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).
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
- AMER INDIAN/ALASKA NAT: 1%
- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 18%
- HISPANIC: 14%
- NO DATA ON FILE: 0%
- TWO OR MORE RACES: 3%
- WHITE: 60%

Pay Band B
- AMER INDIAN/ALASKA NAT: 1%
- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 21%
- HISPANIC: 13%
- NO DATA ON FILE: 0%
- TWO OR MORE RACES: 0%
- WHITE: 57%
DBM Pay Bands by Ethnicity

*General Service employees only*

**Pay Band C**
- AMER INDIAN/ALASKA NAT: 1%
- ASIAN: 5%
- BLACK OR AFRICAN AMERI: 28%
- HISPANIC: 9%
- NAT HAWAIIAN/PACIFIC ISL: 0%
- NO DATA ON FILE: 0%
- TWO OR MORE RACES: 3%
- WHITE: 54%

**Pay Band D**
- ASIAN: 66%
- BLACK OR AFRICAN AMERI: 25%
- HISPANIC: 4%
- NAT HAWAIIAN/PACIFIC ISL: 3%
- TWO OR MORE RACES: 2%
- WHITE: 0%
DBM Pay Bands by Ethnicity

General Service employees only

Pay Band E
- ASIAN: 3%
- BLACK OR AFRICAN AMERI: 10%
- HISPANIC: 14%
- WHITE: 73%

Pay Band F
- WHITE: 100%
Medical Pay Scale by Ethnicity

Community Services psychiatrists only

- **ASIAN**: 4
- **TWO OR MORE RACES**: 1
- **WHITE**: 2

**Medical**

- **ASIAN**: 67%
- **TWO OR MORE RACES**: 11%
- **WHITE**: 22%
Adult Detention Center Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees
Fire and Rescue Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>AMER INDIAN/ALASKA NAT</th>
<th>ASIAN</th>
<th>BLACK OR AFRICAN AMERI</th>
<th>HISPANIC</th>
<th>TWO OR MORE RACES</th>
<th>WHITE</th>
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</table>

80% of the employees are WHITE, 2% are BLACK OR AFRICAN AMERI, 7% are ASIAN, 2% are HISPANIC, and 1% are NAT HAWAIIAN/PACIFIC ISL.

[Graph showing the distribution of employees by ethnicity]
<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>PD01</th>
<th>PD02</th>
<th>PD03</th>
<th>PD04</th>
<th>PD05</th>
<th>PD06</th>
<th>PD07</th>
<th>PD08</th>
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<td>ASIAN</td>
<td>35</td>
<td>12</td>
<td>4</td>
<td>1</td>
<td>9</td>
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<td>1</td>
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<tr>
<td>BLACK OR AFRICAN AMERICAN</td>
<td>43</td>
<td>18</td>
<td>4</td>
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<td>HISPANIC</td>
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<td>113</td>
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<td>28</td>
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<td>WHITE</td>
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<td>0</td>
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</table>

Police Department Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees

Pie chart showing the distribution of PD01, PD02, PD03, PD04, PD05, PD06, PD07, PD08, and PD09 employees across different ethnicities.
Sheriff Pay Scale by Ethnicity

Public Safety Sworn & Uniform Employees

ASIAN  | 14
BLACK OR AFRICAN AMERI  | 7
HISPANIC  | 1
TWO OR MORE RACES  | 1
WHITE  | 35

Sheriff

Asian: 3%
Black or African American: 19%
Hispanic: 9%
Two or More Races: 1%
White: 68%
PWC Workforce by Ethnicity

- WHITE: 62%
- HISPANIC: 20%
- BLACK OR AFRICAN AMERICAN: 11%
- ASIAN: 4%
- NAT HAWAIIAN/PACIFIC ISLANDER: 3%
- NO DATA ON FILE: 0%
- TWO OR MORE RACES: 0%
- AMERICAN INDIAN/ALASKA NATIVE: 0%
Department by Gender and Ethnicity

Adult Detention Center

- Female: 40%
- Male: 60%

Adult Detention Center Ethnicity

- AMER INDIAN/ALASKA NAT: 33%
- ASIAN: 12%
- BLACK OR AFRICAN AMERI: 4%
- HISPANIC: 1%
- NAT HAWAIIAN/PACIFIC ISL: 3%
- TWO OR MORE RACES: 47%
- WHITE: 0%
Department by Gender and Ethnicity

