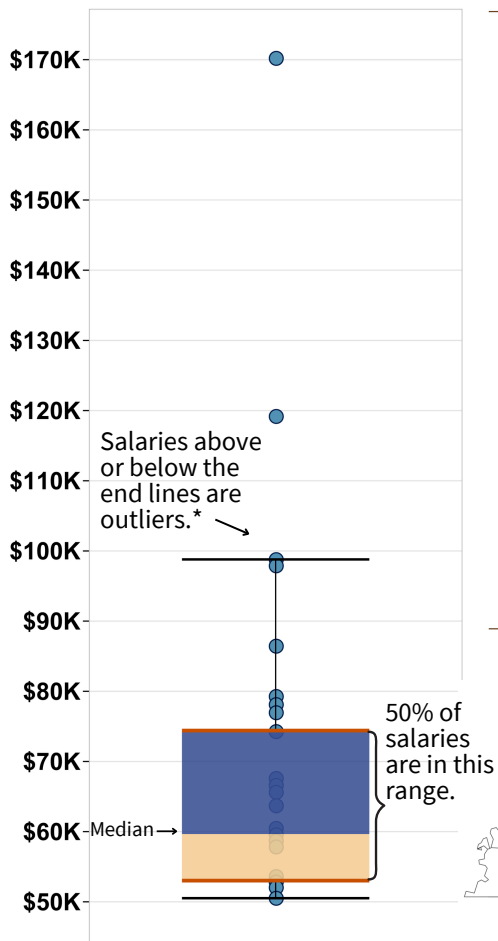
Job Title: Homeless Services Director	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Female	Age: 50-54
Years of Employment: 3	Salary: \$170,321



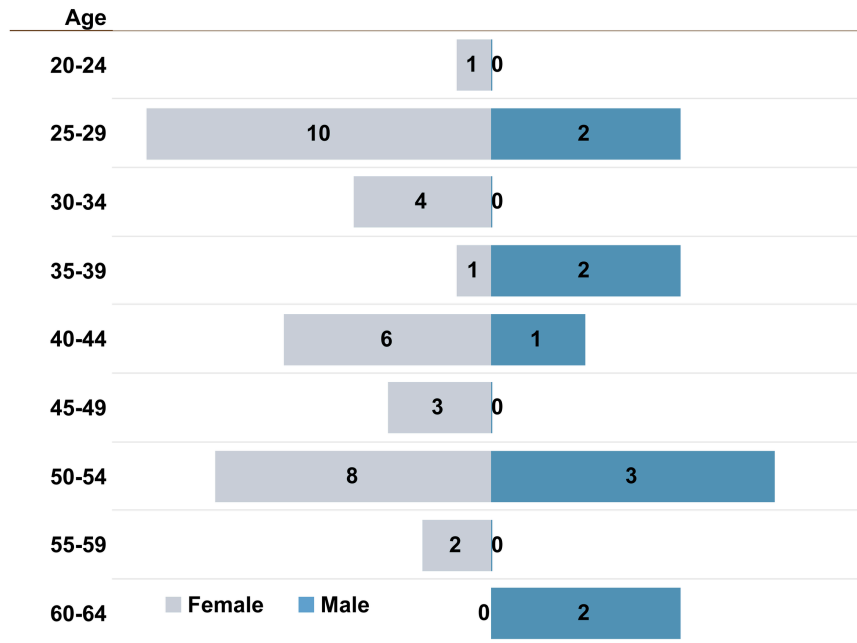
Race and Ethnicity

Black or African American	48.89%
White (Not of Hispanic Origin)	44.44%
Two or More Races	4.44%
Asian or Pacific Islander	2.22%

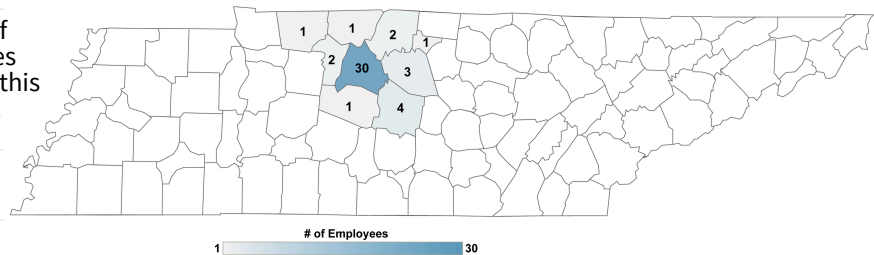
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



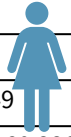
PLANNING COMMISSION, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	45	4.6	56%
	Male	34	5.6	42%
Part-Time	Female	1	0	1%
	Male	1	2	1%

Director

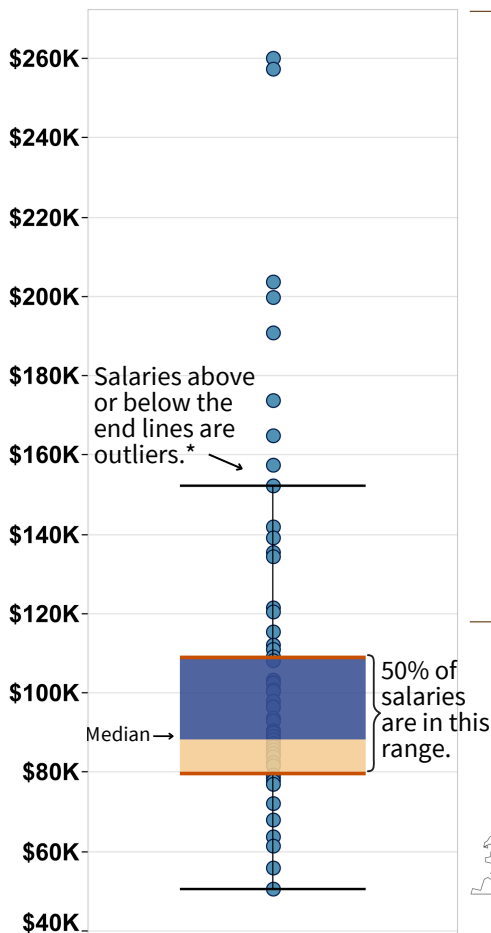
Job Title: Planning Exec Dir	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 45-49
Years of Employment: 8	Salary: \$260,228



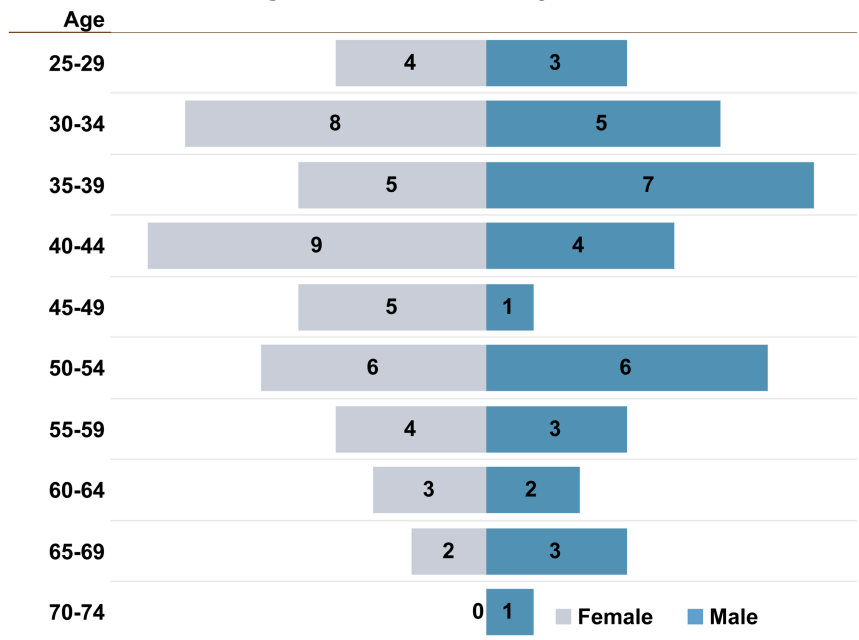
Race and Ethnicity

White (Not of Hispanic Origin)	71.60%
Black or African American	14.81%
Hispanic or Latino of any Race	6.17%
Two or More Races	3.70%
Asian or Pacific Islander	3.70%

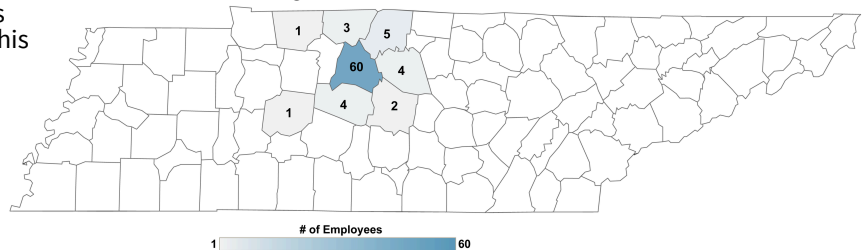
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



