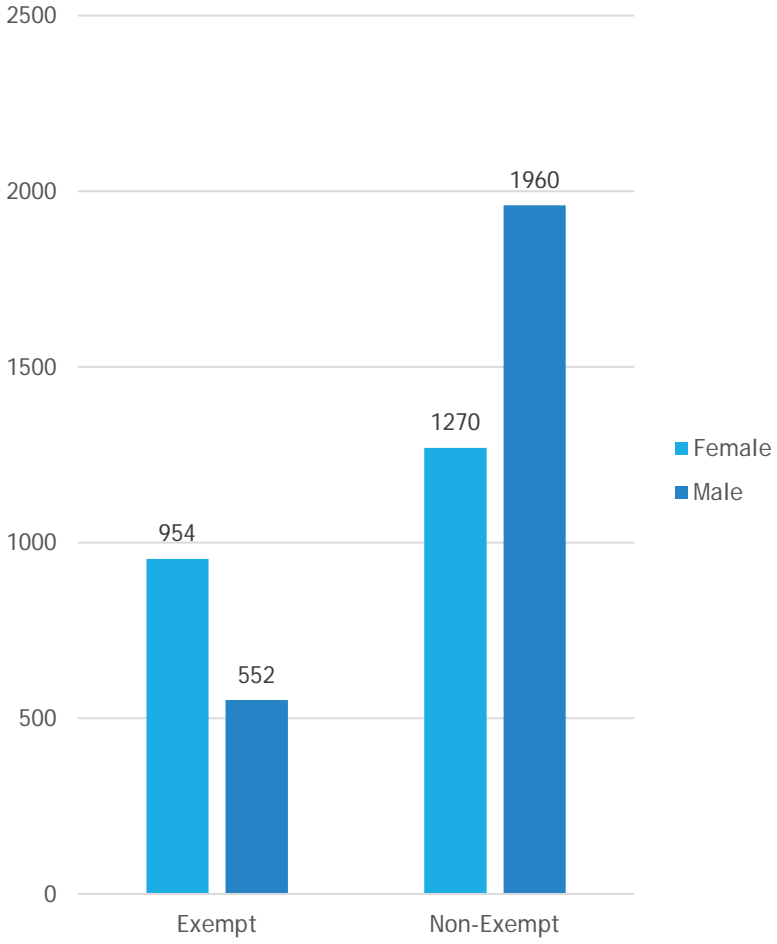


Prince William County Workforce Demographics

Christopher E. Martino, County
Executive

PWC workforce demographics within this presentation are as of April 12, 2021 and include permanent full-time and permanent part-time employees.

FLSA Status by Gender

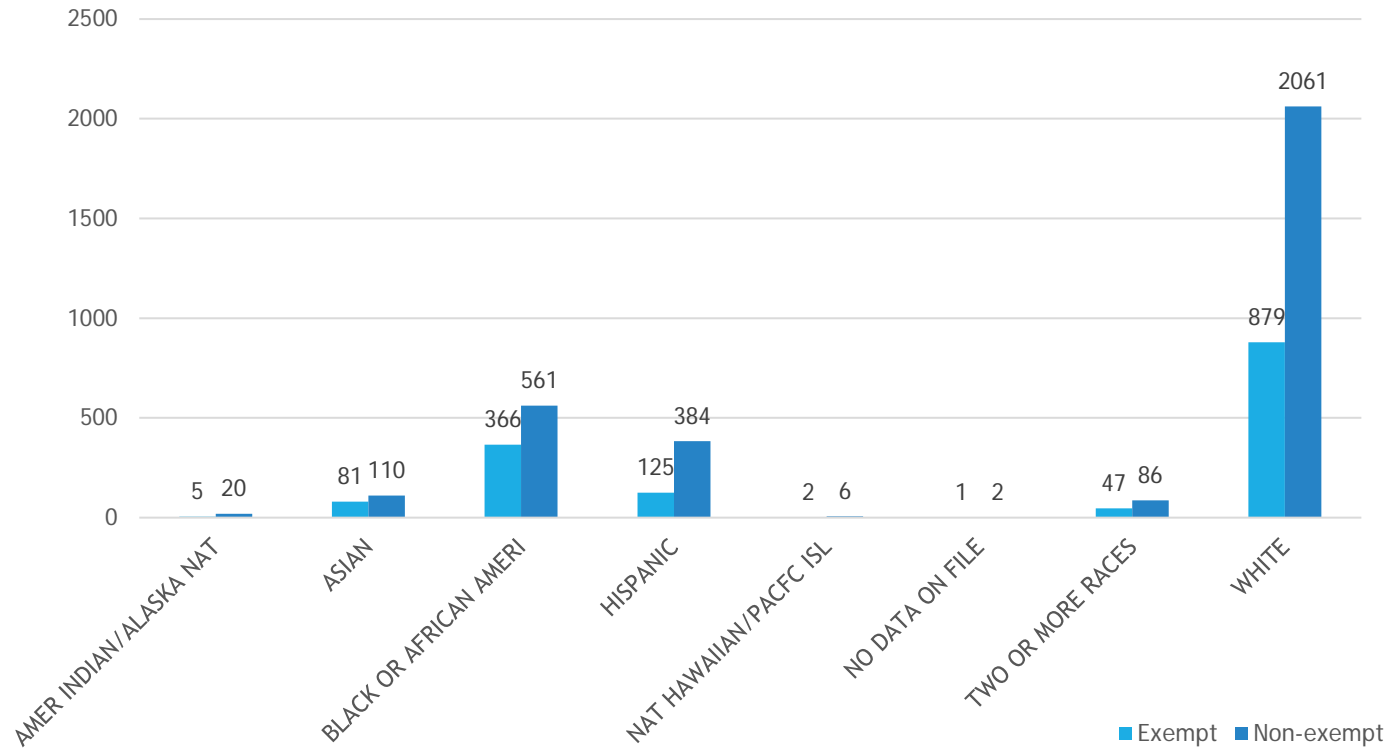


Fair Labor Standards Act (FLSA)

Exempt employees are paid an annual salary for a body of work and are not subject to overtime

Non-exempt employees are paid by the hour and qualify for overtime for hours worked over 40

Not listed is anyone not covered by FLSA such as elected officials (Board members, Sheriff, Clerk of Court and Commonwealth Attorney) and appointees (CXO, County Attorney and Board Aides)



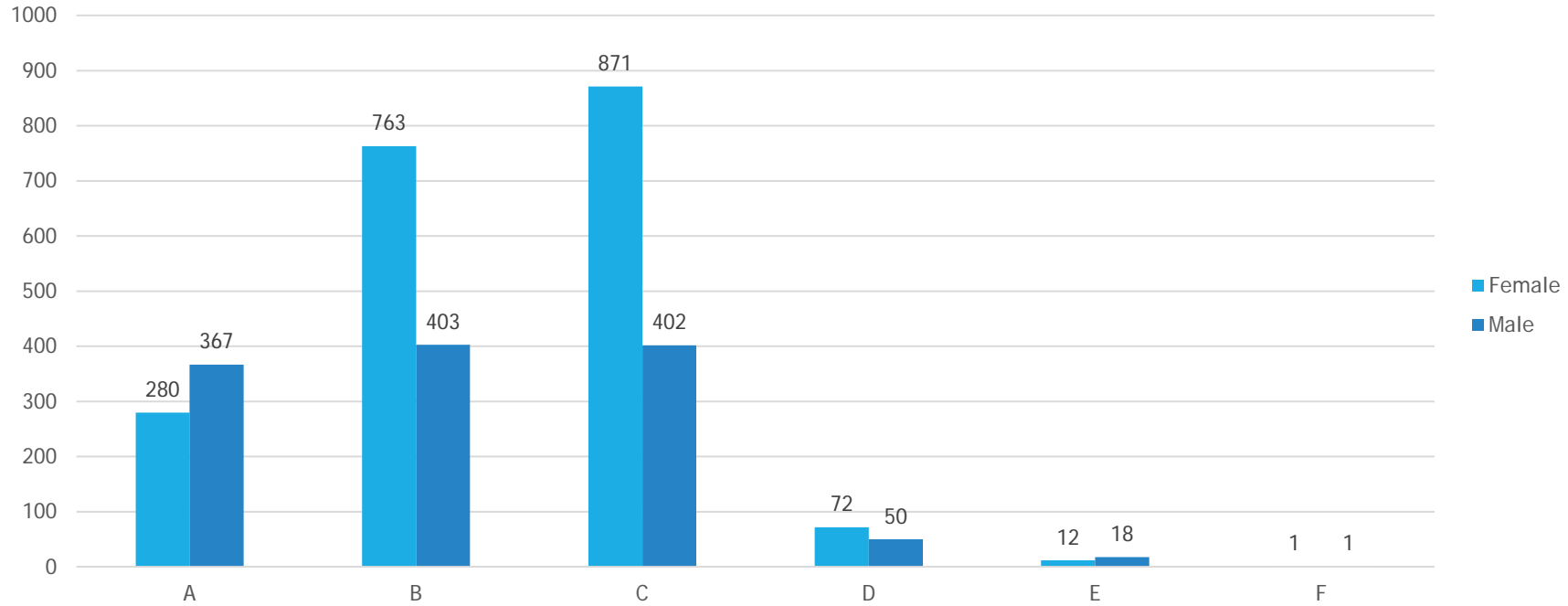
FLSA Status by Ethnicity

County Pay Plans

The County's Uniform Pay Plans include two different classification plans - one for public safety sworn and uniform employees, and one for all general service employees. In 2018, the Board adopted pay scales based on years of service for the four public safety departments (Police, Fire & Rescue, Sheriff and Adult Detention Center).

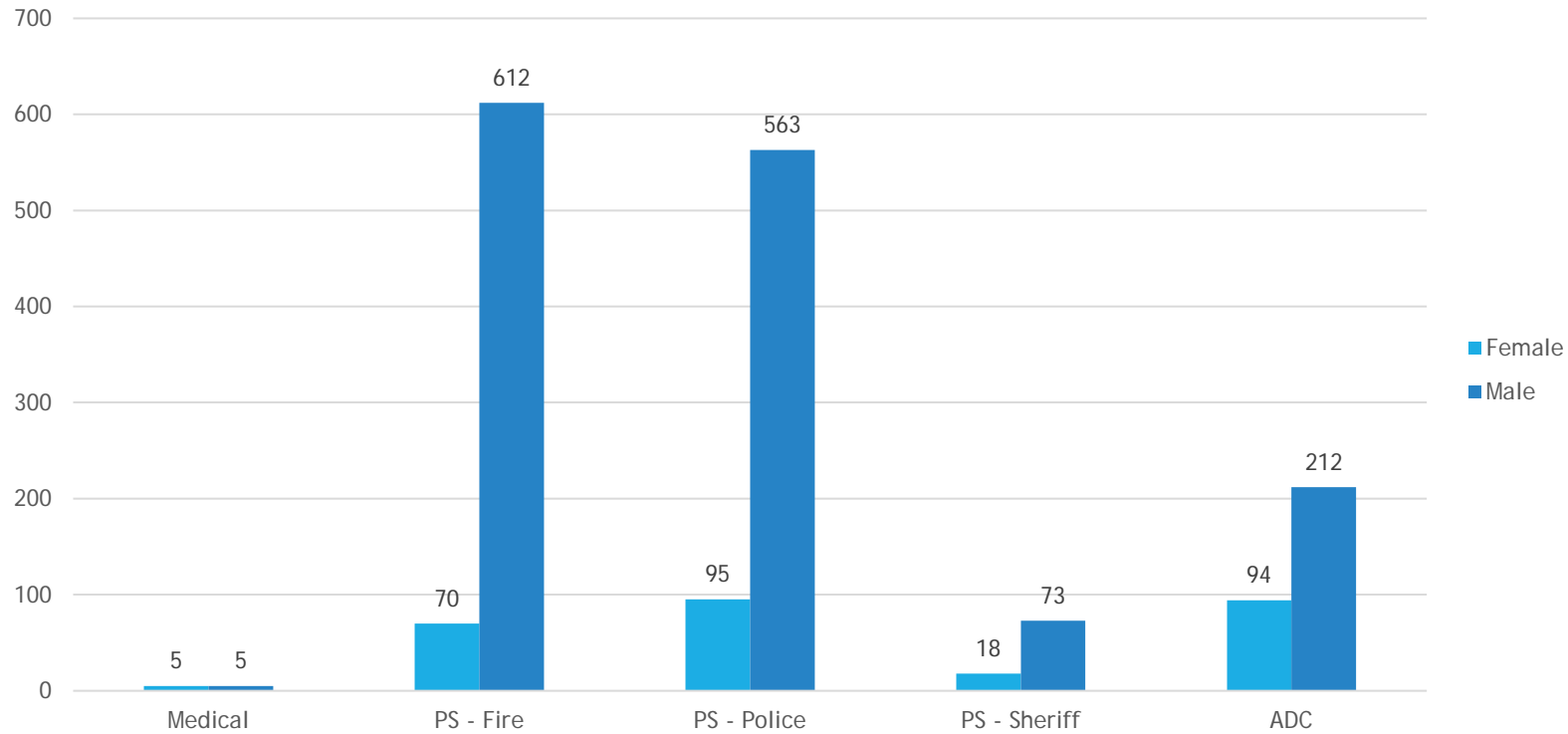
In 2020, the Board adopted the Decision Band Method[©] which classifies employees and assigns a pay band based on the level of responsibility, decision making authority and complexity of skills of that position.

These two classification plans greatly improve pay equity for the county workforce. In accordance with the County's Compensation Policy, Human Resources prepares comparative analyses each year and makes recommendations to amend the classification plans, pay scales and bands to maintain equity and to ensure that PWC remains competitive with the Northern Virginia region.



DBM Pay Band by Gender

General Service employees only



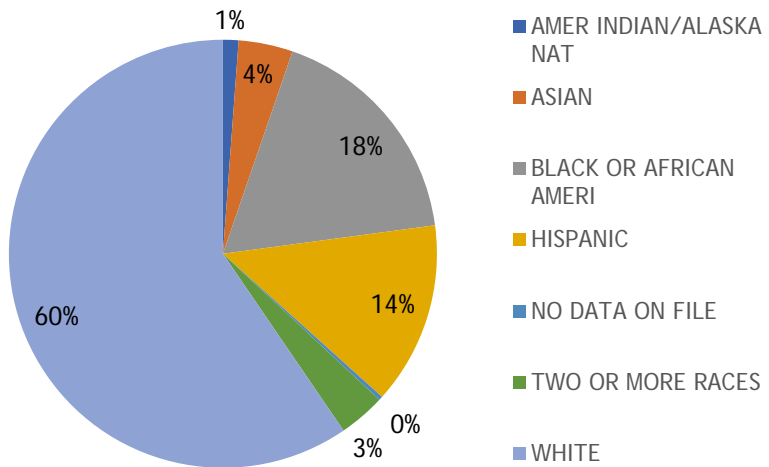
Pay Scale by Gender

Public Safety Sworn & Uniform Employees

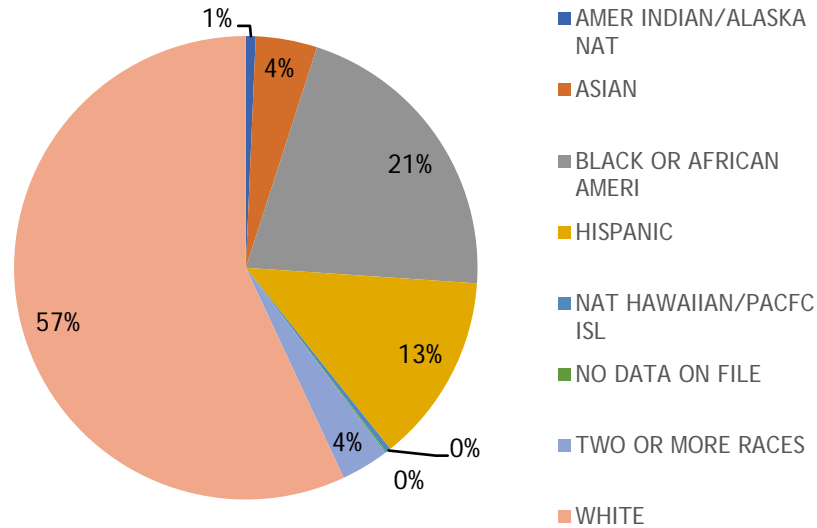
DBM Pay Bands by Ethnicity

General Service employees only

Pay Band A



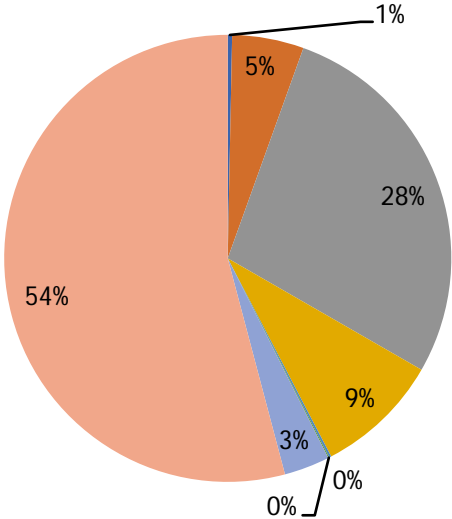
Pay Band B



DBM Pay Bands by Ethnicity

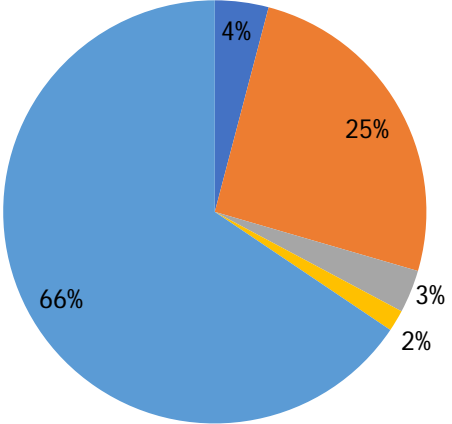
General Service employees only

Pay Band C



- AMER INDIAN/ALASKA NAT
- ASIAN
- BLACK OR AFRICAN AMERI
- HISPANIC
- NAT HAWAIIAN/PACFC ISL
- NO DATA ON FILE
- TWO OR MORE RACES
- WHITE

