
IN THE UNITED STATES DISTRICT COURT

FOR THE

MIDDLE DISTRICT OF TENNESSEE

NASHVILLE DIVISION

KARL TARTT AND CEDRIC JENNINGS,
INDIVIDUALLY AND ON BEHALF OF ALL
OTHERS SIMILARLY SITUATED

P L A I N T I F F S

v.

WILSON COUNTY, TENNESSEE

D E F E N D A N T

CASE NO. 3:09-01179

Report of
David C. Sharp, Ph.D.

Nathan Associates Inc.

January 3, 2011

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I. INTRODUCTION

1. My name is Dr. David C. Sharp. I am Managing Economist and Director of Nathan Associates' office in Memphis, Tennessee. Nathan Associates is an international firm of economists founded in 1946 that provides economic, financial and statistical research and analysis to public and private clients around the world. In addition to the Memphis office, Nathan Associates has U.S. offices in Arlington, Virginia; Irvine, California; and Warwick, Rhode Island. Our subsidiaries, Nathan India and Nathan EME, have offices in Chennai, India and London, United Kingdom, respectively.
2. I hold a Ph.D. in Economics from the Fogelman College of Business and Economics at the University of Memphis. My areas of specialization include labor economics, and a substantial portion of my work involves the analysis of employment issues. Prior to establishing Nathan Associates' Memphis office, I was a tenured Associate Professor of Economics and a Business Advisory Council (BAC) Research Professor at the University of Southern Mississippi, where I taught both graduate and undergraduate courses in economics and statistics. I currently have graduate faculty status at the University of Memphis, where I serve as an Adjunct Research Co-Mentor. A copy of my curriculum vitae, which includes a list of cases in which I have testified, is attached to this report as Appendix A. Nathan Associates charges an hourly rate of \$225 for my efforts.
3. According to the *Second Amended Complaint*, it is alleged that Wilson County discriminates against African Americans in hiring, pay, initial placement and promotion.¹ Counsel representing the Plaintiffs in this matter has asked me to determine whether Defendant's alleged policy and practice of discrimination in employment against African Americans has adversely impacted members of the proposed Class, defined as:

¹ *Tartt, et al. v. Wilson County, Tennessee* (Feb 2, 2010). Second Amended Complaint – Class Action. United States District Court for the Middle District of Tennessee, Nashville Division, Case No. 3:09-01179 [*"Second Amended Complaint"* hereafter], ¶ 65.

All African Americans, past, present and future, who have been or will be discriminated against because of their race by Defendant Wilson County in opportunity, hiring, pay, initial placement, or promotion or who have been denied opportunity, hiring, pay, initial placement, or promotion with Wilson County due to the subjective and arbitrary employment practices.²

4. Within this report, I analyze statistically the employment levels of African American workers employed by the government of Wilson County, Tennessee. Additionally, I have also been asked to analyze statistically the wages of African Americans hired by Wilson County, relative to the wages of their non-African American counterparts.
5. The analyses conducted within this report utilize publically available information, data and information provided by the Plaintiffs and Defendant, as well as the record in this case. A list of documents I have relied upon or reviewed in this matter is attached to this report as Appendix B.
6. The remainder of this report is organized as follows: Section II defines the relevant geographic labor market and describes the Wilson County employment data that I rely upon. Section III examines whether there has been adverse impact on African Americans in terms of employment. For those African Americans that were hired, Section IV examines their hourly wages relative to those of their non-African American counterparts. Section V provides a brief summary and conclusions.

II. WILSON COUNTY LABOR MARKET AND EMPLOYMENT

7. In this section I describe two essential components of the analyses conducted within this report. The first component is the definition of the relevant geographic labor market. The second is the Defendant's employment data that were made available and utilized for the analyses herein.

² *Second Amended Complaint*, ¶92.

A. The Relevant Geographic Labor Market

8. Apparently, some jobs within Wilson County government may require employees to be residents of Wilson County. However, according to the *Second Amended Complaint*, Wilson County residency requirements are made on an ad hoc and subjective basis, and have no bona fide business purpose.³ As further alleged, there is no County policy that lists which positions have residency requirements, or why.⁴ Absent a comprehensive, uniformly enforced policy that restricts the relevant geographic labor market exclusively to the borders of Wilson County, the relevant geographic labor market should include those individuals who would reasonably have interest in, and could compete for, Wilson County government jobs. This would not only include residents within the borders of Wilson County, but all potential applicants that could reasonably be expected, based upon residence in the surrounding area, to commute to, and work in, Wilson County. Further, this geographic labor market should be weighted by where people who actually work within Wilson County reside.⁵
9. According to the U.S. Census Bureau's "County-To-County Worker Flow Files",⁶ 95.1 percent of the people who work within Wilson County live within a ten-county area of Middle Tennessee (including Wilson County). Specifically, as shown in Figure 1 below, of those who work within Wilson County, 65.2 percent reside in Wilson County, 10.2 percent reside in Davidson County, 5.1 percent reside in Rutherford County, 5.1 percent reside in Smith County, 3 percent reside in Sumner County, 2.2 percent reside in Trousdale County,

³ *Second Amended Complaint*, ¶¶22 and 74.

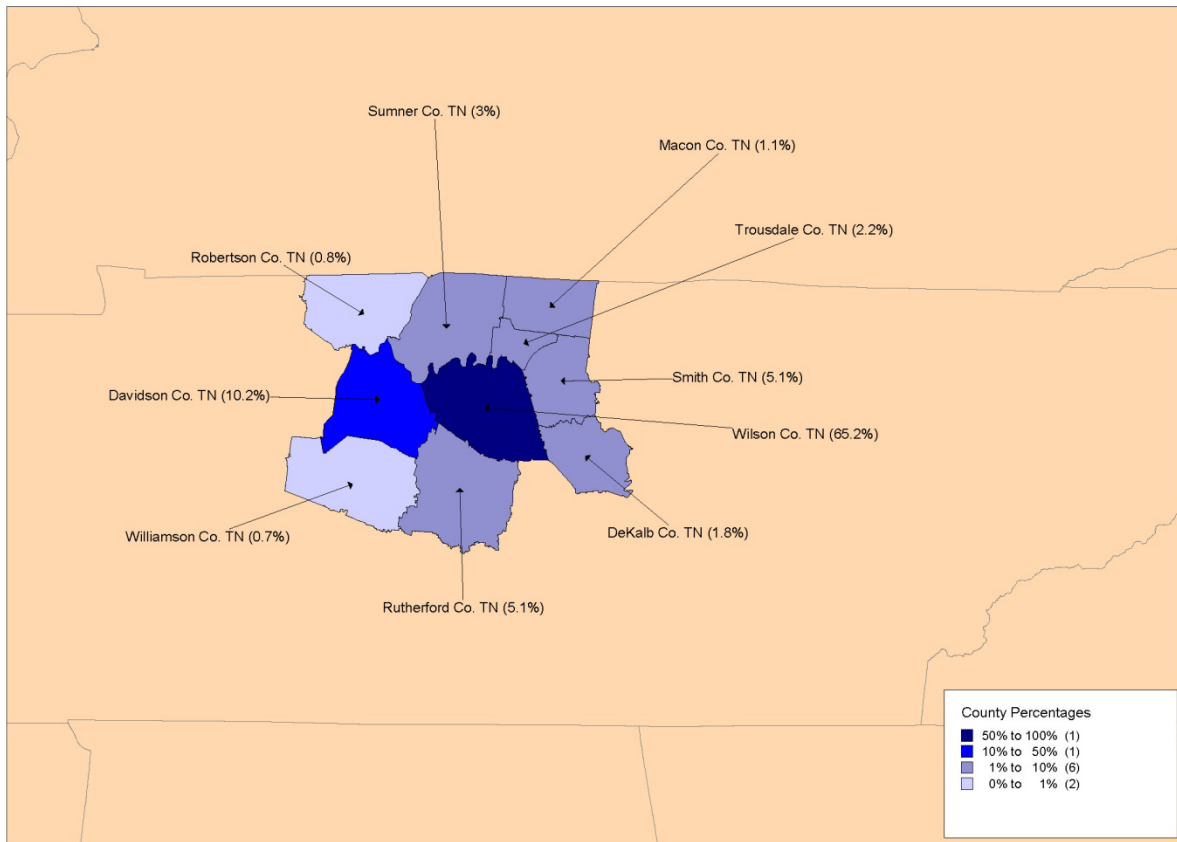
⁴ *Second Amended Complaint*, ¶22.

⁵ One litigation example that relies upon weighted availability is *EEOC v. Andrew Corporation*, 1989 U.S. Dist. LEXIS 3601. I have also used this approach in *Humphries v. Pulaski County Special School District*, U.S. District Court for the Eastern District of Arkansas, Case No. 4-06-CV-0000606SWW.

⁶ U.S. Census Bureau (2000). County-To-County Worker Flow Files. Residence County to Workplace County Flows for Tennessee (retrieved online June 2, 2010 from <http://www.census.gov/population/www/cen2000/commuting/index.html>) ["County-To-County Flow", hereafter]. See also this report's Appendix C, Table C-1.

1.8 percent reside in DeKalb County, 1.1 percent reside in Macon County, 0.8 percent reside in Robertson County, and 0.7 percent reside in Williamson County.⁷

Figure 1. Wilson County-Centered Geographic Labor Market
(Ten Counties, Weighted by County of Residence)



10. In Appendix C of this report, I use the information above to weight the reference populations of African American personnel, by occupational groups,⁸ within these ten counties of Middle Tennessee. Groupings include the Total Civilian Labor Force, as well as five State and Local Occupation Groups consistent with Wilson County government's reporting of employees in

⁷ The remaining 4.9 percent are located across 60 other counties in 11 states, including Tennessee. Each represents less than 0.65% of the total labor force working within Wilson County. See County-To-County Flow in this report's Appendix C, Table C-1.

⁸ U.S. Census Bureau (2000). Census 2000 EEO Data Tool. EEO Residence Data Results by State and Local Occupation Groups for Davidson, DeKalb, Macon, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, and Wilson Counties (retrieved online June 2, 2010 from <http://www.census.gov/eo2000/>). See Appendix C, Table C-2.

their EEO-4 reports (described in this Section's part B). In addition to the Total Civilian Labor Force, the five State and Local Occupation Groups include (1) Officials and Administrators, (2) Professionals, (3) Protective Service workers, (4) Administrative Support workers, and (5) Service and Maintenance workers. As shown in this report's Appendix C, Tables C-3a through C-3f, I find the following:

- The proportion of African Americans comprising the Total Civilian Labor Force within the ten-county area, weighted by county of residence, is 13.1 percent;⁹
 - The proportion of African Americans comprising Officials and Administrators within the ten-county area, weighted by county of residence, is 7.4 percent;¹⁰
 - The proportion of African Americans comprising Professionals within the ten-county area, weighted by county of residence, is 9.9 percent;¹¹
 - The proportion of African Americans comprising Protective Service workers within the ten-county area, weighted by county of residence, is 20.9 percent;¹²
 - The proportion of African Americans comprising Administrative Support workers within the ten-county area, weighted by county of residence, is 13.4 percent;¹³
- and

⁹ To understand the weighting in Tables C-3a through C-3f, see, for example, Table C-3a, which calculates the weighting process for the Total Civilian Labor Force. Column [a] of Table C-3a lists the ten counties of Middle Tennessee that represent 95.1 percent of where workers who work within Wilson County reside. Columns [b] and [c] show the number of African Americans and the total number of all races comprising the Total Civilian Labor Force within each county, respectively; and column [d] shows the percentage of African Americans comprising the Total Civilian Labor Force within each county. Column [e] contains the percentage of Wilson County workers that reside within each county, which serves as the weights. Column [f] is the re-weighting of column [e] such that the 4.9 percent that reside in other areas are proportionately redistributed across the ten counties; this assures that the sum of the weights equals 100 percent. Columns [g] and [h] show the weighted number of African American and total individuals, respectively, within each county; column [g] is merely the product of columns [b] and [f]; and column [h] is merely the product of columns [c] and [f]. Column [i] shows the percentage of African Americans in the Total Civilian Labor Force within each county. The bottom of column [i] provides the weighted proportion of African Americans comprising the Total Civilian Labor Force within the ten-county area. As shown at the bottom of Table C-3a, the weighted proportion of African Americans in the Total Civilian Labor Force within the ten-county area is 13.1 percent. The same structure is used for the weighting the other occupation groupings in Tables C-3b through C-3f.

¹⁰ Appendix C, Table C-3b.

¹¹ Appendix C, Table C-3c.

¹² Appendix C, Table C-3d.

¹³ Appendix C, Table C-3e.

- The proportion of African Americans comprising Service and Maintenance workers within the ten-county area, weighted by county of residence, is 19.4 percent.¹⁴

B. Wilson County Employment Data

11. My understanding is that discovery in this case has been limited. The employment data I have received consists of the Defendant's EEO-4 reports, or portions thereof, for 2005,¹⁵ 2007,¹⁶ and 2009,¹⁷ along with the Defendant's "Payroll Employees Summary" as of May 8, 2009.¹⁸ As discussed below, the EEO-4 reports provide employment data by State and Local Occupation Group. The Payroll Employees Summary provides employee-specific information, including hourly wages and the department in which each worker is employed.

i. Employment Data by Occupation Group

12. The EEO-4 reports contain information regarding employment totals by occupation group, sex, and race/ethnicity as of June 30 of the survey year.¹⁹ Because the 2005 version is somewhat dated, and the 2007 version appears to be incomplete,²⁰ I rely upon data from Wilson County's EEO-4 report for 2009.²¹ Table 1, below, summarizes the total employees in Wilson County according to the EEO-4 report for 2009.

¹⁴ Appendix C, Table C-3f.

¹⁵ E0032-37.

¹⁶ E0038-42.

¹⁷ E0456-66.

¹⁸ E0467-95.

¹⁹ EEO-4 reports also provide some salary information, but it is only tallies of employees in broad salary ranges (i.e., \$25.0k – \$32.9k, \$33.0k – \$42.9k, etc.).

²⁰ The 2007 EEO-4 shows 257 full-time workers (E0038-42 @ 40), as opposed to 470 in 2005 (E0032-37 @ 34), and 530 in 2009 (E0456-66 @ 59, 62, and 65).

²¹ I can, however, examine the 2005 data upon request. I can also examine 2007 data when the complete EEO-4 report becomes available.

Table 1. Wilson County Government Employees, 2009

Total Employees
from 2009 EEO-4 Reports

Occupational Group [a]	Function Type 16 (Summary Function)			Function Type 1 (Financial Administration)			Function Type 4 (Police Protection)			All Functions (Combined)			
	Full-Time [b]	Other [c]	Full-Time New [d]	Full-Time [e]	Other [f]	Full-Time New [g]	Full-Time [h]	Other [i]	Full-Time New [j]	Full-Time [k] = [b+e+h]	Other [l] = [c+f+i]	Full-Time New [m] = [d+g+j]	Total [n] = [k+l+m]
Officials and Administrators	1	0	0	10	0	0	1	0	0	12	0	0	12
Professionals	1	0	0	0	0	1	0	0	0	1	0	1	2
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers	0	0	0	0	0	0	285	43	57	285	43	57	385
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	26	3	3	95	70	17	21	0	0	142	73	20	235
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Service and Maintenance	90	45	9	0	0	0	0	0	0	90	45	9	144
Total EEO-4	118	48	12	105	70	18	307	43	57	530	161	87	778

Sources/Notes: [b] through [d]: E0456-E0460.
[e] through [g]: E0461-E0463.
[h] through [j]: E0464-E0466.

African American Employees
from 2009 EEO-4 Reports

Occupational Group [a]	Function Type 16 (Summary Function)			Function Type 1 (Financial Administration)			Function Type 4 (Police Protection)			All Functions (Combined)			
	Full-Time [b]	Other [c]	Full-Time New [d]	Full-Time [e]	Other [f]	Full-Time New [g]	Full-Time [h]	Other [i]	Full-Time New [j]	Full-Time [k] = [b+e+h]	Other [l] = [c+f+i]	Full-Time New [m] = [d+g+j]	Total [n] = [k+l+m]
Officials and Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers	0	0	0	0	0	0	10	0	2	10	0	2	12
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	7	0	0	1	3	0	0	0	0	8	3	0	11
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Service and Maintenance	9	6	1	0	0	0	0	0	0	9	6	1	16
Total EEO-4	16	6	1	1	3	0	10	0	2	27	9	3	39

Sources/Notes: [b] through [d]: E0456-E0460.
[e] through [g]: E0461-E0463.
[h] through [j]: E0464-E0466.

13. As shown in Table 1, there were 778 Wilson County government employees according to the EEO-4 report in 2009, and 39 employees (or approximately 5 percent) were African American. Of 530 full-time employees, 27 (or approximately 5.1 percent) were African American; and, out of 87 new full-time hires, 3 (or approximately 3.5 percent) were African American. All 2009 employees of Wilson County fall under one of the five State and Local Occupations previously discussed. That is, all employees of Wilson County were categorized as Officials and Administrators, Professionals, Protective Service workers, Administrative Support workers, or Service and Maintenance workers (i.e., there were no Technicians, Paraprofessionals, or Skilled Craft workers reported). This data forms the basis

for some of the statistical tests of employment, as well as the statistical tests of employment by occupation group, performed within this report (see Section III, B, *i* and *ii*).

ii. Employment Data and Employee Hourly Wages by Department

14. The Payroll Employees Summary of May 8, 2009 provides employee-specific information, such as name, date of birth, pay status (i.e., full-time/part-time), hire date, payment method (i.e., hourly/salary/etc.), and earnings. While specific job titles are not included within the report, the employees are organized by department. Further, while race and gender of the employees were not apparently part of the original Payroll Employees Summary report, this information was added (by hand) to the copy provided to me.²² Table 2, below, summarizes the *hourly* employees of Wilson County government according to the Payroll Employees Summary I received.

²² E0467-95. Appendix C, Table C-4 provides the Payroll Employees Summary report data, including race and gender.

Table 2. Wilson County Payroll Employees Summary - Hourly Employees

Department [a]	African American Hourly Employees			Total Hourly Employees		
	Full time [b]	Other [c]	Total [d]	Full time [e]	Other [f]	Total [g]
AG Center	3	0	3	7	14	21
AG Extension	0	0	0	2	2	4
Archives	0	0	0	1	1	2
Building Inspector	0	0	0	4	0	4
Building maintenance	4	2	6	12	3	15
Circuit Court	1	0	1	26	4	30
Clerk & Master	0	0	0	7	2	9
County Mayor	0	0	0	3	0	3
Drug Court	0	0	0	3	0	3
Election	1	2	3	7	15	22
Finance	1	0	1	13	1	14
Groundwater	0	0	0	1	0	1
Health Department	1	0	1	16	5	21
Judges	0	0	0	2	2	4
Judicial Commissioners	0	0	0	6	3	9
Juvenile	1	0	1	4	0	4
Planning	0	0	0	5	0	5
Probation	0	0	0	4	2	6
Property Assessor	0	1	1	14	3	17
Road Department	5	1	6	56	8	64
Sheriff	15	0	15	221	5	226
Soil Conservation	0	0	0	1	0	1
Solid Waste	0	1	1	16	19	35
Tourism	0	0	0	1	2	3
Trustee	0	0	0	6	1	7
Veterans	0	0	0	2	1	3
WEMA	1	0	1	105	38	143
Total	33	7	40	545	131	676

Sources/Notes: Appendix C, Table C-5.

There are a total of 790 employees listed on Defendant's Payroll Employee Summary (E0467-95) and provided in this report's Appendix C, Table C-4. The number 676 includes hourly employees only, excluding those paid on a salary (Payment Method = S) or daily (Payment Method = D) basis, as well as those that are entered as hourly employees but appear to be actually salary or daily (i.e., Pay Status = Full-Time, Payment Method = Hourly, but Default Hrs/Days = 1). Moreover, employee William R. Perrin was only counted once though he appears twice; once in the Sheriff's Department (at \$0.93 per hour) and once in the Road Department (at \$12.78 per hour). Only his employment in the Road Department was counted.

15. As shown in Table 2, there were 676 Wilson County hourly employees²³ on the payroll according to the Payroll Employees Summary of May 8, 2009, and 40 (or approximately 5.9

²³ There are a total of 790 employees listed on Defendant's Payroll Employee Summary (E0467-95) and provided in this report's Appendix C, Table C-4. As shown in Appendix C, Table C-5, the number 676 includes hourly employees only, excluding those paid on a salary (Payment Method = S) or daily (Payment Method = D) basis, as

percent) of these employees were African American. Of 545 full-time hourly employees, 33 (or approximately 6.1 percent) were African American. As further shown in Table 2, these employees of Wilson County fall under 27 different departments within Wilson County government. This data forms the basis for additional statistical tests of employment, as well as statistical tests of employment by department, performed within this report (see Section III, B, *i* and *iii*).

III. IMPACT ON EMPLOYMENT

16. If there is discrimination against African Americans, we will observe that African Americans are employed at a rate *significantly* below their representation in the relevant labor force or comparator group. The purpose of this section is to provide the relevant statistical tests for this inquiry. To define what is “significant,” however, it is first necessary to describe the relevant statistical benchmark of discrimination known as the “Hazelwood Standard.”

A. The Hazelwood Standard

17. When analyzing claims of employment discrimination, statistical tests can be used to develop a meaningful comparison of “what is observed” versus “what is expected.” The Hazelwood Standard, or “rule of two or three standard deviations,” is a court-determined benchmark (which is consistent with significance levels typically relied upon by social scientists) used to detect a statistically significant difference between “what is observed” and “what is expected.”²⁴

well as those that are entered as hourly employees but appear to be actually salary or daily (i.e., Pay Status = Full-Time, Payment Method = Hourly, but Default Hrs/Days = 1). Moreover, employee William R. Perrin was only counted once though he appears twice; once in the Sheriff’s Department (at \$0.93 per hour) and once in the Road Department (at \$12.78 per hour). Only his employment in the Road Department was counted. Appendix C, Table C-6 summarizes full-time hourly employees by race and department.

²⁴ For a discussion of the Hazelwood Standard in the economics literature, see Piette, M.J. and White, P.F. (1999). Approaches for Dealing with Small Sample Sizes in Employment Discrimination Litigation. *Journal of Forensic Economics* 12(1) [“Piette and White” hereafter], pp. 44-45.

18. “What is observed,” of course, relates to the employment levels that actually occurred. “What is expected,” alternatively, is what those employment levels would look like in the absence of discrimination, if employment was either random or neutral with respect to race. However, even if employment discrimination did not occur, “what is observed” and “what is expected” will almost never be exactly equal. That is, almost always, there will be some difference, or disparity, between the two measures.
19. Regarding such disparities between observed and expected values, the Supreme Court in *Castaneda v. Partida* determined “...if the difference between the expected value and the observed value is greater than two or three standard deviations,” then the process we are observing is unlikely to have occurred by chance alone (i.e., there is evidence of bias).²⁵ This general rule was later applied in *Hazelwood School District v. U.S.*, an employment discrimination case before the Supreme Court, and the rule has since become known as the “Hazelwood Standard.” The Hazelwood Standard is consistent with the significance levels typically relied upon by social scientists. Two standard deviations suggests that there is less than a 5 percent probability—and three standard deviations suggests that there is less than a 1 percent probability—that observed values could have occurred by *chance events alone*.
20. In this case, if there were no discrimination against African Americans, we would expect the percentage of African American employees to closely mirror the percentage of African Americans in the relevant labor force or comparator group. For example, if 15 percent of the relevant labor force were African American, and employment decisions were neutral with respect to race, we would expect the Defendant to employ an approximately equivalent proportion (i.e., roughly 15 percent) of African Americans. As discussed previously, there will almost always be some difference, or disparity, between the proportion that actually occurred (i.e., what is observed), and the proportion that would have occurred if employment were either random or neutral with respect to race (i.e., what is expected). However, if the difference between expected values and the observed values is greater than two or three

²⁵ Footnote 14 from *Hazelwood School District v. United States*, 433 U.S. 299 (1977).

standard deviations (in absolute value), then the process we are observing is unlikely to have occurred by chance alone (i.e., there is evidence of bias).