POLICE, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	463	9.2	21%
	Male	1,514	10.4	69%
Part-Time	Female	91	10.3	4%
	Male	129	4.1	6%

Director

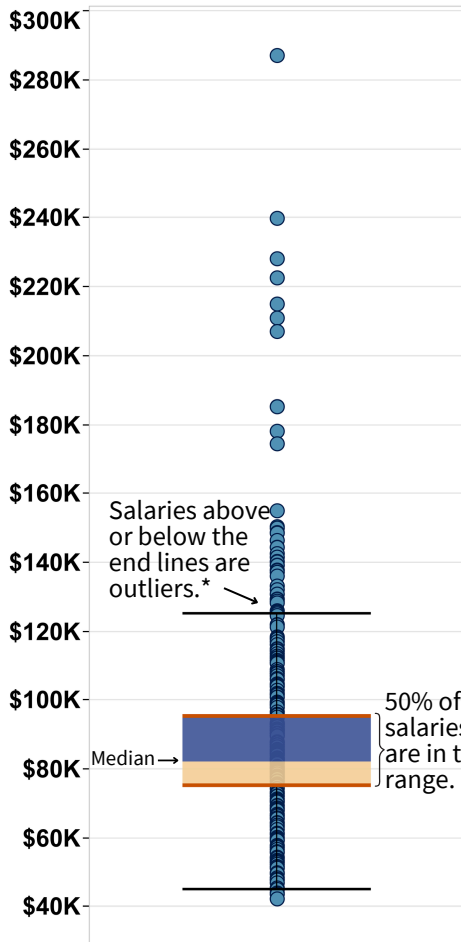
Job Title: Police Chief	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Male	Age: 60-64
Years of Employment: 36	Salary: \$287,260



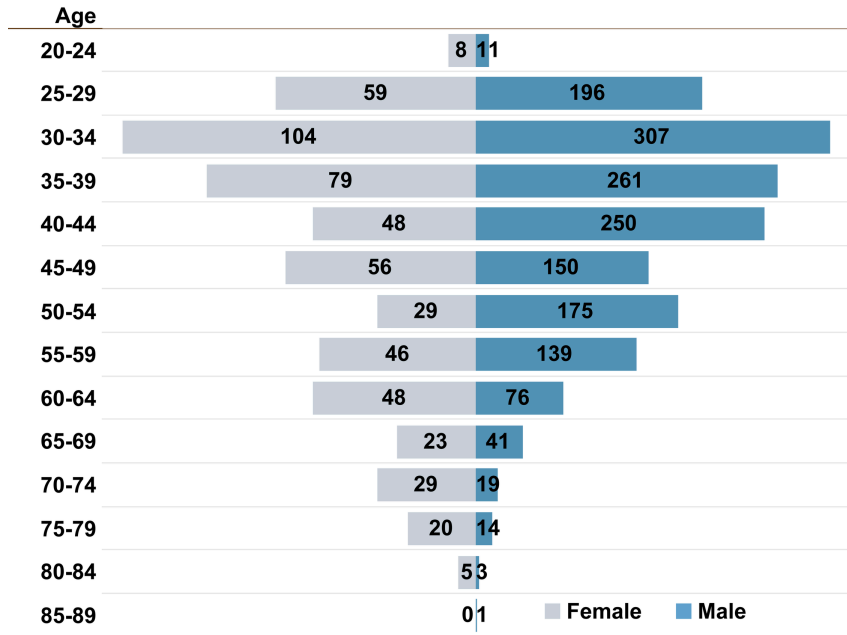
Race and Ethnicity

White (Not of Hispanic Origin)	74.19%
Black or African American	15.89%
Two or More Races	4.14%
Hispanic or Latino of any Race	4.10%
Asian or Pacific Islander	1.50%
American Indian/Alaskan Native	0.18%

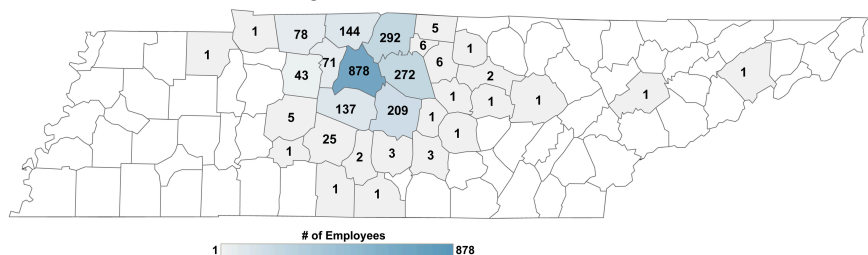
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




PUBLIC DEFENDER, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	71	7.2	72%
	Male	25	6.6	25%
Part-Time	Female	2	25	2%
	Male	1	12	1%

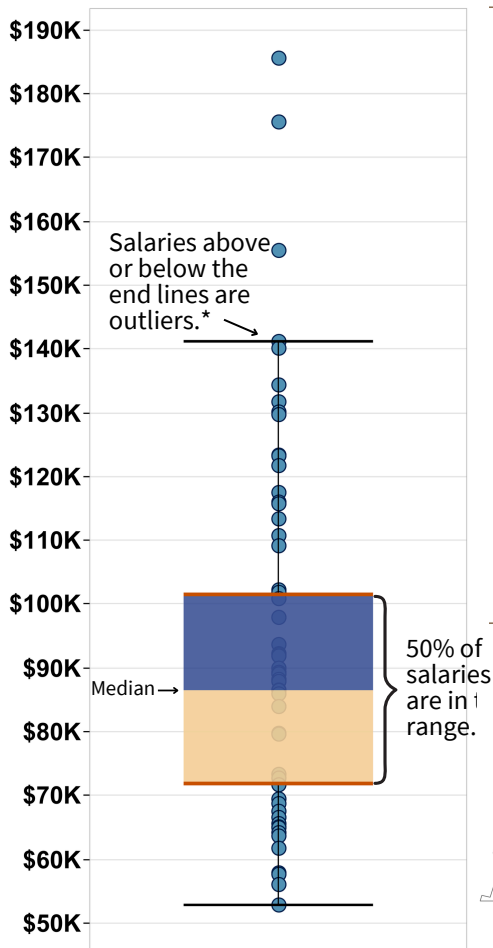
Director

Job Title: Public Defender	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Female	Age: 40-44
Years of Employment: 15	Salary: \$202,130

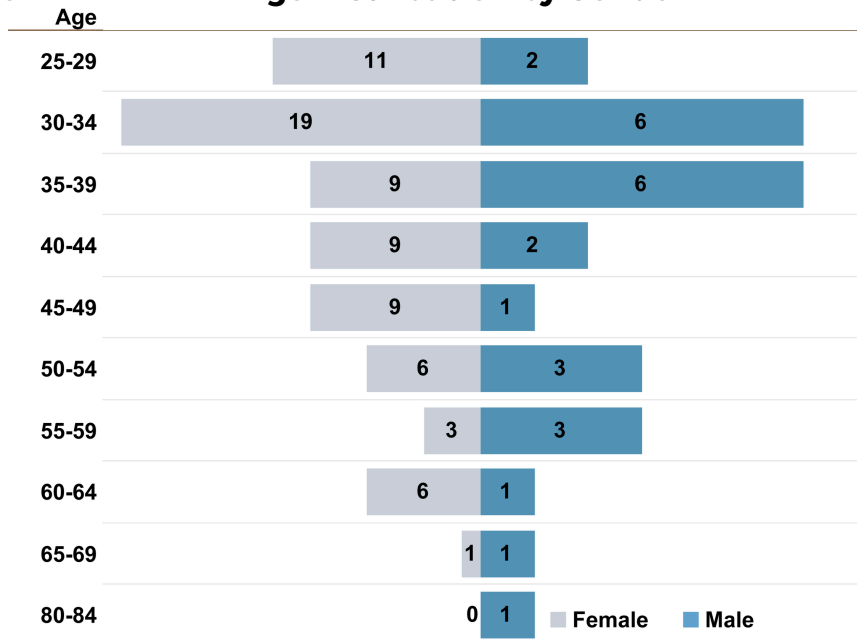
Race and Ethnicity

White (Not of Hispanic Origin)	56.57%
Black or African American	21.21%
Hispanic or Latino of any Race	12.12%
Two or More Races	7.07%
Asian or Pacific Islander	3.03%