Pay Band D

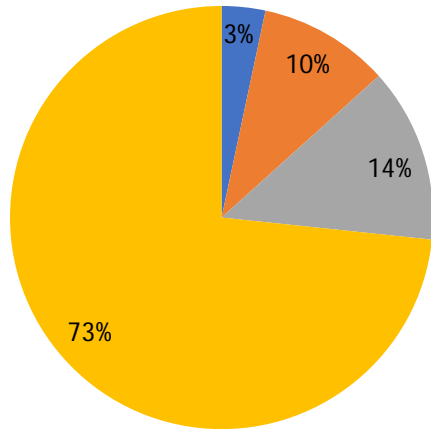


- ASIAN
- BLACK OR AFRICAN AMERI
- HISPANIC
- TWO OR MORE RACES
- WHITE

DBM Pay Bands by Ethnicity

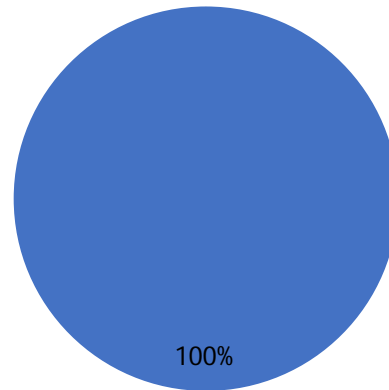
General Service employees only

Pay Band E



- ASIAN
- BLACK OR AFRICAN AMERI
- HISPANIC
- WHITE

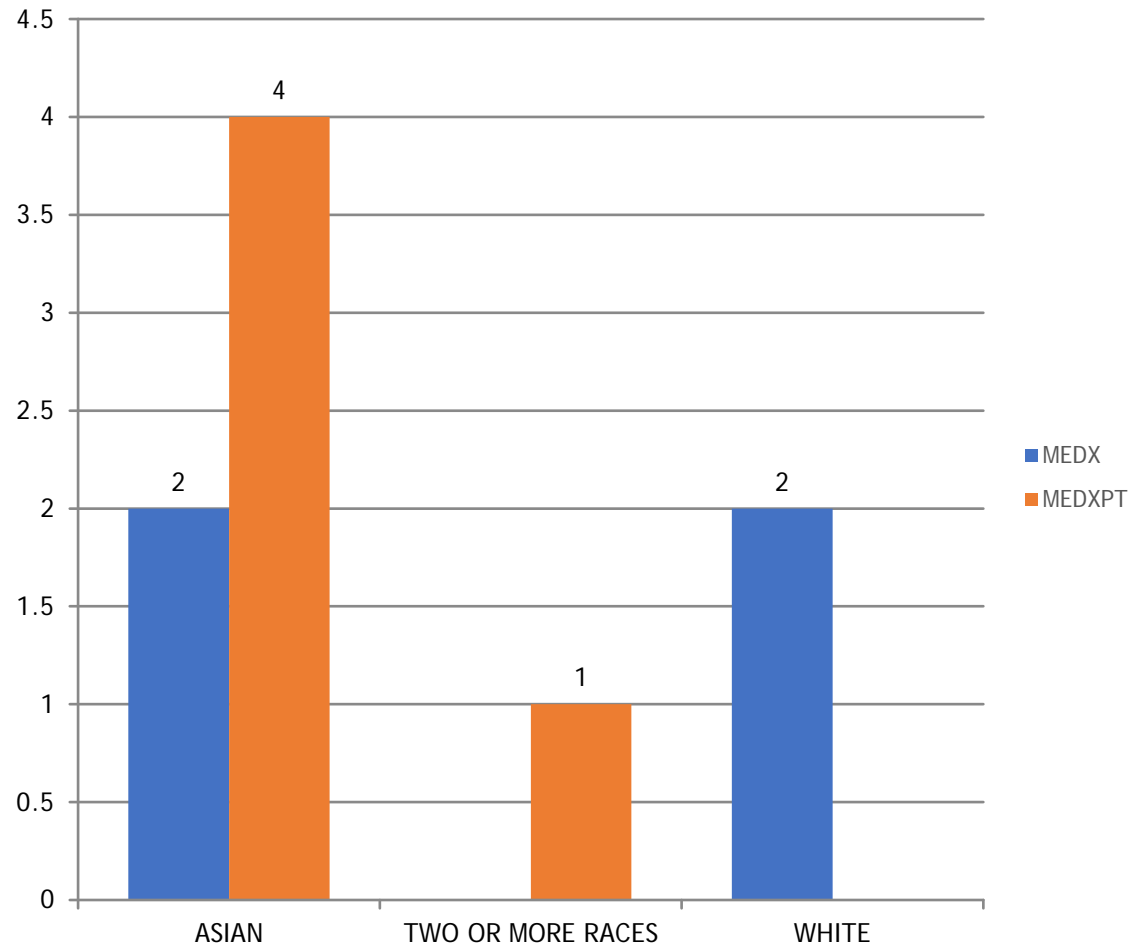
Pay Band F



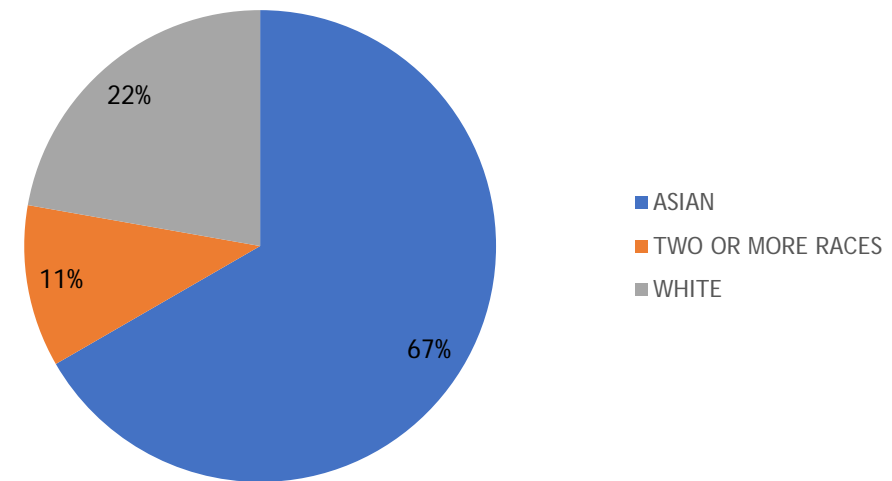
- WHITE

Medical Pay Scale by Ethnicity

Community Services psychiatrists only



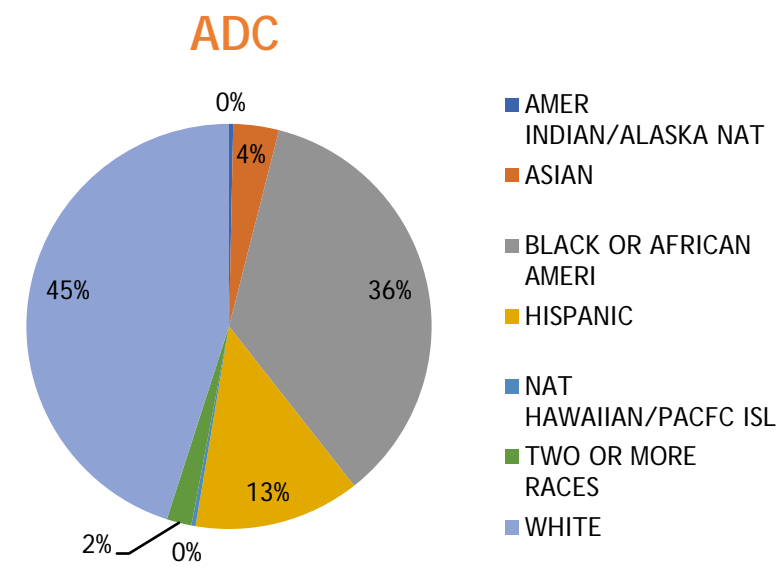
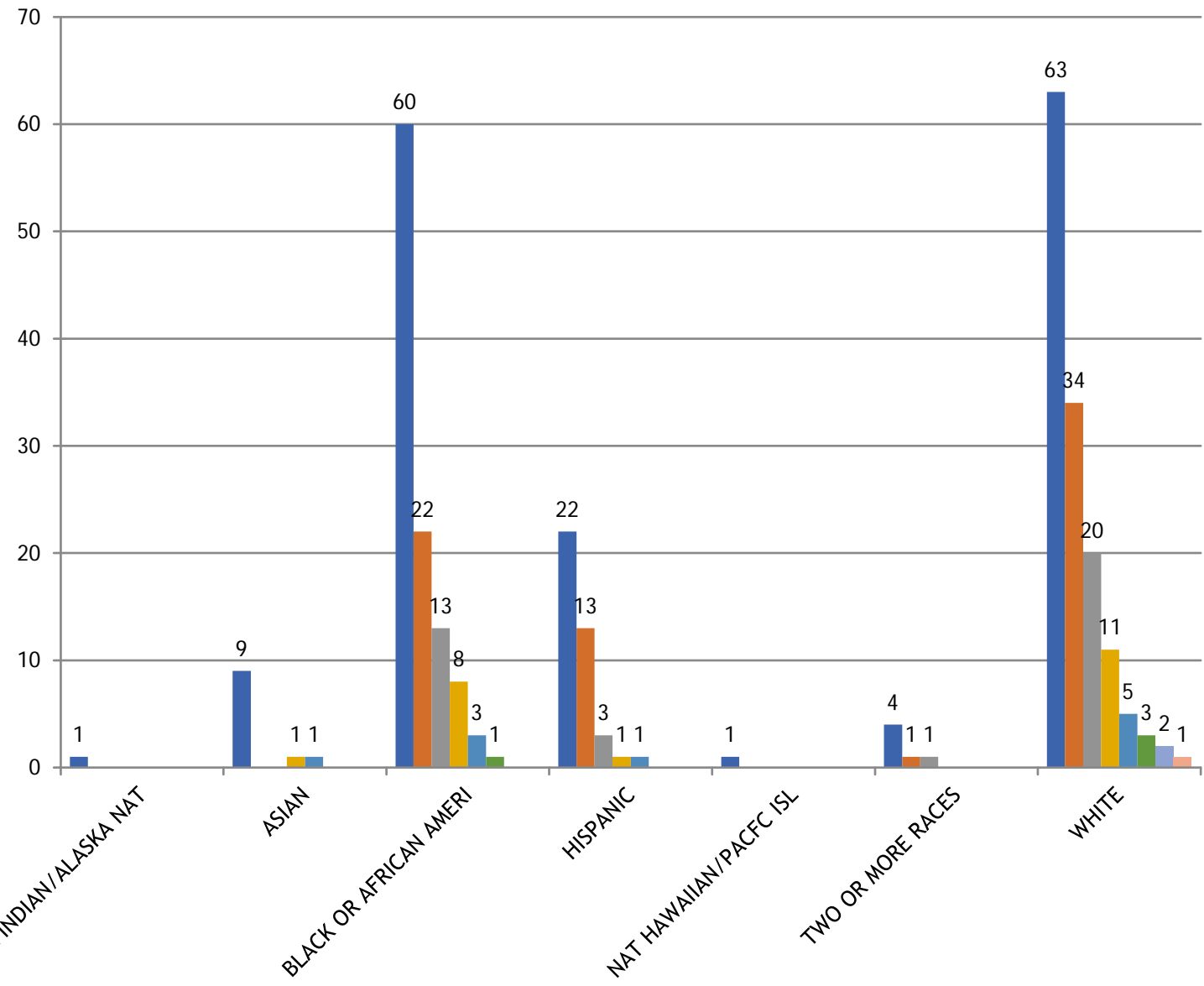
Medical



11

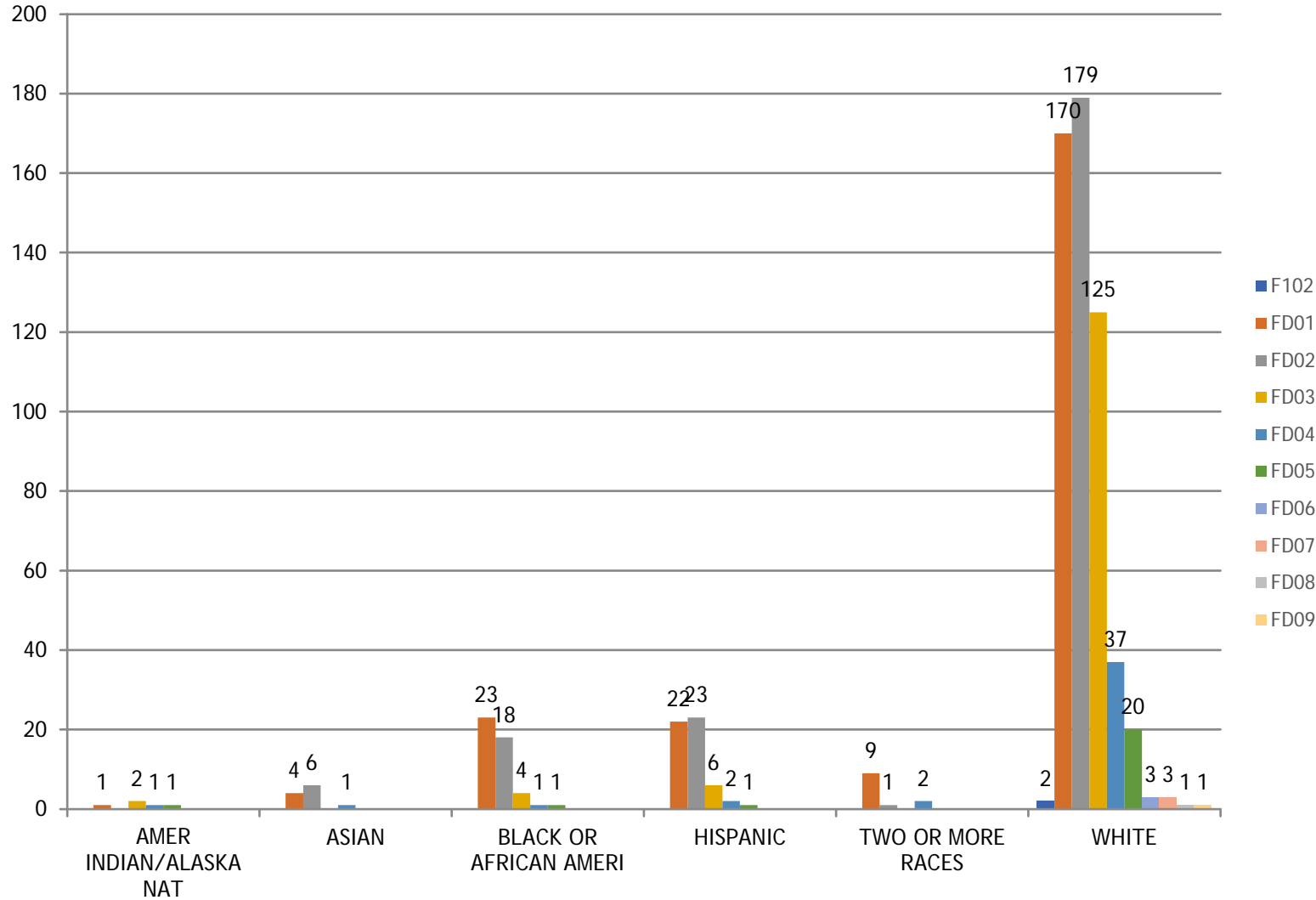
Adult Detention Center Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees

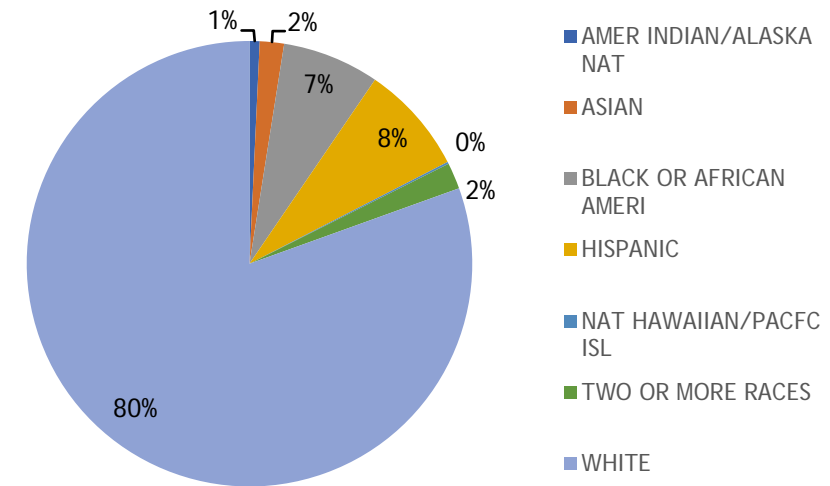


Fire and Rescue Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees

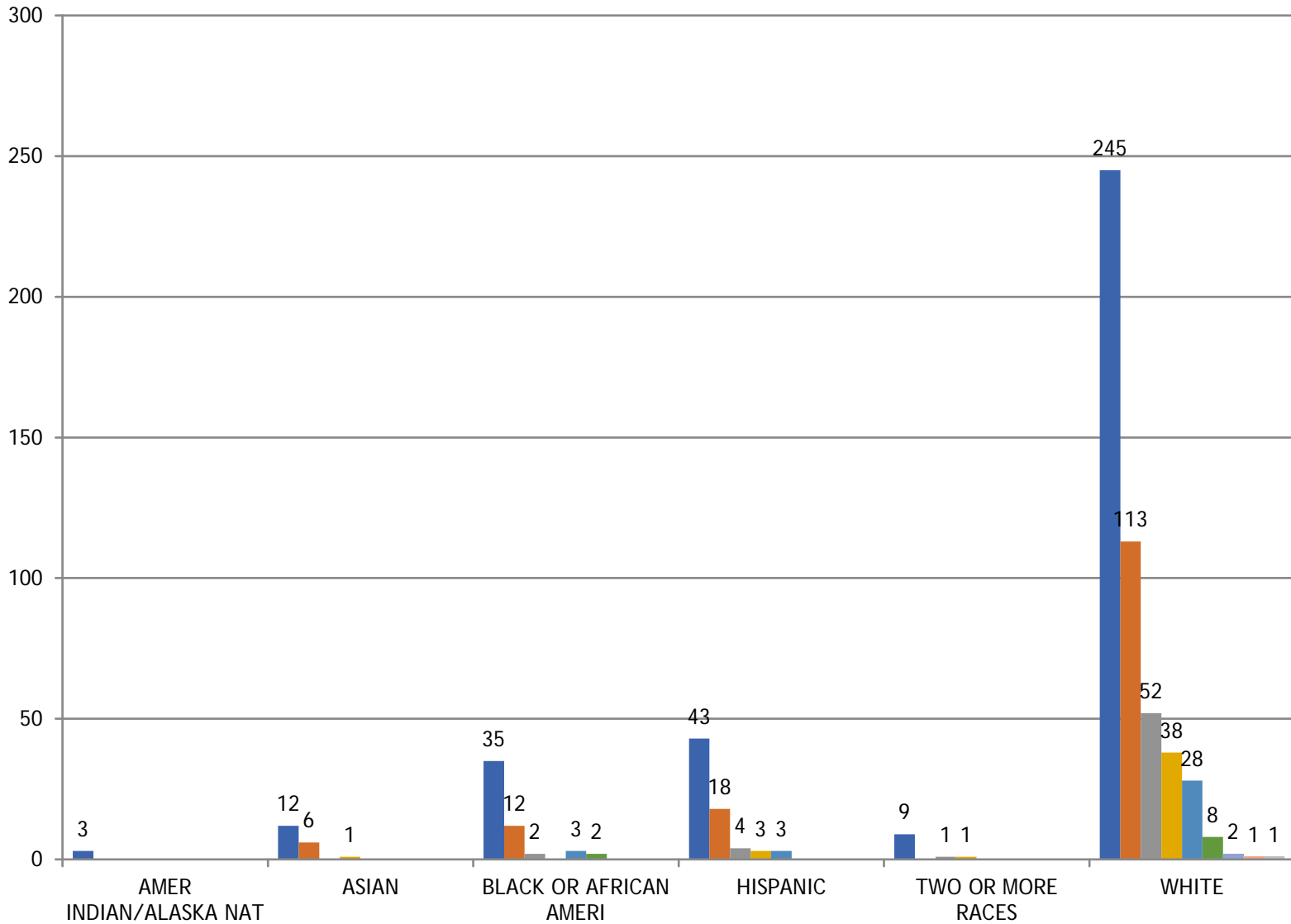


Fire and Rescue

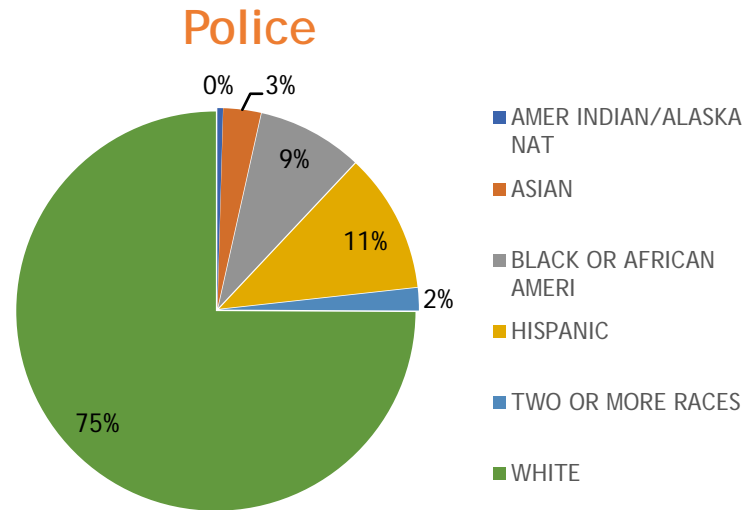


Police Department Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees



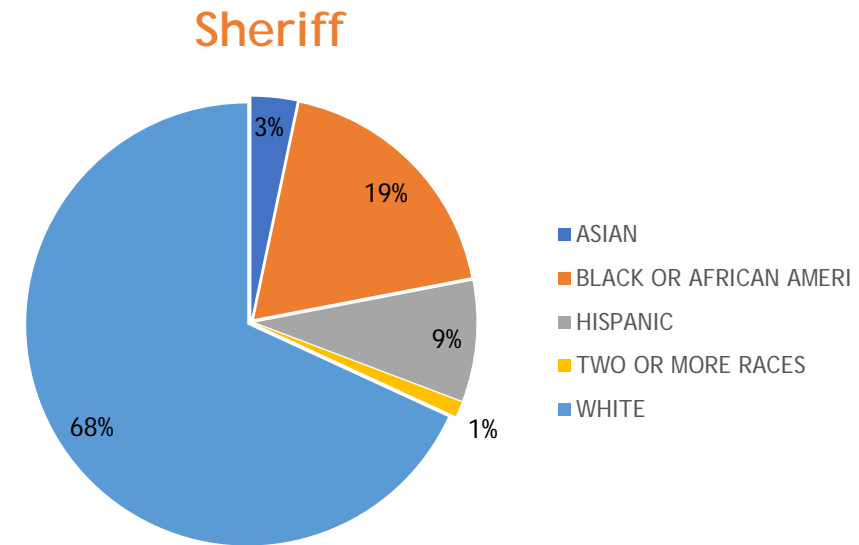
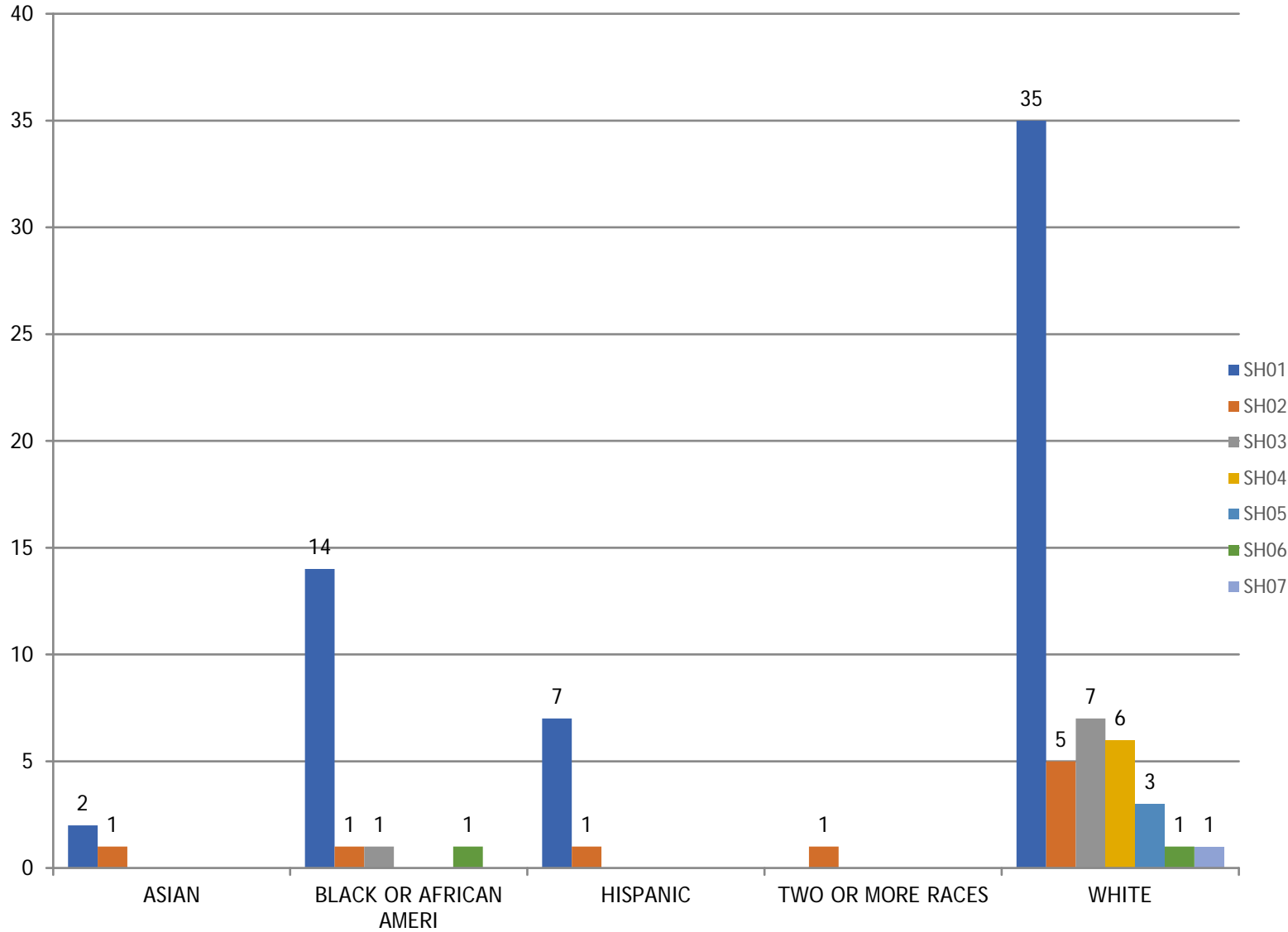
- PD01
- PD02
- PD03
- PD04
- PD05
- PD06
- PD07
- PD08
- PD09