B. Hazelwood Tests

21. I provide Hazelwood tests using the Defendant's employee data to determine whether or not African Americans were under-represented in Wilson County government jobs. First, I examine the total employment and hourly employment of African Americans by the Defendant, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market. Second, I examine the Defendant's employment of African Americans by State and Local Occupation Group, relative to the proportion of African Americans in those occupation groups within the (weighted) geographic labor market. Third, I examine the Defendant's employment of African American hourly workers by department, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market.

i. Hazelwood Tests of Total Employment and Hourly Employment

22. The purpose of Table 3 is to examine whether African Americans were under-represented in total employment, relative to the proportion of African Americans in the total labor force within the (weighted) geographic labor market.

**Table 3. Hazelwood Test for Employees of Wilson County
2009 Total Employment from EEO-4 - Binomial Test**

Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Employees [b]	Expected % of African American Employees [c]	Expected # of African American Employees [d]=[b]*[c]	Actual # of African American Employees [e]	Difference (Actual-Expected) [f]=[e]-[d]	Variance [g]=([b]*[c])*[1-c]	Standard Deviation [h]=sqrt([b]*[c])*[1-c]	Number of Standard Deviations [i]=[f]/[h]
Total EEO-4	778	13.1%	101.7	39	-62.7	88.4	9.4	-6.7

Sources/Notes: [a] and [b]: Table 1.
[c]: Table C-3a.
[e]: Table 1.
The probability that this result could have occurred by chance events alone 0.00000%

23. In Table 3, column [a] shows the occupational group under consideration, which, in this table, includes all employees according to Defendant's 2009 EEO-4 (see Table 1). Column [b] provides the total number of Defendant's employees (778), and column [c] contains the expected percentage of African Americans, based upon the percentage of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market. Column [d] shows the number of African Americans employed by the Defendant that we would expect to see (i.e., "what is expected") if employment were random or neutral with respect to race; this column is calculated by multiplying column [b] by column [c]. Column [e] contains the actual number of African Americans employed by Defendant (39). Column [f] is simply the difference between the actual and expected numbers, calculated by subtracting column [d] from column [e]. Columns [g] and [h] contain the variance and standard deviation, respectively, (based upon the binomial distribution);²⁶ and column [i] provides the number of standard deviations, which is determined by dividing column [f] by column [h].

24. The number of standard deviations (in column [i]) reveals whether African Americans were significantly over-represented (if positive) or under-represented (if negative) in employment by the Defendant. This number can be compared with the Hazelwood Standard, which

²⁶ Binomial standard deviation = $\sigma = \sqrt{(b * c) * (1 - c)}$.

states, "...if the difference between the expected value and the observed value is greater than two or three standard deviations," then the process we are observing is unlikely to have occurred by chance alone.

25. As shown in Table 3 above, the number of standard deviations is negative (indicating an under-representation of African Americans). Moreover, it is high (in absolute value), indicating a statistically significant under-representation of African Americans. Specifically, the number of standard deviations is -6.7, which is well beyond the -2 or -3 standard deviations required for statistically significant under-representation. Indeed, the statistical probability that this hiring pattern could have occurred by chance events alone is 0.00000 percent.²⁷

26. Table 4, below, examines whether African Americans were under-represented in hourly employment, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market. In Table 4, the source of the employment data is Defendant's Payroll Employees Summary (rather than Defendant's EEO-4).

**Table 4. Hazelwood Test for Hourly Employees of Wilson County
2009 Hourly Employment from Payroll Employees Summary - Binomial Test**

Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Hourly Employees [b]	Expected % of African American Hourly Employees [c]	Expected # of African American Hourly Employees [d]=[b]*[c]	Actual # of African American Hourly Employees [e]	Difference (Actual-Expected) [f]=[e]-[d]	Variance [g]=[b*c]*[1-c]	Standard Deviation [h]=sqrt([b*c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
Total Payroll Employees Summary	676	13.1%	88.4	40	-48.4	76.8	8.8	-5.5

Sources/Notes: [a] and [b]: Table 2.
[c]: Table C-3a.
[e]: Table 2.
The probability that this result could have occurred by chance events alone 0.00000%

²⁷ The basic result of Table 3 also holds true if the analysis is limited to full-time employees only. See Appendix D, Table D-3.

27. Table 4 has the identical structure of Table 3. The only difference is that the employment data comes from the Defendant's Payroll Employees Summary (see Table 2). These employment levels differ somewhat from the Defendant's EEO-4 (from Table 1), principally because only hourly employees were considered.

28. As shown in Table 4 above, the number of standard deviations is negative (indicating an under-representation of African Americans). Moreover, it is high (in absolute value), indicating a statistically significant under-representation of African Americans. Specifically, the number of standard deviations is -5.5, which is well beyond the -2 or -3 standard deviations required for statistically significant under-representation. Indeed, the statistical probability that this hiring pattern could have occurred by chance events alone is, again 0.00000 percent.²⁸

ii. Hazelwood Tests By Occupation Group

29. The purpose of Table 5 is to examine whether African Americans were under-represented by State and Local Occupation Group, relative to the proportion of African Americans in those occupation groups within the (weighted) geographic labor market.

²⁸ The basic result of Table 4 also holds true if the analysis is limited to full-time employees only. See Appendix D, Table D-4.

Table 5. Hazelwood Test for Employees of Wilson County
2009 Total Employment by Occupation Group (EEO-4) - Binomial Test w/ Mantel-Haenszel Aggregation
Using the Ratio of African-American Personnel, by Occupational Group, within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Employees [b]	Expected % of African American Employees [c]	Expected # of African American Employees [d]=[b]*[c]	Actual # of African American Employees [e]	Difference (Actual- Expected) [f]=[e]-[d]	Variance [g]=[f]*[c]*[1-c]	Standard Deviation [h]=sqrt([b]*[c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
Officials and Administrators	12	7.4%	0.9	0	-0.9	0.8	0.9	-1.0
Professionals	2	9.9%	0.2	0	-0.2	0.2	0.4	-0.5
Protective Service Workers	385	20.9%	80.3	12	-68.3	63.5	8.0	-8.6
Administrative Support	235	13.4%	31.4	11	-20.4	27.2	5.2	-3.9
Service and Maintenance	144	19.4%	28.0	16	-12.0	22.5	4.7	-2.5
Mantel - Haenszel Aggregation	778			39	-101.8	114.3	10.7	-9.5

Sources/Notes:

[a] and [b]: Table 1.

[c]: Tables C-3b through C-3f.

[e]: Table 1.

The probability that this result could have occurred by chance events alone: 0.00000%

30. Table 5 has a similar basic structure to Tables 3 and 4, with three exceptions. First, the analysis in Table 5 is separated by State and Local Occupation Group, in accordance with the Defendant's 2009 EEO-4 (see Table 1). Second, the proportion of African Americans within the relevant comparator groups varies with the State and Local Occupation Group, pursuant to the previous discussion in this report (i.e., Section II, B). Second, the group-by-group analysis is completed with a "bottom line" calculation using the Mantel-Haenszel aggregation technique.²⁹ The Mantel-Haenszel aggregation technique overcomes small sample size problems with individual occupation groups and indicates whether or not the overall selection rate of African Americans is consistent with a race-neutral hiring policy.³⁰

²⁹ Piette and White, p. 48.

³⁰ For more on the use of the Mantel-Haenszel aggregation technique in the employment discrimination context, see Gastwirth, J.L. (1984). Statistical Methods for Analyzing Claims of Employment Discrimination. *Industrial and Labor Relations Review*, 38(1), pp. 75-86.

31. As shown in Table 5, the number of standard deviations (in column [i]) is negative for each group (indicating an under-representation of African Americans). In isolation, statistically significant under-representation is apparent in three of the five occupational groups (i.e., Protective Service, Administrative Support, and Service and Maintenance). This outcome is due principally to the small sample sizes of the other two groups (Officials and Administrators, and Professionals).³¹
32. The Mantel-Haenszel aggregation technique is used in Table 5 to aggregate results across the occupation groups. The Mantel-Haenszel aggregation result (at -9.5 standard deviations) suggests that the Defendant's overall selection of African Americans as employees to the various occupational groups, from the relevant comparator groups within the (weighted) geographic labor market, is inconsistent with a race-neutral hiring policy. Again, the statistical probability that this hiring pattern could have occurred by chance events alone is, again 0.00000 percent.³²

iii. Hazelwood Tests By Department

33. Table 6, below, utilizes employment data from the Defendant's Payroll Employees Summary (Table 2) to examine whether or not African Americans were under-represented in hourly employment by department. Since job titles and job functions within departments are unknown, hourly employment within departments are compared to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market.

³¹ As shown in Table 5, there were only 12 Officials and Administrators, none of whom were African American; and there were only 2 Professionals, none of whom were African American.

³² The basic result of Table 5 also holds true if the analysis is limited to full-time employees only. See Appendix D, Table D-5.

Table 6. Hazelwood Test for Hourly Employees of Wilson County by Department
2009 Hourly Payroll Employees by Department (Payroll Employees Summary) - Binomial Test w/ Mantel-Haenszel Aggregation
Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Department [a]	Total # of Hourly Employees [b]	Expected % of African American Hourly Employees [c]	Expected # of African American Hourly Employees [d]=[b]*[c]	Actual # of African American Hourly Employees [e]	Difference (Actual- Expected) [f]=[e]-[d]	Variance [g]=[f]*[c]*[1-c]	Standard Deviation [h]=sqrt([b]*[c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
AG Center	21	13.1%	2.7	3	0.3	2.4	1.5	0.2
AG Extension	4	13.1%	0.5	0	-0.5	0.5	0.7	-0.8
Archives	2	13.1%	0.3	0	-0.3	0.2	0.5	-0.5
Building Inspector	4	13.1%	0.5	0	-0.5	0.5	0.7	-0.8
Building Maintenance	15	13.1%	2.0	6	4.0	1.7	1.3	3.1
Circuit Court	30	13.1%	3.9	1	-2.9	3.4	1.8	-1.6
Clerk & Master	9	13.1%	1.2	0	-1.2	1.0	1.0	-1.2
County Mayor	3	13.1%	0.4	0	-0.4	0.3	0.6	-0.7
Drug Court	3	13.1%	0.4	0	-0.4	0.3	0.6	-0.7
Election	22	13.1%	2.9	3	0.1	2.5	1.6	0.1
Finance	14	13.1%	1.8	1	-0.8	1.6	1.3	-0.7
Groundwater	1	13.1%	0.1	0	-0.1	0.1	0.3	-0.4
Health Department	21	13.1%	2.7	1	-1.7	2.4	1.5	-1.1
Judges	4	13.1%	0.5	0	-0.5	0.5	0.7	-0.8
Judicial Commissioners	9	13.1%	1.2	0	-1.2	1.0	1.0	-1.2
Juvenile	4	13.1%	0.5	1	0.5	0.5	0.7	0.7
Planning	5	13.1%	0.7	0	-0.7	0.6	0.8	-0.9
Probation	6	13.1%	0.8	0	-0.8	0.7	0.8	-0.9
Property Assessor	17	13.1%	2.2	1	-1.2	1.9	1.4	-0.9
Road Department	64	13.1%	8.4	6	-2.4	7.3	2.7	-0.9
Sheriff	226	13.1%	29.5	15	-14.5	25.7	5.1	-2.9
Soil Conservation	1	13.1%	0.1	0	-0.1	0.1	0.3	-0.4
Solid Waste	35	13.1%	4.6	1	-3.6	4.0	2.0	-1.8
Tourism	3	13.1%	0.4	0	-0.4	0.3	0.6	-0.7
Trustee	7	13.1%	0.9	0	-0.9	0.8	0.9	-1.0
Veterans	3	13.1%	0.4	0	-0.4	0.3	0.6	-0.7
WEMA	143	13.1%	18.7	1	-17.7	16.3	4.0	-4.4
Mantel - Haenszel Aggregation	676			40	-48.4	76.8	8.8	-5.5

Sources/Notes: [a] and [b]: Table 2.
[c]: Tables C-3a.
[e]: Table 2.
The probability that this result could have occurred by chance events alone 0.00000%

34. Table 6 is similar to Table 5, except for the following: Table 6 disaggregates total employment by department rather than by occupation group; the source of employment data is hourly employees from Defendant's Payroll Employees Summary (from Table 2); and the expected percentage of African Americans hired remains constant because, with the information available, African American employment within departments could only be

compared to the African American availability in the Total Civilian Labor Force within the (weighted) geographic labor market. Like Table 5, Table 6 utilizes the Mantel-Haenszel aggregation technique to overcome small sample size problems, provide a “bottom line” calculation, and indicate whether or not the overall selection rate of African Americans is consistent with a race-neutral hiring policy.

35. As shown in Table 6, the number of standard deviations (in column [i]) is negative for 23 of the 27 departments. In isolation, statistically significant under-representation is apparent in the Sheriff’s department and WEMA, owing principally to the small sample sizes of the other departments. As before, the Mantel-Haenszel aggregation technique is used to aggregate the results, this time across departments. The Mantel-Haenszel aggregation result (at -5.5 standard deviations) suggests that the Defendant’s overall selection of African Americans as hourly employees to the various departments is inconsistent with a race-neutral hiring policy. As in all prior tables, the statistical probability that this hiring pattern could have occurred by chance events alone is 0.00000 percent.³³

IV. IMPACT ON HOURLY WAGES

36. The purpose of this section is to explain the methodology used to analyze statistically the wages of African Americans hired by Wilson County, relative to the wages of their non-African American counterparts. This methodology is called ordinary least squares (OLS) regression analysis. After a brief, general description of this methodology, I explain the structure of the Wilson County wage regression model and provide the regression results estimated from the Defendant’s Payroll Employees Summary data.

³³ The basic result of Table 6 also holds true if the analysis is limited to full-time employees only. See Appendix D, Table D-6.

A. Ordinary Least Squares (OLS) Regression

37. Ordinary least squares (OLS) regression (or “regression”) analysis is a statistical technique that can be used to determine the presence of, and measure the extent of, discrimination in earnings on the basis of protected class status.³⁴ In general, regression analysis is useful in shedding light on the possible systemic underpayment of one protected group relative to others. While I briefly discuss the methodology herein, there are a number of technical considerations. A chapter from the *Reference Manual on Scientific Evidence, 2nd Edition* by the Federal Judicial Center (FJC) may be of additional assistance. This manual is described by the FJC as, “A reference manual to assist judges in managing expert evidence in cases involving issues of science or technology.” One chapter, “Reference Guide on Multiple Regression,” by Daniel L. Rubinfeld, is particularly useful for evaluating the regression equation and related terms presented in this report. The reference manual is freely available online from the Federal Judicial Center.³⁵
38. In general, multiple regression analysis is a statistical technique used for understanding the relationship between two or more variables via equation form. The equation specifies a key variable of interest—called the dependent variable—and additional explanatory variables that are thought to produce or be associated with changes in the dependent variable. In this specific case, the dependent variable is hourly wages. Explanatory variables that may produce or be associated with changes in hourly wages typically include such factors as work experience, department, gender, race, education, and performance measures.³⁶
39. Regression analysis controls, or accounts for, other important factors (i.e., the explanatory variables), thus enabling us to examine the effect and magnitude of a specific, important

³⁴ Paetzold, R.L. and Wilborn, S.L. (2006). *The Statistics of Discrimination: Using Statistical Evidence in Discrimination Cases*, [“Paetzold and Wilborn” hereafter], §6.01.

³⁵ Rubinfeld, D.L. (2000). Reference Guide on Multiple Regression. *Reference Manual on Scientific Evidence, 2nd Edition*, pp. 179-227 [“Rubinfeld” hereafter] (retrieved online June 2, 2010 from <http://www.fjc.gov>).

³⁶ Unfortunately, measures of education and performance are not included in Defendant’s Payroll Employees Summary data. However, the equation can be modified to include these measures should the data become available, and I reserve the right to do so.

explanatory variable of interest (such as race). Rather than simply comparing average wage levels for African Americans and other races, for example, a regression analysis compares average wage levels for African Americans versus other races after adjusting for the other relevant variables that may explain any differences in wage levels. In essence, regression methodology disentangles and isolates the effects that the various explanatory variables have on the dependent variable. With it, one can determine the effect that race, alone, has on hourly wages, while controlling for the other factors.

B. Wilson County Hourly Wage Regression

i. Dependent and Explanatory Variables

40. As mentioned above, employee hourly wages (i.e., *PAY*) from the Defendant's Payroll Summary Report is the dependent variable of interest, as we wish to examine the impact of explanatory variables, including race, on hourly wages.
41. Explanatory variables include indicators of race, gender, part-time status, and department, as well as measures of experience in Wilson County employment, and age.³⁷ From the 676 hourly employees, I eliminated those with missing race, date of birth, hire date, or pay status.³⁸ This reduced the number of observations to 633 hourly employees.³⁹ The explanatory variables are described below.

³⁷ Rubinfeld, p. 188, explains that the omission of an explanatory variable that is correlated with the variable of interest can cause biased estimates of the regression parameters. This is called "omitted variable bias," which may cause an included variable to be credited with an effect that is actually caused by the excluded variable. In the regression models herein, I use *all* of the useable information currently available to me from the Defendant's Payroll Summary Report (E0467-95); thus no available information has been purposely excluded. If, at a later date, the Defendant produces additional employee-level information regarding additional factors that may influence wages, I reserve the right to modify my regression equations in order to incorporate that new information.

³⁸ In addition, those with hourly wages less than or equal to \$1.28 were eliminated, as was employee Terry Ashe, who, alone, represents the "Sheriff Contributory" department and, while listed as Payment Method = Hourly, has a reported wage of \$3,055.23. It was assumed that Terry Ashe is not actually an hourly employee.

³⁹ The data, SAS® software code, and output associated with the regression analysis is attached to this report as Appendix E.

42. *BLACK* is a dichotomous variable (also called a binary, indicator, or “dummy” variable)⁴⁰ that takes on the value of 1 if the employee is African American and 0 otherwise.⁴¹ The coefficient on this explanatory variable tells us how the wages of African Americans differ from their non-African American counterparts, if at all, while controlling for the other factors. If the coefficient is negative and statistically significant, African Americans earn less per hour than their non-African American counterparts, all else constant.
43. *FEMALE* is a dichotomous variable that takes on a value of 1 if the employee is female and 0 otherwise.⁴² The coefficient on this explanatory variable tells us how the wages of females differ from their male counterparts, if at all, controlling for other factors. If the coefficient is negative and statistically significant, females earn less per hour than their male counterparts, all else constant.
44. *PT* is also a dichotomous variable that takes on a value of 1 if the employee is part-time and 0 otherwise. The coefficient on this explanatory variable tells us how the wages of part-time employees differ from their full-time counterparts, controlling for other factors. We might expect a negative and statistically significant coefficient, which indicates that part-time employees earn a lower wage than their full-time counterparts, all else constant.
45. *TENURE* is a measure of the employee’s experience, or tenure, in years, with Wilson County government.⁴³ *TENURE*² (i.e., “*TENURE* squared”) is simply *TENURE* multiplied by itself. The coefficients on these explanatory variables tell us how tenure with the County impacts

⁴⁰ See, for example, Rubinfeld, pp. 210-211. See also Paetzold and Wilborn §6.09.

⁴¹ The variable *BLACK* was constructed using the race information added to the original Payroll Employees Summary provided to me in E0467-95 and organized in Appendix C, Table C-4. See also Appendix E for data, SAS® software code, and output.

⁴² The variable *FEMALE* was constructed using the race information added to the original Payroll Employees Summary provided to me in E0467-95 and organized in Appendix C, Table C-4. See also Appendix E for data, SAS® software code, and output.

⁴³ The variable *TENURE* was constructed using the Hire Date information in the Payroll Employees Summary provided to me in E047-95 and organized in Appendix C, Table C-4. Specifically, *TENURE* is calculated by taking the current date minus the Hire Date, in days, and dividing by 365 (to convert to years). See also Appendix E for data, SAS® software code, and output.

wages. Specifically, we may expect a positive coefficient on *TENURE* and a negative coefficient on *TENURE*², which would signify that each year of experience increases the employee's hourly wage, but at a decreasing rate.⁴⁴

46. Likewise *AGE* is a measure of the employee's age, in years,⁴⁵ while *AGE*² (i.e., "*AGE* squared") is simply *AGE* multiplied by itself. The coefficients on these explanatory variables tell us how age impacts wages. We may expect a positive coefficient on *AGE* and a negative coefficient on *AGE*², which would signify that each year of age increases the employee's hourly wage, but at a decreasing rate.

47. In addition to the explanatory variables listed above, there are 26 additional "*DEP*" (i.e., department) dichotomous variables which signify the department in which each employee is located. That is, for each department, the dichotomous variable takes on the value of 1 if the employee is employed within that department and 0 otherwise. The coefficients on these explanatory variables tell us how the wages of employees within each department differ from employee-counterparts employed at Defendant's AG Center (i.e., the 27th department), if at all, while controlling for the other factors.

ii. *Regression Results*

48. Table 7 provides the regression results, including the coefficient estimates, tests of statistical significance, as well as practical interpretations of each coefficient on each explanatory variable.

⁴⁴ See, for example, Mirer, T.W. (1995). *Economic Statistics and Econometrics*, 3rd Edition ["Mirer" hereafter], p. 156.

⁴⁵ The variable *AGE* was constructed using the Birth Date information in the Payroll Employees Summary provided to me in E047-95 and organized in Appendix C, Table C-4. Specifically, *AGE* is calculated by taking the current date minus the Birth Date, in days, and dividing by 365 (to convert to years). See also Appendix E for data, SAS® software code, and output.

Table 7. Wilson County Regression Model
Dependent Variable = PAY (hourly wage)

Variable Name	Variable Description	Coefficient	Interpretation/Notes
BLACK	Dichotomous variable taking a value one whenever the employee is African American, and zero otherwise.	-1.43555 [0.0184]**	Holding other explanatory variables constant, African American employees earn less than non-African Americans by about \$1.43/hr on average. This coefficient is statistically significant at the 95% level.
FEMALE	Dichotomous variable taking a value one whenever the employee is female, and zero otherwise.	-1.92393 [<.0001]**	Holding other explanatory variables constant, female employees earn less than males by over \$1.92/hr on average. This coefficient is statistically significant at the 99% level.
PT	Dichotomous variable taking a value one whenever the employee is part-time, and zero otherwise.	-1.51764 [0.0008]**	Holding other explanatory variables constant, part-time employees earn less than full-time employees by almost \$1.52/hr on average. This coefficient is statistically significant at the 99% level.
TENURE	Employee's length of employment for Wilson County as of July 6 th , 2010, in years.	0.28773 [<.0001]**	Holding other explanatory variables constant, an additional year of tenure in Wilson County employment increases hourly salary, but at a decreasing rate. The positive effect of tenure is statistically significant at the 99% level, while the negative effect of tenure squared is not statistically different from zero.
TENURE ²	The squared value of TENURE.	-0.00269 [0.1897]	
AGE	Employee's age as of July 6 th , 2010, in years.	0.25917 [<.0001]**	Holding other explanatory variables constant, an additional year of employee's age increases hourly salary, but at a decreasing rate. The positive effect of age is statistically significant at the 99% level, as is the negative effect of age squared.
AGE ²	The squared value of AGE.	-0.00272 [<.0001]**	
DEP_AG_Extension	Dichotomous variable taking a value one whenever the employee works in AG Extension, and zero otherwise.	0.28424 [0.8830]	Holding other explanatory variables constant, employees in AG Extension earn more than those in the AG Center by over \$0.28/hr on average. This coefficient is not statistically different from zero.
DEP_Archives	Dichotomous variable taking a value one whenever the employee works in Archives and zero otherwise.	8.5596 [0.0009]**	Holding other explanatory variables constant, employees in Archives earn more than those in the AG Center by about \$8.56/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Building_Inspector	Dichotomous variable taking a value one whenever the employee works in Building Inspector, and zero otherwise.	6.17662 [0.0014]**	Holding other explanatory variables constant, employees for the Building Inspector earn more than those in the AG Center by over \$6.17/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Building_Maintenance	Dichotomous variable taking a value one whenever the employee works in Building Maintenance, and zero otherwise.	0.78599 [0.5398]	Holding other explanatory variables constant, employees in Building Maintenance earn more than those in the AG Center by over \$0.78/hr on average. This coefficient is not statistically different from zero.
DEP_Circuit_Court	Dichotomous variable taking a value one whenever the employee works in Circuit Court, and zero otherwise.	5.99275 [<.0001]**	Holding other explanatory variables constant, employees of the Circuit Court earn more than those in the AG Center by over \$5.99/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Clerk_n_Master	Dichotomous variable taking a value one whenever the employee works in Clerk and Master, and zero otherwise.	5.97723 [0.0001]**	Holding other explanatory variables constant, employees of the Clerk and Master earn more than those in the AG Center by about \$5.97/hr on average. This coefficient is statistically significant at the 99% level.
DEP_County_Mayor	Dichotomous variable taking a value one whenever the employee works in County Mayor, and zero otherwise.	1.67906 [0.4376]	Holding other explanatory variables constant, employees for the County Mayor earn more than those in the AG Center by about \$1.68/hr on average. This coefficient is not statistically different from zero.
DEP_Drug_Court	Dichotomous variable taking a value one whenever the employee works in Drug Court, and zero otherwise.	6.20946 [0.0041]**	Holding other explanatory variables constant, an employee in the Drug Court earns more than those in the AG Center by about \$6.21/hr on average. This coefficient is significant at 99% level.
DEP_Election	Dichotomous variable taking a value one whenever the employee works in Election, and zero otherwise.	5.50438 [0.0003]**	Holding other explanatory variables constant, Election employees earn more than those in the AG Center by about \$5.50/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Finance	Dichotomous variable taking a value one whenever the employee works in Finance, and zero otherwise.	7.3973 [<.0001]**	Holding other explanatory variables constant, employees in Finance earn more than those in the AG Center by about \$7.40/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Groundwater	Dichotomous variable taking a value one whenever the employee works in Groundwater, and zero otherwise.	0.84454 [0.8100]	Holding other explanatory variables constant, employees in the Groundwater department earn more than those in the AG Center by over \$0.84/hr on average. This coefficient is not statistically different from zero.
DEP_Health_Department	Dichotomous variable taking a value one whenever the employee works in Health Department, and zero otherwise.	5.57151 [<.0001]**	Holding other explanatory variables constant, employees of the Health Department earn more than those in the AG Center by about \$5.71/hr on average. This coefficient is significant at the 99% level.