Area Agency on Aging

- Female: 86%
- Male: 14%

Area Agency on Aging

- ASIAN: 5%
- BLACK OR AFRICAN AMERICAN: 3%
- HISPANIC: 3%
- TWO OR MORE RACES: 3%
- WHITE: 49%
Department by Gender and Ethnicity

**Circuit Court Clerk**

- Female: 92%
- Male: 8%

**Circuit Court Clerk**

- AMER INDIAN/ALASKA NAT: 2%
- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 12%
- HISPANIC: 14%
- TWO OR MORE RACES: 4%
- WHITE: 64%
Department by Gender and Ethnicity

Circuit Court Judges

- Female: 83%
- Male: 17%

Circuit Court Judges

- BLACK OR AFRICAN AMERI: 8%
- HISPANIC: 9%
- WHITE: 83%
Department by Gender and Ethnicity

Commonwealth’s Attorney

- Female: 68%
- Male: 32%

Commonwealth’s Attorney (Ethnicity)

- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 8%
- HISPANIC: 15%
- TWO OR MORE RACES: 9%
- WHITE: 64%
Department by Gender and Ethnicity

Community Services

- Female: 87%
- Male: 13%

Community Services

- AMER INDIAN/ALASKA NAT: 35%
- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 10%
- HISPANIC: 4%
- NAT HAWAIIAN/PACIFIC ISL: 6%
- TWO OR MORE RACES: 0%
- WHITE: 0%
Department by Gender and Ethnicity

**County Attorney**

- Female: 64%
- Male: 36%

**County Attorney**

- Black or African American: 18%
- Two or More Races: 4%
- White: 78%
Department by Gender and Ethnicity

Criminal Justice Services

- 60% Male
- 40% Female

- 38% BLACK OR AFRICAN AMERI
- 18% HISPANIC
- 4% TWO OR MORE RACES
- 40% WHITE
Department by Gender and Ethnicity

Development Services

- Female: 66%
- Male: 34%

Development Services

- White: 70%
- Amer Indian/Alaska Nat: 16%
- Asian: 6%
- Black or African Ameri: 1%
- Hispanic: 3%
- Two or More Races: 4%
- White: 66%
Department by Gender and Ethnicity

**Economic Development**

- **Female:** 32%
- **Male:** 68%

**Economic Development**

- **Asian:** 6%
- **Black or African American:** 21%
- **Hispanic:** 5%
- **Two or More Races:** 5%
- **White:** 63%
Department by Gender and Ethnicity

Elections

- Female: 54%
- Male: 46%

- BLACK OR AFRICAN AMERI: 23%
- HISPANIC: 15%
- TWO OR MORE RACES: 8%
- WHITE: 54%
Department by Gender and Ethnicity

Executive Management

- Female: 33%
- Male: 67%

Executive Management

- Asian: 4%
- Black or African American: 8%
- Hispanic: 34%
- Two or More Races: 4%
- White: 50%
Department by Gender and Ethnicity

Facilities and Fleet Management

- Female: 28%
- Male: 72%

Facilities and Fleet Management

- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 15%
- HISPANIC: 14%
- TWO OR MORE RACES: 2%
- WHITE: 65%
Department by Gender and Ethnicity

Finance

- **Female**: 25%
- **Male**: 75%

Finance

- **AMER INDIAN/ALASKA NAT**: 1%
- **ASIAN**: 7%
- **BLACK OR AFRICAN AMERI**: 23%
- **HISPANIC**: 51%
- **TWO OR MORE RACES**: 3%
- **WHITE**: 15%
Department by Gender and Ethnicity

Fire and Rescue

- Female: 14%
- Male: 86%

Fire and Rescue

- American Indian/Alaska Native: 1%
- Asian: 2%
- Black or African American: 8%
- Hispanic: 8%
- Native Hawaiian/Pacific Islander: 0%
- Two or More Races: 2%
- White: 79%
Department by Gender and Ethnicity