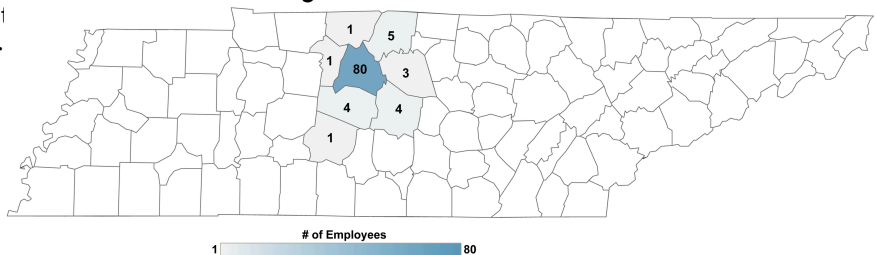
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



PUBLIC LIBRARY, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	242	8.5	61%
	Male	128	9.1	32%
Part-Time	Female	20	4.6	5%
	Male	10	4.5	3%

Director

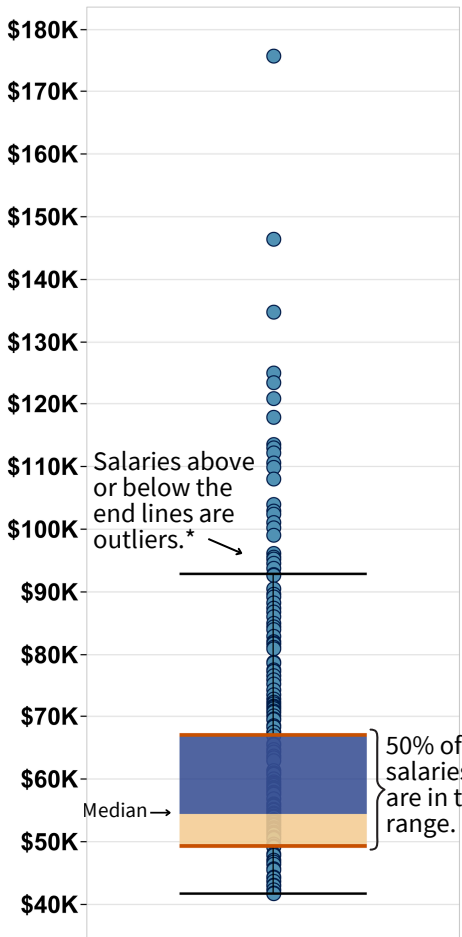
Job Title: Library Services Dir	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 65-69
Years of Employment: 5	Salary: \$175,792



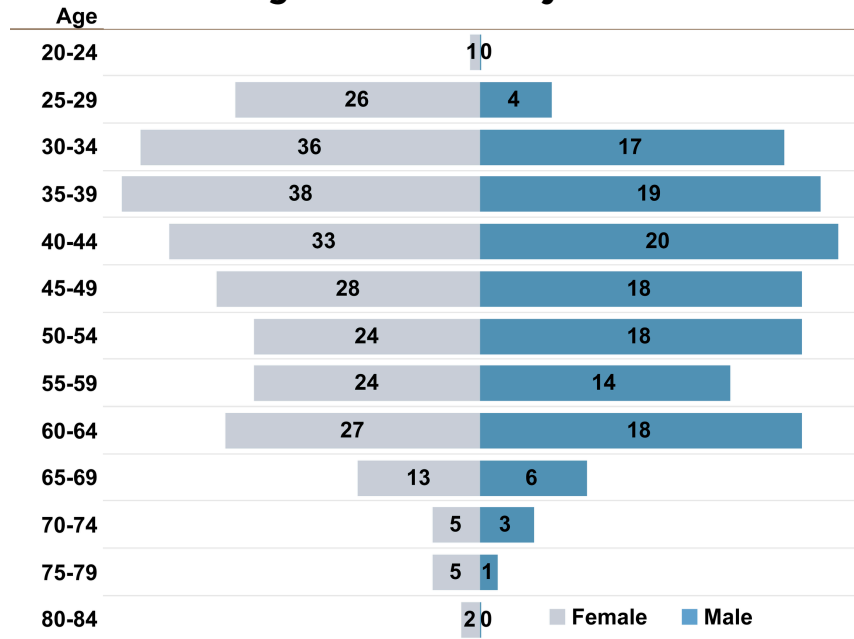
Race and Ethnicity

White (Not of Hispanic Origin)	66.75%
Black or African American	24.50%
Hispanic or Latino of any Race	3.50%
Two or More Races	3.25%
Asian or Pacific Islander	2.00%

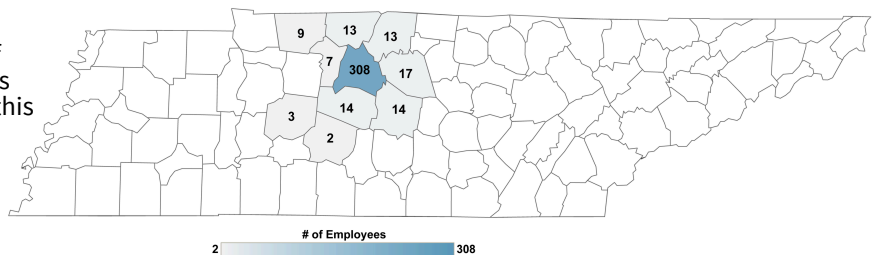
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




REGISTER OF DEEDS, 2024




All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	13	15.4	62%
	Male	8	11.3	38%

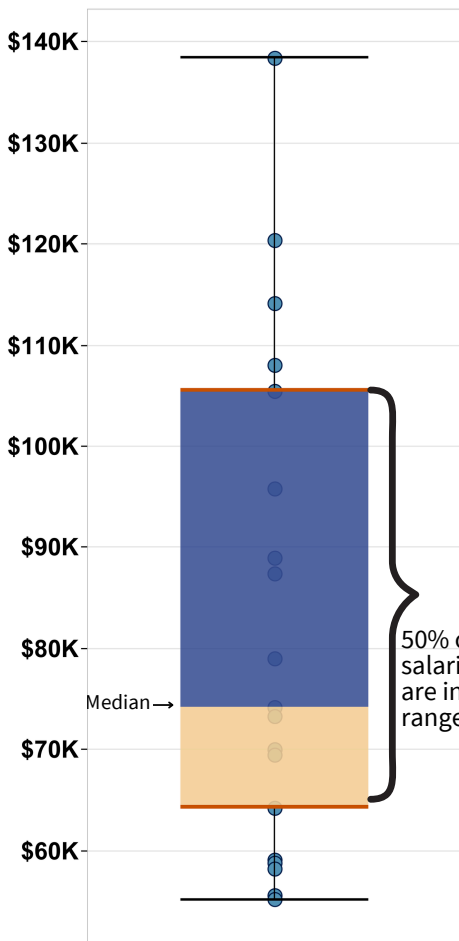
Director

Job Title: Register	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Female	Age: 55-59
Years of Employment: 6	Salary: \$176,048

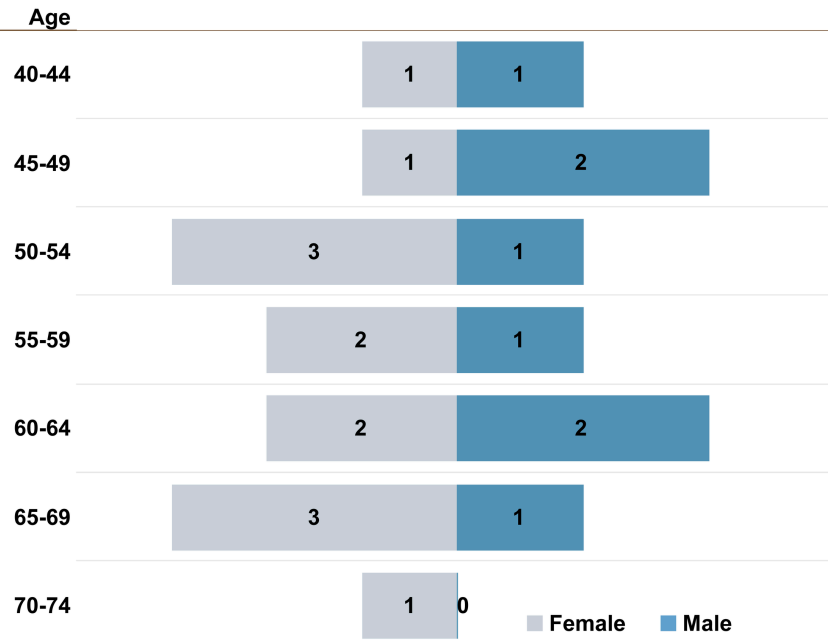
Race and Ethnicity

White (Not of Hispanic Origin)		71.43%
Black or African American		19.05%
Hispanic or Latino of any Race		9.52%