Table 7 Cont'd. Wilson County Regression Model
Dependent Variable = PAY (hourly wage)

DEP_Judges	Dichotomous variable taking a value one whenever the employee works in Judges, and zero otherwise.	3.6954 [0.0564]*	Holding other explanatory variables constant, employees for Judges earn more than those in the AG Center by over \$3.69/hr on average. This coefficient is statistically significant at the 90% level.
DEP_Judicial_Commissioners	Dichotomous variable taking a value one whenever the employee works in Judicial Commissioners, and zero otherwise.	5.78932 [<.0001]***	Holding other explanatory variables constant, Judicial Commissioner employees earn more than those in the AG Center by about \$5.79/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Juvenile	Dichotomous variable taking a value one whenever the employee works in Juvenile, and zero otherwise.	3.84857 [0.0457]**	Holding other explanatory variables constant, employees in the Juvenile division earn more than those in the AG Center by about \$3.85/hr on average. This coefficient is statistically significant at the 95% level.
DEP_Planning	Dichotomous variable taking a value one whenever the employee works in Planning, and zero otherwise.	8.91687 [<.0001]***	Holding other explanatory variables constant, employees in Planning earn more than those in the AG Center by over \$8.91/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Probation	Dichotomous variable taking a value one whenever the employee works in Probation, and zero otherwise.	4.5294 [0.0061]***	Holding other explanatory variables constant, employees in Probation earn more than those in the AG Center by about \$4.53/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Property_Assessor	Dichotomous variable taking a value one whenever the employee works in Property Assessor, and zero otherwise.	3.69242 [0.0033]***	Holding other explanatory variables constant, employee for the Property Assessor earn more than those in the AG Center by about \$3.70/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Road_Department	Dichotomous variable taking a value one whenever the employee works in Road Department, and zero otherwise.	1.49398 [0.1329]	Holding other explanatory variables constant, an employee in the Road Department earns more than those in the AG Center by over \$1.49/hr on average. This coefficient is not statistically different from zero.
DEP_Sheriff	Dichotomous variable taking a value one whenever the employee works in Sheriff Department or locations, and zero otherwise.	3.78016 [<.0001]***	Holding other explanatory variables constant, employees for the Sheriff ears more than those in the AG Center by over \$3.78/hr on average. This coefficient is significant at the 99% level.
DEP_Soil_Conservation	Dichotomous variable taking a value one whenever the employee works in Soil Conservation, and zero otherwise.	-0.04673 [0.9894]	Holding other explanatory variables constant, employees in Soil Conservation earn more than those in the AG Center by over \$0.046/hr on average. This coefficient is not statistically different from zero.
DEP_Solid_Waste	Dichotomous variable taking a value one whenever the employee works in Solid Waste, and zero otherwise.	1.29959 [0.2209]	Holding other explanatory variables constant, employees of Solid Waste earn more than those in the AG Center by about \$1.30/hr. This coefficient is not statistically different from zero.
DEP_Tourism	Dichotomous variable taking a value one whenever the employee works in Tourism, and zero otherwise.	3.35134 [0.0949]	Holding other explanatory variables constant, employees of Tourism earn more than in AG Center by over \$3.55/hr on average. This coefficient is statistically significant at the 90% level.
DEP_Trustee	Dichotomous variable taking a value one whenever the employee works in Trustee, and zero otherwise.	6.64524 [<.0001]***	Holding other explanatory variables constant, employees of the Trustee earn more than those in AG Center by over \$6.64/hr on average. This coefficient is statistically significant at the 99% level.
DEP_Veterans	Dichotomous variable taking a value one whenever the employee works in Veterans, and zero otherwise.	5.89738 [0.0217]**	Holding other explanatory variables constant, Veterans employees earn more than those in the AG Center by about \$5.90/hr on average. This coefficient is statistically significant at the 95% level.
DEP_WEMA	Dichotomous variable taking a value one whenever the employee works in WEMA, and zero otherwise.	-0.4753 [0.6116]	Holding other explanatory variables constant, employees of WEMA earn less than those in the AG Center by about \$0.48/hr on average. This coefficient is not statistically different from zero.
Intercept	Constant	5.25896 [0.0014]***	Indicates what the regression model predicts the hourly salary of a Wilson County employee when all explanatory variables take on a zero value.
R ²	R-Squared	0.4872	The explanatory variables explain around 49 percent of the variation in hourly wages.
F	F-Statistic	17.24	The overall findings are statistically significant

Source:

Appendix E.

49. As shown in Table 7, controlling for all other explanatory variables, African American employees earn less than their non-African American counterparts by about \$1.43 per hour, on average. This coefficient is significant at the 95 percent level, which, in the context of *Hazelwood*, is equivalent to two standard deviations. Thus, there is less than a 5 percent chance that this outcome could have occurred by chance events alone.⁴⁶
50. Essentially, the coefficients and variables of Table 7 form one long equation. However, strictly for exposition, assume for the moment that we wish to examine wages of personnel in the AG Center department. In that case, we can leave off the 26 “*DEP*” variables and the equation reduces to the following:

$$PAY = 5.259 - 1.435(BLACK) - 1.924(FEMALE) - 1.518(PT) + 0.288(TENURE) - 0.003(TENURE^2) + 0.259(AGE) - 0.003(AGE^2)$$

From this regression model, we can estimate the wages of personnel given their particular attributes. For example, a white male who has worked full-time in the AG Center for 5 years and is 30 years old would have an estimated hourly wage of approximately

$$PAY = 5.259 - 1.435(0) - 1.924(0) - 1.518(0) + 0.288(5) - 0.003(25) + 0.259(30) - 0.003(900)$$

$$PAY = 5.259 + 1.440 - 0.075 + 7.770 - 2.70$$

$$PAY \cong 11.69.$$

However, an African American male who works full-time in the AG Center for 5 years and is 30 years old would have an estimated hourly wage of approximately

$$PAY = 5.259 - 1.435(1) - 1.924(0) - 1.518(0) + 0.288(5) - 0.003(25) + 0.259(30) - 0.003(900)$$

$$PAY = 5.259 - 1.435 + 1.440 - 0.075 + 7.770 - 2.70$$

⁴⁶ Of the seven coefficients unrelated to departments (i.e., the “*DEP*” coefficients), six are significant at the 95 percent level or greater. The lone exception is *TENURE*², due to multicollinearity between *TENURE* and *AGE* (and hence *TENURE*² and *AGE*²). Multicollinearity overstates the amount of error associated with these estimated coefficients only. That is, *p-values* for these terms will be artificially higher than they would be if there were no multicollinearity present. See Rubinfeld, p. 197, fn. 46. Nevertheless, while this has very little impact on the primary explanatory variable under examination (i.e., *BLACK*), additional regression equations were run in an effort to minimize the impact of multicollinearity. A total of four regressions with alternative specifications involving *AGE* and *TENURE* were run, and all four have similar estimated coefficients on the explanatory variable *BLACK*, ranging from -1.67 to -1.21. See Appendix E, Models 1 through 4.

$$PAY \cong 10.26.$$

The difference in the hourly wage between the men, who are equivalent in all aspects except race, is (\$11.69 – \$10.26 =) \$1.43. That wage decrease in the hourly earnings of African Americans is provided directly by the coefficient on the explanatory variable *BLACK*, as shown in Table 7.

V. CONCLUSION

51. Counsel representing the Plaintiffs in this matter asked me to determine whether Defendant's alleged policy and practice of discrimination has adversely impacted members of the proposed Class of African Americans. I was also asked to analyze statistically the wages of African Americans actually hired by Wilson County, relative to the wages of their non-African American counterparts.
52. Within this report, I provide the standard, widely-accepted methodology for determining Class impact in employment. Further, using this standard methodology, the findings within this report show a consistent under-representation of African American workers in Wilson County government jobs.
53. Tables 3, 4, 5 and 6 of this report provide Hazelwood Standard tests for the Defendant's employment of African Americans. Table 3 examines the proportion of African Americans employed by the Defendant, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market. Table 4 examines the proportion of African Americans in hourly employment with the Defendant, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market. Table 5 examines the Defendant's employment of African Americans, by State and Local Occupation Group, relative to the proportion of African Americans in those occupation groups within the (weighted) geographic labor market. Table

6 examines the Defendant's employment of African American hourly workers, by department, relative to the proportion of African Americans in the Total Civilian Labor Force within the (weighted) geographic labor market.

54. The results of Tables 3 through 6 are consistent, revealing a statistically significant pattern of under-representation of African Americans employed by the Defendant. In all cases, the overall selection rate of African Americans is well beyond the Hazelwood Standard's -2 or -3 standard deviations required for statistically significant under-representation.⁴⁷ In all cases, the statistical probability that these overall selection rates could have occurred by chance events alone is 0.00000 percent.
55. Within this report, I also provide the standard, widely-accepted methodology for determining the presence of, and for measuring the extent of, discrimination in earnings on the basis of protected class status. Specifically, Table 7 provides results from an ordinary least squares (OLS) regression used to determine the impact of race on wages, while controlling for gender, part-time status, and department, as well as measures of experience in Wilson County employment, and age.
56. As shown in Table 7, controlling for all other explanatory variables, African American employees earn approximately \$1.43 per hour less than their non-African American counterparts, on average. There is less than a 5 percent chance that this outcome could have occurred by chance events alone.
57. These are my opinions based on the information I have to date. My opinions are subject to modification upon review of additional information.



David C. Sharp, Ph.D.

January 3, 2011

Date

⁴⁷ As shown in Appendix D, these results also hold true when only full-time employees are examined.

Appendix A:

Curriculum Vitae of David C. Sharp, Ph.D.

DAVID C. SHARP

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NATHAN
ASSOCIATES INC.



CURRENT POSITION

Managing Economist & Director
Nathan Associates Inc., Mid-South Office

EDUCATION

Ph.D., Economics, University of Memphis, 1997
M.A., Economics, University of Memphis, 1994
B.B.A., Economics, Memphis State University, 1991

EXPERIENCE SUMMARY

As a specialist in applied econometrics and microeconomics, Dr. Sharp has developed methodologies and conducted analyses in a variety of antitrust, antidumping, employment and other commercial matters. His experience includes econometric modeling for litigation involving price-fixing, loss-of-sales, and dumping; assessments of market structure and market power; and analyses in a variety of employment discrimination and forensic matters. As an expert witness, he has provided trial testimony before the U.S. District Court, Western District of Tennessee; the U.S. District Court for the Eastern District of Arkansas; the U.S. District Court for the Western District of Arkansas; and the Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis. He has also testified by deposition before the Circuit Court of Madison County, Tennessee at Jackson; the Circuit Court of Franklin, Tennessee; the Circuit Court of Shelby County, Tennessee at Memphis; the U.S. District Court for the Western District of Tennessee; the U.S. District Court for the Eastern District of Arkansas; and the U.S. District Court for the Eastern District of Virginia, Alexandria Division. Dr. Sharp is formerly a tenured Associate Professor of Economics and Business Advisory Council Research Professor at the University of Southern Mississippi. He currently has Graduate Faculty status as an Adjunct Research Co-Mentor in the Department of Economics at the University of Memphis.

PAST POSITIONS

2006	Associate Professor of Economics (with tenure), University of Southern Mississippi
2003–2006	Assistant Professor of Economics & Business Advisory Council Research Professor, University of Southern Mississippi
2000–2002	Assistant Professor of Economics, University of Southern Mississippi
1999–2000	Managing Economist, Nathan Associates Inc., Arlington, VA.
1998	Senior Economist, Nathan Associates Inc., Arlington, VA.

Mid-South:
Washington DC Metro:
Southern New England:
Southern California:

2151 Courtland Place ♦ Memphis, TN 38104 T 901.725.6573 F 901.725.6577
2101 Wilson Blvd. ♦ Suite 1200 ♦ Arlington, VA 22201 T 703.516.7700 F 703.351.3162
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1920 Main Street ♦ Suite 870 ♦ Irvine, CA 92614 T 949.955.9025 F 949.474.4944

- 1997–1998 Research Associate, Bureau of Business and Economic Research,
University of Memphis
- 1993–1997 Research Assistant, Bureau of Business and Economic Research,
University of Memphis

COURSES TAUGHT

- | | |
|--------------------------------------------|-----------------------------------|
| ▪ Advanced Microeconomic Theory (graduate) | ▪ Managerial Economics (graduate) |
| ▪ International Economics | ▪ Principles of Macroeconomics |
| ▪ Labor Economics | ▪ Principles of Microeconomics |
| ▪ Legal Environment of Business | ▪ Statistics (graduate) |

PUBLICATIONS

Edited Book

Knowlton, D. S. & Sharp, D. C. (Eds.). (2003). *Problem-Based Learning for the Information Age*. San Francisco: Jossey-Bass.

Book Chapters

Sharp, D.C. (2003). Problem-based learning in an MBA economics course: Confessions of a first-time user. In D. S. Knowlton & D. C. Sharp (Eds.), *Problem-Based Learning for the Information Age*. San Francisco: Jossey-Bass.

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Ciscel, D.H. & Sharp, D.C. (1999). Household labor in hours by family type. In T. R. Ireland & T. O. Depperschmidt (Eds.), *Assessing Family Loss in Wrongful Death Litigation: The Special Roles of Lost Services and Personal Consumption* (pp. 194-204). Tucson, AZ: Lawyers and Judges Publishing Co, Inc. (Reprinted from *Journal of Forensic Economics*, 8(2), 115-123).

Journal Articles (peer reviewed)

Sharp, D.C., Weiss, R.E. & Knowlton, D.S. (2005). Applications of generative learning for the survey of international economics course. *Journal of Economic Education*, 36(4), 345-357.

Sharp, D.C. & Zantow, K. (2005). Attribution of injury in the shrimp antidumping case: A simultaneous equations approach. *Economics Bulletin*, 6(5), 1-10.

Zantow, K., Knowlton, D.S & Sharp, D.C. (2005). More than fun and games: Reconsidering the virtues of strategic management simulations. *Academy of Management Learning and Education*, 4(4), 451-458.

Thomeczek, M.A., Knowlton, D.S. & Sharp, D.C. (2005). Practical advice for supporting learning through the use of summary/reaction journals. *Across the Disciplines: Interdisciplinary Perspectives on Language, Learning and Academic Writing*, 2(1), 10-20.

Sharp, D.C. & Ciscel, D. H. (2004). General econometric models of housework for husbands and wives: An amalgam of ideas to answer new inquiries. *Journal of Forensic Economics*, 17(2), 203-221.

- Sharp, D.C., Heath, J.A., Smith, W.T. & Knowlton, D.S. (2004). But can she cook? Women's education and housework productivity. *Economics of Education Review*, 23, 605-614.
- Sharp, D.C., Jeffress, P.W. & Finnigan, S.M. (2003). A tool for selecting optimal variable time lags in regional forecasting models. *Applied Research in Economic Development*, 1(2), 3-11.
- Sharp, D.C., Weiss, R.E. & Knowlton, D.S. (2003). Generative learning strategies for the survey of international economics course. *Social Science Research Network Electronic Library (Economics Research Network)* [http://ssrn.com/abstract=392860].
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- Prusa, T.J. & Sharp, D.C. (2001). Simultaneous equations in antidumping investigations. *Journal of Forensic Economics*, 14(1), 63-78.
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- Heath, J.A., Ciscel, D.H., & Sharp, D.C. (1998). Too many hours-too little pay: The impact of market and household hours on women's work lives. *Journal of Economic Issues*, 32(2), 587-594.
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- Sharp, D.C. & Finnigan, S.M. (2002). The Lag-o-Matic: An improved method for selecting the lag structure of multiple predictor variables in the absence of theory. *SESUG 2002: The Proceedings of the Southeast SAS Users Group*, 355-359.

Monographs & Reports

- Sharp, D.C. (2004). *The low-wage work force*. Washington, DC: Employment Policies Institute.
- Sharp, D.C. (2002). *Forecasts of employment for the Biloxi-Gulfport-Pascagoula MSA*. Long Beach, Mississippi: The University of Southern Mississippi, Gulf South Economic Research Center.
- Sharp, D.C. (2000). *Personal damage basics: A training manual and sourcebook for the junior litigation staff of Nathan Associates Inc.* Arlington, Virginia: Nathan Associates Inc.

- Ciscel, D.H., Cox, D., Gnuschke, J., Sharp, D.C. & Wallace, J. (1998). *The economic impact of annexation* (Prepared for Memphis Area Chamber of Commerce). Memphis, Tennessee: The University of Memphis, Bureau of Business and Economic Research.
- Sharp, D.C. (1997). *Analysis of occupational and wage changes among EDWAAA placements, 7-1-96 to 6-30-97* (Grant report for Tennessee Department of Labor). Memphis, Tennessee: The University of Memphis, Bureau of Business and Economic Research.
- Harrison, H.D. & Sharp, D.C. (1997). *Summary of surveys of welfare recipients sanctioned for non-compliance* (Grant report for Tennessee Department of Human Services). Memphis, Tennessee: The University of Memphis, Bureau of Business and Economic Research.
- Harrison, H.D. & Sharp, D.C. (1997). *Summary of surveys of individuals not signing the Personal Responsibility Plan* (Grant report for Tennessee Department of Human Services). Memphis, Tennessee: The University of Memphis, Bureau of Business and Economic Research.
- Harrison, H.D. & Sharp, D.C. (1997). *Preliminary analysis of the follow-up of employed Families First clients* (Grant report for Tennessee Department of Human Services). Memphis, Tennessee: The University of Memphis, Bureau of Business and Economic Research.
- Sharp, D.C. (1997). *Estimating the parameters of household production functions: Valuation of household labor by family type and race* (Doctoral dissertation, The University of Memphis, 1997). UMI Microform 9807178.

PRESENTATIONS

- Ciscel, D.H. & Sharp, D.C. (2010, January). *The Single-Earner Income Personal Consumption Deduction and Human Capital Wealth*. Paper presented at the meeting of the National Association of Forensic Economists, ASSA Annual Conference, Atlanta, GA.
- Terry-Sharp, K.A., Bellamy, P.Y. & Sharp, D.C. (2008, November). *What Counts for Tenure – Preliminary Survey Results*. Paper presented at the meetings of the American Anthropological Association, San Francisco, CA.
- Sharp, D.C. (2008, June). *Antitrust Economics 101: Collusion*. Presentation at the meeting of the Women's Antitrust Plaintiffs' Attorneys (WAPA), New York, NY.
- Ciscel, D.H., Sharp, D.C. & Cheng, P.Y. (2008, January). *Selling Fried Chicken: Issues of Combining Business Losses with Personal Injury – A Case Study*. Paper presented at the meeting of the National Association of Forensic Economists, ASSA Annual Conference, New Orleans, LA.
- Knowlton, D.S. & Sharp, D.C. (2005, April). *Does taking the garbage out count? The masculine response and the effects of education on the reported housework hours of husbands*. Paper presented at the 2005 College of Arts and Sciences Spring Colloquium, Southern Illinois University Edwardsville.
- Sharp, D.C. & Zantow, K. (2004, October). *Live or limp? The case for antidumping duties on imported shrimp*. Paper presented at the conference "Managing Globalization: The Role of Business and the State," Long Beach, Mississippi.
- Zantow, K., Sharp, D.C., Knowlton, D.S., & Weiss, R.E. (2004, September). *An analysis of generative learning opportunities in computer based business simulations*. Paper presented at the 2004 Annual Conference of the Academy of Management, New Orleans, Louisiana.

- Sharp, D.C. & Ciscel, D.H. (2003, November). *Forensic interpolation of household production data using the 2001 PSID*. Paper presented at the 2003 Annual Conference of the Southern Economic Association, San Antonio, TX.
- Sharp, D.C. (2003, February). *Determining material injury in antidumping investigations: A simultaneous equations approach*. Paper presented at the Department of Economics Research Seminar Series, University of Memphis, TN.
- Sharp, D.C. & Ciscel, D.H. (2002, November). *Household labor in hours by family type: 1999 PSID data*. Paper presented at the 2002 Annual Conference of the Southern Economic Association, New Orleans, LA.
- Sharp, D.C. & Knowlton, D.S. (2002, November). *On the curious role of education and housework productivity: Evidence from married women*. Paper presented at the 2002 Annual Conference of the Southern Economic Association, New Orleans, LA.
- Sharp, D.C. & Finnigan, S.M. (2002, September). *The Lag-o-Matic: An improved method for selecting the lag structure of multiple predictor variables in the absence of theory*. Paper presented at the 10th Annual Conference of the Southeast SAS Users Group, Savannah, GA.
- Sharp, D.C. (2001, January). *Simultaneous equations in antidumping investigations: An application for international trade consulting*. Paper presented at the meeting of the National Association of Forensic Economists, ASSA Annual Conference, New Orleans, LA.
- Ciscel, D.H. & Sharp, D.C. (2000, January). *Hours and income in selected occupations: The experience of the last two decades*. Paper presented at the meeting of the National Association of Forensic Economists, ASSA Annual Conference, Boston, MA.
- Ciscel, D.H., Sharp, D.C., & Heath, J.A. (1999, January). *Trends and practices: Household labor from 1971 to 1991*. Paper presented at the meeting of the National Association of Forensic Economists, ASSA Annual Conference, New York, NY.
- Sharp, D.C., Ciscel, D.H., & Heath, J.A. (1998, January). *Econometric estimates of the value of household production: Findings from 1992 PSID data*. Paper presented at the meetings of the National Association of Forensic Economists, ASSA Annual Conference, Chicago, IL.
- Heath, J.A., Ciscel, D.H., & Sharp, D.C. (1998, January). *Too many hours - too little pay: The impact of market and household hours on women's work life*. Paper presented at the meetings of the Association for Evolutionary Economics, ASSA Annual Conference, Chicago, IL.
- Gnuschke, J., Ciscel, D.H., Wallace, J., Sharp, D.C., & Cox, D. (1997, November). *Economic impact: Public question 98*. Paper presented to the Memphis-Area Chamber of Commerce, Memphis, TN.
- Sharp, D.C. (1997, October). *Memphis in the millennium: Economic projections and the Shelby County spiral*. Paper presented to the Job Security Employment Commission, Memphis, TN.
- Sharp, D.C. (1996, March). *A comparison of forecasts by industry type*. Paper presented at the 32nd annual meeting of the Missouri Valley Economic Association, Memphis, TN.