14

Sheriff Pay Scale by Ethnicity

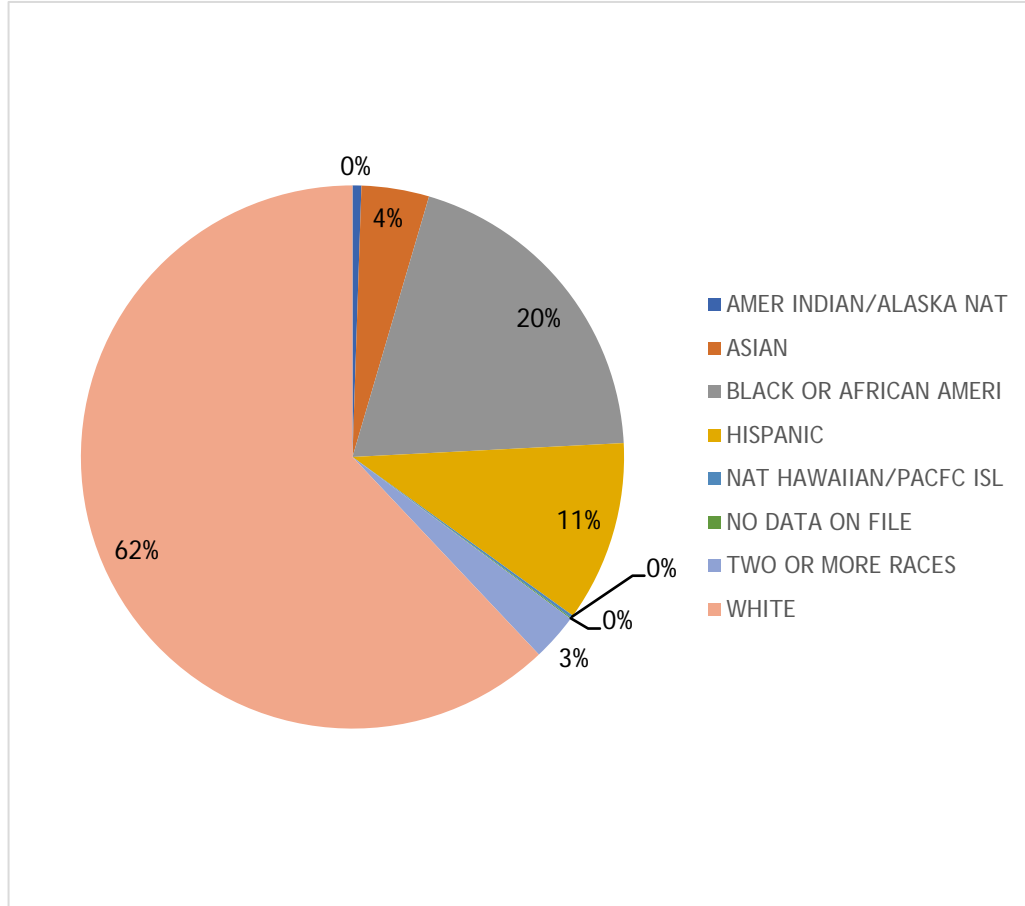
Public Safety Sworn & Uniform Employees



15

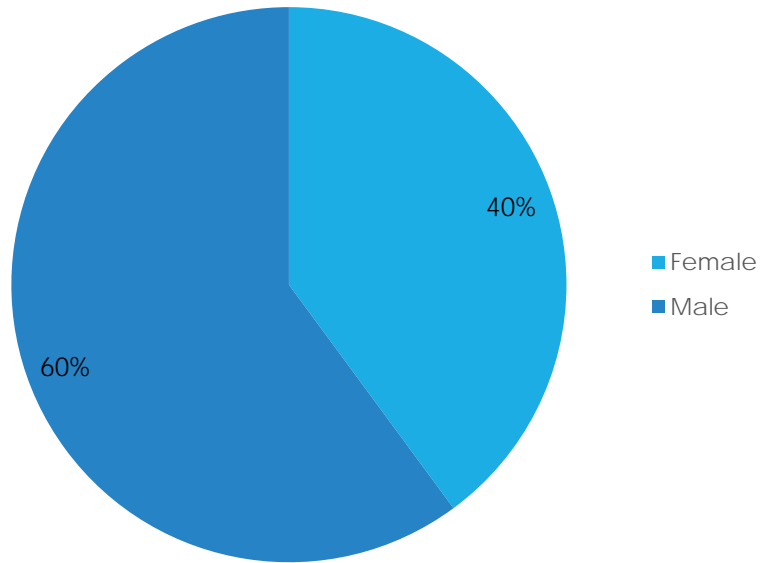
15

PWC Workforce by Ethnicity

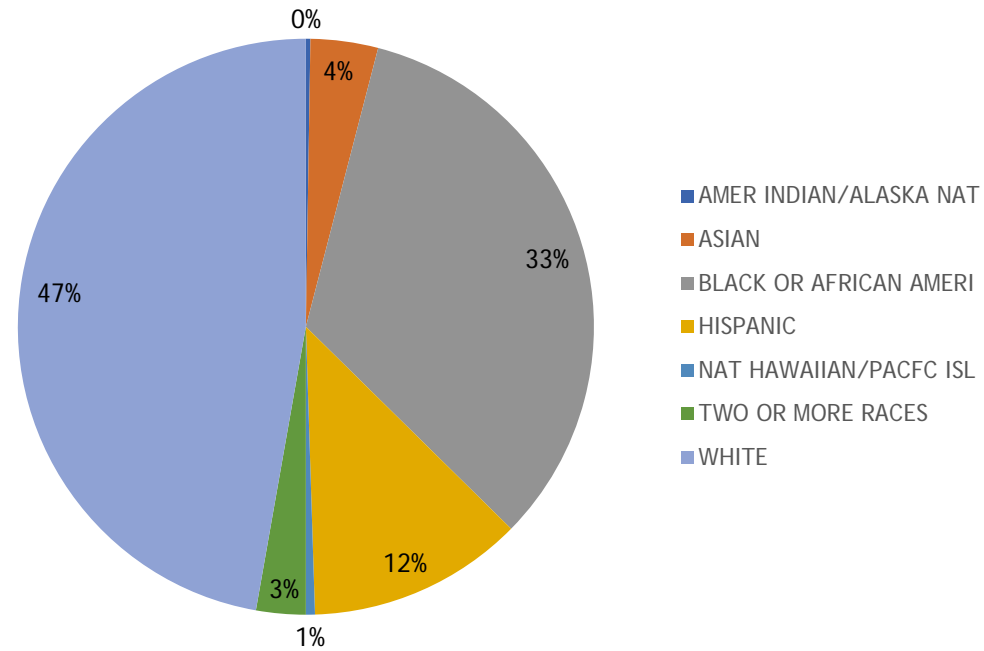


Department by Gender and Ethnicity

Adult Detention Center

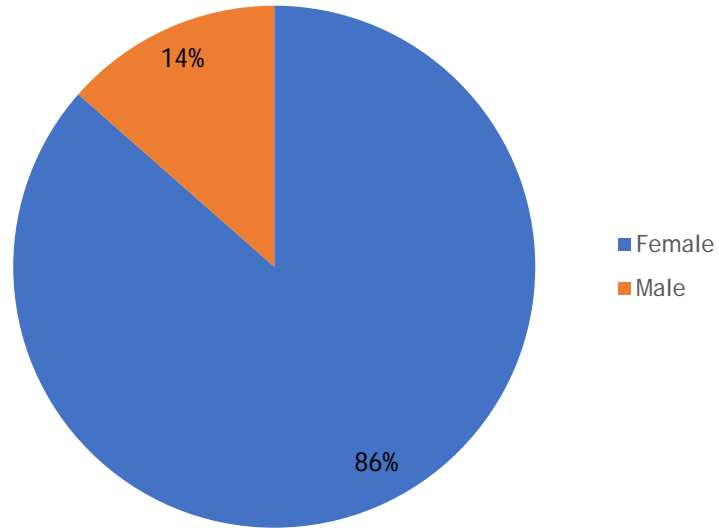


Adult Detention Center

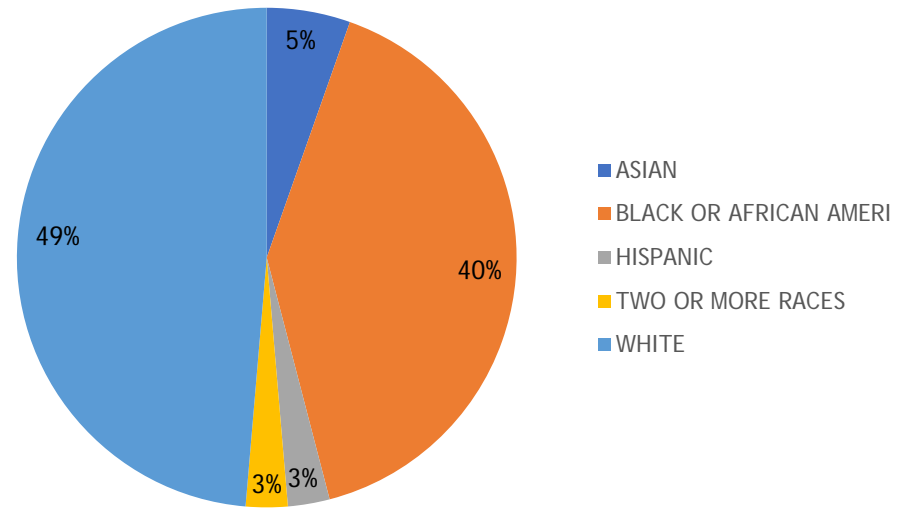


Department by Gender and Ethnicity

Area Agency on Aging

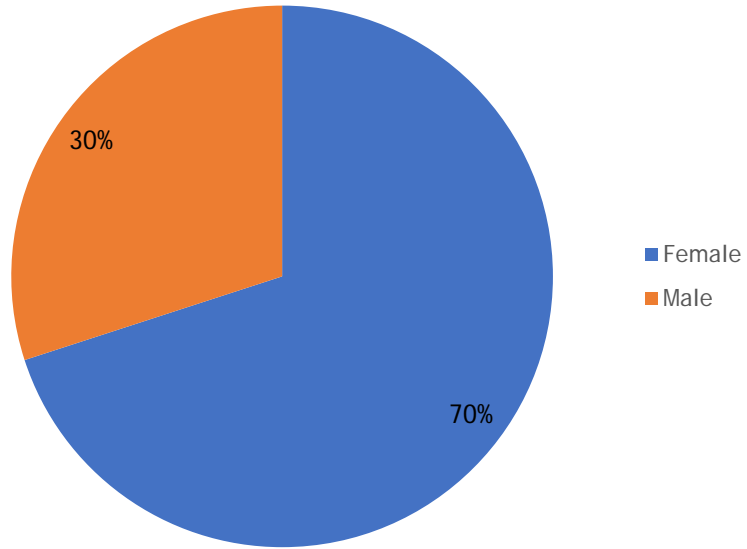


Area Agency on Aging

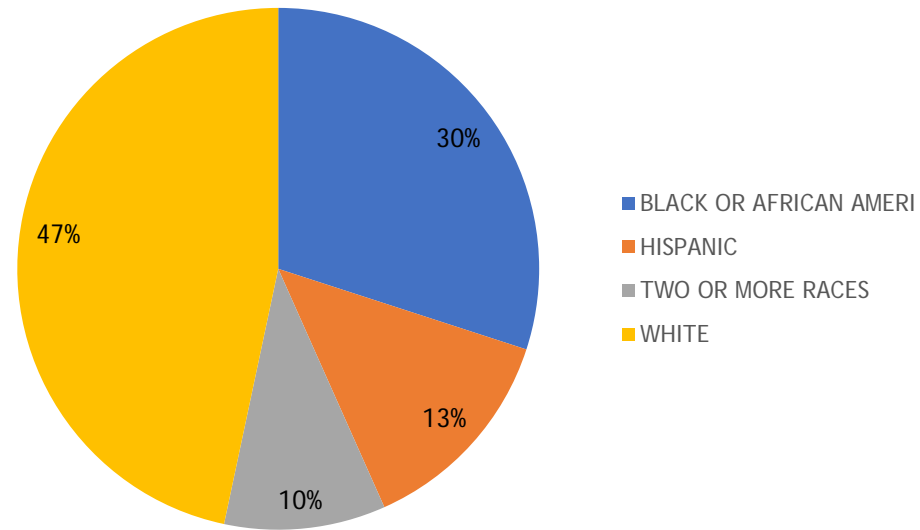


Department by Gender and Ethnicity

Board of County Supervisors

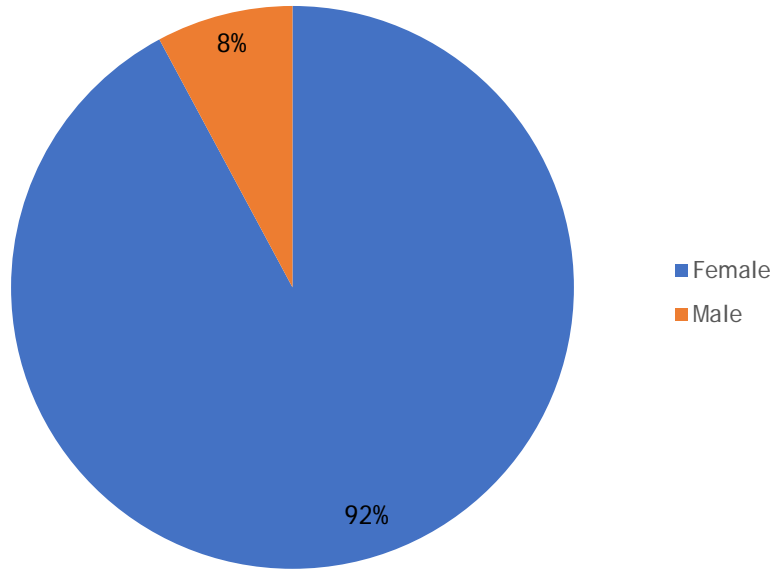


Board of County Supervisors

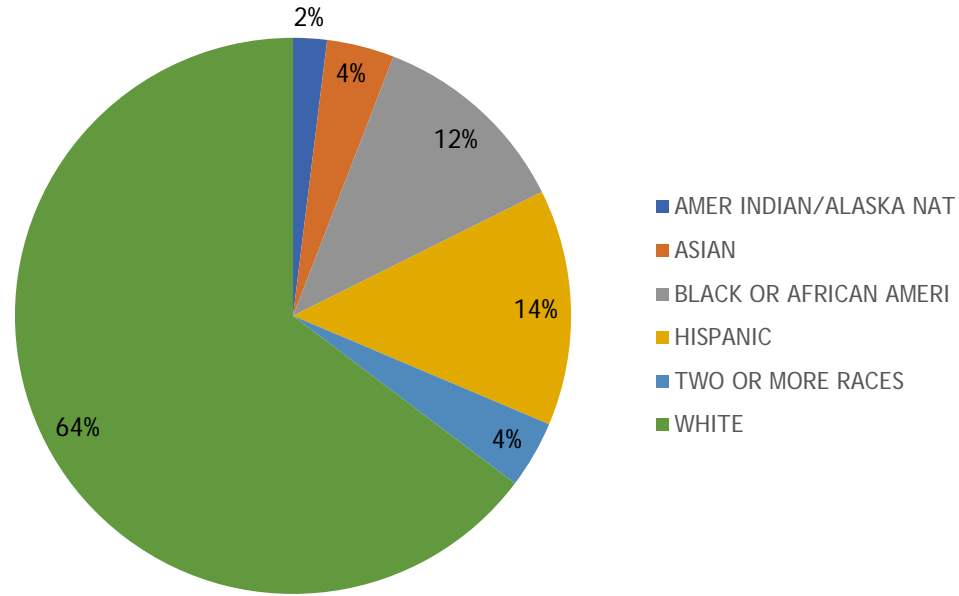


Department by Gender and Ethnicity

Circuit Court Clerk

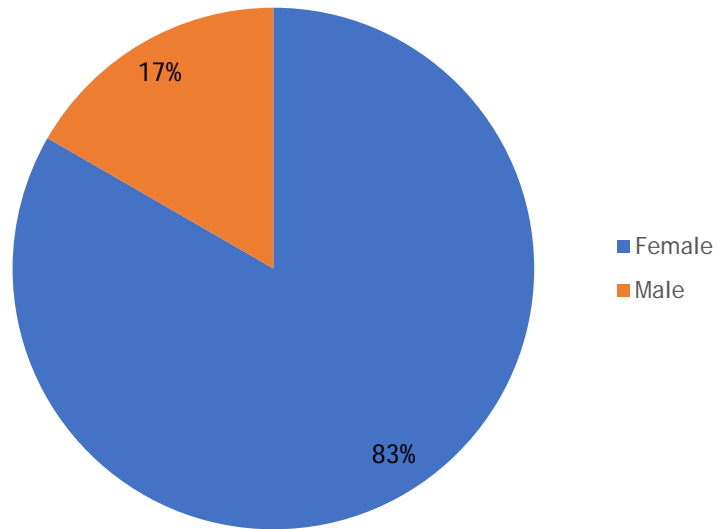


Circuit Court Clerk

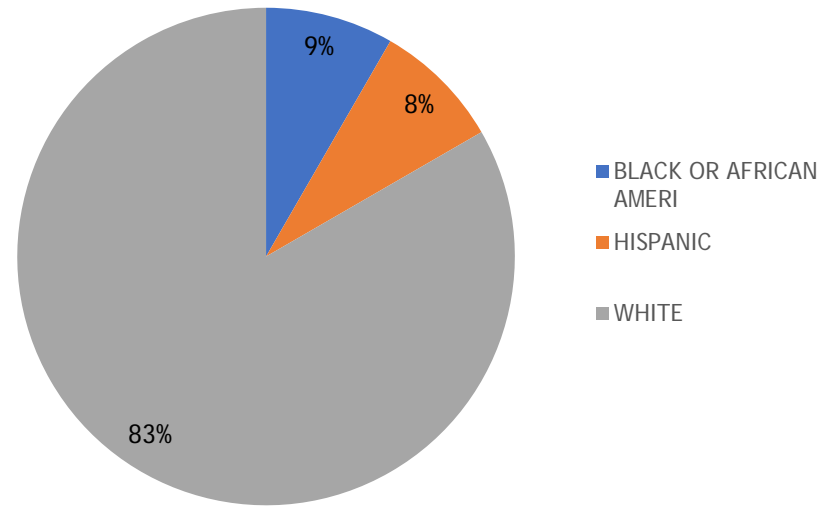


Department by Gender and Ethnicity

Circuit Court Judges

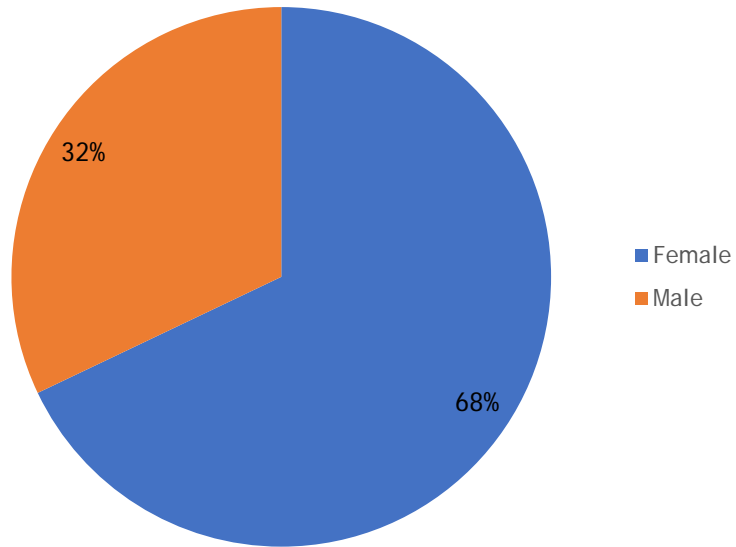


Circuit Court Judges

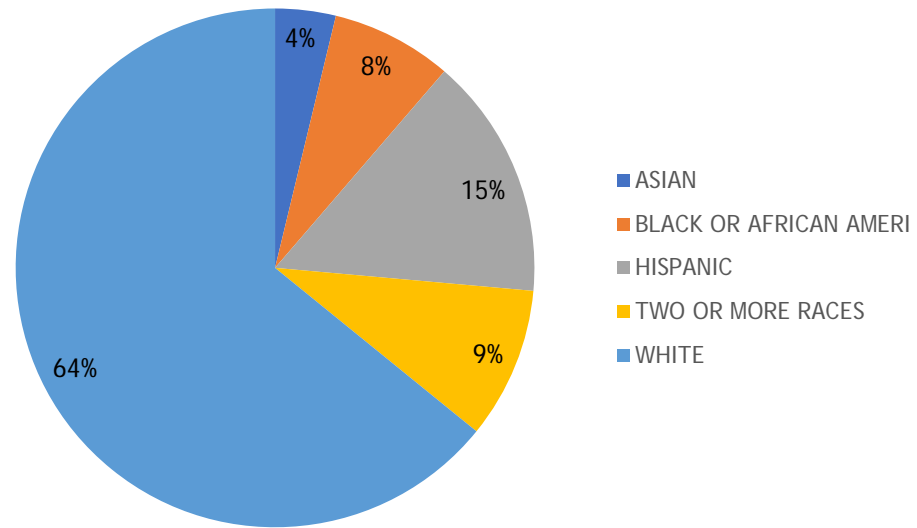


Department by Gender and Ethnicity

Commonwealth's Attorney

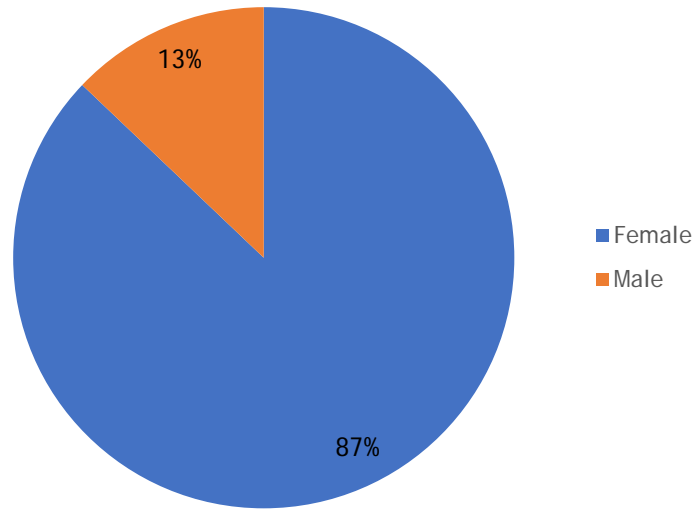


Commonwealth's Attorney

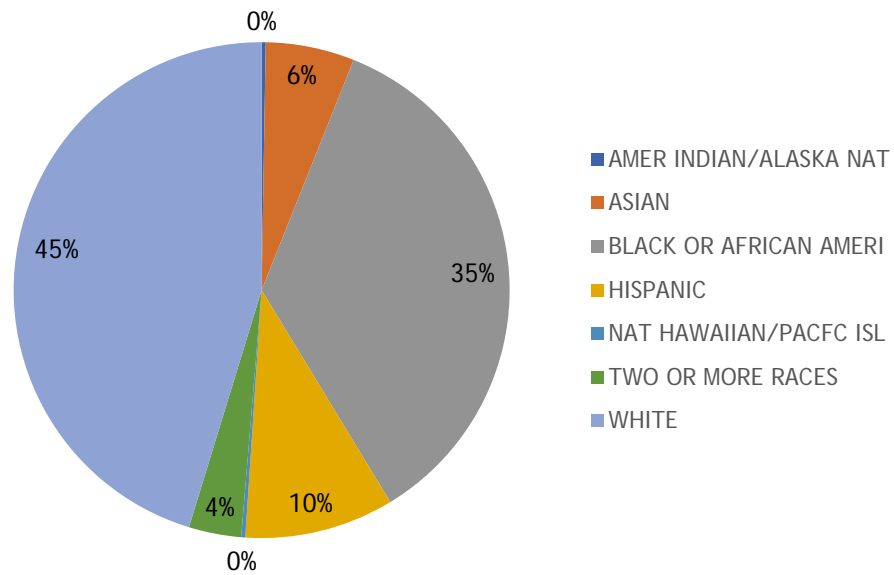


Department by Gender and Ethnicity

Community Services

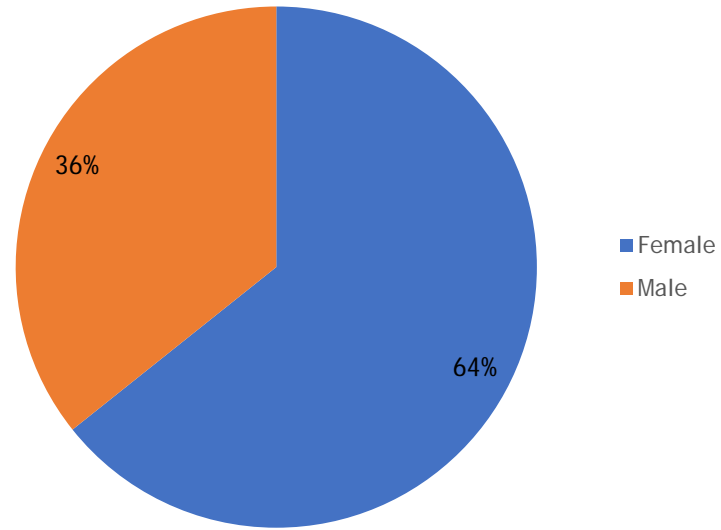


Community Services

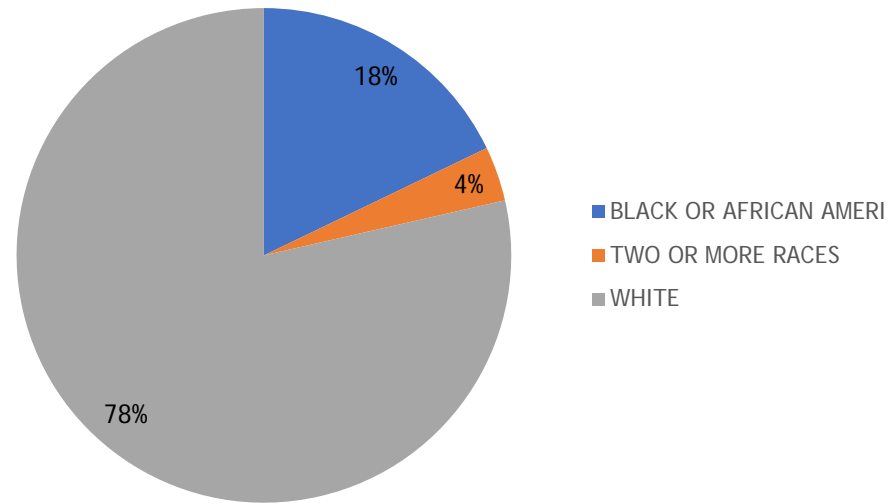