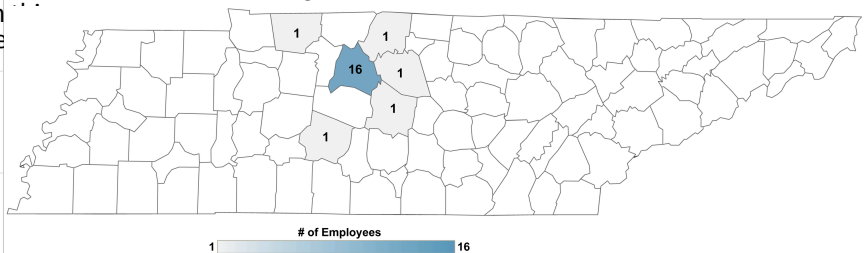
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




SHERIFF, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	449	7.1	39%
	Male	592	9.1	51%
Part-Time	Female	49	2.1	4%
	Male	70	4.6	6%

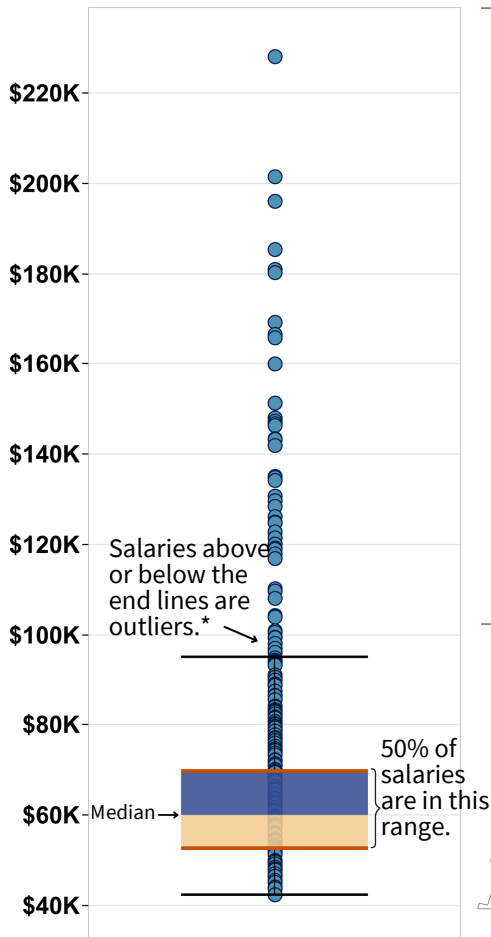
Director

Job Title: Sheriff	
Employment Status: Elected Officials	
Race: White 	
Gender: Male	Age: 60-64
Years of Employment: 30	Salary: \$212,907

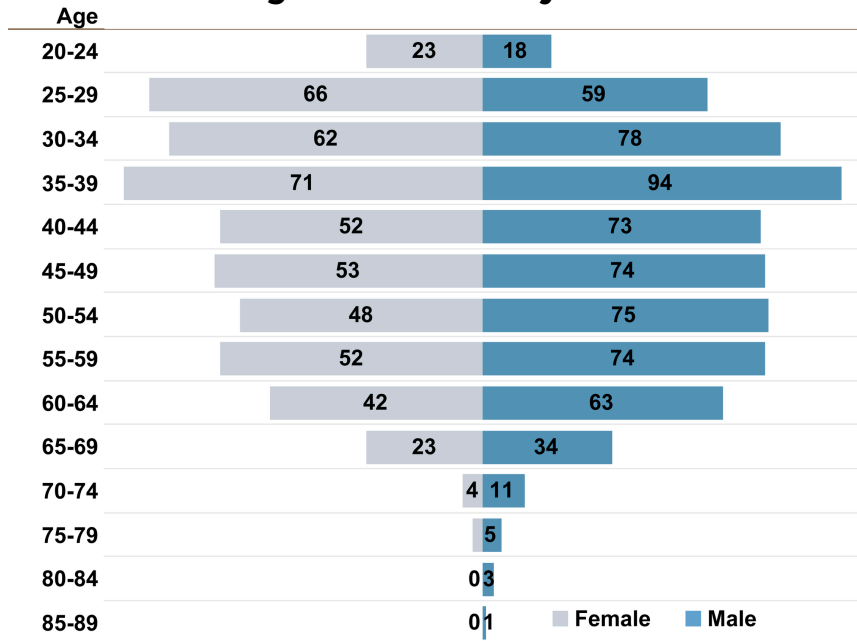
Race and Ethnicity

Black or African American	46.90%
White (Not of Hispanic Origin)	45.17%
Hispanic or Latino of any Race	4.31%
Two or More Races	2.33%
Asian or Pacific Islander	1.03%
American Indian/Alaskan Native	0.26%

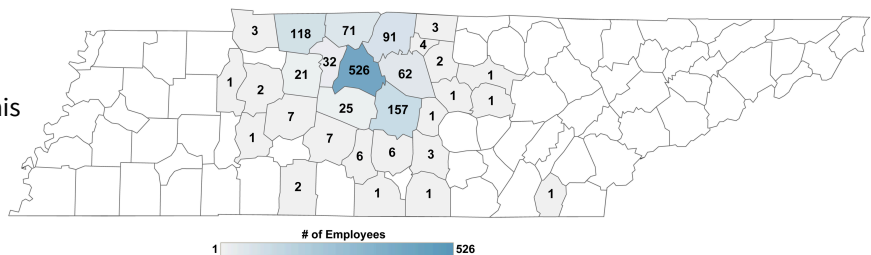
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



SOCIAL SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	41	9.5	63%
	Male	22	6.2	34%
Part-Time	Female	2	5	3%

Director

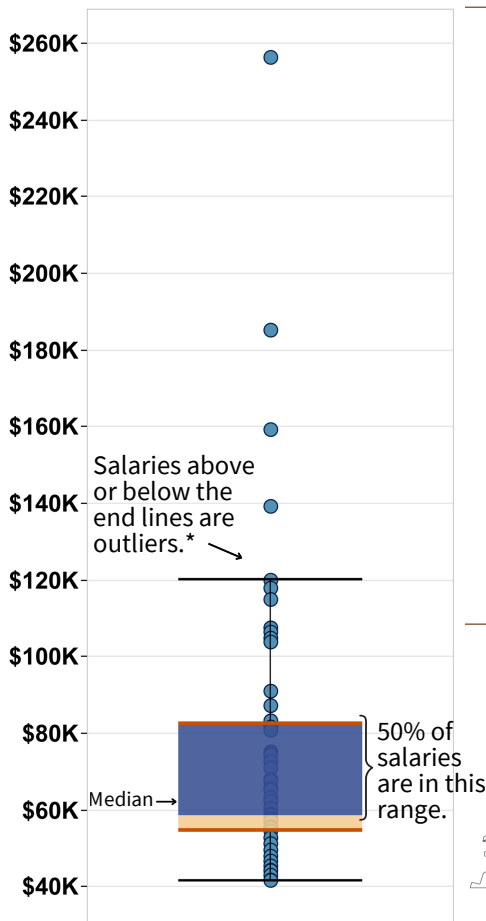
Job Title: Social Svcs Dir	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Female	Age: 60-64
Years of Employment: 19	Salary: \$256,466



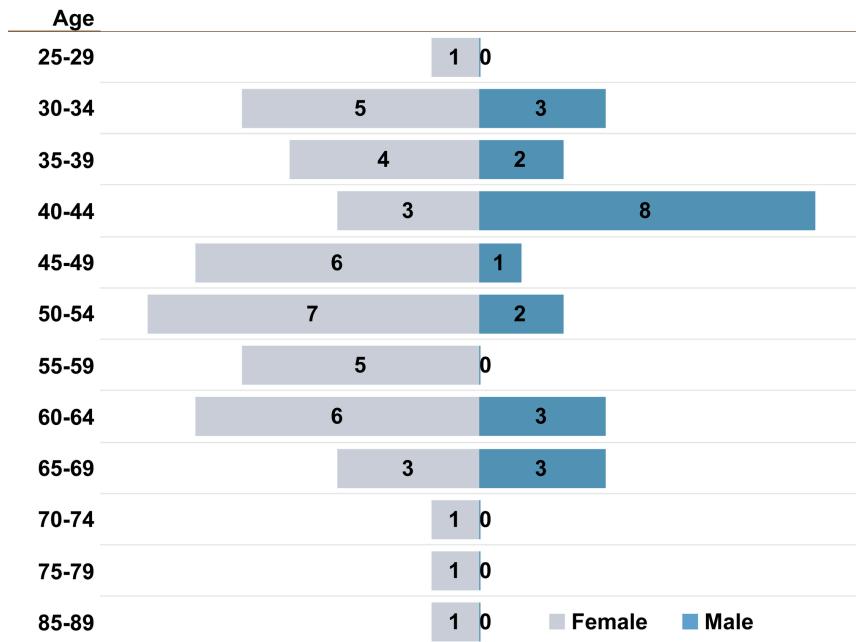
Race and Ethnicity

Black or African American	63.08%
White (Not of Hispanic Origin)	30.77%
Hispanic or Latino of any Race	3.08%
Two or More Races	1.54%
Asian or Pacific Islander	1.54%