AWARDS AND HONORS

Adjunct Research Co-Mentor, Graduate Faculty, 2008-present

Department of Economics, University of Memphis
 Business Advisory Council (BAC) Research Professor, 2003-2006
 College of Business, University of Southern Mississippi
 Research, Scholarly & Creative Activity Award Nominee, Spring 2003
 “Determining Material Injury in Antidumping Investigations: A Simultaneous Equations Approach”
 Applied Research Category, University of Southern Mississippi
 Outstanding Faculty Award for 2001
 University of Southern Mississippi, Gulf Coast Division of Business
 Beta Gamma Sigma
 Omicron Delta Epsilon

PROFESSIONAL MEMBERSHIPS

The Econometric Society
 American Economic Association
 National Association of Forensic Economics
 Southern Economic Association
 Mid-South Association for Business Economics
 Economic Club of Memphis

OTHER PROFESSIONAL ACTIVITIES

Journal Referee

Applied Economics
Applied Economics Letters
Economics of Education Review (Special Edition in Honor of B.F. Kiker)
Journal of Forensic Economics

Conference Session Chair

73rd Conference of the Southern Economic Association • San Antonio • November 2003
 Session Title: NAFE #3, *Estimating Losses in a Forensic Environment*
 72nd Conference of the Southern Economic Association • New Orleans • November 2002
 Session Title: NAFE #1, *Unique Problems Faced by the Forensic Economist*
 71st Annual Conference of the Southern Economic Association • Tampa • November 2001
 Session Title: NAFE #3, *New Evidence in Forensic Analysis*

Media Appearances

Sharp, D.C. (2007, April 27). Litigation economists offer broad range of expertise, not just for damage calculation. *The Memphis Business Journal*, p. 34.
 Sheffield, C. (2006, November 17). Nathan Associates opens economic consulting office for legal community. *The Memphis Business Journal*, p. 10. [Note: Newspaper story and interview regarding the expansion of Nathan Associates to Memphis]
 Waton, M. (2004, November 15). Looking ahead: Economy expected to stay steady under Bush; Coast Coliseum expansion to bring infusion of visitors. *The Journal of South Mississippi Business*, p. 18. [Note: Newspaper interview regarding economic impacts of 2004 presidential election and local referendums]

- Nelson, W. (Content Producer). (2004, October 19). *Calgary Today*. CHQR AM 770 Radio, Calgary, Alberta, Canada. [Note: Live radio talk show interview with host Mike Blanchard regarding research paper “But can she cook? Women’s education and housework productivity”]
- Anderson, L. (Content Producer). (2004, October 13). *Adler on Line*. CJOB Radio, Winnipeg, Manitoba, Canada. [Note: Live radio talk show interview with host Charles Adler regarding research paper “But can she cook? Women’s education and housework productivity”]
- Owens, A.M. (2004, October 12). Educated women slower at housework, study says. *The National Post* (Canada), p. A1. [Note: Newspaper interview regarding research paper “But can she cook? Women’s education and housework productivity”]
- Snyder, J. (1996, August 23). U of M economist tests economic forecasts. *Memphis Daily News*. [Note: Newspaper interview regarding research paper “Economic forecasts by industry type: Comparisons and statistical tests”]

CONSULTING

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Karl Tart and Cedric Jennings et al v. Wilson County, Tennessee</i>	U.S. District Court for the Middle District of Tennessee, Nashville Division (3:09-01179)	2010	Plaintiff	ED (Class)	Designated Expert	Analysis, Report
<i>Anderson, et al. v. Department of Education</i>	U.S. District Court for the District of Columbia (1:06CV01565)	2010	Defendant	ED (Class)	Consultant	Analysis, Report
<i>Illusions by Barry Blackwell v. Weingarten Nostat, Inc., et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-003284-09)	2010	Plaintiff	CD	Designated Expert	Analysis, Report
<i>Crosslink Technology Inc., et al. v. BASF Canada, et al. (In Re: Canadian Polyether Polyols Antitrust Litigation)</i>	Superior Court of Justice, Ontario, Canada (50305 CP)	2010	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report
<i>Judy Benson, et al. v. Avery Dennison Corporation, et al. (Labelstock Indirect Purchasers – Multistate)</i>	Circuit Court for Cocke County at Newport, Tennessee (29,379)	2010	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report
<i>American International Distribution Corporation et al. v. Avery Dennison Corporation, et al. (Labelstock Indirect Purchasers - Vermont)</i>	Superior Court of Chittenden County, Vermont (81-05 CNC)	2010	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report
<i>Re: Merve Terzioğlu</i>		2010	Plaintiff	PI/WD	Consultant	Analysis, Report
<i>Re: Allan Young</i>		2010	Plaintiff	PI/WD	Designated Expert	Analysis
<i>William E. Shea v. Hillary Clinton (U.S. Department of State)</i>	U.S. District Court for the District of Columbia (02-CV-577)	2010	Defendant	ED	Consultant	Analysis, Report
<i>Neel, et al. v. Metropolitan Anesthesia, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-001653-08)	2010	Defendant	PI/WD	Consultant	Analysis

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Margaret Boaz vs. FedEx Corporation and FedEx Customer Information Services, Inc.</i>	U.S. District Court, Western District of Tennessee, Western Division (2:09-CV-02232)	2009-2010	Plaintiff	ED	Designated Expert	Analysis, Reports (2), Deposition
<i>Gillis M. DeWitt v. Yuenn-Yee Fong, D.O., et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-003556-08)	2009-2010	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition
<i>Joseph Doonan v. Charles Woodall and Family Physicians Group, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-005092-06)	2009-2010	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition
<i>Equal Employment Opportunity Commission (EEOC) v. Paramount Staffing, Inc.</i>	U.S. District Court, Western District of Tennessee, Western Division (2:06-CV-02624)	2008-2010	Plaintiff	ED (Class)	Designated Expert	Analysis, Reports (2), Deposition, Hearing
<i>Humphries v. Pulaski County Special School District</i>	U.S. District Court for the Eastern District of Arkansas (4:06CV-606)	2006-2010	Plaintiff	ED (Class)	Designated Expert	Analysis, Reports (2), Declaration, Depositions (2), Hearing
<i>Wright v. Owens</i>		2009	Defendant	PI/WD	Designated Expert	Analysis
<i>Re: Courtney Knight</i>		2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Marie Walker, individually and as mother and next friend of Kirby Ealy v. David Howard Knott, M.D., et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-006187-07)	2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition
<i>Keith Turner v. NYU Hospitals Center, NYU Medical Center, et al.</i>	U.S. District Court for the Southern District of New York (06-CV-1910)	2009	Defendant	ED	Consultant	Analysis, Report
<i>Re: Walter Beason</i>		2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Marilyn D. Carter, individually and as the personal representative of Stephen Tate Carter v. Memphis Hospitality Enterprises, Inc. DBA The Ramada Inn, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-006402-06)	2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Ethicon Endo-Surgery, Inc. v. Hologic, Inc. and Suros Surgical Systems, Inc.</i>	U.S. District Court, Southern District of Ohio, Western Division (07-CV-00834)	2009	Defendant	IP	Consultant	Analysis
<i>Fred Steinman, M.D. v. Medical Anesthesia Group, P.A., et al.</i>	U.S. District Court, Western District of Tennessee, Western Division (2:08-CV-02624)	2009	Plaintiff	CD	Designated Expert	Analysis
<i>Jacqueline S. Goldsby v. Pain Clinic Associates, P.C. and Kit S. Mays, M.D.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-002623-6)	2009	Defendant	PI/WD	Designated Expert	Analysis
<i>Terry Michael Sands, Jr. v. Canadian National/Illinois Central Railroad</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-005350-07)	2008-2009	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Eric Wallace v. Airgas, Inc. et al.</i>	U.S. District Court, Western District of Arkansas (07-2034)	2009	Defendant	PI/WD	Designated Expert	Analysis, Report, Trial
<i>Re: Tanisha & Temarcus Rosser</i>		2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Rick Jacobs (re: Susie Jacobs) v. Brian Farris, MD</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-006263-01)	2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Ware v. CCA</i>		2008-2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Kenneth D. Rooker, III by parents and Natural Guardians, Kenneth D. Rooker, II and Samantha Rooker v. Methodist Healthcare Memphis Hospitals, d/b/a Le Bonheur Children's Medical Center, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-004134-07)	2008-2009	Plaintiff	PI/WD	Designated Expert	Analysis, Reports (2), Deposition
<i>Barbara Stratton v. Sunbridge Care</i>	Circuit Court of Franklin County, Tennessee (13331-CV)	2008-2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition
<i>Deborah Stanley, on behalf of Herself and all others similarly situated v. Tyson Foods, Inc.</i>	U.S. District Court for the Eastern District of Arkansas—Pine Bluff Division (5:08CV-0004 BSM)	2008	Plaintiff	ED (Class)	Designated Expert	Affidavit, Report
<i>Nathaniel Lawson and Suzanne Day v. Justin A. Estel and Richard A. Estel</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-004264-04)	2008	Defendant	PI/WD	Designated Expert	Analysis
<i>Ada Francetta Inloes and Charles Inloes, Sr., co-special administrators of the Estate of Charles Inloes, Jr. v. Airgas – Mid South, Inc.</i>	U.S. District Court for the Eastern District of Arkansas—Little Rock Division (4:07-CV-00802 JLH)	2008	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Edward Autry (re: Sandra Nega) v. Transfusion Management Services, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-002415-07)	2008	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Faulk v. Henderson Pest Control</i>		2008	Plaintiff	PI/WD	Designated Expert	Analysis
<i>Wheeler v. USA</i>	U.S. District Court, Western District of Tennessee, Western Division	2008	Defendant	PI/WD	Designated Expert	Analysis
<i>Toyreca Spearman vs. USA</i>	U.S. District Court, Western District of Tennessee, Western Division	2008	Defendant	PI/WD	Designated Expert	Analysis

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Doris Woods (Re: Natarsha Woods) v. Regional Medical Center at Memphis</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-000987-03)	2008	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Edith Bevis, Individually as widow of Eddie Ray Bevis, Deceased vs. Allen & Hosball, Inc., Linkous Construction Company, Inc., and Westinghouse Electric Corporation, Inc.</i>	Circuit Court of Marshall County, Mississippi, for the Third Judicial District at Holly Springs (M93-482)	2008	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Francis Albright (Re: Calvin Winfrey) v. Barbara Geater</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-001160-08)	2008	Plaintiff	PI/WD	Consultant	Analysis
<i>In re: Roundup Antitrust Litigation (Texas Grain Storage, Inc, d.b.a. West Chemical & Fertilizer, individually and on behalf of all others similarly situated v. Monsanto Company)</i>	U.S. District Court for the Western District of Texas (SA07CA0673OG)	2008-2009	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report., Declaration
<i>Mattie Montgomery as widow of Thomas Montgomery v. Thomas Edwards, MD, et al.</i>	Circuit Court of Madison County, Tennessee for the 26 th Judicial District at Jackson	2008	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>James Warren, Jr. v. Baptist Memorial Hospital Collierville</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-006992-03)	2008	Defendant	PI/WD	Consultant	Analysis, Report
<i>In re: Taq Antitrust Litigation (Molecular Diagnostics Laboratories v. Hoffman-LaRoche Inc., Roche Molecular Systems, Inc. et al.)</i>	U.S. District Court for the District of Columbia (1:04CV01649)	2007-2008	Plaintiff	Antitrust (Class)	Consultant	Analysis

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>In re: OSB Antitrust Litigation (Grubb Lumber Company, Inc., on behalf of itself and all others similarly situated v. Louisiana-Pacific Corp.; Georgia-Pacific Corp.; and Weyerhaeuser Co. et al.)</i>	U.S. District Court, Eastern District of Pennsylvania (CA-06-1019)	2007	Plaintiff	Antitrust (Class)	Consultant	Analysis
<i>Peggy Brown and Mary Jo Carson on behalf of James S. Carmon v. USA</i>	U.S. District Court, Western District of Tennessee, Western Division (CV-02262)	2007	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Christian Watkins v. Oakview Apartments</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-001366-07)	2007	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>John Alongi v. TruGreen</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (816971)	2007-2009	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition, Trial
<i>Gerald A. Lewis, et al., v. Norman Y. Mineta, Secretary, Department of Transportation, Federal Aviation Administration</i>	Equal Employment Opportunity Commission (EEOC Docket No. 01A40442)	2007	Plaintiff	ED (Class)	Consultant	Analysis
<i>Wendy Lenoir, et al., v. University of Tennessee Medical Group, et al.</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (CT-003970-00)	2007	Defendant	PI/WD	Consultant	Analysis, Report
<i>Jesse Campbell v. Polyguard Products, Inc., et al.</i>	United States District Court for the Western District of Tennessee, at Memphis (2:06-CV-02059)	2007-2008	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Deposition, Trial
<i>Patricia Baker et al., v. Shelby County Government, Shelby County Sheriff's Department</i>	U.S. District Court, Western District of Tennessee, Western Division (05-2798)	2007	Plaintiff	ED (Class)	Designated Expert	Analysis, Report

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>In Re: Cedric Anthony</i>		2007	Plaintiff	PI/WD	Designated Expert	Analysis, Report
<i>Young v. Gatgens</i>	Circuit Court of Madison County, Tennessee at Jackson (C-06-139)	2007	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Valarie Blaylock v. USA</i>	U.S. District Court, Western District of Tennessee, Western Division (06-1201)	2007	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Timothy Brown, et al. v. USA</i>	U.S. District Court, Western District of Tennessee, Western Division (03-2282)	2007	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Yancy v. Montgomery & Annesdale Cherokee Baptist Church</i>	Circuit Court of Tennessee for the Thirtieth Judicial District at Memphis (CT-005517-00)	2007	Plaintiff	PI/WD	Consultant	Analysis, Report
<i>Lisansky v. CPF Corporation & Metropolitan Washington Airport Authority</i>	U.S. District Court, Eastern District of Virginia, Alexandria Division (1:06-CV-677)	2007	Defendant	PI/WD	Designated Expert	Analysis, Report, Deposition
<i>Allen v. Arkansas Blue Cross/Blue Shield</i>	U.S. District Court, Eastern District of Arkansas, Western Division (4:06-CV-00936)	2007	Defendant	ED (Class)	Designated Expert	
<i>Wood v. Avery Outdoors Inc., et al.</i>	Chancery Court of Shelby County, Tennessee for the 30 th Judicial District at Memphis (01-2503-2)	2007	Plaintiff	CD	Consultant	Analysis, Report
<i>Medison America Inc. v. Preferred Medical Systems & General Electric, Inc.</i>	U.S. District Court, Western District of Tennessee, Western Division (05-2390MV)	2007	Plaintiff	CD	Consultant	Analysis

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>In re: Pulse Oximetry Antitrust Litigation (Allied Orthopedic Appliances, Inc (on behalf of itself and others similarly situated) v. Tyco Health Care Group and Mallinckrodt Inc.)</i>	U.S. District Court, Central District of California, Western Division (CV-05-6419 MRP)	2007	Plaintiff	Antitrust (Class)	Consultant	Analysis
<i>Mack v. USA, Memphis VA Medical Center</i>	U.S. District Court, Western District of Tennessee, Western Division (05-2225)	2006	Defendant	PI/WD	Designated Expert	Analysis, Report
<i>Donaldson v. Federal Express</i>	U.S. District Court, Western District of Tennessee, Western Division (05-2170 MI V)	2006-2007	Plaintiff	ED	Designated Expert	Analysis, Report, Deposition (2)
<i>Wilson v. City of Memphis</i>	Circuit Court of Shelby County, Tennessee for the Thirtieth Judicial District at Memphis (No. CT-003199-05)	2006	Plaintiff	PI/WD	Designated Expert	Analysis, Report, Trial
<i>Hutton, et al. v. Johns Hopkins Hospital</i>		2006	Defendant	PI/WD	Consultant	Analysis
<i>In re: Polyester Staple Fiber Antitrust Litigation</i>	U.S. District Court, Western District of North Carolina, Charlotte Division (3:03CV1516)	2006-2008	Plaintiff	Antitrust (Class)	Consultant	Analysis, Declarations (2)
<i>EEOC v. Tobacco Superstores, Inc.</i>	U.S. District Court for the Eastern District of Arkansas, Jonesboro Division (3:05CV00218WRW)	2006	Defendant	ED (Class)	Consultant	Analysis, Report
<i>Chrisman Manufacturing v. Tailift/Sunbelt</i>	U.S. District Court, Southern District of Mississippi, Southern Division (CV-00403LG RHW)	2006	Plaintiff	CD	Designated Expert	Analysis, Report
<i>In re: Light Cigarettes Antitrust Litigation (Barbara Schwab et al. v. Philip Morris USA, Inc., et al.)</i>	U.S. District Court for the Eastern District of New York (CV 04-1945)	2006-2007	Plaintiff	Antitrust (Class)	Consultant	Analysis

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Roland v. Semmes-Murphy Clinic, et al.</i>	Circuit Court of Shelby County, Tennessee (No. CT-005547-02)	2005	Defendant	PI/WD	Designated Expert	Analysis
<i>Jones v. World Net Daily.Com, et al.</i>	Circuit Court of Hardin County, Tennessee at Savannah (No. 3414)	2004	Defendant	CD	Designated Expert	Analysis
<i>Cates v. Moody</i>	Circuit Court of Madison County, Tennessee at Jackson (C-03-15)	2004-2006	Plaintiff	PI/WD	Designated Expert	Analysis, Reports (2), Deposition
<i>Maryland Casualty Company v. L & H Supply Company</i>	U.S. District Court for the Western District of Tennessee, Eastern Division (No. 04-1197-T-An)	2005	Defendant	CD	Designated Expert	Analysis, Report, Deposition
<i>In re: Linerboard Antitrust Litigation</i>	U.S District Court for the Eastern District of Pennsylvania (98-CV-5055)	2000-2003	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report
Low Wage Work Force Project	NA –Employment Policies Institute	2003	Non-litigation	N/A	Consultant	Analysis, Report
<i>In re: Flat Glass Antitrust Litigation</i>	U.S District Court, Western District of Pennsylvania (97-550)	1998-2003	Plaintiff	Antitrust (Class)	Consultant	Analysis, Report
<i>Raygar Environmental Systems International, Inc. v Laidlaw, Inc., et al.</i>	U.S. District Court for the Southern District of Mississippi, Hattiesburg Division (2:99CV376PG)	2000-2001	Plaintiff	CD	Designated Expert	Analysis
<i>Certain Carbon Steel Products from Australia, Belgium, Brazil, Canada, Finland, France, Germany, Japan, Korea, Mexico, Netherlands, Poland, Romania, Spain, Sweden, Taiwan & United Kingdom</i>	U.S. International Trade Commission (AA1921-197)	2000	Respondent	Anti-Dumping	Consultant	Analysis, Report

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Certain Seamless Carbon and Alloy Steel Standard, Line and Pressure Pipe from the Czech Republic, Japan, Mexico, Romania, and South Africa</i>	U.S. International Trade Commission (731-TA-846-850)	2000	Respondent	Anti-Dumping	Designated Expert	Analysis, Report
<i>Maglasang & Tseng v. Beth Israel Medical Center, et. al.</i>	U.S. District Court for the Southern District of New York (97 CIV. 8683)	2000	Defendant	ED (Class)	Consultant	Analysis, Report
<i>Schieber et al. v. City of Philadelphia et al.</i>	U.S District Court for the Eastern District of Pennsylvania (98-CV-5648)	2000	Plaintiff	PI/WD	Consultant	Analysis, Report
<i>In re Vitamin Antitrust Litigation (Settlement)</i>	U.S. District Court for the District of Columbia (99-197)	2000	Plaintiff	Antitrust (Class)	Consultant	Analysis
<i>Certain Cold-Rolled Steel Products from Argentina, Brazil, China, Indonesia, Japan, Russia, Slovakia, South Africa, Taiwan, Thailand, Turkey and Venezuela</i>	U.S. International Trade Commission (731-TA-829-840)	1999-2000	Respondent	Anti-Dumping	Consultant	Analysis, Report
<i>AmeriSource Corporation v. Rite Aid Corporation</i>	Court of Common Pleas of Chester County, Pennsylvania (98-04896)	1998-1999	Defendant	CD	Consultant	Analysis, Report
<i>Richardson v. Mount Sinai Medical Center</i>	U.S. District Court for the Southern District of New York (99-CIV-3010)	1999	Defendant	ED	Consultant	Analysis, Report
Impact of Rent De-Control on District of Columbia Residents	NA	1998-1999	Non-litigation	N/A	Consultant	Analysis, Report
<i>Ashton, et al. v. City of Memphis</i>	U.S. District Court, Western District of Tennessee, Western Division (89-2863-TUA)	1997-1999	Plaintiff	ED (Class)	Designated Expert	Analysis, Report, Deposition, Trial
<i>Panitz v. Beth Israel Medical Center, et al.</i>	U.S. District Court for the Southern District of New York (98-CIV-2229)	1998	Defendant	ED	Consultant	Analysis, Report

Case/Project	Court/Number	Year	Client	Case Type	Role	Work Product & Testimony
<i>Lantec, Inc. et al. v. Novell, Inc.</i>	U.S. District Court for the Central Division of Utah (95-C-97-S)	1998	Plaintiff	Antitrust	Consultant	Analysis
<i>Bradley-Duncan v. Psychiatric Institute of Washington, DC. et al.</i>	Superior Court for the District of Columbia (135-97)	1998	Defendant	PI/WD	Consultant	Analysis, Report
<i>Scully et al. v. ABX Air, Inc.</i>	U.S. District Court, Middle District of North Carolina (6:97-CV-00678)	1998	Plaintiff	PI/WD	Consultant	Analysis, Report
<i>Amarillo Celltelco v. Southwestern Bell Wireless, Inc. et al.</i>	U.S. District Court for the Northern Division of Texas (2-97.CV-357)	1998	Defendant	Antitrust	Consultant	Analysis, Report
<i>Hollingsworth v. Ronald Terbune, M.D.</i>		1996-1997	Plaintiff	PI/WD	Consultant	Analysis
<i>Londagin v. Lewellen Manufacturing et al.</i>	U.S. District Court, Western District of Tennessee (95-2539-M1/A)	1996	Plaintiff	PI/WD	Consultant	Analysis
Church Health Center Business Plan	NA	1996	Non-litigation	N/A	Consultant	Analysis
<i>Terry v. Gilbert Casellas, Chairman, EEOC</i>	U.S. District Court, Western District of Tennessee (92-2729-M1/A)	1995-1996	Plaintiff	ED	Designated Expert	Analysis
<i>Holland Plastics v. Huntsman Chemical Co.</i>		1995-1996	Plaintiff	CD	Consultant	Analysis
<i>Hummel v. Toledo, Peoria & Western Railroad</i>		1995-1996	Plaintiff	PI/WD	Consultant	Analysis
<i>Kox et al. v. Shell Oil et al.</i>		1995	Plaintiff	CD	Consultant	Analysis
North Star Meat Processing Business Plan	NA	1995	Non-litigation	N/A	Consultant	Analysis, Report
Emergency Closure Assessment for Memphis Airport	NA	1995	Non-litigation	N/A	Consultant	Analysis
<i>McKnight v. Mud Island Management</i>		1995	Plaintiff	PI/WD	Consultant	Analysis
<i>Valley Soap v. Hospitality Franchise Systems</i>		1994-1995	Plaintiff	CD	Consultant	Analysis

Appendix B:

Documents Relied Upon or Reviewed

Documents Relied Upon or Reviewed

Court Filings/Legal References

EEOC v. Andrew Corporation , 1989 U.S. Dist. LEXIS 3601.