Department by Gender and Ethnicity

County Attorney

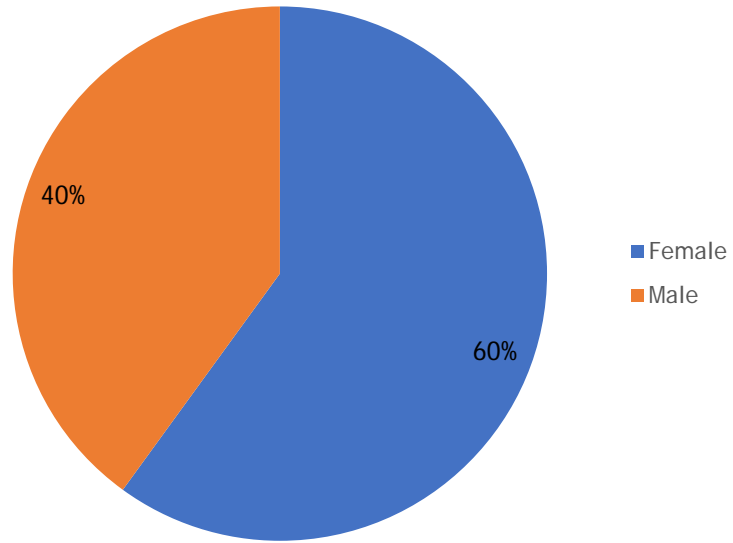


County Attorney

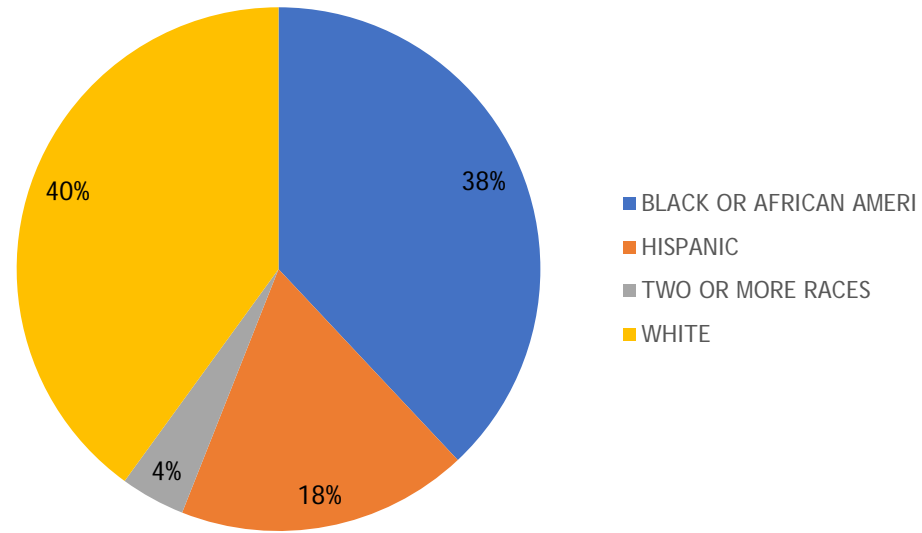


Department by Gender and Ethnicity

Criminal Justice Services

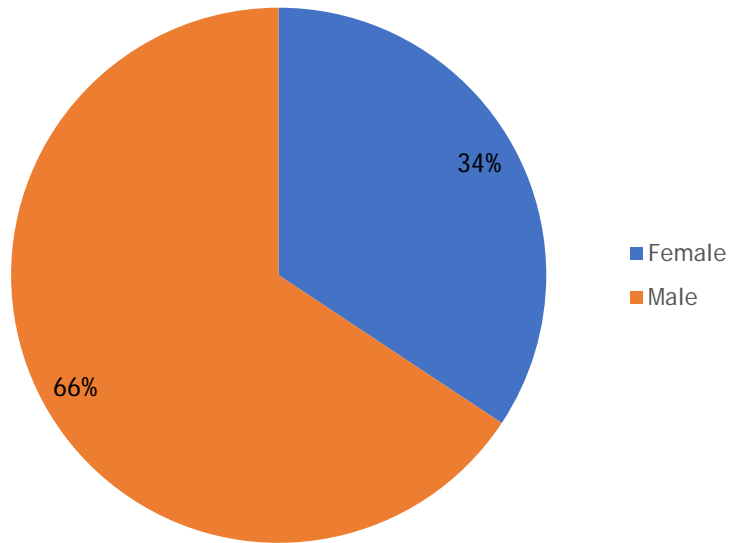


Criminal Justice Services

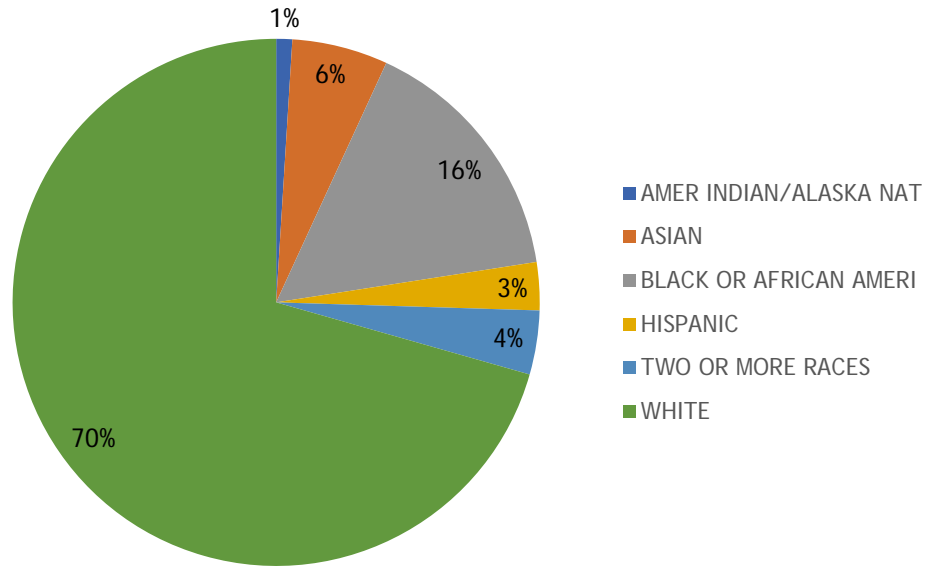


Department by Gender and Ethnicity

Development Services

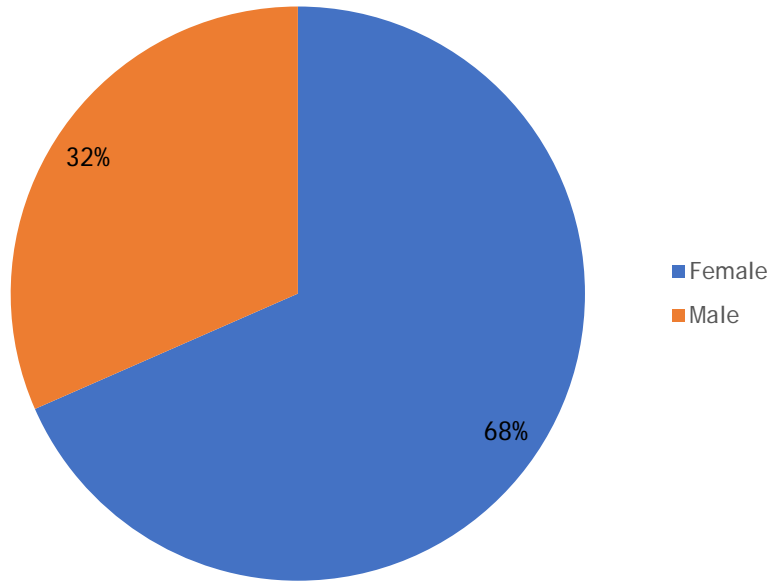


Development Services

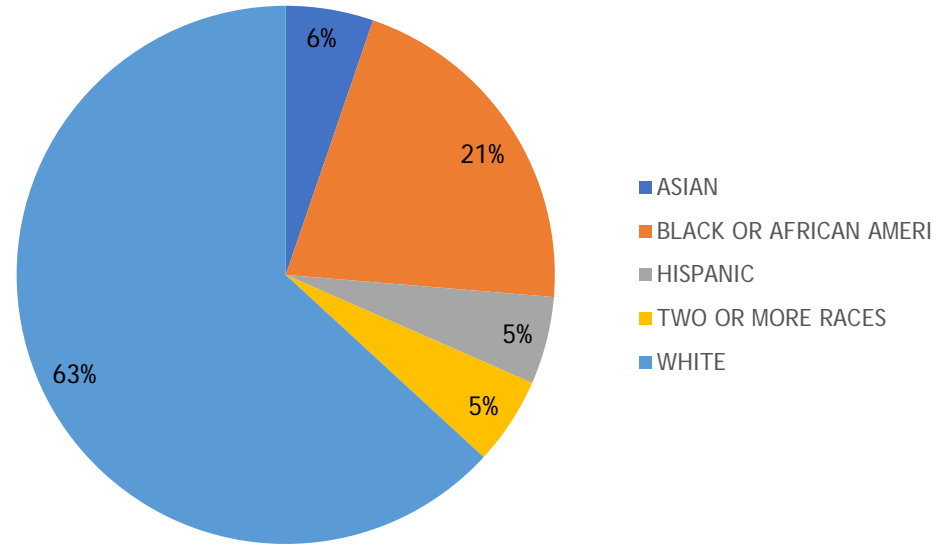


Department by Gender and Ethnicity

Economic Development

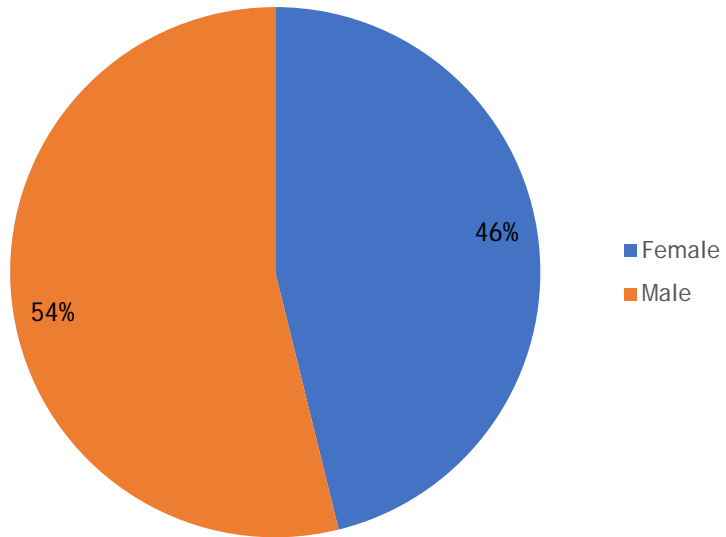


Economic Development

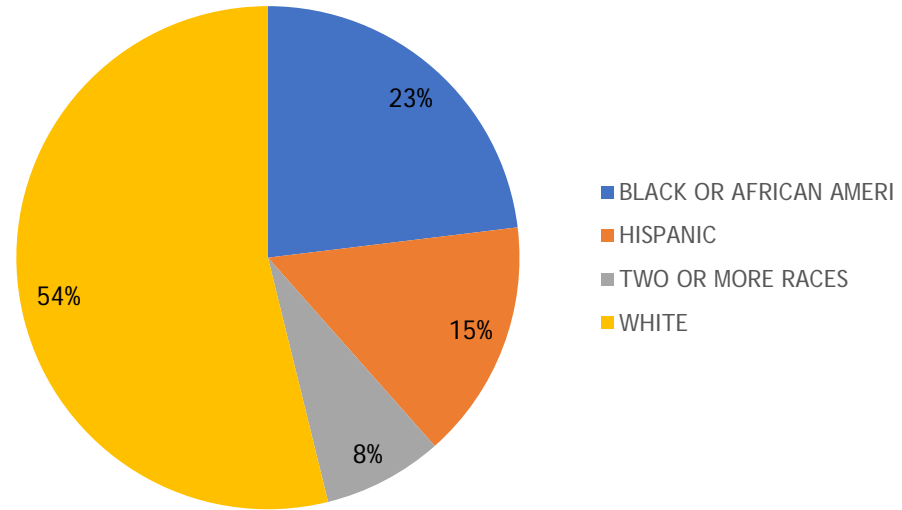


Department by Gender and Ethnicity

Elections

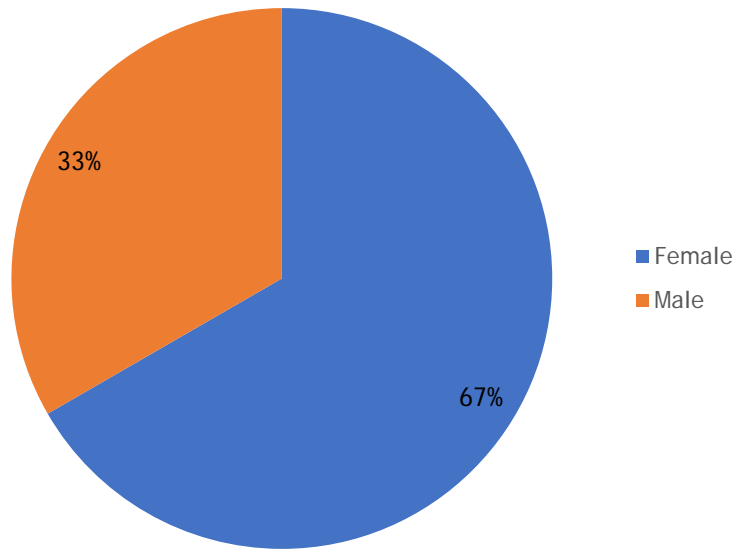


Elections

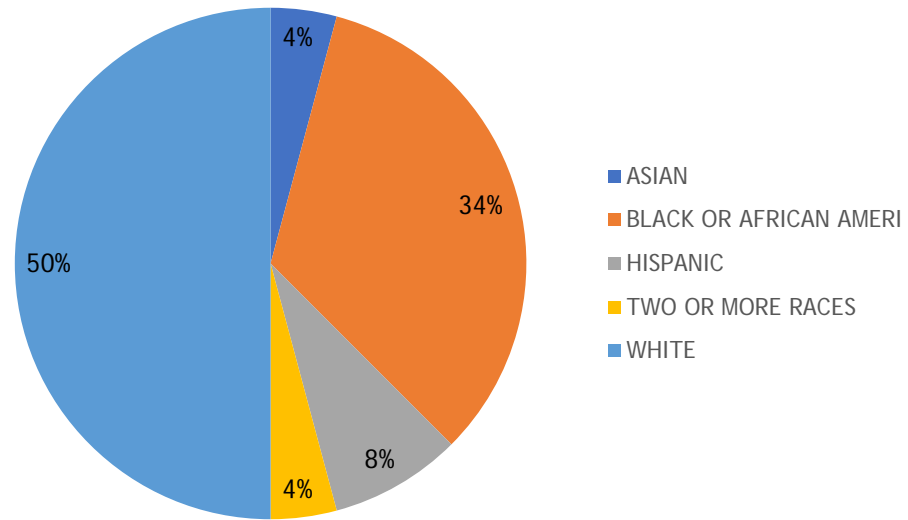


Department by Gender and Ethnicity

Executive Management

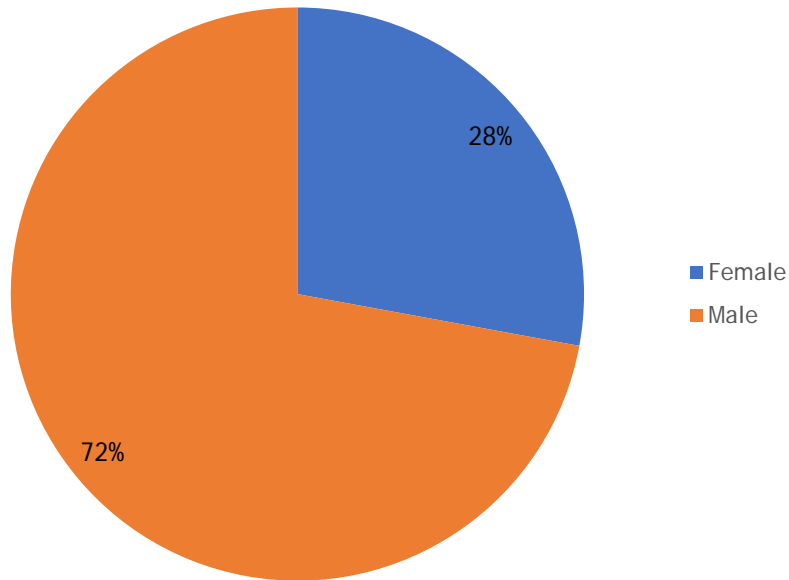


Executive Management

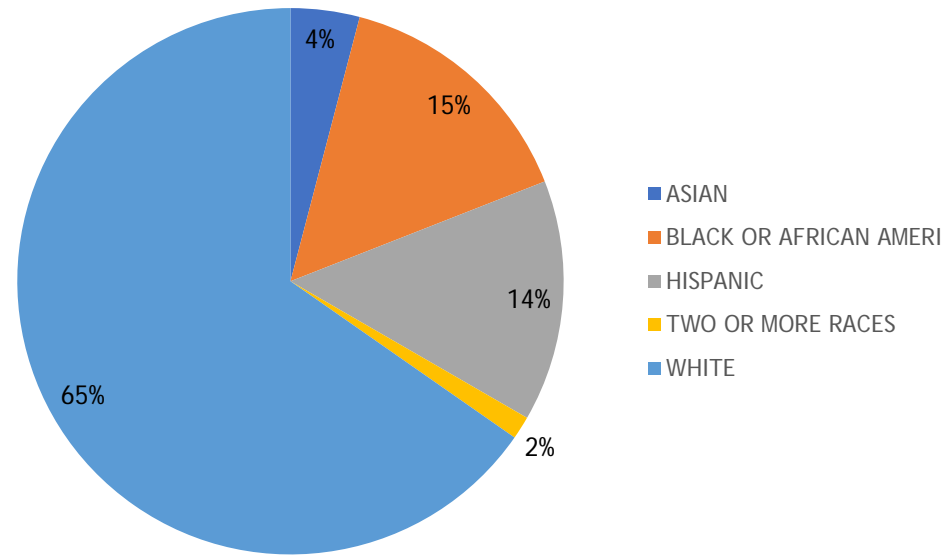


Department by Gender and Ethnicity

Facilities and Fleet Management

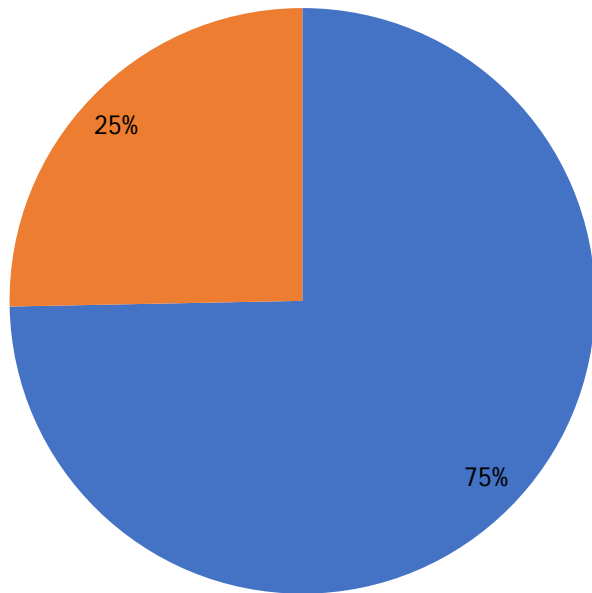


Facilities and Fleet Management



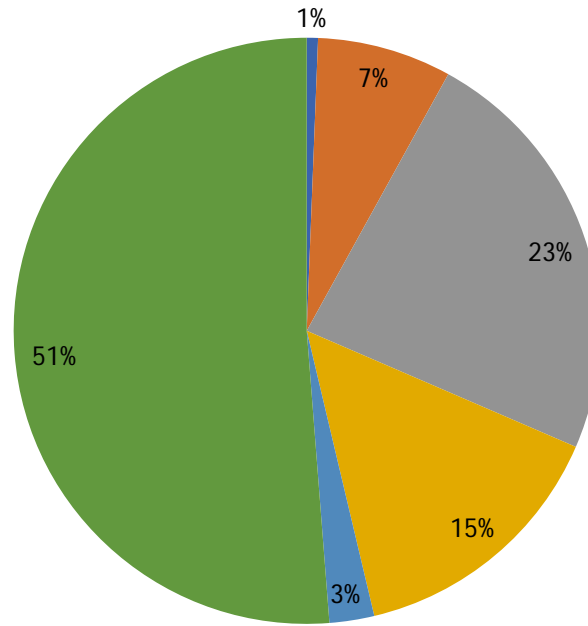
Department by Gender and Ethnicity

Finance



■ Female
■ Male

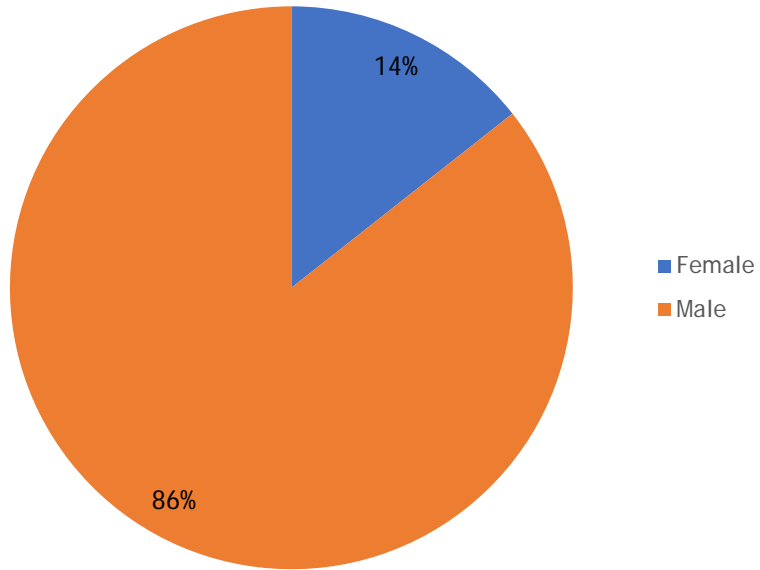
Finance



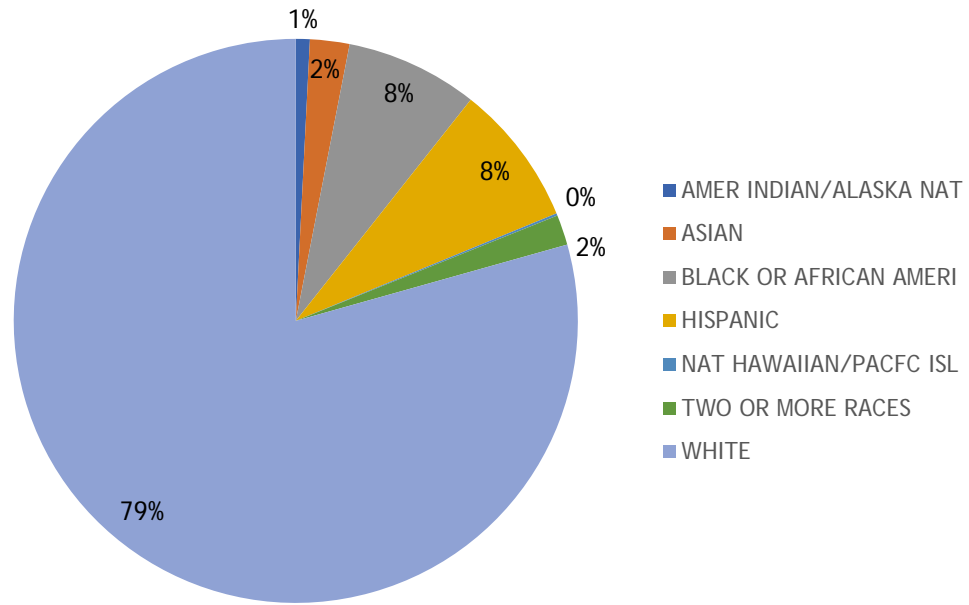
■ AMER INDIAN/ALASKA NAT
■ ASIAN
■ BLACK OR AFRICAN AMERI
■ HISPANIC
■ TWO OR MORE RACES
■ WHITE