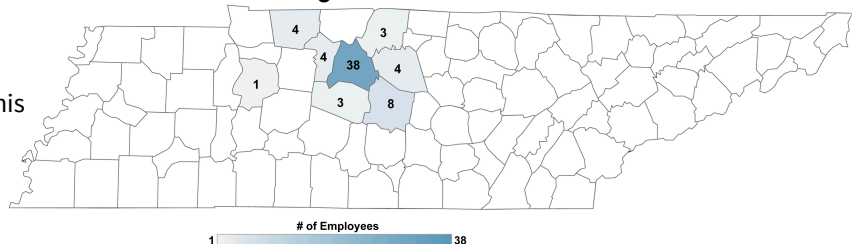
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



SPORTS AUTHORITY, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	3	9.3	60%
	Male	1	2	20%
Part-Time	Male	1	4	20%

Director

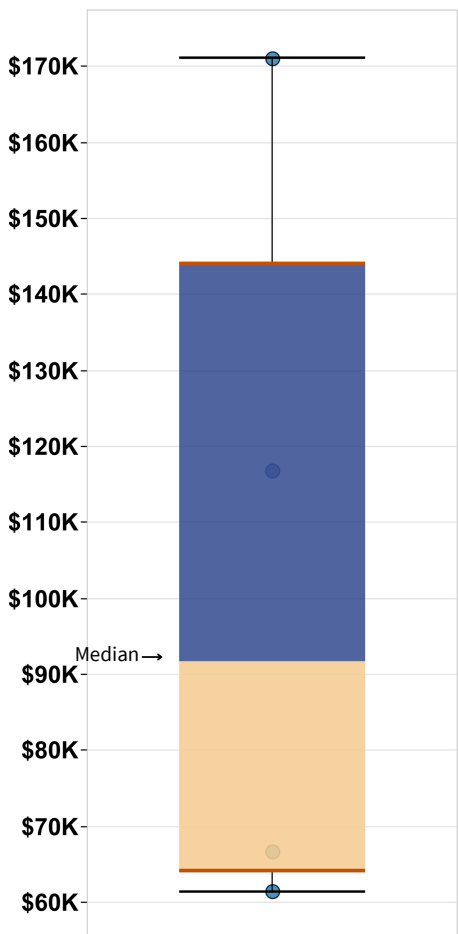
Job Title: Sports Authority Exec Director	
Employment Status: Full-Time	
Race: Black or African American	
Gender: Female	Age: 50-54
Years of Employment: 22	Salary: \$171,075



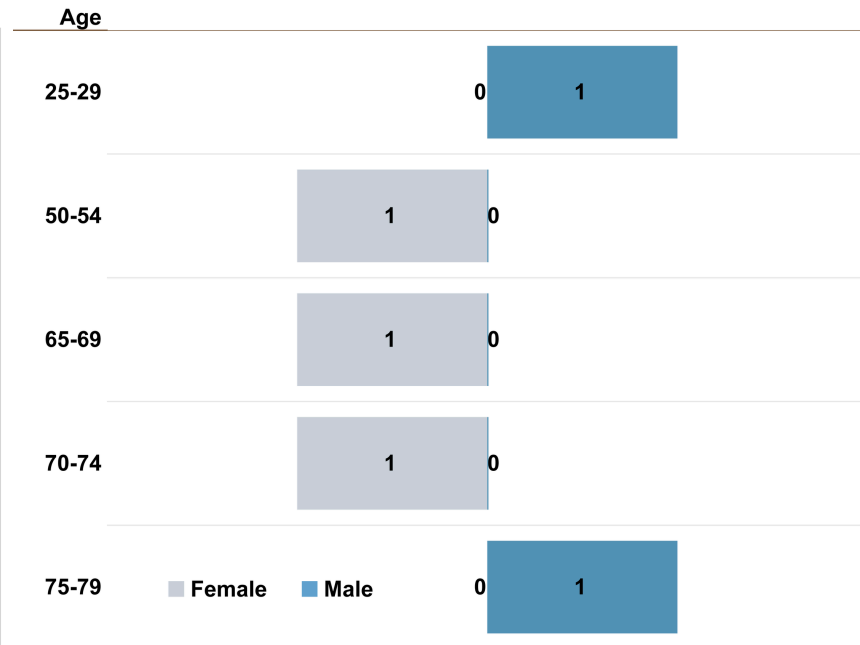
Race and Ethnicity

White (Not of Hispanic Origin)	60.00%
Black or African American	40.00%

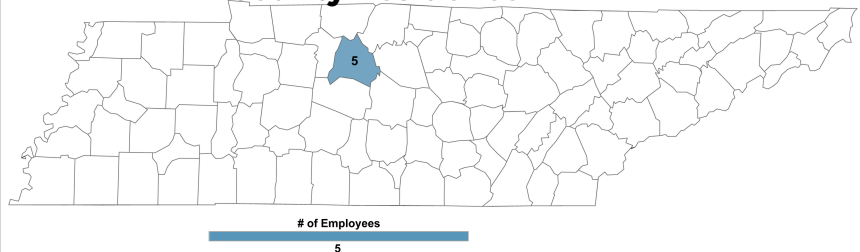
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




STATE FAIR BOARD, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	7	7.6	10%
	Male	10	7.9	14%
Part-Time	Female	31	0.9	44%
	Male	10	0.9	14%
Seasonal	Female	8	9.6	11%
	Male	5	8.6	7%

Director

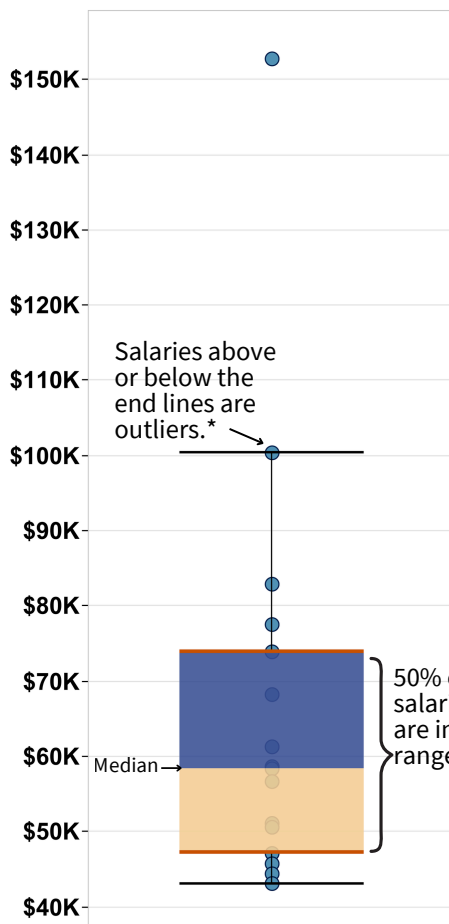
Job Title: Fair Director	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 55-59
Years of Employment: 8	Salary: \$152,820



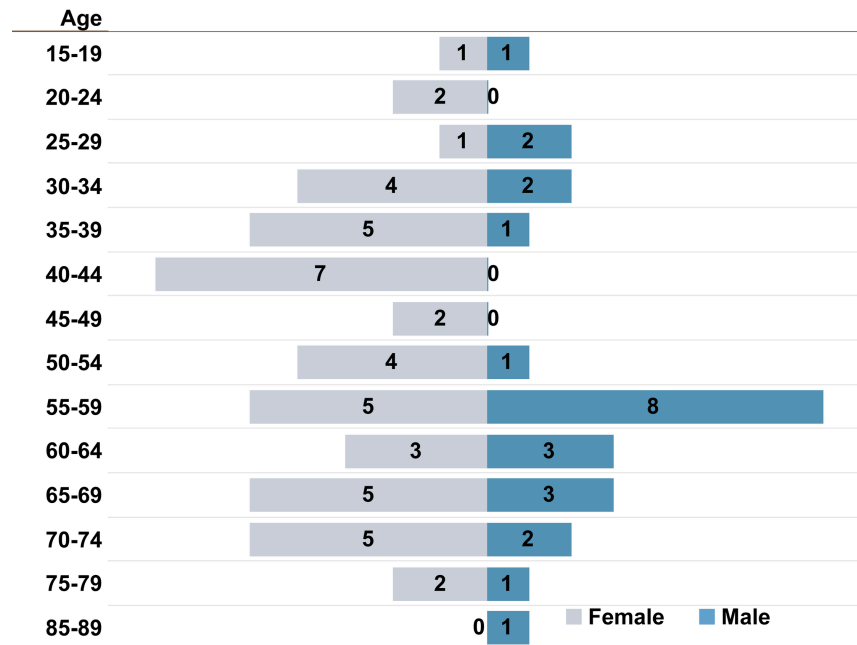
Race and Ethnicity

White (Not of Hispanic Origin)	77.46%
Black or African American	16.90%
Two or More Races	4.23%
Asian or Pacific Islander	1.41%