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Appendix C:

Supporting Calculations

C-1. Residence County to Workplace County Flows for Tennessee
Sorted by Workplace State and County

Res State	Res County	Res (C)MSA	Res PMSA	Residence State- County Name	Work State	Work County	Work (C)MSA	Work PMSA	Workplace State-County Name	Count	%	Cumulative %
01	071	9999	9999	Wilson Co. TN	047	189	5360	9999	Wilson Co. TN	20,124	65.16%	65.16%
01	121	9999	9999	Davidson Co. TN	047	189	5360	9999	Wilson Co. TN	3,151	10.20%	75.36%
04	013	6200	9999	Rutherford Co. TN	047	189	5360	9999	Wilson Co. TN	1,568	5.08%	80.43%
12	031	3600	9999	Smith Co. TN	047	189	5360	9999	Wilson Co. TN	1,564	5.06%	85.50%
12	081	7510	9999	Sumner Co. TN	047	189	5360	9999	Wilson Co. TN	923	2.99%	88.49%
12	085	2710	9999	Trousdale Co. TN	047	189	5360	9999	Wilson Co. TN	674	2.18%	90.67%
13	089	0520	9999	DeKalb Co. TN	047	189	5360	9999	Wilson Co. TN	565	1.83%	92.50%
18	061	4520	9999	Macon Co. TN	047	189	5360	9999	Wilson Co. TN	347	1.12%	93.62%
18	163	2440	9999	Robertson Co. TN	047	189	5360	9999	Wilson Co. TN	237	0.77%	94.39%
21	003	9999	9999	Williamson Co. TN	047	189	5360	9999	Wilson Co. TN	220	0.71%	95.10%
21	009	9999	9999	Putnam Co. TN	047	189	5360	9999	Wilson Co. TN	194	0.63%	95.73%
21	083	9999	9999	Dickson Co. TN	047	189	5360	9999	Wilson Co. TN	111	0.36%	96.09%
21	141	9999	9999	Montgomery Co. TN	047	189	5360	9999	Wilson Co. TN	102	0.33%	96.42%
21	145	9999	9999	Cheatham Co. TN	047	189	5360	9999	Wilson Co. TN	98	0.32%	96.74%
21	195	9999	9999	Coffee Co. TN	047	189	5360	9999	Wilson Co. TN	90	0.29%	97.03%
21	207	9999	9999	Cannon Co. TN	047	189	5360	9999	Wilson Co. TN	81	0.26%	97.29%
21	213	9999	9999	Jackson Co. TN	047	189	5360	9999	Wilson Co. TN	68	0.22%	97.51%
21	219	9999	9999	Warren Co. TN	047	189	5360	9999	Wilson Co. TN	62	0.20%	97.71%
21	227	9999	9999	Overton Co. TN	047	189	5360	9999	Wilson Co. TN	48	0.16%	97.87%
22	097	3880	9999	Maury Co. TN	047	189	5360	9999	Wilson Co. TN	45	0.15%	98.01%
22	115	9999	9999	White Co. TN	047	189	5360	9999	Wilson Co. TN	37	0.12%	98.13%
37	027	3290	9999	Clay Co. TN	047	189	5360	9999	Wilson Co. TN	36	0.12%	98.25%
39	033	4800	9999	Bedford Co. TN	047	189	5360	9999	Wilson Co. TN	33	0.11%	98.36%
45	063	1760	9999	Cumberland Co. TN	047	189	5360	9999	Wilson Co. TN	29	0.09%	98.45%
47	001	3840	9999	Lewis Co. TN	047	189	5360	9999	Wilson Co. TN	29	0.09%	98.54%
47	003	9999	9999	Anderson Co. TN	047	189	5360	9999	Wilson Co. TN	28	0.09%	98.63%
47	015	9999	9999	Warren Co. KY	047	189	5360	9999	Wilson Co. TN	26	0.08%	98.72%
47	021	5360	9999	Allen Co. KY	047	189	5360	9999	Wilson Co. TN	21	0.07%	98.79%
47	023	3580	9999	Giles Co. TN	047	189	5360	9999	Wilson Co. TN	20	0.06%	98.85%
47	027	9999	9999	Hickman Co. TN	047	189	5360	9999	Wilson Co. TN	19	0.06%	98.91%
47	029	9999	9999	Lawrence Co. TN	047	189	5360	9999	Wilson Co. TN	19	0.06%	98.97%
47	031	9999	9999	Morgan Co. TN	047	189	5360	9999	Wilson Co. TN	19	0.06%	99.04%
47	035	9999	9999	Perry Co. TN	047	189	5360	9999	Wilson Co. TN	19	0.06%	99.10%
47	037	5360	9999	Talladega Co. AL	047	189	5360	9999	Wilson Co. TN	17	0.06%	99.15%
47	041	9999	9999	Roane Co. TN	047	189	5360	9999	Wilson Co. TN	17	0.06%	99.21%
47	043	5360	9999	Hamblen Co. TN	047	189	5360	9999	Wilson Co. TN	15	0.05%	99.26%
47	049	9999	9999	Knox Co. TN	047	189	5360	9999	Wilson Co. TN	15	0.05%	99.30%
47	055	9999	9999	Lincoln Co. TN	047	189	5360	9999	Wilson Co. TN	13	0.04%	99.35%
47	061	9999	9999	DeKalb Co. GA	047	189	5360	9999	Wilson Co. TN	12	0.04%	99.38%
47	063	9999	9999	Martin Co. FL	047	189	5360	9999	Wilson Co. TN	10	0.03%	99.42%
47	065	1560	9999	Simpson Co. KY	047	189	5360	9999	Wilson Co. TN	10	0.03%	99.45%
47	079	9999	9999	Crawford Co. OH	047	189	5360	9999	Wilson Co. TN	10	0.03%	99.48%
47	081	9999	9999	Chester Co. TN	047	189	5360	9999	Wilson Co. TN	10	0.03%	99.51%
47	085	9999	9999	Hamilton Co. TN	047	189	5360	9999	Wilson Co. TN	9	0.03%	99.54%
47	087	9999	9999	Sullivan Co. TN	047	189	5360	9999	Wilson Co. TN	9	0.03%	99.57%
47	093	3840	9999	Maricopa Co. AZ	047	189	5360	9999	Wilson Co. TN	8	0.03%	99.60%
47	099	9999	9999	Manatee Co. FL	047	189	5360	9999	Wilson Co. TN	8	0.03%	99.62%
47	101	9999	9999	Caldwell Co. NC	047	189	5360	9999	Wilson Co. TN	8	0.03%	99.65%
47	103	9999	9999	Vanderburgh Co. IN	047	189	5360	9999	Wilson Co. TN	7	0.02%	99.67%
47	111	9999	9999	Russell Co. KY	047	189	5360	9999	Wilson Co. TN	7	0.02%	99.70%
47	117	9999	9999	Marshall Co. TN	047	189	5360	9999	Wilson Co. TN	7	0.02%	99.72%
47	119	9999	9999	Stewart Co. TN	047	189	5360	9999	Wilson Co. TN	7	0.02%	99.74%
47	125	1660	9999	Duval Co. FL	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.76%
47	127	9999	9999	Harrison Co. IN	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.78%
47	129	9999	9999	Barren Co. KY	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.80%
47	133	9999	9999	Logan Co. KY	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.82%
47	135	9999	9999	McCracken Co. KY	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.84%
47	141	9999	9999	St. Landry Parish LA	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.86%
47	145	9999	9999	Lexington Co. SC	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.88%
47	147	5360	9999	Fentress Co. TN	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.90%
47	149	5360	9999	Moore Co. TN	047	189	5360	9999	Wilson Co. TN	6	0.02%	99.92%
47	159	9999	9999	Graves Co. KY	047	189	5360	9999	Wilson Co. TN	5	0.02%	99.93%
47	161	9999	9999	Jackson Co. AL	047	189	5360	9999	Wilson Co. TN	4	0.01%	99.94%
47	163	3660	9999	Vernon Parish LA	047	189	5360	9999	Wilson Co. TN	4	0.01%	99.96%
47	165	5360	9999	Pike Co. KY	047	189	5360	9999	Wilson Co. TN	3	0.01%	99.97%
47	169	9999	9999	Henry Co. TN	047	189	5360	9999	Wilson Co. TN	3	0.01%	99.98%
47	177	9999	9999	Todd Co. KY	047	189	5360	9999	Wilson Co. TN	2	0.01%	99.98%
47	185	9999	9999	Grundy Co. TN	047	189	5360	9999	Wilson Co. TN	2	0.01%	99.99%
47	187	5360	9999	Humphreys Co. TN	047	189	5360	9999	Wilson Co. TN	2	0.01%	100.00%
47	189	5360	9999	Cocke Co. TN	047	189	5360	9999	Wilson Co. TN	1	0.00%	100.00%
Wilson Co. TN										30,886		

Res State FIPS State Code of Residence
Res County FIPS County Code of Residence
Res (C)MSA FIPS Metropolitan Statistical Area (MSA) or Consolidated Metropolitan Statistical Area (CMSA) Code of Residence
This field contains the 4-digit code for the MSAs and CMSAs designated June 30, 1999.
9999 Appears for nonmetropolitan areas
* Appears for counties in the six New England states for which more than one code is applicable.

Res PMSA FIPS Primary Metropolitan Statistical Area (PMSA) Code of Residence
This field contains the 4-digit code for the PMSAs designated June 30, 1999.
9999 Not in a PMSA
* Appears for counties in the six New England states for which more than one code is applicable.

Residence State- County Name Residence County name and State abbreviation

Work State Modified FIPS State Code or Foreign Country/Area Code of Workplace
FIPS State codes have been extended to three characters by adding a leading zero.

Work County FIPS County Code of Workplace
000 Appears in conjunction with codes for workplaces in Puerto Rico or a Foreign Country/Area.

Work MSA FIPS Metropolitan Statistical Area (MSA) or Consolidated Metropolitan Statistical Area (CMSA) Code of Residence
This field contains the 4-digit code for the MSAs and CMSAs designated June 30, 1999.
9999 Appears for nonmetropolitan areas
* Appears for counties in the six New England states in which more than one code is applicable.
bbbb This field is blank for workplaces outside the U.S. such as Puerto Rico or a foreign country.

Work PMSA FIPS Primary Metropolitan Statistical Area (PMSA) Code of Residence
This field contains the 4-digit code for the PMSAs designated June 30, 1999.
9999 Not in a PMSA
* Appears for counties in the six New England states for which more than one code is applicable.
bbbb This field is blank for workplaces outside the U.S. such as Puerto Rico or a foreign country.

Workplace State- County Name Workplace area name and State abbreviation

Count Number of Workers 16 years old and over in the commuter flow

Source: U.S. Census Bureau
Internet Release date: March 6, 2003

Source: U.S. Census Bureau (2000). County-To-County Worker Flow Files. Residence County to Workplace County Flows for Tennessee (retrieved online June 2, 2010 from <http://www.census.gov/population/www/cen2000/commuting/index.html>).

C-2. Census Workforce Estimates by County Occupation, Sex and Race

Geography	Occupation	Sex	Total	African American
Davidson County, TN Fips=47037	Total Civilian Labor Force	Total	307245	68675
Davidson County, TN Fips=47037	Total Civilian Labor Force	Male	160822	31265
Davidson County, TN Fips=47037	Total Civilian Labor Force	Female	146429	37410
Davidson County, TN Fips=47037	Officials and Managers	Total	44575	5540
Davidson County, TN Fips=47037	Officials and Managers	Male	25845	2505
Davidson County, TN Fips=47037	Officials and Managers	Female	18735	3035
Davidson County, TN Fips=47037	Professional	Total	64575	10170
Davidson County, TN Fips=47037	Professional	Male	30169	3300
Davidson County, TN Fips=47037	Professional	Female	34405	6870
Davidson County, TN Fips=47037	Protective Service: Sworn	Total	4480	1545
Davidson County, TN Fips=47037	Protective Service: Sworn	Male	3429	1020
Davidson County, TN Fips=47037	Protective Service: Sworn	Female	1049	525
Davidson County, TN Fips=47037	Protective Service: Non-Sworn	Total	400	150
Davidson County, TN Fips=47037	Protective Service: Non-Sworn	Male	70	35
Davidson County, TN Fips=47037	Protective Service: Non-Sworn	Female	335	115
Davidson County, TN Fips=47037	Administrative Support	Total	82160	20240
Davidson County, TN Fips=47037	Administrative Support	Male	28285	6105
Davidson County, TN Fips=47037	Administrative Support	Female	53880	14135
Davidson County, TN Fips=47037	Service Maintenance	Total	76005	24620
Davidson County, TN Fips=47037	Service Maintenance	Male	45825	14140
Davidson County, TN Fips=47037	Service Maintenance	Female	30180	10480
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Total	8429	191
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Male	4595	112
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Female	3821	79
DeKalb County, TN Fips=47041	Officials and Managers	Total	1000	19
DeKalb County, TN Fips=47041	Officials and Managers	Male	729	4
DeKalb County, TN Fips=47041	Officials and Managers	Female	275	15
DeKalb County, TN Fips=47041	Professional	Total	955	4
DeKalb County, TN Fips=47041	Professional	Male	398	0
DeKalb County, TN Fips=47041	Professional	Female	554	4
DeKalb County, TN Fips=47041	Protective Service: Sworn	Total	60	0
DeKalb County, TN Fips=47041	Protective Service: Sworn	Male	49	0
DeKalb County, TN Fips=47041	Protective Service: Sworn	Female	10	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Total	4	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Male	4	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Female	0	0
DeKalb County, TN Fips=47041	Administrative Support	Total	1450	10
DeKalb County, TN Fips=47041	Administrative Support	Male	427	0
DeKalb County, TN Fips=47041	Administrative Support	Female	1014	10
DeKalb County, TN Fips=47041	Service Maintenance	Total	3430	150
DeKalb County, TN Fips=47041	Service Maintenance	Male	1875	100
DeKalb County, TN Fips=47041	Service Maintenance	Female	1554	50
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Total	10010	4
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Male	5569	4
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Female	4426	0
DeKalb County, TN Fips=47041	Officials and Managers	Total	905	4
DeKalb County, TN Fips=47041	Officials and Managers	Male	594	4
DeKalb County, TN Fips=47041	Officials and Managers	Female	309	0
DeKalb County, TN Fips=47041	Professional	Total	625	0
DeKalb County, TN Fips=47041	Professional	Male	248	0
DeKalb County, TN Fips=47041	Professional	Female	373	0
DeKalb County, TN Fips=47041	Protective Service: Sworn	Total	120	0
DeKalb County, TN Fips=47041	Protective Service: Sworn	Male	110	0
DeKalb County, TN Fips=47041	Protective Service: Sworn	Female	10	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Total	0	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Male	0	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Female	0	0
DeKalb County, TN Fips=47041	Administrative Support	Total	1890	0
DeKalb County, TN Fips=47041	Administrative Support	Male	505	0
DeKalb County, TN Fips=47041	Administrative Support	Female	1385	0
DeKalb County, TN Fips=47041	Service Maintenance	Total	4420	0
DeKalb County, TN Fips=47041	Service Maintenance	Male	2454	0
DeKalb County, TN Fips=47041	Service Maintenance	Female	1970	0
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Total	28500	1905
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Male	15574	845
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Female	12921	1060
DeKalb County, TN Fips=47041	Officials and Managers	Total	3710	85
DeKalb County, TN Fips=47041	Officials and Managers	Male	2279	55
DeKalb County, TN Fips=47041	Officials and Managers	Female	1428	30
DeKalb County, TN Fips=47041	Professional	Total	3180	75
DeKalb County, TN Fips=47041	Professional	Male	1407	35
DeKalb County, TN Fips=47041	Professional	Female	1759	40
DeKalb County, TN Fips=47041	Protective Service: Sworn	Total	460	35
DeKalb County, TN Fips=47041	Protective Service: Sworn	Male	420	15
DeKalb County, TN Fips=47041	Protective Service: Sworn	Female	40	20
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Total	50	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Male	20	0
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Female	30	0
DeKalb County, TN Fips=47041	Administrative Support	Total	7185	285
DeKalb County, TN Fips=47041	Administrative Support	Male	1902	70
DeKalb County, TN Fips=47041	Administrative Support	Female	5284	215
DeKalb County, TN Fips=47041	Service Maintenance	Total	8935	1145
DeKalb County, TN Fips=47041	Service Maintenance	Male	5334	525
DeKalb County, TN Fips=47041	Service Maintenance	Female	3608	620
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Total	101010	8840
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Male	54581	4370
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Female	46410	4470
DeKalb County, TN Fips=47041	Officials and Managers	Total	13660	690
DeKalb County, TN Fips=47041	Officials and Managers	Male	8299	305
DeKalb County, TN Fips=47041	Officials and Managers	Female	5354	385
DeKalb County, TN Fips=47041	Professional	Total	16110	1270
DeKalb County, TN Fips=47041	Professional	Male	7125	525
DeKalb County, TN Fips=47041	Professional	Female	8974	745
DeKalb County, TN Fips=47041	Protective Service: Sworn	Total	1340	150
DeKalb County, TN Fips=47041	Protective Service: Sworn	Male	1109	120
DeKalb County, TN Fips=47041	Protective Service: Sworn	Female	230	30
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Total	135	25
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Male	30	10
DeKalb County, TN Fips=47041	Protective Service: Non-Sworn	Female	110	15
DeKalb County, TN Fips=47041	Administrative Support	Total	26570	2285
DeKalb County, TN Fips=47041	Administrative Support	Male	8775	780
DeKalb County, TN Fips=47041	Administrative Support	Female	17799	1505
DeKalb County, TN Fips=47041	Service Maintenance	Total	29365	3670
DeKalb County, TN Fips=47041	Service Maintenance	Male	18139	2190
DeKalb County, TN Fips=47041	Service Maintenance	Female	11225	1480
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Total	8625	198
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Male	4916	96
DeKalb County, TN Fips=47041	Total Civilian Labor Force	Female	3710	102
DeKalb County, TN Fips=47041	Officials and Managers	Total	965	10
DeKalb County, TN Fips=47041	Officials and Managers	Male	629	0
DeKalb County, TN Fips=47041	Officials and Managers	Female	335	10
DeKalb County, TN Fips=47041	Professional	Total	885	4

C-2. Census Workforce Estimates by County Occupation, Sex and Race

Geography	Occupation	Sex	Total	African American
Smith County, TN Fips=47159	Professional	Male	323	0
Smith County, TN Fips=47159	Professional	Female	563	4
Smith County, TN Fips=47159	Protective Service: Sworn	Total	135	4
Smith County, TN Fips=47159	Protective Service: Sworn	Male	114	4
Smith County, TN Fips=47159	Protective Service: Sworn	Female	20	0
Smith County, TN Fips=47159	Protective Service: Non-Sworn	Total	0	0
Smith County, TN Fips=47159	Protective Service: Non-Sworn	Male	0	0
Smith County, TN Fips=47159	Protective Service: Non-Sworn	Female	0	0
Smith County, TN Fips=47159	Administrative Support	Total	1640	19
Smith County, TN Fips=47159	Administrative Support	Male	398	4
Smith County, TN Fips=47159	Administrative Support	Female	1236	15
Smith County, TN Fips=47159	Service Maintenance	Total	3340	125
Smith County, TN Fips=47159	Service Maintenance	Male	2078	70
Smith County, TN Fips=47159	Service Maintenance	Female	1265	55
Sumner County, TN Fips=47165	Total Civilian Labor Force	Total	68450	3399
Sumner County, TN Fips=47165	Total Civilian Labor Force	Male	37259	1559
Sumner County, TN Fips=47165	Total Civilian Labor Force	Female	31179	1840
Sumner County, TN Fips=47165	Officials and Managers	Total	10190	190
Sumner County, TN Fips=47165	Officials and Managers	Male	6554	100
Sumner County, TN Fips=47165	Officials and Managers	Female	3629	90
Sumner County, TN Fips=47165	Professional	Total	10015	380
Sumner County, TN Fips=47165	Professional	Male	4279	145
Sumner County, TN Fips=47165	Professional	Female	5728	235
Sumner County, TN Fips=47165	Protective Service: Sworn	Total	935	55
Sumner County, TN Fips=47165	Protective Service: Sworn	Male	773	55
Sumner County, TN Fips=47165	Protective Service: Sworn	Female	155	0
Sumner County, TN Fips=47165	Protective Service: Non-Sworn	Total	55	0
Sumner County, TN Fips=47165	Protective Service: Non-Sworn	Male	20	0
Sumner County, TN Fips=47165	Protective Service: Non-Sworn	Female	35	0
Sumner County, TN Fips=47165	Administrative Support	Total	18495	900
Sumner County, TN Fips=47165	Administrative Support	Male	6150	255
Sumner County, TN Fips=47165	Administrative Support	Female	12344	645
Sumner County, TN Fips=47165	Service Maintenance	Total	18690	1570
Sumner County, TN Fips=47165	Service Maintenance	Male	11035	825
Sumner County, TN Fips=47165	Service Maintenance	Female	7660	745
Trousdale County, TN Fips=47169	Total Civilian Labor Force	Total	3420	290
Trousdale County, TN Fips=47169	Total Civilian Labor Force	Male	1863	147
Trousdale County, TN Fips=47169	Total Civilian Labor Force	Female	1540	143
Trousdale County, TN Fips=47169	Officials and Managers	Total	365	4
Trousdale County, TN Fips=47169	Officials and Managers	Male	213	4
Trousdale County, TN Fips=47169	Officials and Managers	Female	150	0
Trousdale County, TN Fips=47169	Professional	Total	255	25
Trousdale County, TN Fips=47169	Professional	Male	100	15
Trousdale County, TN Fips=47169	Professional	Female	155	10
Trousdale County, TN Fips=47169	Protective Service: Sworn	Total	50	4
Trousdale County, TN Fips=47169	Protective Service: Sworn	Male	34	4
Trousdale County, TN Fips=47169	Protective Service: Sworn	Female	15	0
Trousdale County, TN Fips=47169	Protective Service: Non-Sworn	Total	0	0
Trousdale County, TN Fips=47169	Protective Service: Non-Sworn	Male	0	0
Trousdale County, TN Fips=47169	Protective Service: Non-Sworn	Female	0	0
Trousdale County, TN Fips=47169	Administrative Support	Total	790	70
Trousdale County, TN Fips=47169	Administrative Support	Male	239	25
Trousdale County, TN Fips=47169	Administrative Support	Female	549	45
Trousdale County, TN Fips=47169	Service Maintenance	Total	1350	175
Trousdale County, TN Fips=47169	Service Maintenance	Male	754	95
Trousdale County, TN Fips=47169	Service Maintenance	Female	594	80
Williamson County, TN Fips=47187	Total Civilian Labor Force	Total	67325	3619
Williamson County, TN Fips=47187	Total Civilian Labor Force	Male	37497	1775
Williamson County, TN Fips=47187	Total Civilian Labor Force	Female	29813	1844
Williamson County, TN Fips=47187	Officials and Managers	Total	15165	365
Williamson County, TN Fips=47187	Officials and Managers	Male	10459	165
Williamson County, TN Fips=47187	Officials and Managers	Female	4694	200
Williamson County, TN Fips=47187	Professional	Total	16300	460
Williamson County, TN Fips=47187	Professional	Male	8189	170
Williamson County, TN Fips=47187	Professional	Female	8114	290
Williamson County, TN Fips=47187	Protective Service: Sworn	Total	600	30
Williamson County, TN Fips=47187	Protective Service: Sworn	Male	489	20
Williamson County, TN Fips=47187	Protective Service: Sworn	Female	104	10
Williamson County, TN Fips=47187	Protective Service: Non-Sworn	Total	80	4
Williamson County, TN Fips=47187	Protective Service: Non-Sworn	Male	40	0
Williamson County, TN Fips=47187	Protective Service: Non-Sworn	Female	39	4
Williamson County, TN Fips=47187	Administrative Support	Total	17220	1030
Williamson County, TN Fips=47187	Administrative Support	Male	6225	340
Williamson County, TN Fips=47187	Administrative Support	Female	10992	690
Williamson County, TN Fips=47187	Service Maintenance	Total	11720	1425
Williamson County, TN Fips=47187	Service Maintenance	Male	6965	815
Williamson County, TN Fips=47187	Service Maintenance	Female	4755	610
Wilson County, TN Fips=47189	Total Civilian Labor Force	Total	48525	2679
Wilson County, TN Fips=47189	Total Civilian Labor Force	Male	25996	1335
Wilson County, TN Fips=47189	Total Civilian Labor Force	Female	22511	1344
Wilson County, TN Fips=47189	Officials and Managers	Total	7360	270
Wilson County, TN Fips=47189	Officials and Managers	Male	4734	165
Wilson County, TN Fips=47189	Officials and Managers	Female	2625	105
Wilson County, TN Fips=47189	Professional	Total	7780	260
Wilson County, TN Fips=47189	Professional	Male	3468	95
Wilson County, TN Fips=47189	Professional	Female	4305	165
Wilson County, TN Fips=47189	Protective Service: Sworn	Total	655	59
Wilson County, TN Fips=47189	Protective Service: Sworn	Male	585	55
Wilson County, TN Fips=47189	Protective Service: Sworn	Female	68	4
Wilson County, TN Fips=47189	Protective Service: Non-Sworn	Total	30	0
Wilson County, TN Fips=47189	Protective Service: Non-Sworn	Male	4	0
Wilson County, TN Fips=47189	Protective Service: Non-Sworn	Female	25	0
Wilson County, TN Fips=47189	Administrative Support	Total	13010	510
Wilson County, TN Fips=47189	Administrative Support	Male	3932	150
Wilson County, TN Fips=47189	Administrative Support	Female	9073	360
Wilson County, TN Fips=47189	Service Maintenance	Total	12450	1215
Wilson County, TN Fips=47189	Service Maintenance	Male	7539	660
Wilson County, TN Fips=47189	Service Maintenance	Female	4914	555

Source:

U.S. Census Bureau (2000). Census 2000 EEO Data Tool. EEO Residence Data Results by State and Local Occupation Groups for Davidson, DeKalb, Macon, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, and Wilson Counties (retrieved online June 2, 2010 from <http://www.census.gov/eoo2000/>).