Department by Gender and Ethnicity

Fire and Rescue

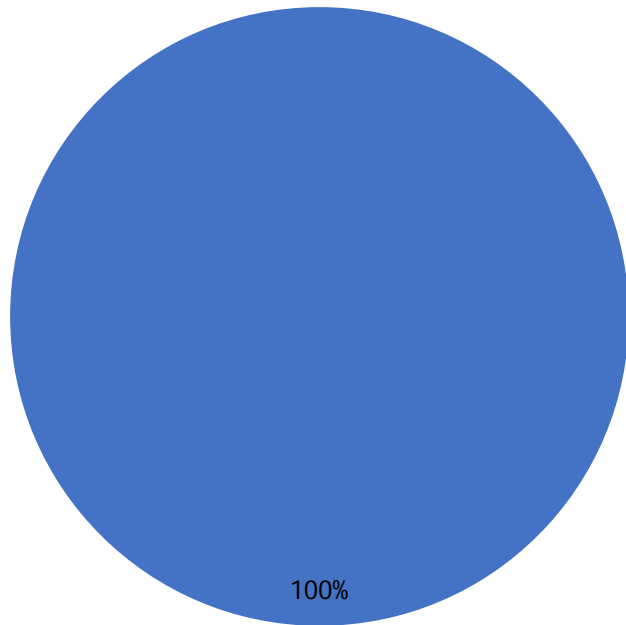


Fire and Rescue



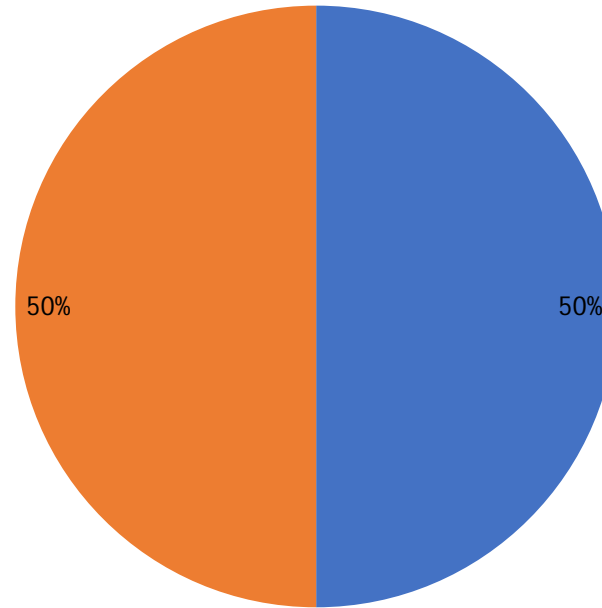
Department by Gender and Ethnicity

General District Court



■ Female

General District Court



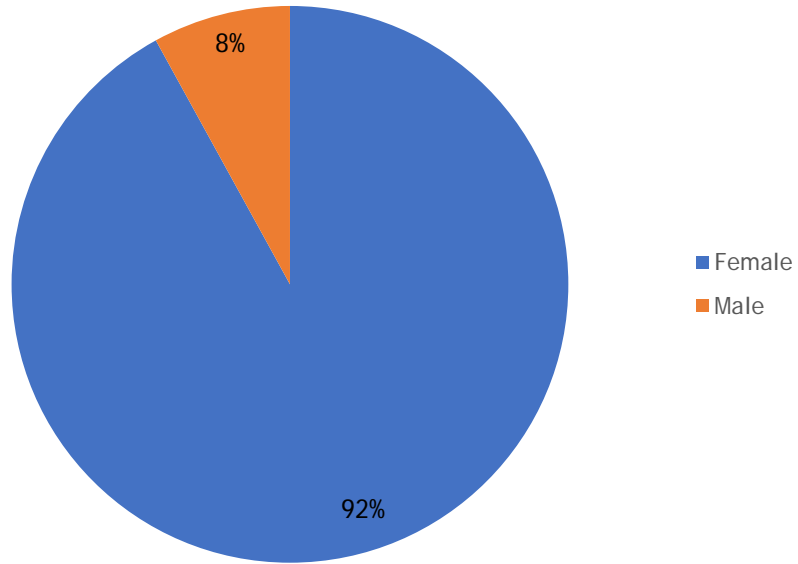
■ HISPANIC

■ WHITE

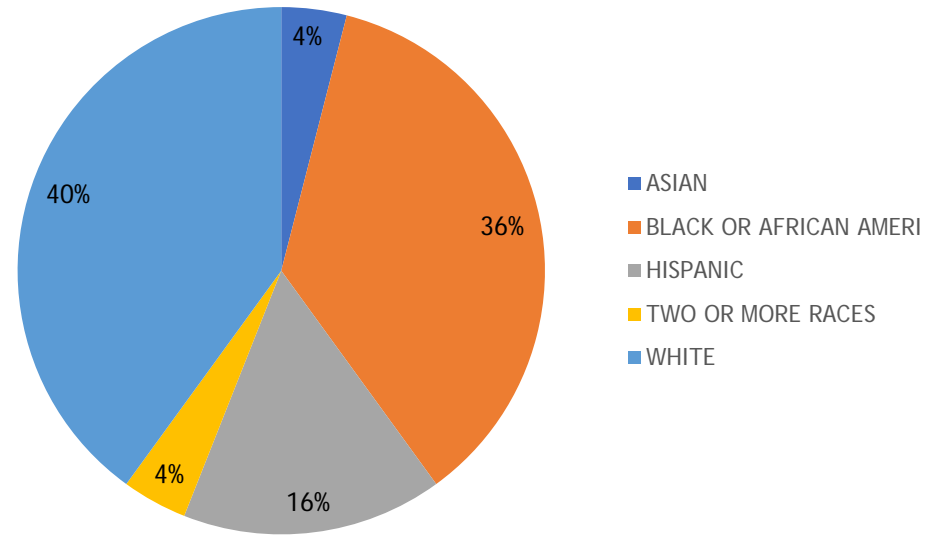
33

Department by Gender and Ethnicity

Housing and Community Development

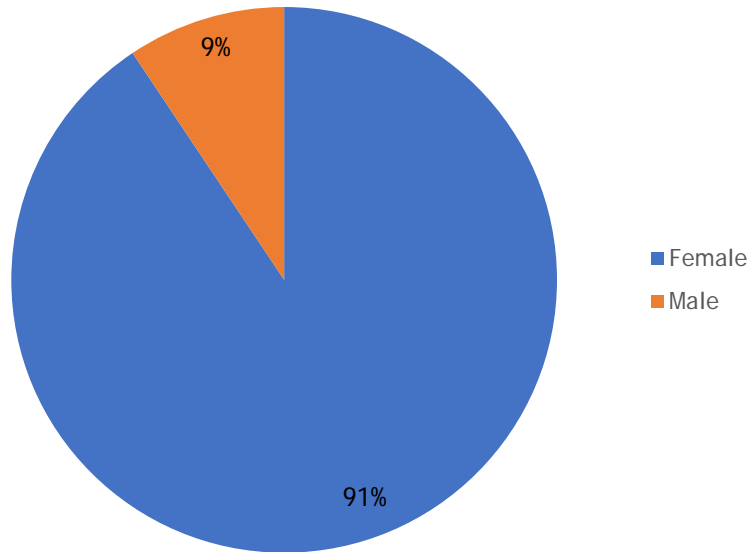


Housing and Community Development

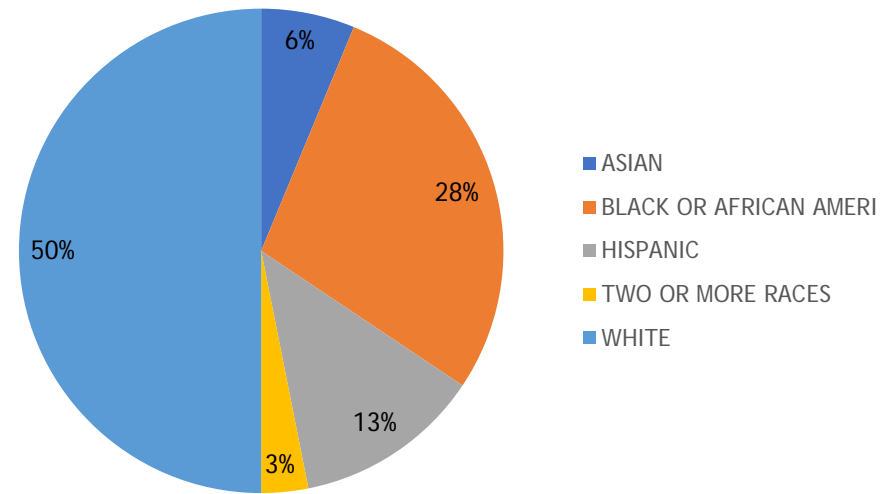


Department by Gender and Ethnicity

Human Resources

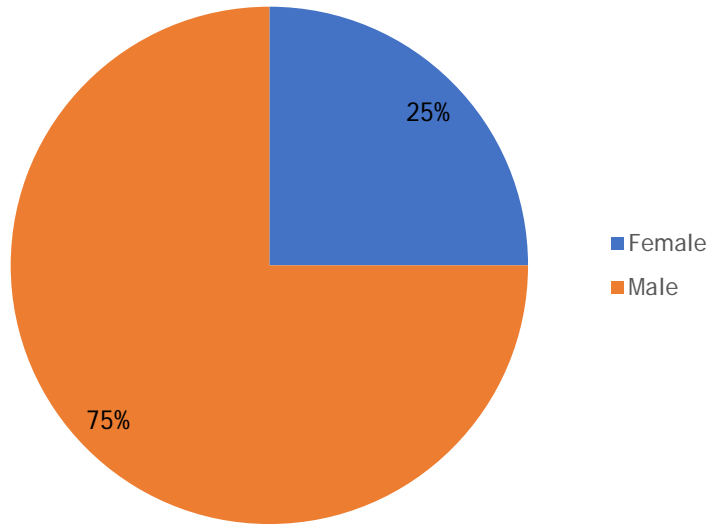


Human Resources

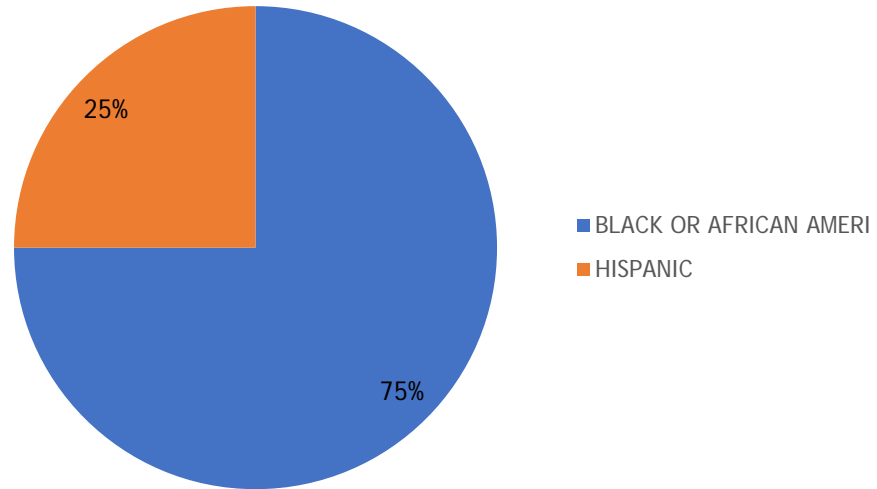


Department by Gender and Ethnicity

Human Rights

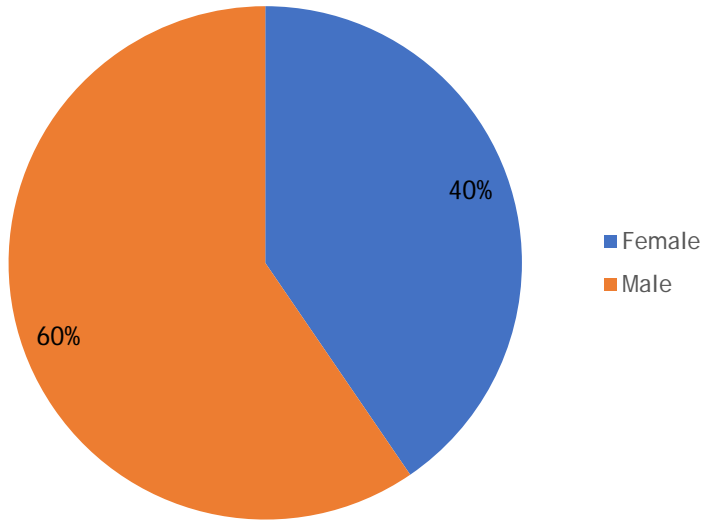


Human Rights

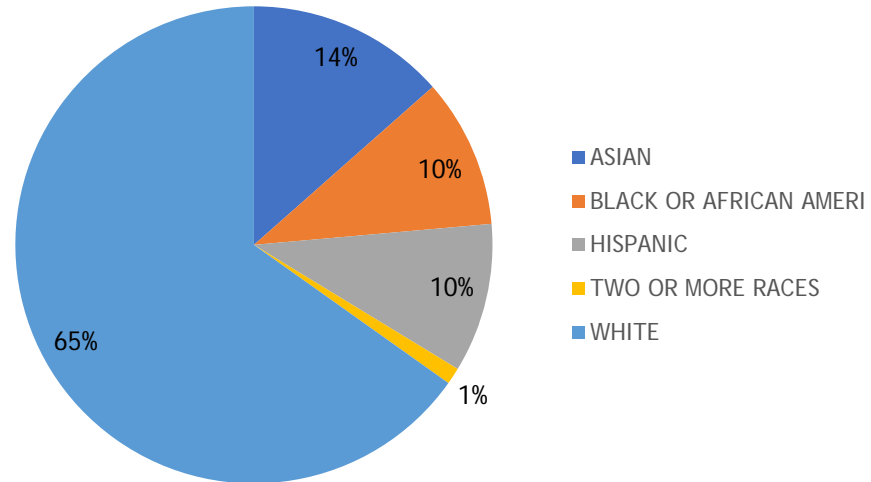


Department by Gender and Ethnicity

Information Technology

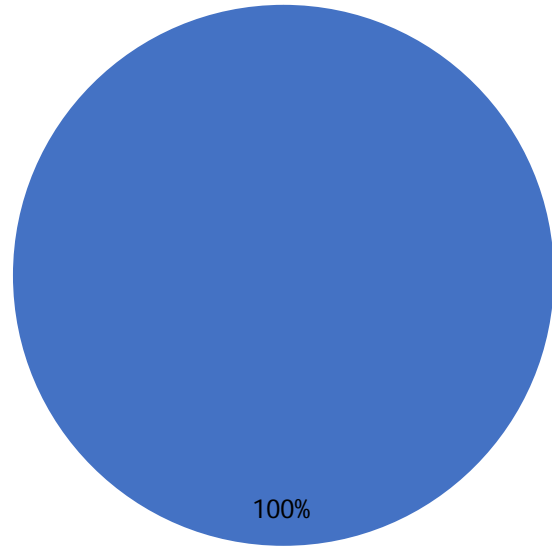


Information Technology



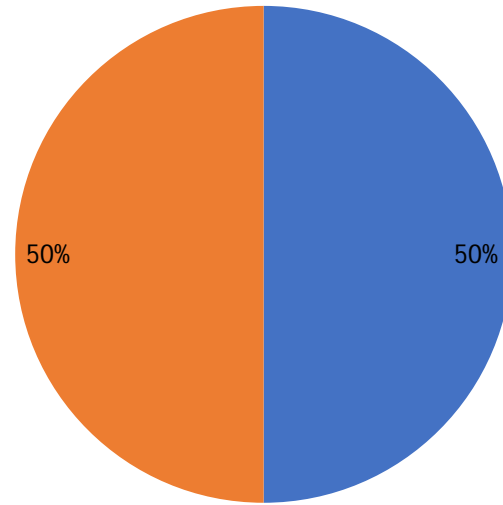
Department by Gender and Ethnicity

Juvenile and Domestic Relations Court



■ Female

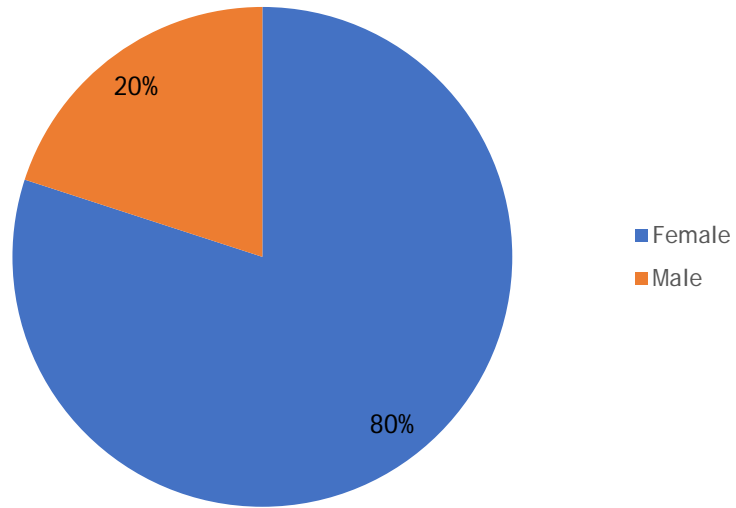