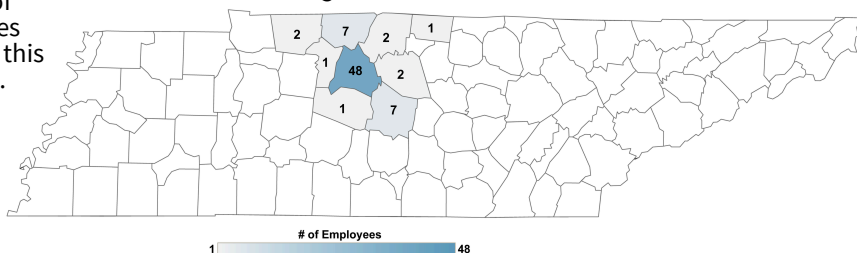
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




STATE TRIAL COURTS, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	82	8.2	56%
	Male	53	9.4	36%
Part-Time	Female	5	5.4	3%
	Male	6	3.7	4%

Director

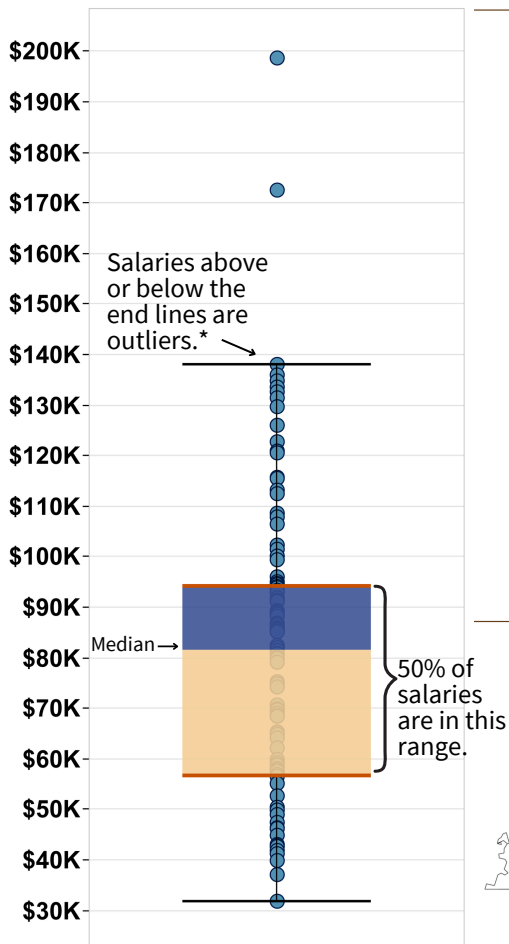
Job Title: CT Admin	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 40-44
Years of Employment: 1	Salary: \$198,802



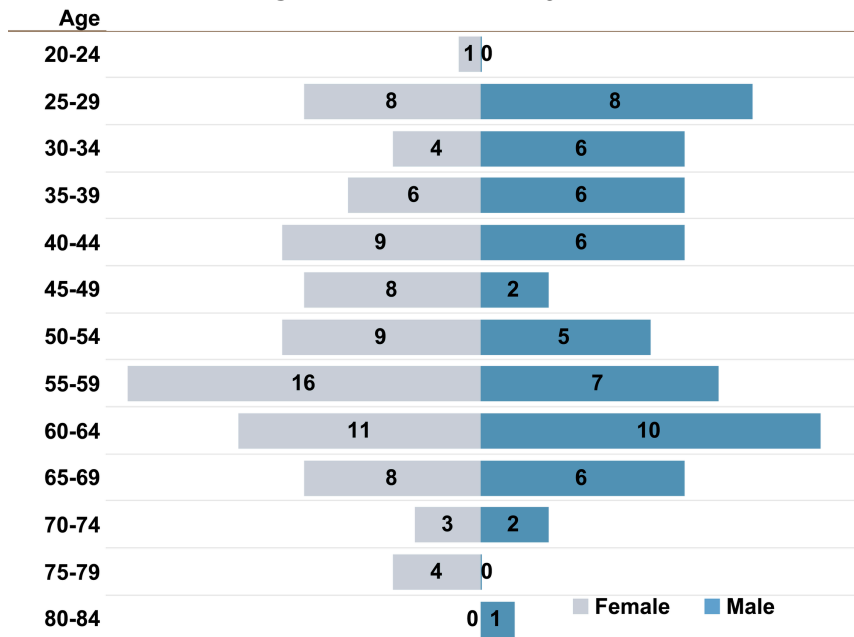
Race and Ethnicity

White (Not of Hispanic Origin)	67.81%
Black or African American	28.77%
Hispanic or Latino of any Race	2.05%
Two or More Races	0.68%
Asian or Pacific Islander	0.68%

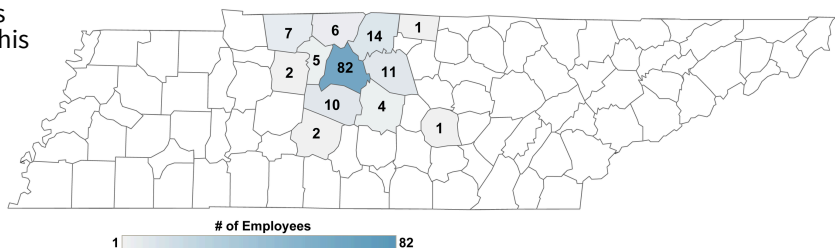
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




TRUSTEE, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	13	10	52%
	Male	9	4.8	36%
Part-Time	Male	2	1	8%
Seasonal	Male	1	19	4%

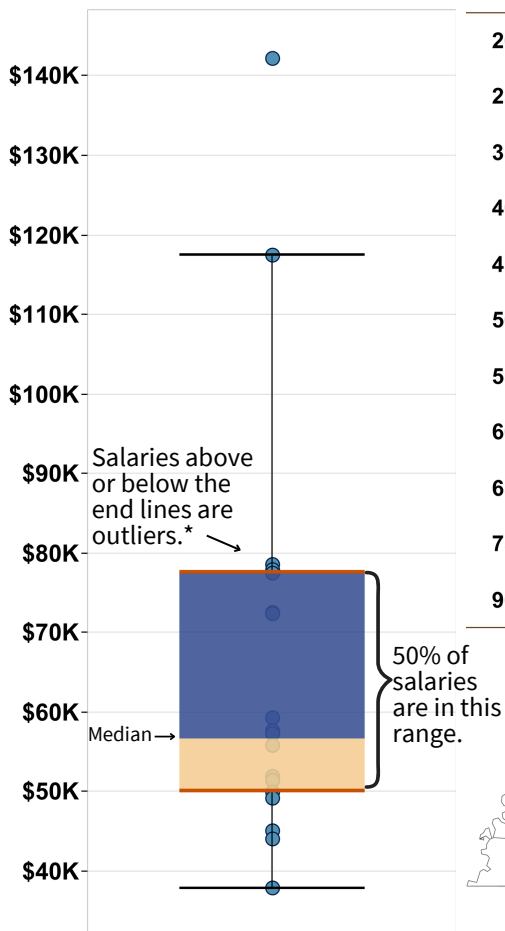
Director

Job Title: Trustee	
Employment Status: Elected Official	
Race: Black or African American 	
Gender: Female	Age: 50-54
Years of Employment: 4	Salary: \$176,048

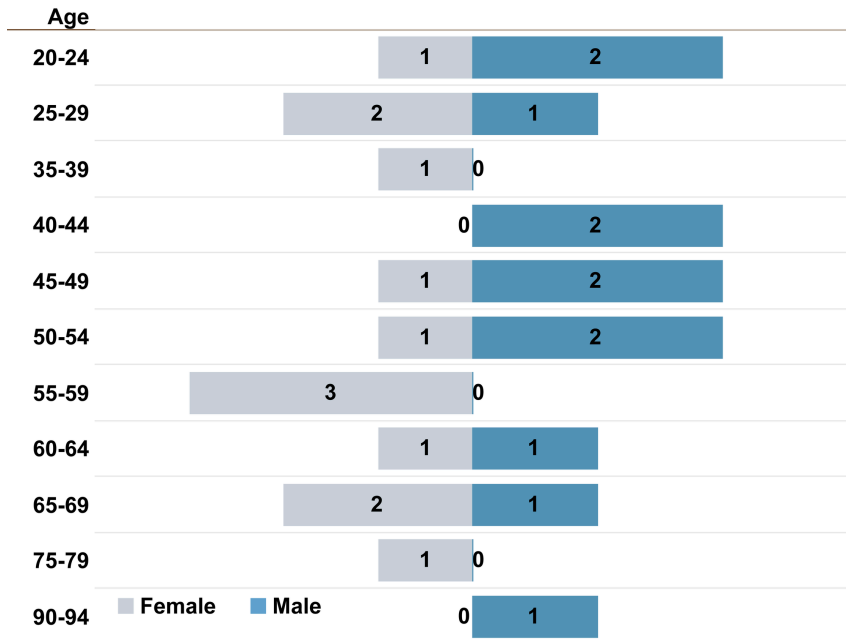
Race and Ethnicity

White (Not of Hispanic Origin)	48.00%
Black or African American	48.00%
Hispanic or Latino of any Race	4.00%