General District Court

Female: 100%

HISPANIC: 50%
WHITE: 50%
Department by Gender and Ethnicity

Housing and Community Development

- **Female**: 92%
- **Male**: 8%

- **Asian**: 4%
- **Black or African American**: 40%
- **Hispanic**: 16%
- **Two or More Races**: 4%
- **White**: 36%
Department by Gender and Ethnicity

Human Resources

- Female: 91%
- Male: 9%

Human Resources

- ASIAN: 6%
- BLACK OR AFRICAN AMERI: 28%
- HISPANIC: 13%
- TWO OR MORE RACES: 3%
- WHITE: 50%
Department by Gender and Ethnicity

Human Rights

- Female: 25%
- Male: 75%

Human Rights

- BLACK OR AFRICAN AMERI: 25%
- HISPANIC: 75%
Information Technology

Female: 40%
Male: 60%

Information Technology

ASIAN: 14%
BLACK OR AFRICAN AMERI: 10%
HISPANIC: 10%
TWO OR MORE RACES: 1%
WHITE: 65%
Department by Gender and Ethnicity

Juvenile and Domestic Relations Court

- Female: 100%

Juvenile and Domestic Relations Court

- BLACK OR AFRICAN AMERI: 50%
- WHITE: 50%
Department by Gender and Ethnicity

Juvenile Court Services Unit

- Female: 80%
- Male: 20%

Juvenile Court Services Unit

- BLACK OR AFRICAN AMERI: 40%
- HISPANIC: 20%
- WHITE: 40%
Department by Gender and Ethnicity

Library

Female: 85%
Male: 15%

Library

- ASIAN: 5%
- BLACK OR AFRICAN AMERICAN: 8%
- HISPANIC: 8%
- NAT HAWAIIAN/PACIFIC ISLANDER: 5%
- TWO OR MORE RACES: 0%
- WHITE: 74%
Department by Gender and Ethnicity

Management and Budget

Female: 56%
Male: 44%

Management and Budget

Black or African Ameri: 33%
Hispanic: 11%
White: 56%
Department by Gender and Ethnicity

Police

30% Female
70% Male

Police

Amer Indian/Alaska Nat: 1%
Asian: 4%
Black or African American: 11%
Hispanic: 10%
Two or More Races: 2%
White: 72%
Department by Gender and Ethnicity

Public Health

- Female: 100%
- ASIAN: 33%
- BLACK OR AFRICAN AMERI: 33%
- WHITE: 34%
Department by Gender and Ethnicity

Public Safety Communications

- Female: 83%
- Male: 17%

Public Safety Communications

- WHITE: 57%
- BLACK OR AFRICAN AMERICAN: 14%
- HISPANIC: 7%
- ASIAN: 3%
- AMER INDIAN/ALASKA NATIVE: 1%
- TWO OR MORE RACES: 18%
Department by Gender and Ethnicity

Public Works

- Female: 23%
- Male: 77%

- White: 73%
- Two or More Races: 1%
- Native Hawaiian/Pacific Islander: 1%
- American Indian/Alaska Native: 1%
- Asian: 8%
- Black or African American: 10%
- Hispanic: 5%
- No Data on File: 1%

Public Works Gender Distribution

- Female: 23%
- Male: 77%
Department by Gender and Ethnicity

Sheriff
- Female: 30%
- Male: 70%

Sheriff by Ethnicity
- ASIAN: 4%
- BLACK OR AFRICAN AMERI: 19%
- HISPANIC: 12%
- TWO OR MORE RACES: 2%
- WHITE: 63%
Department by Gender and Ethnicity

Social Services

- **80% Female**
- **20% Male**

**Department by Ethnicity**

- **46% WHITE**
- **28% SOCIAL SERVICES**
- **19% TWO OR MORE RACES**
- **3% NAT HAWAIIAN/PACIFIC ISL**
- **3% AMER INDIAN/ALASKA NAT**
- **3% ASIAN**
- **0% BLACK OR AFRICAN AMERICAN**
- **1% HISPANIC**
Department by Gender and Ethnicity

Virginia Cooperative Extension

Female: 100%

Virginia Cooperative Extension

WHITE: 31%
HISPANIC: 50%
BLACK OR AFRICAN AMERI: 19%

50%
Questions