**C-3a. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
a. Total Civilian Labor Force**

County [a]	Personnel Unweighted by County Total Civilian Labor Force			Weight		Personnel Weighted by County Total Civilian Labor Force		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	2,679	48,525	5.5%	65.2%	68.5%	1,835	33,245	5.5%
Davidson	68,675	307,245	22.4%	10.2%	10.7%	7,367	32,960	22.4%
Rutherford	8,840	101,010	8.8%	5.1%	5.3%	472	5,392	8.8%
Smith	198	8,625	2.3%	5.1%	5.3%	11	459	2.3%
Sumner	3,399	68,450	5.0%	3.0%	3.1%	107	2,151	5.0%
Trousdale	290	3,420	8.5%	2.2%	2.3%	7	78	8.5%
DeKalb	191	8,429	2.3%	1.8%	1.9%	4	162	2.3%
Macon	4	10,010	0.0%	1.1%	1.2%	0	118	0.0%
Robertson	1,905	28,500	6.7%	0.8%	0.8%	15	230	6.7%
Williamson	3,619	67,325	5.4%	0.7%	0.7%	27	504	5.4%
Total (10 Counties)	89,800	651,539	13.8%	95.1%	100.0%	9,845	75,301	13.1%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

**C-3b. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
b. Officials and Administrators**

County [a]	Personnel Unweighted by County Officials and Administrators			Weight		Personnel Weighted by County Officials and Administrators		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	270	7,360	3.7%	65.2%	68.5%	185	5,042	3.7%
Davidson	5,540	44,575	12.4%	10.2%	10.7%	594	4,782	12.4%
Rutherford	690	13,660	5.1%	5.1%	5.3%	37	729	5.1%
Smith	10	965	1.0%	5.1%	5.3%	1	51	1.0%
Sumner	190	10,190	1.9%	3.0%	3.1%	6	320	1.9%
Trousdale	4	365	1.1%	2.2%	2.3%	0	8	1.1%
DeKalb	19	1,000	1.9%	1.8%	1.9%	0	19	1.9%
Macon	4	905	0.4%	1.1%	1.2%	0	11	0.4%
Robertson	85	3,710	2.3%	0.8%	0.8%	1	30	2.3%
Williamson	365	15,165	2.4%	0.7%	0.7%	3	114	2.4%
Total (10 Counties)	7,177	97,895	7.3%	95.1%	100.0%	827	11,107	7.4%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

**C-3c. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
c. Professionals**

County [a]	Personnel Unweighted by County Professionals			Weight		Personnel Weighted by County Professionals		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	260	7,780	3.3%	65.2%	68.5%	178	5,330	3.3%
Davidson	10,170	64,575	15.7%	10.2%	10.7%	1,091	6,927	15.7%
Rutherford	1,270	16,110	7.9%	5.1%	5.3%	68	860	7.9%
Smith	4	885	0.5%	5.1%	5.3%	0	47	0.5%
Sumner	380	10,015	3.8%	3.0%	3.1%	12	315	3.8%
Trousdale	25	255	9.8%	2.2%	2.3%	1	6	9.8%
DeKalb	4	955	0.4%	1.8%	1.9%	0	18	0.4%
Macon	0	625	0.0%	1.1%	1.2%	0	7	0.0%
Robertson	75	3,180	2.4%	0.8%	0.8%	1	26	2.4%
Williamson	460	16,300	2.8%	0.7%	0.7%	3	122	2.8%
Total (10 Counties)	12,648	120,680	10.5%	95.1%	100.0%	1,354	13,659	9.9%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

**C-3d. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
d. Protective Service (Sworn & Non-Sworn)**

County [a]	Personnel Unweighted by County Protective Service			Weight		Personnel Weighted by County Protective Service		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	59	685	8.6%	65.2%	68.5%	40	469	8.6%
Davidson	1,695	4,880	34.7%	10.2%	10.7%	182	524	34.7%
Rutherford	175	1,475	11.9%	5.1%	5.3%	9	79	11.9%
Smith	4	135	3.0%	5.1%	5.3%	0	7	3.0%
Sumner	55	990	5.6%	3.0%	3.1%	2	31	5.6%
Trousdale	4	50	8.0%	2.2%	2.3%	0	1	8.0%
DeKalb	0	64	0.0%	1.8%	1.9%	0	1	0.0%
Macon	0	120	0.0%	1.1%	1.2%	0	1	0.0%
Robertson	35	510	6.9%	0.8%	0.8%	0	4	6.9%
Williamson	34	680	5.0%	0.7%	0.7%	0	5	5.0%
Total (10 Counties)	2,061	9,589	21.5%	95.1%	100.0%	234	1,123	20.9%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

**C-3e. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
e. Administrative Support**

County [a]	Personnel Unweighted by County Administrative Support			Weight		Personnel Weighted by County Administrative Support		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	510	13,010	3.9%	65.2%	68.5%	349	8,913	3.9%
Davidson	20,240	82,160	24.6%	10.2%	10.7%	2,171	8,814	24.6%
Rutherford	2,285	26,570	8.6%	5.1%	5.3%	122	1,418	8.6%
Smith	19	1,640	1.2%	5.1%	5.3%	1	87	1.2%
Sumner	900	18,495	4.9%	3.0%	3.1%	28	581	4.9%
Trousdale	70	790	8.9%	2.2%	2.3%	2	18	8.9%
DeKalb	10	1,450	0.7%	1.8%	1.9%	0	28	0.7%
Macon	0	1,890	0.0%	1.1%	1.2%	0	22	0.0%
Robertson	285	7,185	4.0%	0.8%	0.8%	2	58	4.0%
Williamson	1,030	17,220	6.0%	0.7%	0.7%	8	129	6.0%
Total (10 Counties)	25,349	170,410	14.9%	95.1%	100.0%	2,684	20,069	13.4%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

**C-3f. Weighting the Wilson County-Centered Geographic Labor Market
by Where People Who Work in Wilson County Reside
f. Service and Maintenance**

County [a]	Personnel Unweighted by County Service and Maintenance			Weight		Personnel Weighted by County Service and Maintenance		
	African- American [b]	Total [c]	% African- American [d] = [b/c]	Where People Who Work in Wilson County Reside [e]	Reweight [f]	African- American [g] = [b*f]	Total [h] = [c*f]	% African- American [i] = [g/h]
Wilson	1,215	12,450	9.8%	65.2%	68.5%	832	8,530	9.8%
Davidson	24,620	76,005	32.4%	10.2%	10.7%	2,641	8,153	32.4%
Rutherford	3,670	29,365	12.5%	5.1%	5.3%	196	1,568	12.5%
Smith	125	3,340	3.7%	5.1%	5.3%	7	178	3.7%
Sumner	1,570	18,690	8.4%	3.0%	3.1%	49	587	8.4%
Trousdale	175	1,350	13.0%	2.2%	2.3%	4	31	13.0%
DeKalb	150	3,430	4.4%	1.8%	1.9%	3	66	4.4%
Macon	0	4,420	0.0%	1.1%	1.2%	0	52	0.0%
Robertson	1,145	8,935	12.8%	0.8%	0.8%	9	72	12.8%
Williamson	1,425	11,720	12.2%	0.7%	0.7%	11	88	12.2%
Total (10 Counties)	34,095	169,705	20.1%	95.1%	100.0%	3,752	19,325	19.4%

Sources/Notes:

[a] through [c]: Table C-2.

[e]: Table C-1.

[f]: Reweighting of column [e] such that the 4.9% of workers in Wilson County that do not live in the above ten counties are proportionately redistributed across the ten-county (so the sum of the weights equals 100%).

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Albright, Stephanie	W	F	8/22/1974	FT	9/22/2008	H	14.3030	70.00	Property Assessor
Brown, Cindy F	W	F	4/16/1958	FT	9/20/2004	H	16.5200	70.00	Property Assessor
Dedman, Valarie Dawn			6/8/1973	PT	4/20/2009	H	12.0000		Property Assessor
Drennan, Wayne K	W	M		PT	7/1/2008	S			Property Assessor
Fort, Donna	W	F	1/26/1959	FT	11/21/2005	H	15.1428	70.00	Property Assessor
Halbert, Robert	W	M		PT	4/22/1997	S			Property Assessor
Hunt, Denise A	W	F	1/19/1956	FT	3/15/1999	H	18.1790	70.00	Property Assessor
Jones, Raymond	W	M	11/18/1977	FT	9/29/2008	H	14.3000	70.00	Property Assessor
Jones, Tammy L	W	F	8/25/1966	FT	9/8/2008	H	13.6622	70.00	Property Assessor
Joyner, Larry Brent	W	M	8/25/1948	FT	9/20/2004	H	16.2074	70.00	Property Assessor
McMurry, Romel E.	B	M	8/8/1986	PT	9/30/2008	H	12.0000		Property Assessor
McPeak, Luke C	W	M	6/28/1986	PT	2/23/2005	H	13.3560		Property Assessor
Murphy, Jackie A	W	F	4/4/1962	FT	8/20/2007	H	14.8750	70.00	Property Assessor
Oakley, Paul	W	M		PT	6/1/2000	S			Property Assessor
Pratt Jr., Jack F	W	M	8/25/1974	FT	9/2/2008	S	2777.4600		Property Assessor
Sandefur, Edie Kynn	W	F	5/1/1963	FT	1/17/2006	H	14.2714	70.00	Property Assessor
Schmidt, Robert D	W	M		PT	6/22/2004	S			Property Assessor
Sellars, Beverly V	W	F		FT	8/9/2006	H	13.8622	70.00	Property Assessor
Shipper, Joanne C	W	F		PT	6/1/2000	S			Property Assessor
Vastola, Valentine	W	M	5/22/1951	FT	6/4/2001	H	15.9000	70.00	Property Assessor
White, Douglas R	W	M		PT	6/22/2004	S			Property Assessor
White, Jeffery D	W	M	5/8/1960	FT	11/1/1989	H	17.9246	70.00	Property Assessor
Woodard, Jonathan K	W	M	6/8/1977	FT	7/10/1995	H	16.0900	70.00	Property Assessor
Wrye, Pamela S	W	F	7/16/1949	FT	10/13/1984	H	17.4725	70.00	Property Assessor
Baine, Georgia M	W	F	2/18/1962	FT	2/22/2000	H	14.4160	70.00	Planning
Brashear, Thomas E	W	M	8/30/1971	FT	10/1/2001	H	30.3160	70.00	Planning
Creswell, Jamie G	W	F	10/30/1940	FT	4/1/1975	H	21.5498	70.00	Planning
Jordan, Kenneth Lynne	W	M	5/6/1966	FT	11/1/2004	H	23.8606	70.00	Planning
Phillips, Julie E	W	F	1/6/1984	FT	1/2/2007	H	17.4200	70.00	Planning
Lineberger, Dee M	W	M	11/20/1940	FT	3/23/2008	H	18.5500	80.00	WEMA
McMahon, Maegan	W	F	6/9/1990	PT	9/21/2008	H	9.4700		WEMA
McQuary, William D	W	M	3/1/1950	FT	9/1/1975	H	22.6078	80.00	WEMA
Metcalf, Malcolm J	W	M	6/23/1942	PT	8/26/2007	H	8.5000		WEMA
Newberry, Brian	W	M	1/16/1971	FT	8/28/1990	H	21.0025	80.00	WEMA
Nokes, Gary Sullivan	W	M	11/23/1941	PT	5/29/2001	H	30.0500		WEMA
Owens, Radeana J	W	F	8/20/1971	PT	4/1/2006	H	10.6000		WEMA
Prusynski, Lisa	W	F	6/5/1962	PT	3/4/2009	H	7.5000		WEMA
Scruggs, Terry L	W	M	2/2/1959	FT	5/3/1999	H	17.5800	80.00	WEMA
Smith Jr., Barney Arlo	W	M	10/13/1964	FT	9/23/2007	H	15.0300		WEMA
Spears, Britni N	W	F	7/22/1986	FT	3/6/2006	H	10.8500		WEMA
Spears, Melissa H	W	F	9/18/1968	FT	11/19/2006	H	10.5800	80.00	WEMA
Spears, Sidney A	W	M	2/26/1963	FT	4/24/2006	H	12.3800	80.00	WEMA
Street, Anderson B	W	M	12/13/1948	PT	3/30/2006	H	8.3500		WEMA
Street, Myra S	W	F	12/26/1947	PT	3/30/2006	H	8.3500		WEMA
Taylor, Keith A	W	M	2/14/1962	FT	12/3/1980	H	22.6078	80.00	WEMA
Troupe, Elizabeth A	W	F	8/21/1974	PT	12/30/2007	H	9.4700		WEMA
Wilson, Justina	W	F	6/26/1989	FT	11/30/2008	H	9.7400		WEMA
Woodard, Richard A	W	M	6/22/1955	FT	5/23/2005	H	18.7059	80.00	WEMA
Askew, Pamela W	W	F	5/2/1956	FT	6/9/1997	H	15.6880	70.00	Building Inspector
Davidson, Marlene L	W	F	8/9/1958	FT	2/4/2002	H	18.2747	70.00	Building Inspector
Murphy, L. Karen	W	F	7/18/1966	FT	5/1/1997	H	15.6880	70.00	Building Inspector
Sloan, Bobby R	W	M	9/16/1937	FT	7/1/1995	H	25.6945	70.00	Building Inspector
Alduenda, Maria	H	F	12/20/1976	FT	6/17/2002	H	12.2960	75.00	Health Department
Ambriz, Johanna	H	F	4/23/1982	FT	2/3/2003	H	11.8720	75.00	Health Department
Baker, Elizabeth Michelle	W	F	1/5/1970	FT	1/2/2004	H	15.4124	75.00	Health Department
Banks, Jennifer	W	F	3/23/1977	PT	8/1/2008	H	22.5000		Health Department
Boyd, Teresa M	W	F	11/25/1951	FT	8/28/2000	H	11.0240	75.00	Health Department
Burns, Millisa	W	F	5/6/1968	PT	4/20/2009	H	13.0000		Health Department
Carr, Sara Ann	W	F	5/7/1968	FT	1/2/2008	H	14.3400		Health Department
Coleman, Tarah R	W	F	5/16/1983	PT	9/5/2006	H	13.9178		Health Department
Cruz, Amneris	H	F	3/9/1973	FT	7/21/2005	H	15.4124	75.00	Health Department
Deleon, Veronica Gutierrez	H	F	1/24/1979	FT	8/15/2001	H	11.8720	75.00	Health Department
Dunn, Lisa A	W	F	5/14/1963	PT	1/29/2007	H	22.0000		Health Department
Giner, George A	W	M	8/11/1960	FT	6/12/2008	H	43.0501	75.00	Health Department
Gonzales, Modesta Elena	H	F	4/14/1986	FT	10/30/2006	H	11.6388	75.00	Health Department
Hernandez, Sofia E	H	F		FT	5/12/2008	H	12.0375	75.00	Health Department
Mueller, Abbey	W	F	3/27/1982	FT	1/26/2009	H	14.3400		Health Department
Rosson, Dayna L	W	F	8/15/1962	FT	9/21/1998	H	11.7872	75.00	Health Department
Sanders, Betty A	W	F		FT	11/26/2007	H	19.3700	75.00	Health Department
Solis, Blanca	H	F	9/13/1967	FT	1/2/2004	H	11.8720	75.00	Health Department
Tate, Stephanie	B	F	2/5/1958	FT	8/3/1998	H	14.3948	75.00	Health Department
Taylor, Robin N	W	F	2/5/1954	FT	11/16/1995	H	11.6706	75.00	Health Department
Trammell, Kelly P	W	F	12/30/1977	PT	8/23/2006	H	19.0800		Health Department
Brandon, Bonita K	W	F	11/1/1966	FT	4/15/1991	H	20.8433	70.00	Clerk & Master
Finnigan, Virginia S	W	F	2/7/1957	FT	1/1/1975	H	23.1789	70.00	Clerk & Master
Griffin, Betty Ann	W	F	2/10/1941	PT	12/1/1998	H	16.0000		Clerk & Master

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Haney, Susan K	W	F	3/13/1954	FT	9/1/1974	H	20.9959	70.00	Clerk & Master
Hayes, Teresa L	W	F	4/8/1964	FT	11/5/1995	H	19.8504	70.00	Clerk & Master
McCrary, Ruthann	W	F		FT	12/1/1997	H	17.9319	70.00	Clerk & Master
McPeak, Connie	W	F	7/15/1954	FT	10/1/2002	H	16.2113	70.00	Clerk & Master
Polland, Deorah C	W	F	7/26/1952	FT	2/1/2004	H	16.2113	70.00	Clerk & Master
Thorne, Pamela D	W	F	9/13/1963	PT	7/10/2007	H	15.0000		Clerk & Master
Webb, Barbara A	W	F	6/1/1949	FT	7/1/1974	S	2777.4600		Clerk & Master
Campbell, Carrie L	W	F	9/28/1972	FT	11/7/2005	H	10.3500	80.00	AG Extension
Marsh, Lorie Diane	W	F	2/7/1988	PT	12/29/2003	H	8.4800		AG Extension
Peck, Lora L	W	F	12/18/1978	FT	2/9/2009	H	9.0000		AG Extension
Seay, Jean	W	F	5/28/1927	PT	1/2/2006	H	6.8900		AG Extension
Major, Diane R	W	F	12/14/1953	FT	8/29/1996	H	12.7235	80.00	Soil Conservation
Mason, Amy Edmonds	W	F	7/24/1978	PT	8/13/2008	H	9.0000		Tourism
Rodriguez, Ricardo	H	M	7/21/1966	FT	6/1/2002	H	21.8972	80.00	Tourism
Spillman, Heather	W	F	9/12/1981	PT	9/4/2007	H	9.0000		Tourism
Dickson, Jeff E	W	M	3/7/1960	FT	8/16/2002	H	26.1000	80.00	Drug Court
Hall, Terry K	W	M	1/18/1964	FT	11/26/2007	H	13.3000	80.00	Drug Court
Langford, Paula C	W	F	7/8/1971	FT	9/13/2002	H	16.3134	80.00	Drug Court
Dedman, Edna C	W	F	10/18/1953	FT	10/24/1988	H	19.5888	60.00	Veterans
Satterfield, J C	W	M	2/27/1948	FT	7/24/1995	H	21.0304	60.00	Veterans
Wrye, Hester L	W	F		PT	9/1/1993	H	14.0344		Veterans
Bratton, Adam		M		PT		S			Court Officers
Cherry, Dickey F		M		PT	3/1/2004	S			Court Officers
Conatser, Carol S	W	F		PT	9/1/1998	S			Court Officers
Driver, Patricia G	W	F	2/26/1953	PT	1/8/2001	S			Court Officers
Hallum, Raymond		M		PT	11/12/2001	S			Court Officers
Harper, Jimmie S	W	M		PT	6/18/1996	S			Court Officers
Hayes, James E		M	1/13/1943	PT	11/7/2006	S			Court Officers
Jenkins, Logan T	W	M		PT	1/9/2001	S			Court Officers
Kemp, Kathy B	W	F		PT	5/28/1999	S			Court Officers
Robinson, Wayne J		M		PT	9/1/1993	S			Court Officers
Smith, Elizabeth D		F	8/18/1960	PT	3/8/2006	S			Court Officers
Smith, Justin Ryan		M	8/10/1981	PT	5/29/2007	S			Court Officers
Thomas, Carlton H	W	M	6/24/1938	PT	8/25/1998	S			Court Officers
Trammel, Randall F		M		PT	3/1/2004	S			Court Officers
Williams, Paul S		M	7/31/1933	PT	8/8/2000	S			Court Officers
Dedman, William R	W	M	11/4/1933	FT	9/1/1998	S	3492.1100		County Mayor
Kidwell Jr., James F	W	M	10/13/1958	FT	9/1/1992	H	13.2182	80.00	County Mayor
Knight, Carolyn J	W	F	7/16/1948	FT	10/12/1998	H	14.6068	80.00	County Mayor
Warren, Rachel A	W	F	2/22/1953	FT	6/12/1992	H	18.4302	80.00	County Mayor
Granstaff, Linda J	W	F	1/7/1944	FT	7/1/1998	H	20.0340	64.00	Archives
Partlow, Thomas E	W	M	3/10/1938	PT	7/10/1998	H	20.0340		Archives
Berry Jr., Earl	B	M	2/25/1971	FT	10/1/2001	H	14.4765	80.00	Juvenile
Brindley, Kimberly D	W	F	1/13/1967	FT	8/24/1992	H	18.8400	80.00	Juvenile
Emerson, Teresa R	W	F	4/12/1948	FT	5/13/2002	H	15.5820	80.00	Juvenile
Morris, Sandra D	W	F	11/21/1968	FT	12/10/2007	H	13.6200	80.00	Juvenile
Bowen, Lynne M	W	F	6/15/1947	PT	11/20/2002	H	13.6210		Judges
Conatser, Amy S	W	F	10/24/1969	FT	9/2/2008	H	14.4230	80.00	Judges
Gwin, John T	W	M	9/24/1949	FT	9/2/2008	S	5409.5700		Judges
Hamilton, Robert P	W	M	11/25/1946	FT	9/1/1986	S	5409.5700		Judges
Schenk, Linda G	W	F	5/6/1955	PT	10/14/2002	H	11.3526		Judges
Tatum, Charles B	W	M	5/22/1965	FT	9/1/1998	S	5409.5700		Judges
Wong, Mildred L	W	F	12/6/1953	FT	9/1/1986	H	19.2178	80.00	Judges
Duncan, Terry W	W	M	11/19/1952	FT	9/17/2002	H	15.6300	80.00	Probation
Ferraro IV, Thoms T	W	M	5/30/1989	PT	6/14/2007	H	10.0000		Probation
Ferraro, Dena M	W	F	1/22/1967	FT	1/22/2001	H	24.2500	80.00	Probation
Hall, Sheena J	W	F	4/13/1986	PT	5/16/2006	H	12.4550		Probation
Krause, Patricia A	W	F	6/8/1946	FT	6/16/2003	H	13.9178	80.00	Probation
Kretzer, Pamela Jo	W	F	3/22/1962	FT	12/29/2008	H	13.2500	80.00	Probation
Jennings, Michael	W	M	3/30/1955	FT	9/18/1989	S	2758.3000		County Attorney
Tucker, Joy M	W	F	9/21/1948	FT	2/23/1998	H	12.9638	80.00	Groundwater
Araujo, Vicki R	W	F	9/9/1959	FT	3/1/1978	H	22.0390	70.00	Circuit Court
Armistead, Carolyn L	W	F	2/26/1958	FT	3/19/2007	H	15.9890	70.00	Circuit Court
Beaty, Shirley D	W	F		PT	12/21/2007	D	50.0000		Circuit Court
Bennett, Manda M	W	F	9/2/1937	FT	5/1/1982	H	22.9362	70.00	Circuit Court
Boyd, Ann C	W	F	10/23/1944	FT	5/1/1982	H	22.0390	70.00	Circuit Court
Bradley, Angela	W	F		FT	10/1/1998	H	22.0390	70.00	Circuit Court