Juvenile and Domestic Relations Court



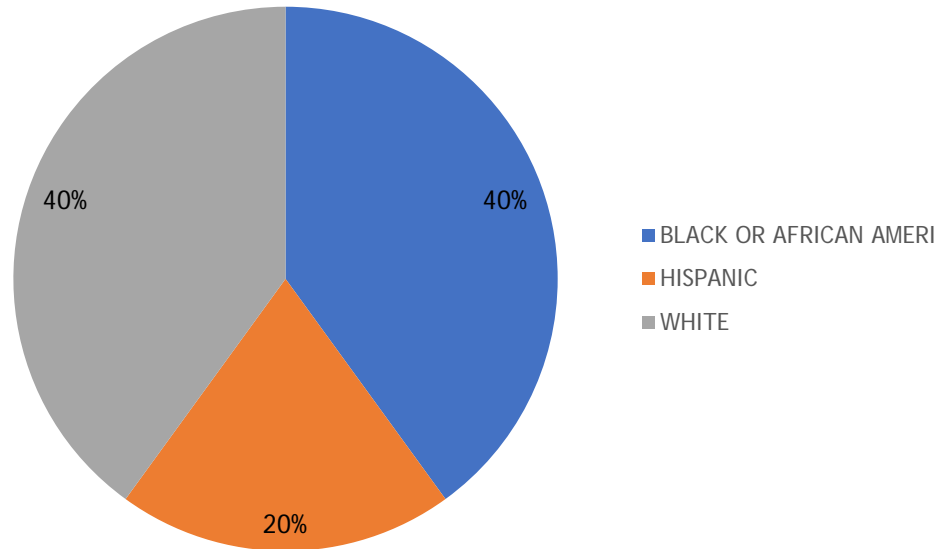
■ BLACK OR AFRICAN AMERI
■ WHITE

Department by Gender and Ethnicity

Juvenile Court Services Unit

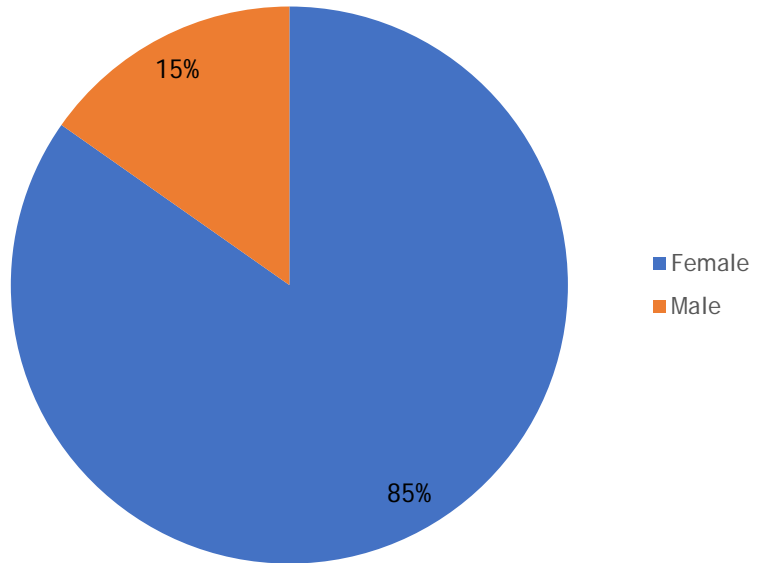


Juvenile Court Services Unit

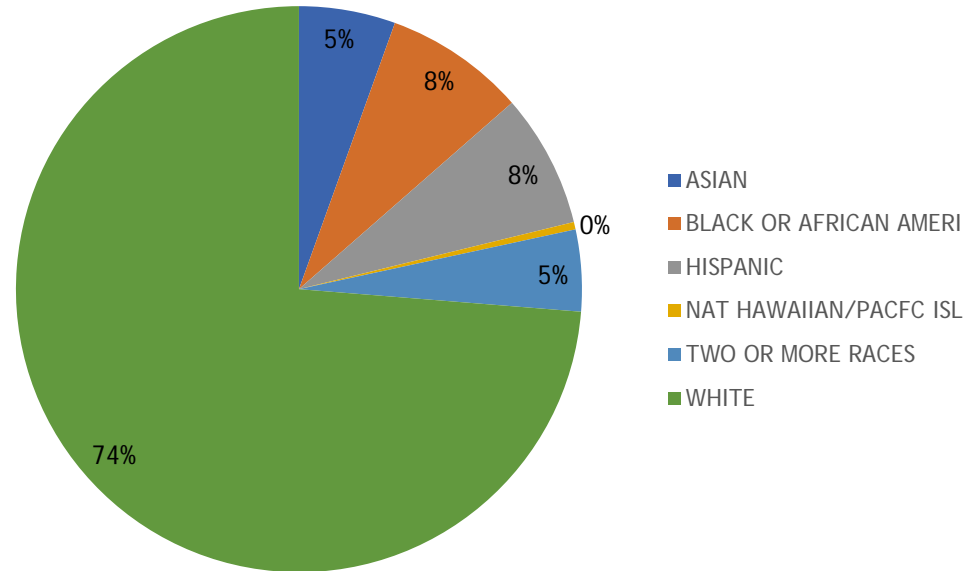


Department by Gender and Ethnicity

Library

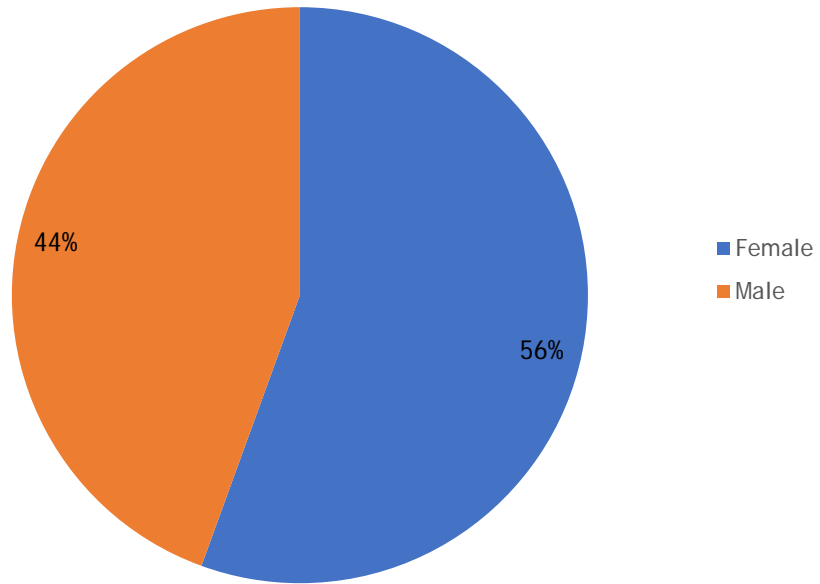


Library

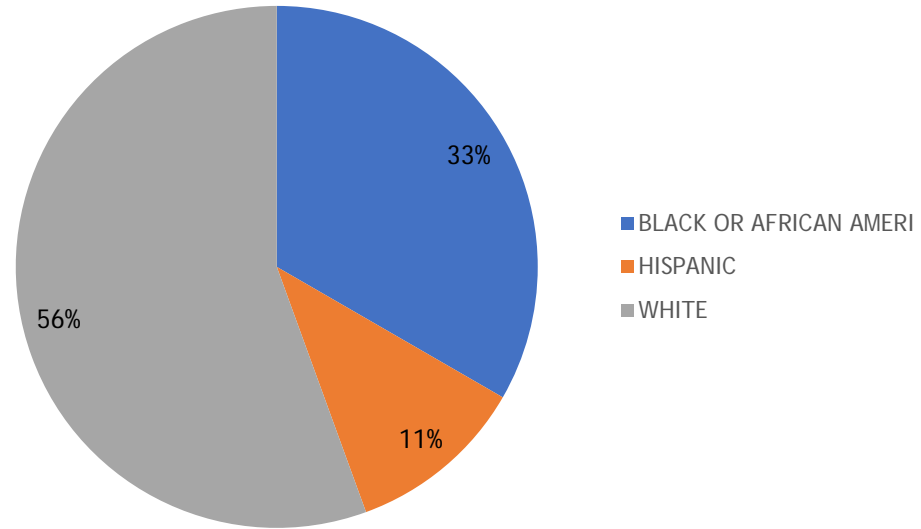


Department by Gender and Ethnicity

Management and Budget

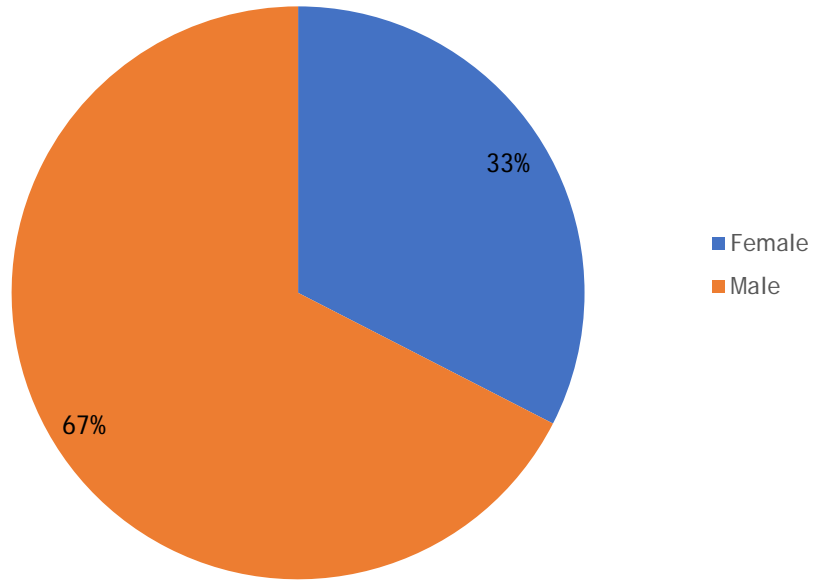


Management and Budget

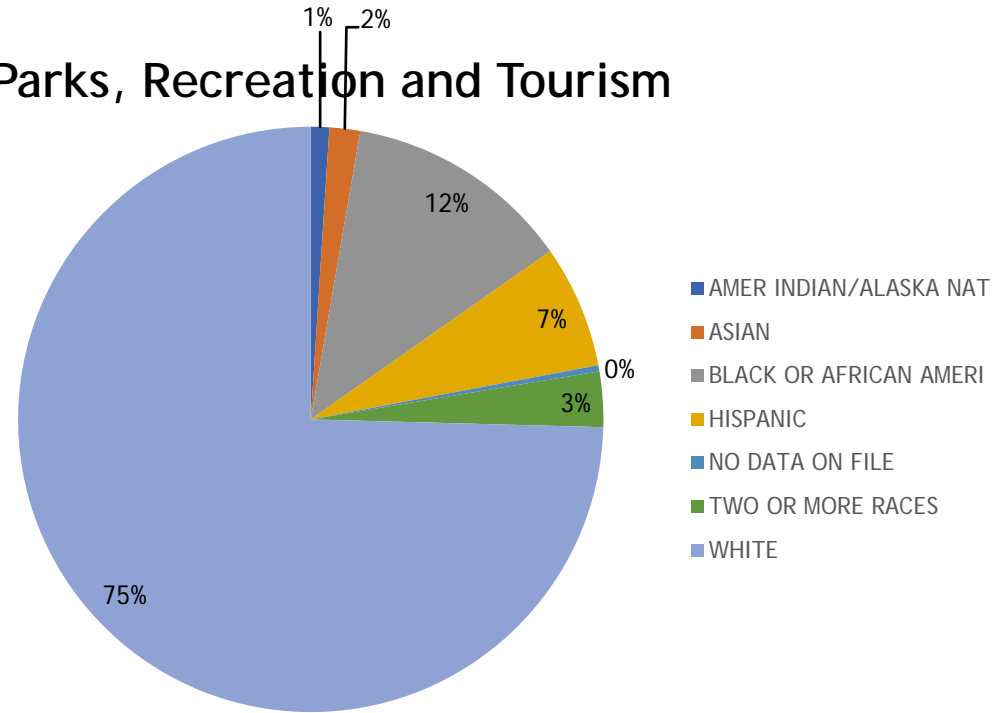


Department by Gender and Ethnicity

Parks, Recreation and Tourism

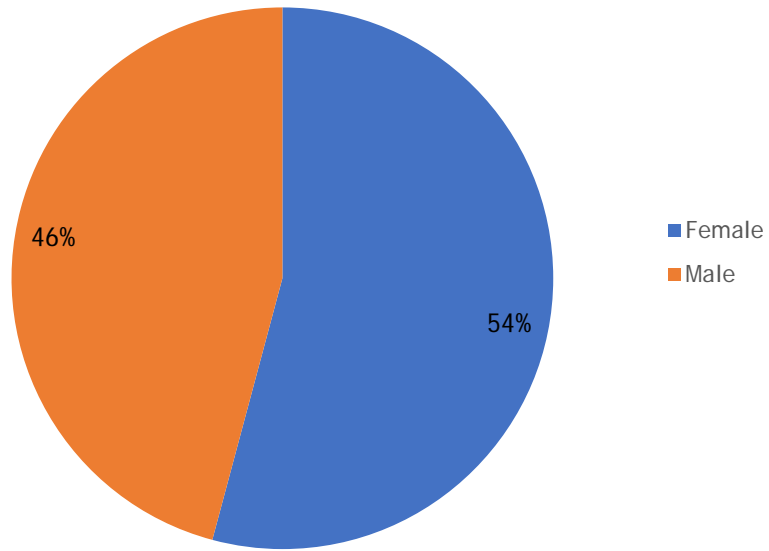


Parks, Recreation and Tourism

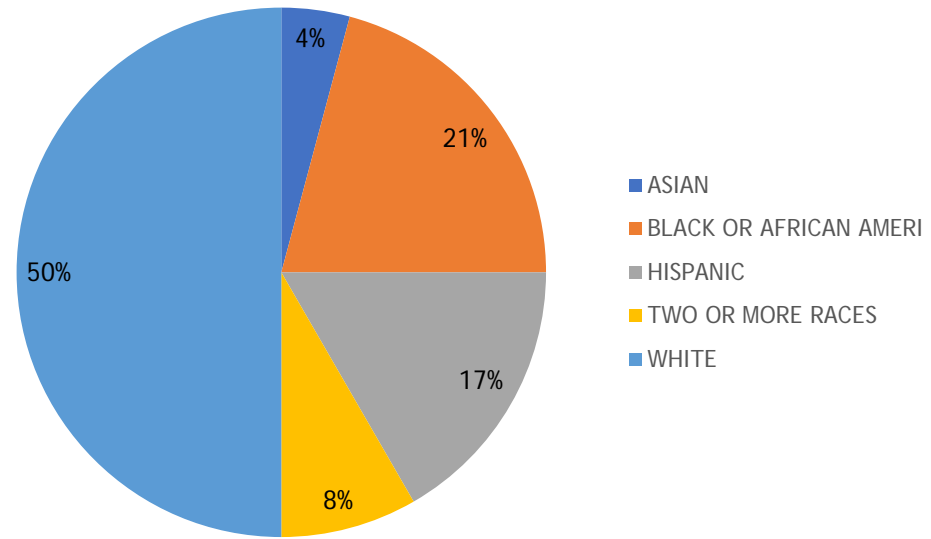


Department by Gender and Ethnicity

Planning

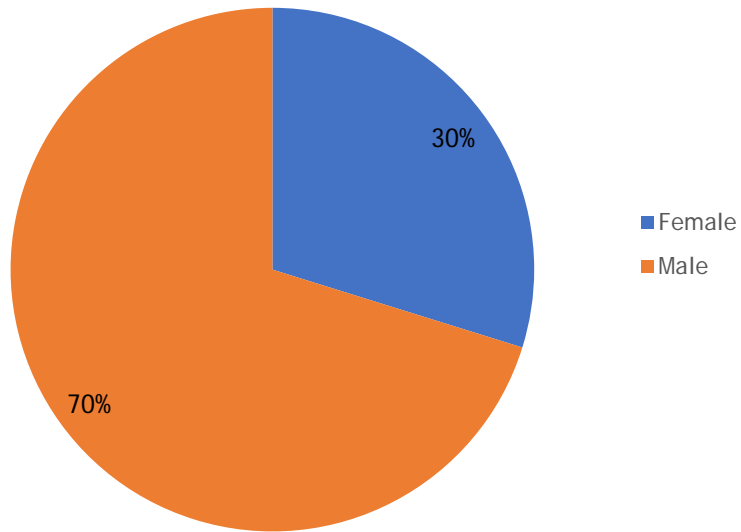


Planning

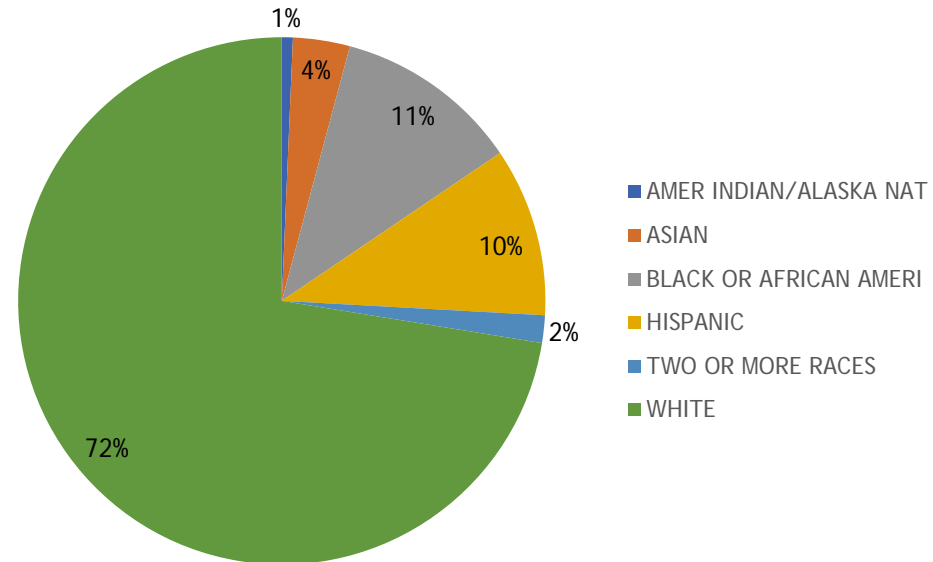


Department by Gender and Ethnicity

Police

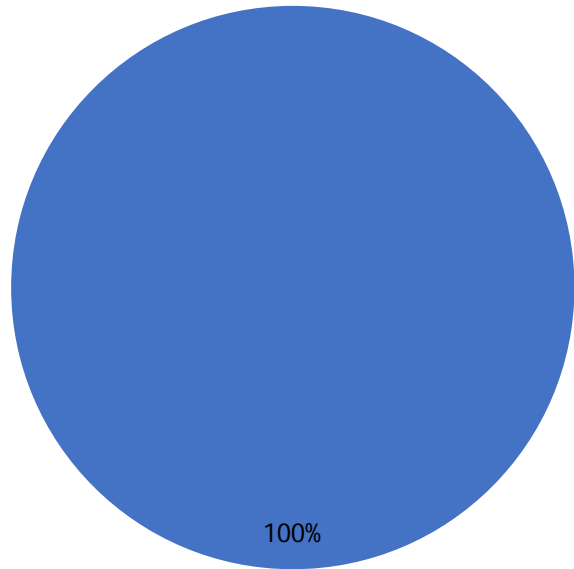


Police

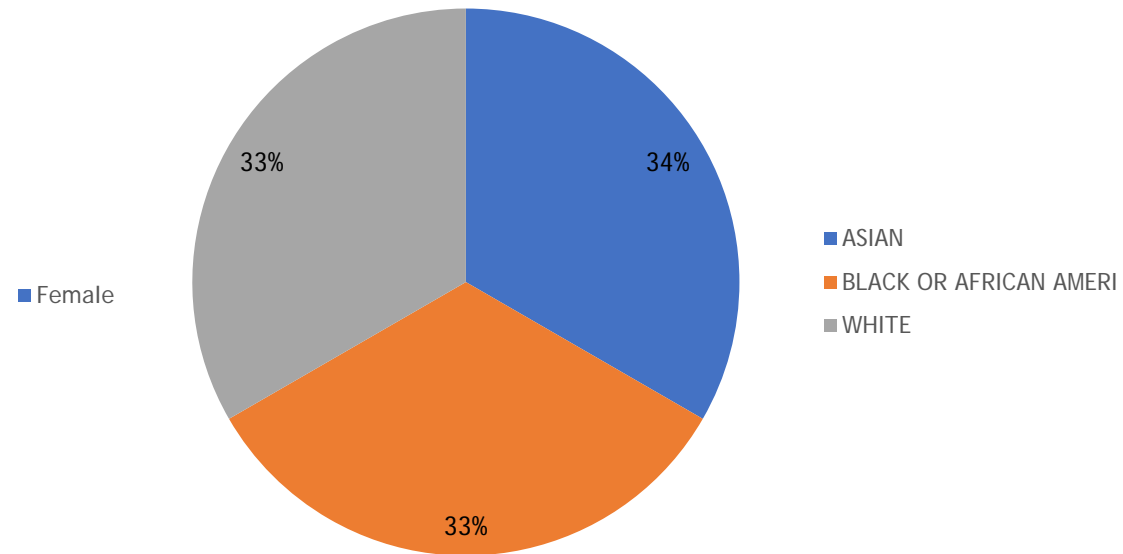


Department by Gender and Ethnicity

Public Health

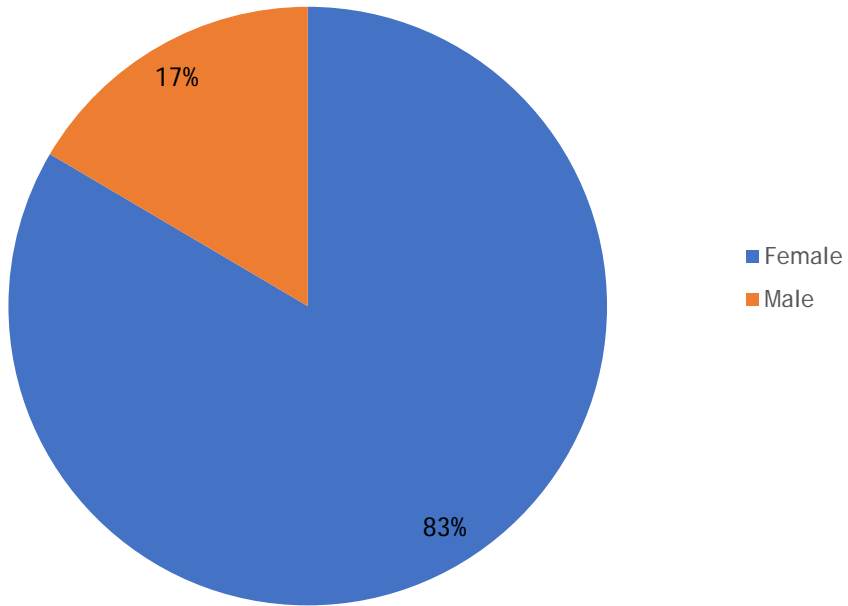