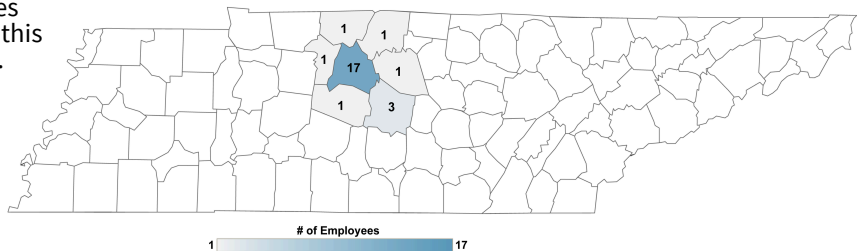
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence



WASTE SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	21	5.4	21%
	Male	78	6.8	79%

Director

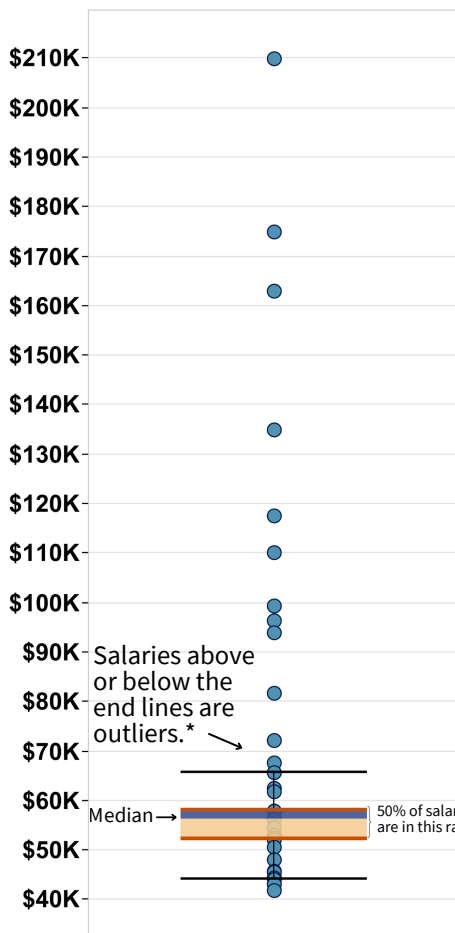
Job Title: Waste Services Director	
Employment Status: Full-Time	
Race: White	
Gender: Female	Age: 55-59
Years of Employment: 12 Months	Salary: \$210,000



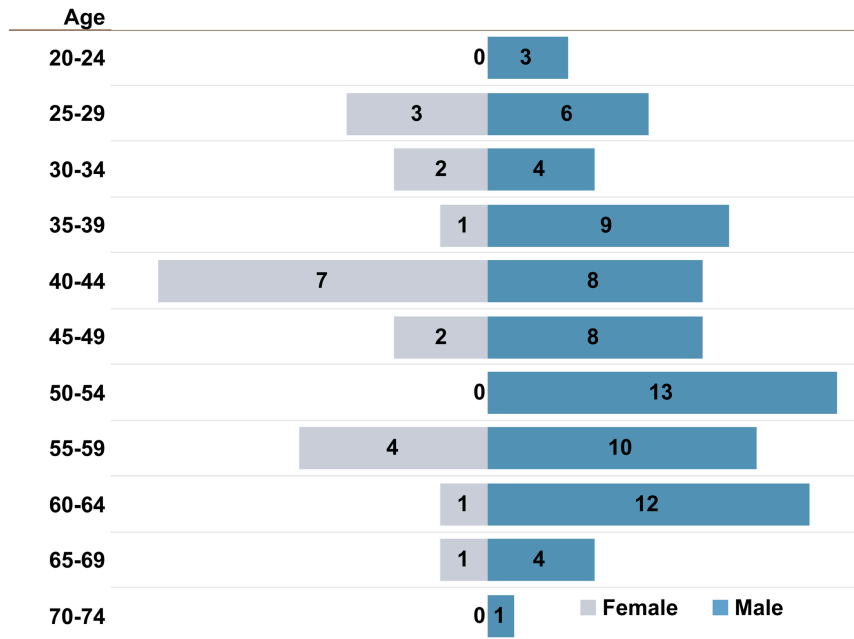
Race and Ethnicity

Black or African American	59.60%
White (Not of Hispanic Origin)	37.37%
Two or More Races	2.02%
Asian or Pacific Islander	1.01%

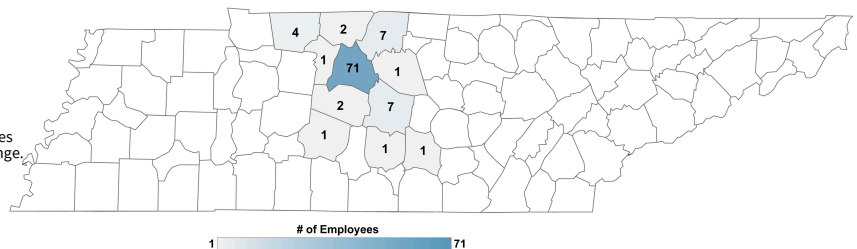
Salary Distribution, Full-Time



Age Distribution by Gender



County Residence




WATER SERVICES, 2024

All Employees Demographics

	Gender	# of Employees	Average Years of Employment	% of Employees
Full-Time	Female	196	10.5	22%
	Male	672	11	77%
Part-Time	Female	2	6	0%
	Male	3	3.7	0%

Director

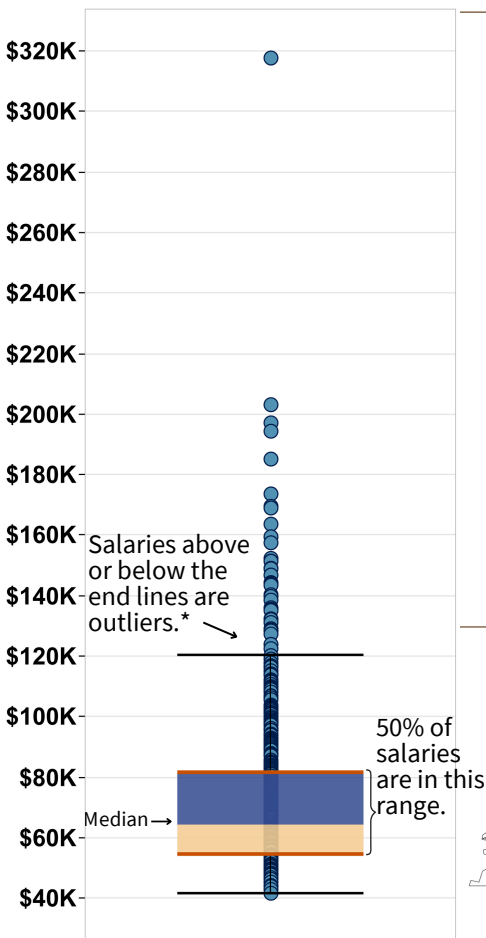
Job Title: Water Svcs Dir	
Employment Status: Full-Time	
Race: White	
Gender: Male	Age: 60-64
Years of Employment: 23	Salary: \$317,824