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Brewer, Belinda	W	F	1/5/1956	FT	9/1/1998	H	22.0390	70.00	Circuit Court
Carmack, Joey Wayne	W	M	7/31/1985	FT	9/18/2006	H	15.3846	70.00	Circuit Court
Carver, Lisa D	W	F		PT	3/4/2004	H	15.2500		Circuit Court
Cook, Theodora M	W	F	8/2/1940	PT	9/14/2006	H	14.8400		Circuit Court
Edwards, Debra J	W	F		FT	1/6/2003	H	17.5867	70.00	Circuit Court
Gordon, Caroline V	W	F	1/17/1974	FT	7/10/2006	H	15.9890	70.00	Circuit Court
Gregory, Susan P	W	F	8/30/1961	FT	5/15/1980	H	20.7963	70.00	Circuit Court
Hale, Felicia G	W	F	11/10/1966	FT	9/23/1998	H	18.8747	70.00	Circuit Court
Hamblen, Jessica A	W	F	1/2/1986	PT	1/29/2008	H	11.0000		Circuit Court
Hasting, Joyce M	B	F		FT	2/17/2004	H	16.5384	70.00	Circuit Court
Hulse, Regina D	W	F	2/9/1956	FT	1/20/2004	H	17.5867	70.00	Circuit Court
Kneisel, Ann W	W	F	6/7/1956	FT	3/28/2005	H	16.5384	70.00	Circuit Court
Lancaster, Jim K	W	M		PT	12/21/2007	D	50.0000		Circuit Court
Lewis, Michelle Rene	W	F		FT	3/17/2003	H	17.5867	70.00	Circuit Court
Massey, Denise G	W	F		FT	8/21/2006	H	16.5384	70.00	Circuit Court
McFalls, Lynne H	W	F		FT	4/12/1999	H	18.8747	70.00	Circuit Court
Neal, Linda J	W	F	2/23/1948	FT	9/1/1998	S	2777.4600		Circuit Court
Palmore, Kathy D	W	F	11/26/1967	FT	9/20/2006	H	15.5872	70.00	Circuit Court
Reese, Rachel G	W	F	12/11/1985	FT	6/25/2007	H	15.3846	70.00	Circuit Court
Robinson, Tiffany A	W	F	7/17/1986	PT	5/2/2005	H	12.0000		Circuit Court
Rockhill, Mary C	W	F	10/9/1965	FT	4/12/2006	H	16.2500	70.00	Circuit Court
Sanford, Yvonne R	W	F	3/26/1949	FT	1/9/1995	H	18.8747	70.00	Circuit Court
Simpson, Cora F	W	F	3/28/1948	FT	1/29/2009	H	15.3800	7.00	Circuit Court
Smith, Yancy Denise	W	F	1/20/1956	FT	2/23/2004	H	16.4175	70.00	Circuit Court
Stewart, Kimberly C	W	F	2/6/1969	FT	10/2/1995	H	18.8747	70.00	Circuit Court
Williams, Christina L	W	F	1/12/1971	FT	4/15/1996	H	18.8747	70.00	Circuit Court
Young, Paula H	W	F	12/21/1956	FT	1/2/2007	H	15.3846	70.00	Circuit Court
Alexander, Lori J	W	F	5/21/1979	FT	10/7/2008	H	11.6600	75.00	Finance
Franklin, Pamela R	W	F	6/7/1962	FT	1/24/2000	H	14.0700	60.00	Finance
Gilbert, Amie	W	F		PT	4/17/2008	H	10.0000		Finance
Gilbert, Ronald J	W	M	9/12/1944	FT	9/1/2007	H	44.2215	75.00	Finance
Green, Debra D	W	F	9/27/1956	FT	11/22/1993	H	23.5000	75.00	Finance
Hostetler, Joy	W	F	5/2/1939	FT	11/29/1994	H	14.0600	75.00	Finance
Jenkins, Julie	W	F	1/26/1983	FT	8/7/2006	H	18.2300	75.00	Finance
Lackey, Sharon R	W	F	9/5/1970	FT	11/9/1999	H	29.7436	75.00	Finance
Massey, Bethany D	W	F	6/2/1987	FT	4/23/2007	H	11.8900	75.00	Finance
Moore, Rhonda G	W	F	7/20/1951	FT	9/20/2004	H	12.7500	60.00	Finance
Moss, Deborah	W	F	12/24/1957	FT	10/1/2007	H	14.0800	75.00	Finance
Saddler, Labraunya S	B	F	1/8/1980	FT	8/22/2005	H	13.8800	75.00	Finance
Shehane, Linda N	W	F	5/6/1942	FT	9/1/1973	H	18.6500	75.00	Finance
Slatham, Joette D	W	F	7/16/1974	FT	9/1/2002	H	14.0700	75.00	Finance
Anderson, Melia P	W	F		FT	8/29/2005	H	16.8337	75.00	Election
Beatty, Howard C	W	M		PT		H	9.5000		Election
Bragg, Redonnica L	B	F	4/10/1974	FT	5/14/2007	H	11.5385	75.00	Election
Coffman, Jerine D	W	F		PT	9/10/1991	H	9.0000		Election
Douglas, Julie A	W	F		PT	10/30/2004	H	9.0000		Election
Everett, Joyce J	W	F		PT	9/23/2008	H	9.0000		Election
Franklin, Thersa	W	F	8/15/1942			H	9.0000		Election
Gaines, Joyce S	W	F		PT	6/15/2005	S			Election
Haley, Bobby	W	M		PT		S			Election
Harris, Lynn D	W	F	3/21/1948	FT	10/1/1976	H	33.3297	75.00	Election
Hills, Amber D	W	F		PT	6/26/2008	H	9.0000		Election
Huddleston, Virginia J	W	F	3/31/1937	PT	7/11/1996	H	10.4198		Election
Johnson, Cora M	W	F	12/24/1937	FT	7/1/1990	H	14.0800		Election
Kelley, Ronnie	B	M				S			Election
Keyes, Esther M	W	F	4/22/1954	FT	9/1/1998	H	17.7453	75.00	Election
Keyes, William C	W	M		PT		H	10.6000		Election
Mackey, Dolores	W	F		PT		S			Election
Maynard, Margaret Y	O	F	11/19/1936	PT	7/17/2002	H	8.5700		Election
McAdoo, Pearlle M	B	F		PT	7/1/2006	H	9.0000		Election
McAdoo, Rufus	B	M		PT	7/14/1994	H	9.5000		Election
McCleskey, Kathryn H	W	F	9/6/1956	FT	4/17/2006	H	12.2364	75.00	Election
McCormack, Cindy L	W	F		PT	11/3/1992	H	9.5000		Election
Pawlowski, Mary G	W	F		PT	7/1/2006	H	9.0000		Election
Ricketts, Billie D	W	F		PT	8/5/1992	H	7.7910		Election
Stephens, John A	W	M		PT	6/14/2005	S			Election
Sutherland, Fontelle M	W	F				H	8.4000		Election
Sutherland, Martha A	W	F	9/22/1951	FT	7/1/1983	H	28.7303	75.00	Election
Turnmyre, Ronald C	W	M		PT	6/25/2007	S			Election
Yelton, Holly C	W	F		PT	6/27/2007	S			Election
Churchwell, Charles J	W	M	5/17/1940	PT	10/21/2003	H	13.5044		Judicial Commissioners
Gardner, Grant	W	M	9/7/1945	FT	6/1/2007	H	18.2600	80.00	Judicial Commissioners
Hale, David A	W	M	7/23/1956	FT	3/20/2001	H	19.4641	80.00	Judicial Commissioners
Hankins, James	W	M	1/12/1958	FT	7/20/1998	H	24.3564	80.00	Judicial Commissioners
Marsh, Roger T	W	M	12/13/1953	PT	2/1/2009	H	13.5000		Judicial Commissioners
Murphy, Joseph B	W	M	4/27/1960	FT	2/1/2009	H	18.2600		Judicial Commissioners
Phillips III, Givens M	W	M	11/7/1975	FT	5/16/2005	H	18.2638	80.00	Judicial Commissioners
Swindell, Stacy B	W	F	11/29/1968	FT	1/24/2006	H	18.2638	80.00	Judicial Commissioners

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NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Tuggle, James Patrick	W	M	8/9/1951	PT	2/26/2008	H	13.5000		Judicial Commissioners
Dailey, Kathryn J	W	F	10/10/1978	FT	8/4/2008	H	14.0923	70.00	Trustee
Dodd, Kay	W	F	8/5/1956	FT	1/19/1999	H	20.2752	70.00	Trustee
Edwards, Virginia D	W	F	8/16/1941	PT	10/1/1987	H	18.1700		Trustee
Holbrook, Kristi	W	F	9/13/1975	FT	9/1/2007	H	15.9065	70.00	Trustee
Lasater, Doylene	W	F	12/14/1944	FT	6/1/1990	H	19.2846	70.00	Trustee
Major, Jim H	W	M	8/4/1944	FT	9/1/2006	S	2777.4600		Trustee
Phagan, Janie	W	F	6/12/1944	FT	1/17/2005	H	16.7802	70.00	Trustee
Winfree, Glenda	W	F	3/20/1942	FT	10/1/1986	H	22.6246	70.00	Trustee
Allen, Sara Amanda	W	F	12/12/1981	FT	11/27/2000	H	13.0100	80.00	WEMA
Andrews, Christopher T	W	M	7/26/1979	FT	3/14/2006	H	17.4200	80.00	WEMA
Bowling, Windford L	W	M	3/15/1971	FT	12/14/1993	H	21.1363	80.00	WEMA
Braaksma-Cole, Dorothy	W	F	3/19/1950	FT	3/12/2001	H	10.8500	80.00	WEMA
Brooks, Edward	W	M	6/22/1983	PT	9/21/2008	H	9.4700		WEMA
Cooper, Joey	W	M	9/12/1967	FT	10/15/1989	H	21.1363	80.00	WEMA
Gates, Wanda F	W	F	4/13/1959	PT	4/6/2008	H	9.4700		WEMA
Heckman, Grayson M	W	M	7/2/1970	FT	10/4/2004	H	20.0300	80.00	WEMA
Herron, Robert D	W	M	9/16/1957	FT	10/25/1988	H	21.1363	80.00	WEMA
Jewell, John	W	M	7/19/1944	FT	2/11/2008	H	26.8693	80.00	WEMA
Keel, Nicholas	W	M	4/21/1990	PT	1/27/2008	H	9.4700		WEMA
Lafever, Dana	W	F	1/4/1974	PT	3/13/2009	H	9.4700		WEMA
Adsmoond Jr., William E	W	M	7/19/1983	FT	8/22/2005	H	14.4300	40.00	Road Department
Agee, Chad	W	M	12/4/1990	PT	6/2/2008	H	9.2600		Road Department
Alley, Brian M	W	M	9/22/1990	PT	6/2/2008	H	9.2600		Road Department
Alley, Robert M	W	M	8/7/1960	FT	1/22/2001	H	15.3100	40.00	Road Department
Anderson II, Randy L	W	M	9/22/1988	FT	6/5/2006	H	14.4300	40.00	Road Department
Anderson, Randy L	W	M	7/23/1959	FT	4/27/1992	H	15.2500	40.00	Road Department
Armistead, Ronald L	W	M	1/19/1961	FT	2/29/1996	H	14.9000	40.00	Road Department
Armistead, William S	W	M	7/18/1947	FT	9/1/1995	H	1554.6300	1.00	Road Department
Beard, Winston R	B	M	12/18/1968	FT	4/27/2009	H	14.4300	40.00	Road Department
Binion, John T	W	M	3/30/1958	FT	6/5/2006	H	14.9000	40.00	Road Department
Bowden, Floyd L	W	M	1/11/1960	FT	12/9/1996	H	942.4500	1.00	Road Department
Bowen, Kenny J	W	M	5/9/1962	FT	4/26/1982	H	18.0300	40.00	Road Department
Bowman, Jody R	W	F	8/28/1973	FT	2/28/1996	H	15.6600	40.00	Road Department
Cherry, Phyllis Ann	W	F	5/12/1952	FT	4/5/2004	H	14.3100	40.00	Road Department
Clark, Walter E	B	M	8/21/1953	FT	7/26/1999	H	15.2500	40.00	Road Department
Cooper, Tommy L	W	M	9/7/1964	FT	10/9/1995	H	16.8100	40.00	Road Department
Cooper, Tommy L	W	M	1/18/1987	PT	5/27/2003	H	14.4300		Road Department
Dedman, William R	W	M	11/4/1933	PT	9/1/1998	S			Road Department
Dickson, Joshua E	W	M	5/8/1988	FT	9/11/2006	H	14.4300	40.00	Road Department
Everett, John Mikell	W	M	11/5/1957	FT	6/14/2004	H	14.4300	40.00	Road Department
Gann, Paul D	W	M	12/24/1946	FT	4/2/1984	H	14.4300	40.00	Road Department
Geer, Dwight David	W	M	10/15/1963	FT	5/3/2004	H	14.4700	40.00	Road Department
Golins, Michael E	W	M	2/26/1961	FT	9/7/1982	H	18.0300	40.00	Road Department
Granstaff, Buddy L	W	M	2/21/1942	FT	4/21/2003	H	14.4300	40.00	Road Department
Graves, Bryan S	W	M	5/6/1973	FT	7/28/1997	H	14.4300	40.00	Road Department
Graves, Gilbert	W	M		FT		S			Road Department
Grooms, Michael R	B	M	3/10/1957	FT	9/11/2006	H	14.9000	40.00	Road Department
Hall, James R	W	M	2/10/1953	FT	5/2/2005	H	14.4300	40.00	Road Department
Hamblen, Hilton L	W	M	10/23/1943	FT	5/10/1993	H	14.4300	40.00	Road Department
Harris, Kenneth B	W	M	11/13/1952	FT	7/24/1989	H	14.4300	40.00	Road Department
Hemontolor, David	W	M	6/30/1954	FT	8/1/1984	H	18.0300	40.00	Road Department
Hight II, Michael E	W	M	4/29/1972	FT	6/21/2004	H	14.4300	40.00	Road Department
Horner, Robert C	W	M	4/25/1969	FT	3/27/1996	H	15.8800	40.00	Road Department
House, Kenneth	W	M	6/11/1943	FT	7/12/2004	H	953.0000	1.00	Road Department
Huffine, Glenn H	W	M	2/23/1936	FT	4/1/1985	H	14.7500	40.00	Road Department
Ingram, Jeffery T	W	M	8/31/1971	FT	4/7/1997	H	15.2500	40.00	Road Department
Jernigan, John K	W	M	7/14/1962	FT	3/13/1996	H	18.0300	40.00	Road Department
Jones, George T	W	M	11/25/1967	FT	2/28/1996	H	14.4300	40.00	Road Department
Kirby, Travis J	W	M	12/9/1941	FT	5/31/1995	H	15.8800	40.00	Road Department
Kirkendoll, Antonio J	B	M	7/31/1985	FT	11/7/2005	H	14.4300	40.00	Road Department
Lasater, Tyler R	W	M	2/25/1991	PT	6/2/2008	H	9.2600		Road Department
Lee, Stephen Michael	W	M	9/9/1982	FT	3/24/2003	H	14.7600	40.00	Road Department
Lynch, Barbara A	W	F	9/10/1956	FT	4/1/1998	H	577.0800	1.00	Road Department
Lynch, Carl S	W	M	5/24/1958	FT	4/6/1987	H	1301.2800	1.00	Road Department
Mallory Jr., Charles G	W	M	12/14/1968	FT	7/29/2003	H	14.4300	40.00	Road Department
Mann, Billy	W	M	12/28/1990	PT	6/2/2008	H	9.2600		Road Department
Mann, Bobby J	W	M	8/6/1962	FT	8/16/1999	H	14.4300	40.00	Road Department
Manning, Danny K	B	M	8/3/1960	FT	6/4/1979	H	18.0300	40.00	Road Department
Manning, Justin P	B	M	8/1/1991	PT	7/7/2008	H	9.2600		Road Department
McFarlin, Paul Emery	W	M	3/11/1973	FT	7/9/2002	H	15.3100	40.00	Road Department
Moghadam, Abol H	O	M	12/23/1948	FT	6/28/1993	H	14.4300	40.00	Road Department
Murphy, Stephen V	W	M	10/31/1965	FT	4/24/1991	H	22.8600	40.00	Road Department
Patton, William	W	M		PT	8/1/2002	S			Road Department
Perrin, William R	W	M	2/9/1960	FT	8/20/1999	H	12.7800	40.00	Road Department
Perry, Anthony D	W	M	3/28/1955	FT	4/21/1977	H	18.0300	40.00	Road Department
Reasonover, Billy D	W	M	8/5/1983	FT	4/2/2007	H	14.4300	40.00	Road Department
Reich, Kenneth H	W	M		PT	9/1/2006	S			Road Department

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NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Robinson, Sonja L	W	F	8/31/1951	FT	5/24/1999	H	893.0000	1.00	Road Department
Rowland, Billy G	W	M		PT	10/1/1998	S			Road Department
Sanders, Euel L	W	M	8/19/1937	FT	8/23/1982	H	18.0300	40.00	Road Department
Seay, Bobby J	W	M	3/10/1943	PT	6/2/2008	H	12.2300		Road Department
Shrum, Jimmy W	W	M	4/13/1956	FT	5/27/1993	H	16.5800	40.00	Road Department
Silcox, Christopher Ray	W	M	12/28/1965	FT	3/28/2005	H	14.4300	40.00	Road Department
Sloan Jr., Willie E	W	M	9/22/1949	FT	4/1/1985	H	14.4300	40.00	Road Department
Smith, Robert Stephen	W	M	9/27/1988	FT	4/28/2008	H	14.4300	40.00	Road Department
Spangler, William D	W	M	1/24/1977	FT	3/5/1999	H	14.4300	40.00	Road Department
Stoner, Hugh B	W	M	5/21/1946	FT	5/17/1999	H	14.4300	40.00	Road Department
Swack, Jerry Wayne	W	M	4/21/1955	FT	4/7/2008	H	14.4300	40.00	Road Department
Thompson, Roger W	W	M	9/4/1961	FT	3/23/1995	H	18.0300	40.00	Road Department
Tramel, John D	W	M		PT	4/27/2003	H	12.2300		Road Department
Upchurch, Ricky Wayne	W	M	4/22/1973	FT	3/31/2008	H	12.3000	40.00	Road Department
Vantrease, Barry G	W	M	2/20/1968	FT	3/31/1997	H	14.4300	40.00	Road Department
Vaught, Jerry L	W	M	8/20/1954	FT	8/7/2000	H	14.4300	40.00	Road Department
Wyatt Jr., William F	W	M	7/8/1958	FT	4/17/2001	H	14.4300	40.00	Road Department
Yelton, Allen G	W	M	6/7/1969	FT	5/30/1995	H	15.3500	40.00	Road Department
Allison, Lenard D	W	M	9/21/1966	FT	10/1/1996	H	12.2400	92.00	WEMA
Asherbranner, Roger L	W	M	8/9/1970	FT	9/23/1998	H	10.1900	92.00	WEMA
Bates, Andrew T	W	M	4/11/1985	PT	2/23/2007	H	9.6400		WEMA
Bennett Jr., Robert C	W	M	4/5/1975		1/16/2006	H	10.1900	92.00	WEMA
Bilbrey, Terry W	W	M	11/20/1966	FT	3/6/1989	H	12.2400	92.00	WEMA
Blem, Timothy	W	M	2/26/1981	PT	9/15/2008	H	9.6400		WEMA
Blythe, Dorman O	W	M	3/24/1950	FT	10/24/1988	H	12.2400	92.00	WEMA
Bolton, Jason C	W	M	7/19/1974	FT	6/17/2008	H	9.8600		WEMA
Bradford, ???? James	W	M	11/3/1978	FT	6/14/2004	H	10.1900	92.00	WEMA
Brogan, Kevin D	W	M	11/1/1985	PT	3/7/2007	H	8.3500		WEMA
Brooks, Derrick W	W	M	7/27/1979	FT	6/23/2004	H	10.1900	92.00	WEMA
Butrum, Jessie L	W	M	8/10/1972	FT	8/28/2001	H	10.1900	92.00	WEMA
Carson, Randal Keith	W	M	11/9/1973	FT	12/22/2006	H	10.1900	92.00	WEMA
Clark, Danny R	W	M	7/14/1976	FT	9/23/1998	H	12.2400	92.00	WEMA
Clinard, Eric D	W	M	1/4/1977	FT	4/21/1999	H	12.2400	92.00	WEMA
Collins, Daniel Rush	W	M	7/27/1962	PT	9/15/2008	H	7.2500		WEMA
Collins, Joshua	W	M	1/15/1983	FT	10/6/2008	H	9.8600		WEMA
Cooper, Shannon L	W	F	5/18/1979	FT	8/19/2005	H	12.1400	92.00	WEMA
Copas, James R	W	M	6/22/1981	FT	9/12/2004	H	10.1900		WEMA
Cothorn, Hilary Ann	W	F	9/24/1980	PT	10/27/2003	H	9.6400		WEMA
Cowan, Daniel L	W	M	7/20/1976	FT	6/8/1995	H	10.1900	92.00	WEMA
Cowan, Donald W	W	M	7/25/1967	FT	6/24/1988	H	10.1900	92.00	WEMA
Cowan, Lora Leigh	W	F	7/21/1981	FT	12/10/2004	H	10.1900	92.00	WEMA
Cross, David J	W	M	6/13/1958	FT	11/30/1988	H	12.2400	92.00	WEMA
Cross, Joshua A	W	M	11/23/1979	FT	4/19/2005	H	10.1900	92.00	WEMA
Culbertson, Michael R	W	M	1/26/1988	FT	8/27/2006	H	9.8600	92.00	WEMA
Davis, Michael D	W	M	12/27/1975	FT	3/6/2006	H	8.9000		WEMA
Dillehay, David C	W	M	8/2/1972	FT	9/5/1997	H	12.2400	92.00	WEMA
Douglas, Kevin Leon	W	M	12/31/1982	PT	10/16/2004	H	8.3500		WEMA
Dyer, Brent N	W	M	4/21/1981	FT	6/12/2000	H	12.1400	92.00	WEMA
Eakes, Carolyn S	W	F	2/26/1948	FT	11/18/1981	H	12.2400	92.00	WEMA
Eldridge, Eric	W	M	1/5/1976	FT	10/18/1998	H	12.2400	92.00	WEMA
Eldridge, Raina K	W	F	9/30/1977	PT	8/31/2006	H	11.5800	92.00	WEMA
Emerton, James K	W	M	9/22/1971	PT	2/1/2008	H	9.6400		WEMA
Erlewine, Jason	W	M	5/22/1978	FT	9/30/2008	H	11.8000	92.00	WEMA
Farrington, Kyle	W	M	4/9/1986	FT	3/29/2009	H	9.6400	92.00	WEMA
Felts, Gary B	W	M	2/26/1981	PT	12/15/2005	H	11.5800		WEMA
Felts, Tamara H	W	F	7/29/1966	FT	4/26/1993	H	12.2400	92.00	WEMA
Fox, Stephen H	W	M	12/2/1966	FT	12/12/1990	H	12.6900	92.00	WEMA
Fresen, David C	W	M	2/19/1974	FT	5/31/1997	H	12.2400	92.00	WEMA
Gibson, Cory A	W	M	8/17/1981	FT	11/20/2007	H	11.9100		WEMA
Grissom, Joel D	W	M	10/30/1973	FT	10/28/2000	H	12.1400	92.00	WEMA
Guthrie Jr., Gerald R	W	M	3/12/1975	FT	3/6/2006	H	8.9000		WEMA
Guthrie, Deanna R	W	F	11/29/1958	FT	3/6/2006	H	10.1900		WEMA
Guthrie, Gerald Richard	W	M	7/15/1954	FT	8/30/2004	H	10.1900	92.00	WEMA
Haney, Richard P	W	M	1/23/1954	FT	1/10/1988	H	10.0800	92.00	WEMA
Harmon, Andrew D	W	M	1/7/1977	FT	12/6/2004	H	8.9000	92.00	WEMA
Harmon, Jennifer R	W	F	4/19/1979	FT	12/5/2004	H	10.1900	92.00	WEMA
Harrington, James Mark	W	M	11/26/1977	FT	6/17/2008	H	9.8600		WEMA
Heckman, Lisa	W	F	5/8/1971	FT	9/22/1994	H	12.1400	92.00	WEMA
Hendricks, James	W	M	6/8/1971	FT	9/12/2000	H	10.1900	92.00	WEMA
Herrington, David C	W	M	5/12/1967	PT	5/2/2008	H	10.1900		WEMA
Heslep, Matthew	W	M	4/30/1987	PT	9/15/2008	H	9.6400		WEMA
Hicks, Robert A	W	M	2/19/1983	FT	10/27/2003	H	10.1900	92.00	WEMA
Hobbs, Jeremy L	W	M	2/12/1979	FT	2/28/2000	H	12.2400	92.00	WEMA
Hopkins, Bradley	W	M	5/31/1988	FT	1/9/2007	H	10.0800	92.00	WEMA
Horne, Jason	W	M	12/2/1984	FT	10/30/2008	H	9.7400	92.00	WEMA
Horne, Jason M	W	M	1/25/1985	FT	10/30/2008	H	9.6500		WEMA
Howard, Brandon L	W	M	10/22/1963	FT	4/18/2008	H	9.9600		WEMA
Jarrett, Andrew	W	M	7/15/1985	FT	5/3/2008	H	9.8600	92.00	WEMA
Jeans, Joshua	W	M	4/22/1977	PT	8/22/2007	H	9.6400		WEMA
Johnson, Michael D	W	M	7/21/1951	FT	11/8/1980	H	10.5300	92.00	WEMA