Public Health

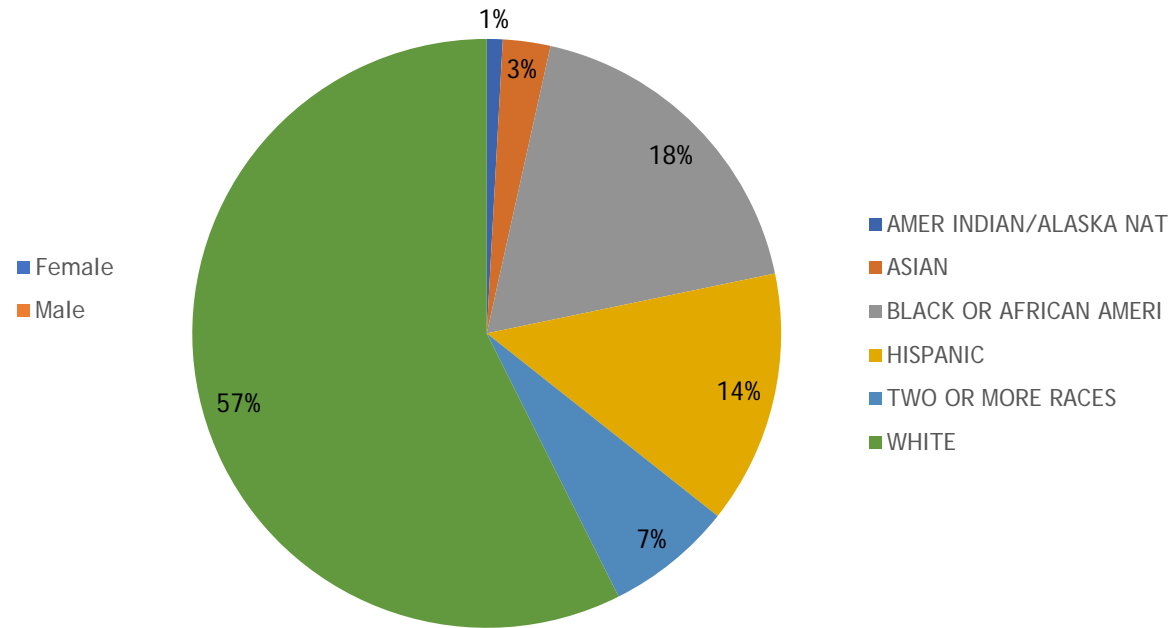


Department by Gender and Ethnicity

Public Safety Communications

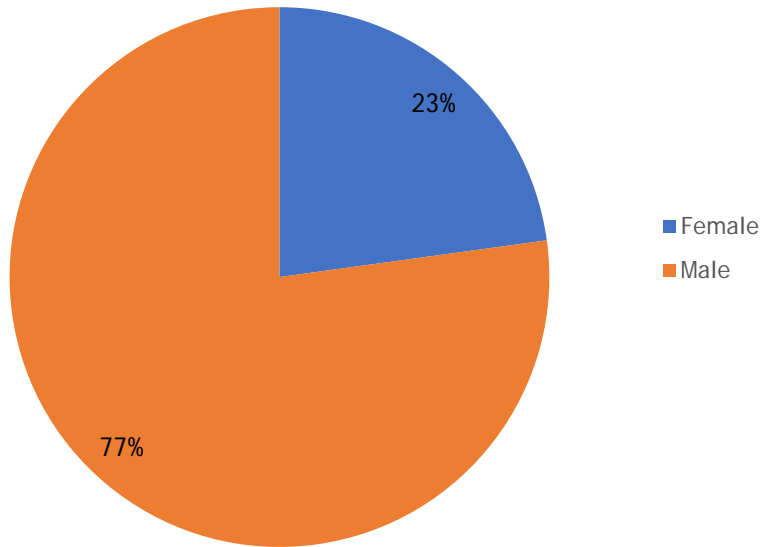


Public Safety Communications

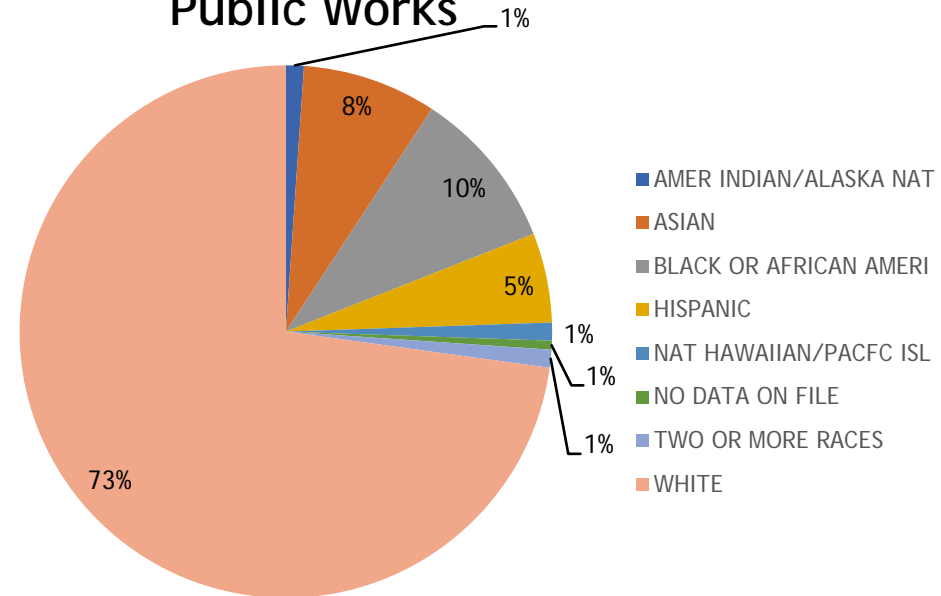


Department by Gender and Ethnicity

Public Works

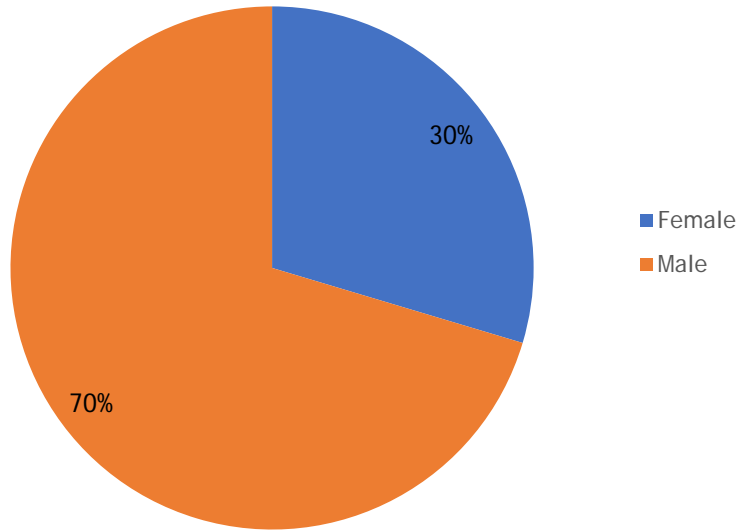


Public Works

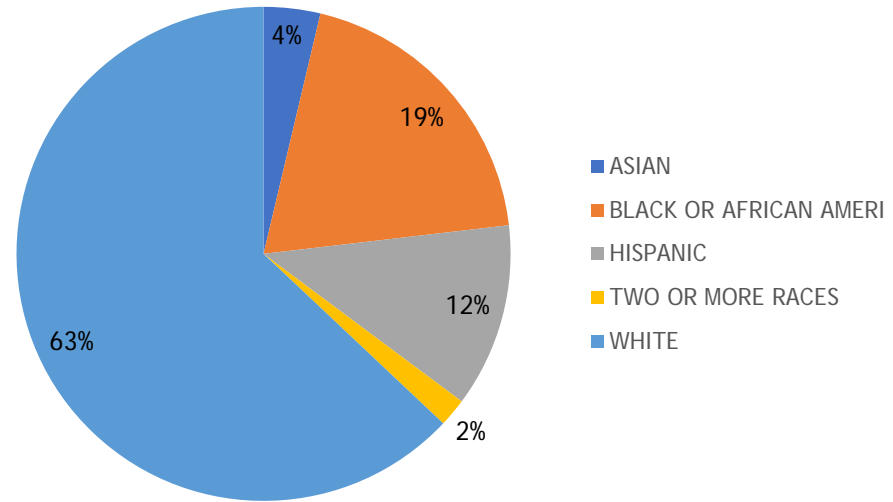


Department by Gender and Ethnicity

Sheriff

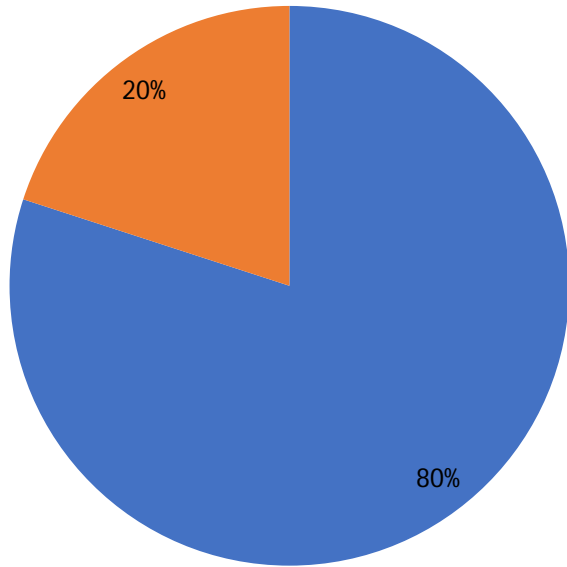


Sheriff



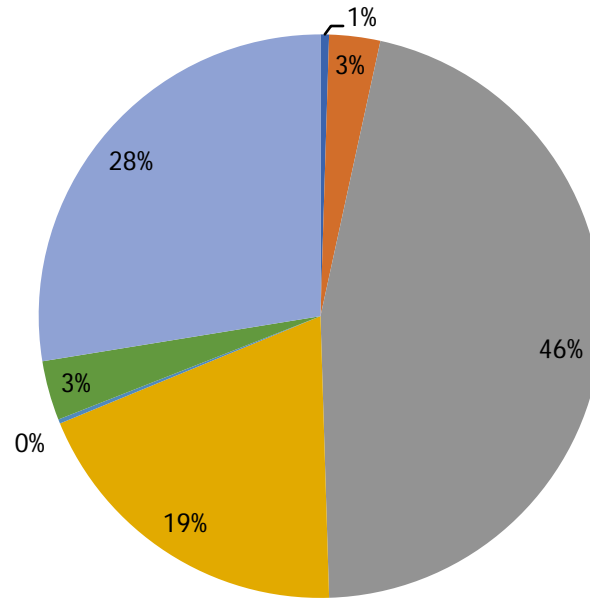
Department by Gender and Ethnicity

Social Services



■ Female
■ Male

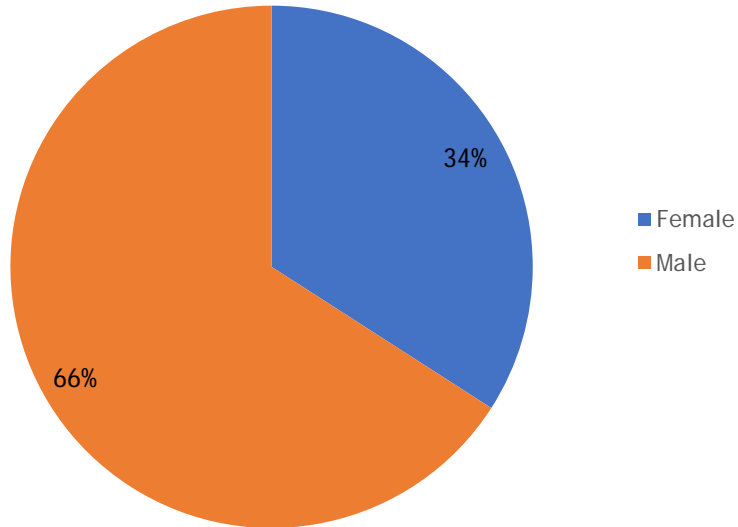
Social Services



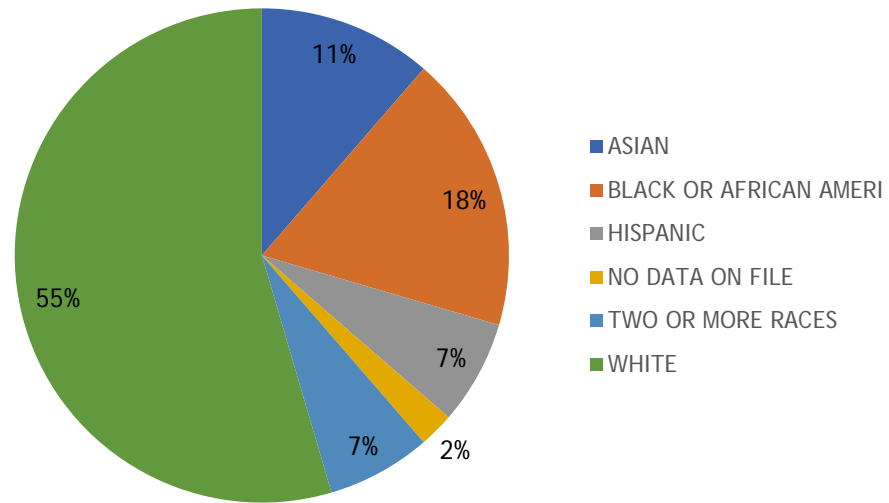
■ AMER INDIAN/ALASKA NAT
■ ASIAN
■ BLACK OR AFRICAN AMERI
■ HISPANIC
■ NAT HAWAIIAN/PACFC ISL
■ TWO OR MORE RACES
■ WHITE

Department by Gender and Ethnicity

Transportation

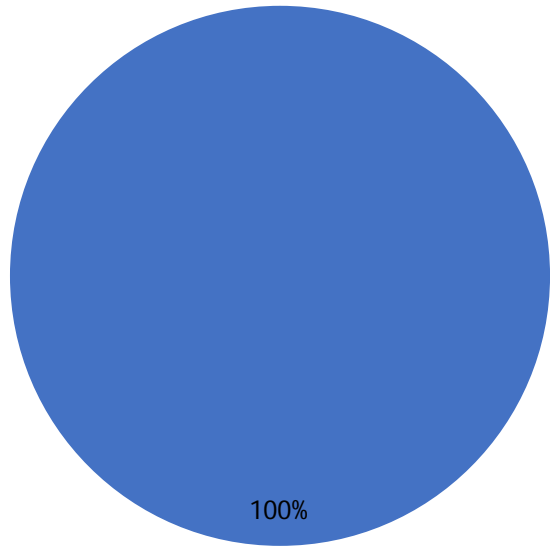


Transportation



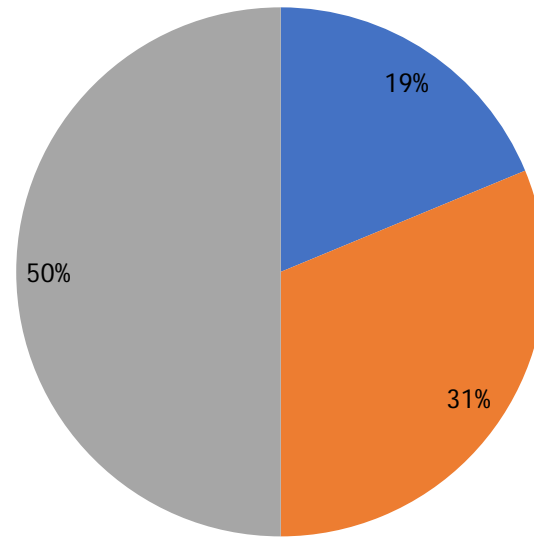
Department by Gender and Ethnicity

Virginia Cooperative Extension



■ Female

Virginia Cooperative Extension



■ BLACK OR AFRICAN AMERI
■ HISPANIC
■ WHITE

Questions