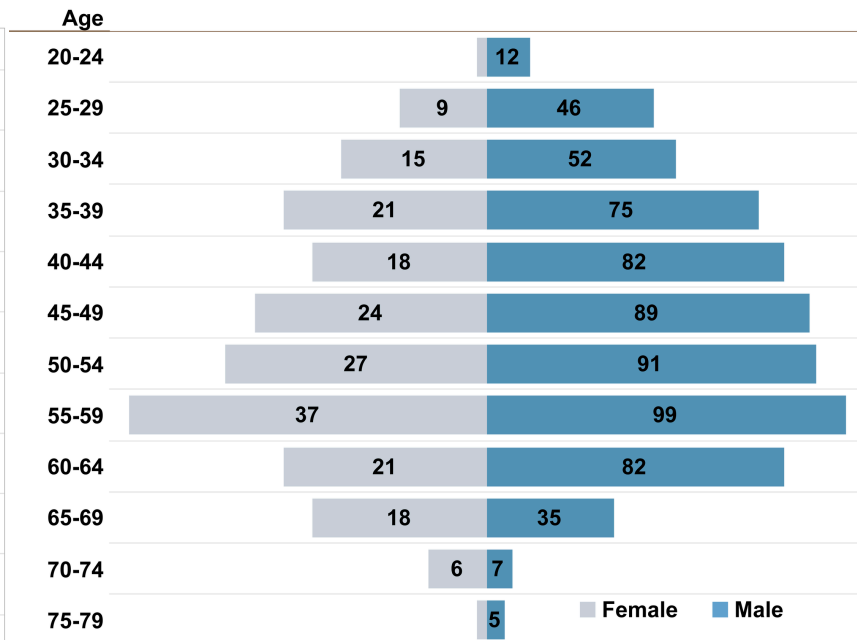
Race and Ethnicity

White (Not of Hispanic Origin)	54.52%
Black or African American	40.55%
Hispanic or Latino of any Race	2.18%
Two or More Races	1.37%
Asian or Pacific Islander	1.26%
American Indian/Alaskan Native	0.11%

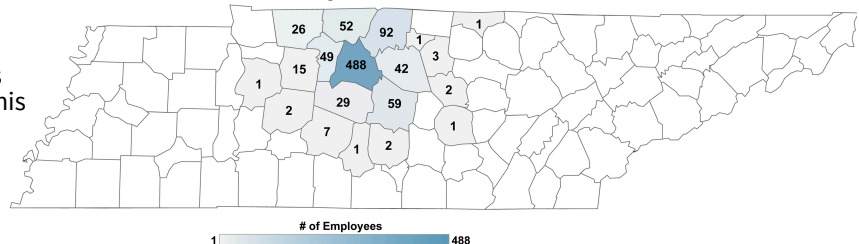
Salary Distribution, Full-Time



Age Distribution by Gender

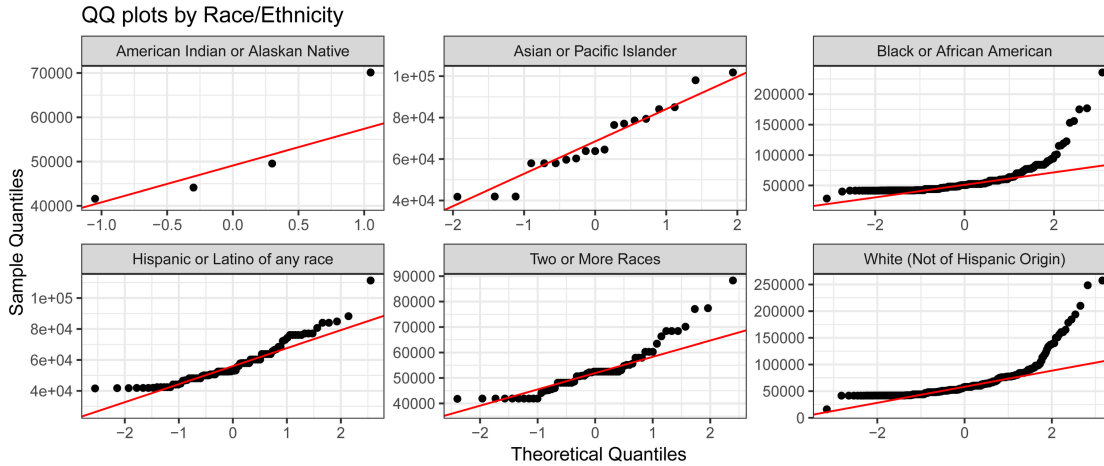


County Residence



APPENDIX 1: NEW HIRES, 2024

To determine whether observed differences in salaries of new hires are statistically significant or simply due to random variation, we conducted a series of tests using standard non-parametric methods. Salary distributions failed normality tests (Shapiro–Wilk and QQ plots; see below), with major groups such as White and Black showing strong right-tailed distribution.



Because normal assumptions were not met, we used the Kruskal–Wallis test, which confirmed significant differences across groups ($\chi^2 = 71.106$, $df = 5$, $p \approx 6.0 \times 10^{-14}$). Follow-up Bonferroni-adjusted Wilcoxon tests showed the most consistent gap between White and Black employees, with additional significant gaps where Asian salaries are higher than Black and Two or More Races, and where Hispanic is higher than Black.

Full-Time Employees–New Hires Only, 2024

Shapiro–Wilk Normality (2024 Full-Time New Hires)

Race/Ethnicity	n	W	p-value	Normal ($\alpha=0.05$)
Black or African American	486	0.6128	0.000000	NO
White (Not of Hispanic Origin)	628	0.6890	0.000000	NO
Hispanic or Latino of any race	93	0.9026	0.000004	NO
Two or More Races	60	0.8787	0.000024	NO
American Indian or Alaskan Native	4	0.8359	0.183744	YES
Asian or Pacific Islander	19	0.9447	0.320462	YES

Kruskal–Wallis Test (Full-Time New Hires, 2024)

Kruskal–Wallis chi-squared = 71.106, $df = 5$, $p\text{-value} = 6.03e-14$

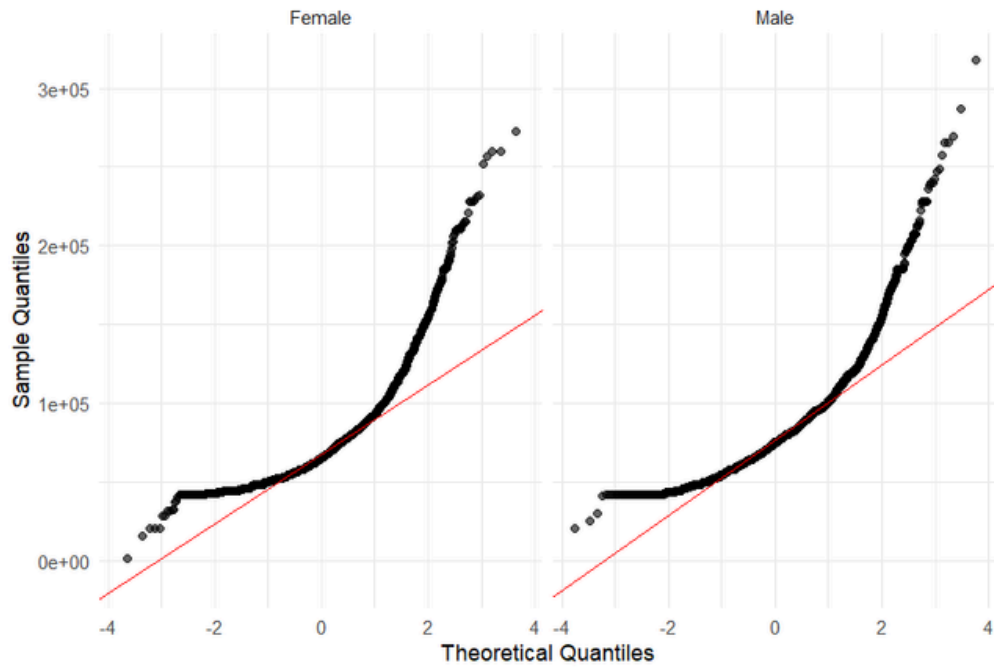
Pairwise comparisons using Wilcoxon rank sum test with continuity correction

	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	Two or More Races
Asian or Pacific Islander	1.0000	-	-	-	-
Black or African American	1.0000	0.0038	-	-	-
Hispanic or Latino of any race	1.0000	0.1730	-	-	-
Two or More Races	1.0000	0.0069	-	-	-
White (Not of Hispanic Origin)	1.0000	0.6172	-	-	-
	Black	Hispanic	Two or More Races		
Asian or Pacific Islander	-	-	-	-	-
Black or African American	-	-	-	-	-
Hispanic or Latino of any race	0.0175	-	-	-	-
Two or More Races	1.0000	0.7084	-	-	-
White (Not of Hispanic Origin)	4.6e-13	1.0000	-	-	0.0223

P value adjustment method: bonferroni

APPENDIX 3: ANNUAL SALARY BY GENDER, 2024

Q-Q Plot: Annual Salary by Gender (2024)



Salary Comparison (Welch t-test)

Test	Mean (X)	Mean (Y)	Mean difference	t	df	p	CI lower	CI upper
Welch Two Sample t-test	\$79,524.42	\$72,823.59	\$6,700.83	11.276	7,815.000	< 2.2e-16	\$5,535.90	\$7,865.75