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NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Kaiser, Alan B	W	M	8/3/1960	FT	9/10/1994	H	12.6900	92.00	WEMA
Kendle, Matthew D	W	M	10/7/1979	FT	6/3/2005	H	10.0800	92.00	WEMA
Klunk, Amber L	W	F	3/22/1977	FT	3/16/2006	H	11.9100	92.00	WEMA
Klunk, Michael	W	M	8/4/1965	FT	10/10/2001	H	12.1400	92.00	WEMA
Knox, John B	W	M	3/12/1975	FT	10/27/2003	H	10.1900	92.00	WEMA
Lawson, Richard B	W	M	5/11/1971	FT	1/9/2007	H	8.8000	92.00	WEMA
Liddell, Dustin	W	M	6/13/1982	FT	3/6/2006	H	10.1900	92.00	WEMA
Lorden, Scott T	W	M	3/13/1971	FT	9/23/1998	H	12.2400	92.00	WEMA
Luffman Jr., James R	W	M	8/19/1964	PT	6/9/2000	H	9.6400		WEMA
McNabb, Adrian D	W	M	6/7/1975	FT	4/21/1999	H	12.1400	92.00	WEMA
Means, David L	W	M	11/10/1970	FT	8/1/2008	H	9.6400	92.00	WEMA
Miller, Brandy D	W	F	7/13/1982	FT	7/28/2003	H	10.1900		WEMA
Miller, Nicole S	W	F	12/24/1976	PT	10/21/2004	H	10.1900		WEMA
Morgan, Robert	W	M	5/1/1958	PT	6/13/1999	H	8.9000		WEMA
Morgan, Sonia	W	F	10/23/1962	PT	3/27/2003	H	8.9000		WEMA
Morris, Jeremy W	W	M	11/12/1982	PT	6/1/2008	H	9.6400		WEMA
Mullin, John L	W	M	8/7/1976	FT	3/6/2006	H	12.1400		WEMA
Murray, Michael S	W	M	1/11/1965	FT	11/11/1988	H	12.1400	92.00	WEMA
Null, Anthony W	W	M	12/1/1977	FT	9/16/2006	H	12.0200	92.00	WEMA
Null, Rebecca A	W	F	5/10/1981	FT	11/22/2001	H	10.1900	92.00	WEMA
Owings, Timothy Lee	W	M	12/24/1980	FT	2/15/2006	H	12.1400		WEMA
Page, Cassandra Maran	W	F	3/3/1984	FT	7/9/2006	H	10.0800		WEMA
Page, Jeremy D	W	M	12/19/1982	FT	3/6/2006	H	10.1900	92.00	WEMA
Park, Brandie R	W	F	4/26/1975	FT	2/2/2003	H	12.1400	92.00	WEMA
Patnode, Joel		M	10/18/1981	PT	12/5/2007	H	9.6400		WEMA
Patterson, Matthew A		M	12/2/1985	FT	3/5/2006	H	10.1900	92.00	WEMA
Pierce, Charles W	W	M	5/6/1959	FT	6/25/1990	H	10.5300	92.00	WEMA
Pingitore, Kyle T	W	M	7/20/1984	PT	9/15/2008	H	9.6400		WEMA
Pruynski, Betsy	W	F	6/17/1987	PT	9/15/2008	H	7.2500		WEMA
Reeder, John	W	M	6/12/1982	PT	9/15/2008	H	9.6400		WEMA
Rogers, Michael	W	M	1/18/1956	FT	12/26/1983	H	10.1900	92.00	WEMA
Rosenberry, Keith R	W	M	1/20/1973	PT	9/5/2006	H	8.3500		WEMA
Rury, Ronald N	W	M	11/10/1970	PT	2/28/2007	H	9.6400		WEMA
Santini, Clarence J	W	M	5/26/1968	FT	9/25/1999	H	12.1400	92.00	WEMA
Sebastian, Jennifer	W	F	7/4/1975	PT	9/15/2008	H	11.5800		WEMA
Smith, Nancy	W	M	10/21/1972	FT	12/10/2001	H	12.1400	92.00	WEMA
Spears Jr., Phillip R	W	M	11/4/1983	FT	10/13/2003	H	10.1900	92.00	WEMA
Spears, Phillip R	W	M	9/21/1961	FT	3/13/1989	H	12.6900	92.00	WEMA
Steele, Dwayne	W	M	3/1/1959	FT	8/22/2007	H	11.9100	92.00	WEMA
Steele, Shane	W	M	3/9/1982	FT	10/29/2006	H	12.0200	92.00	WEMA
Traver, Charles	W	M	9/4/1960	PT	1/26/2006	H	8.3500		WEMA
Taylor, Mark S	W	M	8/26/1979	FT	6/12/2000	H	12.1400	92.00	WEMA
Thompson, Michael Lee	W	M	10/26/1975	FT	9/15/2008	H			WEMA
Tienter, Brian D	W	M	10/22/1980	FT	6/8/2004	H	10.1900	92.00	WEMA
Vantrease, Jeremiah D	B	M	9/9/1981	FT	3/6/2006	H	8.9000		WEMA
Versluis, Robert T	W	M	3/14/1973	FT	4/21/1999	H	12.1400	92.00	WEMA
Wegner, Karl	W	M	2/10/1965	FT	9/12/2002	H	10.1900	92.00	WEMA
Westbrook IV, Alonzo S	W	M	2/6/1963	FT	6/15/1984	H	12.1400	92.00	WEMA
Williams, Leanna Danene	W	F	8/4/1977	PT	1/11/2006	H	9.6400		WEMA
Workman, Anthony M	W	M	6/3/1966	FT	8/1/2008	H	9.8600		WEMA
Berry, Veron C		M		FT		D	50.0000		Beer Board
Burton, Fred		M			9/1/1990	D	50.0000		Beer Board
Clemons, James R		M			12/2/1994	D	50.0000		Beer Board
Comer, Richard D		M		PT	10/5/1998	D	50.0000		Beer Board
Foutch, Osborne		M		FT		D	40.0000		Beer Board
Lane, Billie M		M			6/1/1990	D	70.0000		Beer Board
Lovvorn, Lawrence S		M		PT	11/20/1997	D	50.0000		Beer Board
Major, Robert A		M		PT	7/12/1997	D	50.0000		Beer Board
McPeak, Terry L		M			12/2/1994	D	50.0000		Beer Board
Parrish, John		M		FT		D	50.0000		Beer Board
Phillips, Jerald T		M				D	50.0000		Beer Board
Shipper, Joanne C	W	F		PT	6/1/1999	D	60.0000		Beer Board
Smith, James Q				FT		D	50.0000		Beer Board
Taylor, Willie W					6/6/1990	D	40.0000		Beer Board
Thomas, Carlton H	W	M	6/24/1938		9/1/1994	D	50.0000		Beer Board
Thompson, Russell W	W	M			9/1/1998	D	50.0000		Beer Board
Trice, John R	W	M			11/18/1994	D	50.0000		Beer Board
Beadle, William W		M		PT	7/14/1997	D	50.0000		Beer Board
Goodman, Charles E		M		PT	4/24/1995	D	50.0000		Beer Board
Stewart, Carl W		M		PT	7/12/1995	D	50.0000		Beer Board
Williams Jr., Wiley T		M		PT	1/14/2002	D	50.0000		Beer Board
Abercrombie, Paul D	W	M		FT	7/21/2003	S	400.0000		County Commission
Ash, Bernie L	W	M			9/1/2006	S	400.0000		County Commission
Bannach, John A	W	M		PT	9/1/2002	S	400.0000		County Commission
Bush, Frank R	W	M			9/1/2006	S	400.0000		County Commission
Emerton, James M	W	M			9/1/2006	S	400.0000		County Commission
Franklin, Benjamin D	W	M			9/1/2006	S	400.0000		County Commission
Graves, Gilbert	W	M				S	400.0000		County Commission

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Hall, William Randall	W	M	6/6/1950		9/1/1998	S	400.0000		County Commission
Jenkins, Logan T	W	M			9/1/2006	S	400.0000		County Commission
Joines, Jeff R	W	M			9/1/2006	S	400.0000		County Commission
Justice, Michael W	W	M			9/1/2006	S	400.0000		County Commission
Keith, Gary R	W	M	12/4/1946		9/1/2006	S	400.0000		County Commission
Murray, Eugene	W	M		PT	9/1/2002	S	400.0000		County Commission
Neal, Bobby R	W	M		PT	9/1/2002	S	400.0000		County Commission
Patton, William	W	M			9/1/1994	S	400.0000		County Commission
Reich, Kenneth H	W	M			9/1/2006	S	400.0000		County Commission
Rowland, Billy G	W	M			9/1/1994	S	400.0000		County Commission
Scott, Heather	W	F		PT	9/1/2002	S	400.0000		County Commission
Sorey, Christopher	W	M	9/14/1972			S	400.0000		County Commission
Stafford, Annette D	B	F			9/1/1998	S	400.0000		County Commission
Tarpley, Gary L	W	M		PT	9/1/2002	S	400.0000		County Commission
Thomas, David C	W	M			9/1/2006	S	400.0000		County Commission
Thompson, Carolyn	W	F				S	400.0000		County Commission
West, Larry L	W	M			2/25/2008	S	400.0000		County Commission
Weston, Fred M	W	M		PT	9/1/2002	S	400.0000		County Commission
Bell, Charles R	W	M		PT	10/5/1998	D	50.0000		Management Committee
Moss, Charles H	W	M		PT	10/5/1998	D	50.0000		Management Committee
Smith, Jo	W	F		PT	10/24/2002	D	50.0000		Management Committee
Spears, James	W	M		PT		S			Management Committee
McCluskey, W. J	W	M		PT		D	50.0000		Zoning & Appeals Board
Neal, Perry J	W	M		PT		D	50.0000		Zoning & Appeals Board
Weathers, Diane	W	F		PT		D	50.0000		Zoning & Appeals Board
Agee, Robert D	W	M		PT		D	50.0000		Planning Commission
Dedman, William R	W	M	11/4/1933	PT		D	50.0000		Planning Commission
Dixon, Margaret	W	F		PT		D	50.0000		Planning Commission
Fitzpatrick, Vicki L	W	F		PT	9/1/1990	D	50.0000		Planning Commission
Jewell, John	W	M	7/19/1944	PT		D	50.0000		Planning Commission
Jones, Cene S	W	M		PT		D	50.0000		Planning Commission
Major, Roy W	W	M		PT		D	50.0000		Planning Commission
Nokes, Gary Sullivan	W	M	11/23/1941	PT		D	50.0000		Planning Commission
Woods, James A	B	M	3/22/1942	PT		D	50.0000		Planning Commission
Ashe, Terry	W	M	11/22/1948	FT	9/1/1982	H	3055.2300		Sheriff Contributory
Bane, Donna Filson	W	F	5/8/1968	FT	7/1/2005	H	13.3400	80.00	AG Center
Benford, William Maurice			3/11/1990	PT	6/9/2008	H	7.8800		AG Center
Bradley, Mark A	B	M	8/23/1962	FT	2/1/2006	H	9.0600		AG Center
Crockett, Benton Alan	W	M	7/19/1988	PT	5/20/2008	H	7.8800		AG Center
Davis, J. Truitt	W	M	5/26/1935	PT	5/24/1992	H	11.0400		AG Center
Davis, Randy	W	M	12/12/1956	FT	7/1/1996	H	12.4600	80.00	AG Center
Ferguson, Brian K	B	M	8/17/1979	FT	6/23/2008	H	7.6200		AG Center
Gibbs, Jerry E	W	M		PT	4/7/2003	H	8.3500		AG Center
Hamblin, Horris Terry	W	M	1/5/1936	PT	4/23/2007	H	7.8800		AG Center
Haskins, Jennifer Eden	W	F	3/26/1969	PT		H	11.5500		AG Center
Jackson, Judy B	B	F	9/27/1961	FT	5/8/2006	H	7.8000		AG Center
Mobley, Martin David	W	M	5/31/1991	PT	6/4/2007	H	7.8800		AG Center
Nixon, Ray D	W	M	11/2/1944	PT	4/14/2003	H	11.6900		AG Center
Ours Jr., Harry	W	M		PT	8/31/2001	H	7.7910		AG Center
Poston, Chrystal S	W	F	11/4/1971	PT	12/16/2002	H	12.8600		AG Center
Robinson, Matthew D	W	M	3/11/1990	PT	6/9/2008	H	7.8800		AG Center
Russell, Donald R	W	M		PT	5/3/2005	H	8.7700		AG Center
Skeen Jr., John G	W	M	7/31/1941	FT	7/1/1999	H	11.4700	70.00	AG Center
Tomlinson, Larry	W	M	8/8/1946	FT	1/1/2000	H	22.7100	80.00	AG Center
Whittington, Vickie L	W	F	2/2/1969	PT	8/9/2006	H	7.4200		AG Center
Young, William F	W	M		PT	6/6/2001	H	12.2800		AG Center
Alexander, James H	B	M	9/6/1938	FT	12/19/1994	H	15.6676	80.00	Building maintenance
Bell, Mary L	B	F	7/21/1948	FT	9/5/2000	H	10.6954	80.00	Building maintenance
Cox, Dorothy E	W	F	6/29/1947	FT	4/16/1995	H	12.6988	80.00	Building maintenance
Crook, Phillip W	W	M	9/16/1948	FT	11/22/2003	H	14.8400	80.00	Building maintenance
Davis, Billy	W	M	8/26/1967	FT	8/12/1996	H	12.9214	80.00	Building maintenance
Harris Jr., Harry	B	M	12/31/1936	PT	3/19/2001	H	10.4217		Building maintenance
Jobe, Joe W	B	M	2/19/1948	FT	1/3/2000	H	11.0966	80.00	Building maintenance
Martin, John Earl	W	M	3/8/1953	FT	10/29/2007	H	11.5400	80.00	Building maintenance
Payne, Arron Edward	W	M	4/10/1985	FT	11/13/2006	H	11.5400	80.00	Building maintenance
Perry, Joseph B	W	M	8/25/1926	PT	3/18/2001	H	9.2644		Building maintenance
Reedy, Janice F	B	F	6/19/1959	FT	4/7/2002	H	11.1724	80.00	Building maintenance
Todacheeny, Jeffery	O	M	2/5/1965	FT	4/9/2007	H	11.5400	80.00	Building maintenance
Vastola III, August	W	M	9/15/1949	FT	7/13/1992	H	15.2216	80.00	Building maintenance
Waters, James L	B	M	8/22/1952	PT	8/15/2008	H	9.0000		Building maintenance
Winfree, Joe K	W	M	12/15/1939	FT	9/2/1998	H	17.7868	80.00	Building maintenance
Anderson, Elizabeth Anne	W	F	10/14/1985	FT	8/22/2005	H	13.3700	80.00	Sheriffs Department
Apple, James E	W	M	6/8/1951	FT	3/3/1986	H	21.3600	80.00	Sheriffs Department
Bates, David E	W	M	9/2/1947	FT	5/7/2007	H	13.0000	80.00	Sheriffs Department

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Bates, Emy Renee	W	F	8/8/1972	FT	2/11/2003	H	18.5800	80.00	Sheriffs Department
Beasley, Roger K	W	M	7/18/1976	FT	7/30/1997	H	18.5800	80.00	Sheriffs Department
Beatty, Nathan	W	M	5/9/1987	FT	11/13/2007	H	13.3700	80.00	Sheriffs Department
Begarly, Hershel D	W	M	3/30/1956	FT	6/24/1987	H	18.5800	80.00	Sheriffs Department
Bennett, Thomas D	W	M	1/5/1970	FT	11/1/1999	H	18.5800	80.00	Sheriffs Department
Blankenship Jr., Carter	W	M	5/19/1947	FT	6/4/2007	H	13.0000	80.00	Sheriffs Department
Boley, Eliza	W	F	1/8/1968	FT	4/22/2009	H	13.3700	80.00	Sheriffs Department
Boston, Charles A	W	M	6/18/1964	FT	7/5/2005	H	18.5800	80.00	Sheriffs Department
Bowman, Larry	W	M	9/2/1952	FT	9/15/1985	H	31.0900	80.00	Sheriffs Department
Bridges II, Lee P	W	M	10/8/1976	FT	6/18/2003	H	20.1300	80.00	Sheriffs Department
Brownlee, Joshua M	W	M	7/3/1978	FT	9/28/1999	H	18.5800	80.00	Sheriffs Department
Buhler, Justin Corey	W	M	9/15/1978	FT	1/14/2002	H	19.7000	80.00	Sheriffs Department
Byrd, Beverly Anne	W	F	5/8/1942	FT	4/26/1990	H	17.6600	80.00	Sheriffs Department
Callis, Michael K	W	M	6/1/1979	FT	11/2/1999	H	18.5800	80.00	Sheriffs Department
Coggins, William E	B	M	12/18/1969	FT	4/24/2003	H	19.0400	80.00	Sheriffs Department
Corn, Crystal Booker	W	F	4/9/1980	FT	5/20/2002	H	13.0800	80.00	Sheriffs Department
Costley, Sharron	W	F	9/10/1973	FT	8/21/2006	H	19.0400	80.00	Sheriffs Department
Crow, Ronnie J	W	M	8/14/1949	PT	4/2/2007	H	13.7300		Sheriffs Department
Curtis, Robin W	W	F	1/5/1971	FT	4/29/1997	H	19.7000	80.00	Sheriffs Department
Daniel, Jonathan M	W	M	1/3/1979	FT	7/22/2003	H	18.5800	80.00	Sheriffs Department
Davis, Robert T	W	M	9/25/1949	FT	10/16/1989	H	23.8400	80.00	Sheriffs Department
Denney, Dorris E	W	M	6/8/1938	FT	9/1/1982	H	18.5800	80.00	Sheriffs Department
Everett, John T	W	M	5/7/1966	FT	7/23/1997	H	18.5800	80.00	Sheriffs Department
Everett, Stephen M	W	M	6/13/1969	FT	7/3/2003	H	18.5800	80.00	Sheriffs Department
Fanning, Daniel V	W	M	8/29/1961	FT	1/8/2004	H	18.5800	80.00	Sheriffs Department
Filson, Christopher S	W	M	6/3/1974	FT	1/19/1995	H	18.5800	80.00	Sheriffs Department
Freeman, Johnnie W	W	M	1/9/1951	FT	4/16/1990	H	21.3600	80.00	Sheriffs Department
Gatlin, Steven Kent	W	M	3/27/1969	FT	2/10/2006	H	18.5800	80.00	Sheriffs Department
Goodall, Stephen H	W	M	11/24/1979	FT	10/16/2005	H	18.5800	80.00	Sheriffs Department
Graves, Barry	W	M	11/4/1961	FT	8/1/1980	H	21.3600	80.00	Sheriffs Department
Hamblen, Donald H	W	M	7/28/1959	FT	5/1/1978	H	25.7100	80.00	Sheriffs Department
Harbaugh, Brian	W	M	2/8/1972	FT	3/26/2004	H	20.1300	80.00	Sheriffs Department
Harrison, Robert H	W	M	7/9/1954	FT	1/7/2000	H	21.3600	80.00	Sheriffs Department
Haskins, Gary	W	M	9/13/1957	FT	9/1/1984	H	18.5800	80.00	Sheriffs Department
Haynes, Bradley	W	M	6/23/1985	FT	10/13/2008	H	18.5800	80.00	Sheriffs Department
Hearn, Joshua E	W	M	2/13/1977	FT	8/24/1998	H	18.5800	80.00	Sheriffs Department
Hemontolor, Zachary A	W	M	3/11/1974	FT	1/7/1997	H	18.5800	80.00	Sheriffs Department
Henson, Jason L	W	M	4/19/1978	FT	8/6/2003	H	18.5800	80.00	Sheriffs Department
Hibbett, Thomas G	W	M	8/30/1968	FT	1/8/2001	H	19.0400	80.00	Sheriffs Department
Hobson, Charles R	W	M	8/2/1950	FT	8/31/1988	H	18.5800	80.00	Sheriffs Department
Hodge, John C	W	M	1/27/1973	FT	2/29/1996	H	20.1100	80.00	Sheriffs Department
Holliday, Mildred H	W	F	11/15/1973	FT	1/12/2009	H	13.3700	80.00	Sheriffs Department
Hollis, Jeremy	W	M	8/22/1978	FT	8/23/1999	H	18.5800	80.00	Sheriffs Department
Howell, Royce L	W	M	3/1/1969	FT	9/2/1996	H	23.8400	80.00	Sheriffs Department
Jenkins, Jonathan H	W	M	1/16/1970	FT	9/22/2008	H	13.7300	80.00	Sheriffs Department
Jobe, Thomas S	B	M	12/8/1975	FT	5/18/2006	H	18.5800	80.00	Sheriffs Department
Johnson, Jeffery D	W	M	8/17/1971	FT	10/27/1991	H	21.1500	80.00	Sheriffs Department
Johnson, Russell W	W	M	6/26/1974	FT	4/17/1997	H	19.0400	80.00	Sheriffs Department
Jones, Stephen T	W	M	12/26/1977	FT	2/14/2005	H	18.5800	80.00	Sheriffs Department
Justice, Deltor R	W	M	9/14/1962	FT	12/8/2003	H	19.0400	80.00	Sheriffs Department
Keith, Gary R	W	M	12/4/1946	FT	7/21/1994	H	23.8400	80.00	Sheriffs Department
King, Billy D	W	M	9/11/1978	FT	1/3/2006	H	19.0400	80.00	Sheriffs Department
King, Christopher Gwin	W	M	7/16/1959	FT	5/15/2000	H	19.7000	80.00	Sheriffs Department
Knight, Ricky	W	M	2/3/1965	FT	10/6/1986	H	21.9700	80.00	Sheriffs Department
Kurtz, V Michael	W	M	6/18/1971	FT	7/19/2004	H	18.5800	80.00	Sheriffs Department
Lamey, Brian S	W	M	1/13/1964	FT	2/15/1988	H	19.7000	80.00	Sheriffs Department
Lanier, James L	B	M	6/15/1958	FT	7/27/1999	H	19.3200	80.00	Sheriffs Department
Lasater, Gregory L	W	M	8/21/1967	FT	12/21/1987	H	18.5800	80.00	Sheriffs Department
Lee, Linda M	W	F	9/1/1951	FT	2/1/1993	H	15.3600	80.00	Sheriffs Department
Locke Jr., James L	W	M	4/1/1943	FT	9/16/2008	H	13.0000	80.00	Sheriffs Department
Locke, Robert E	W	M	7/11/1975	FT	4/10/2006	H	18.5800	80.00	Sheriffs Department
Long, Michael Robert	W	M	9/28/1977	FT	5/3/2004	H	18.5800	80.00	Sheriffs Department
Martin, Matthew R	W	M	3/10/1980	FT	8/30/1999	H	18.5800	80.00	Sheriffs Department
McDonald, Harold Bryan	W	M	2/13/1988	FT	6/23/2008	H	13.3700	80.00	Sheriffs Department
McNabb, Barbara A	W	F	5/9/1975	FT	7/28/2000	H	20.1300	80.00	Sheriffs Department
McPeak, Allen Travis	W	M	2/8/1980	FT	9/3/2004	H	18.5800	80.00	Sheriffs Department
McPeak, Matthew J	W	M	1/27/1983	FT	12/27/2004	H	18.5800	80.00	Sheriffs Department
McPeak, William Paul	W	M	5/3/1983	FT	10/12/2005	H	18.5800	80.00	Sheriffs Department
Mecher, Peter A	W	M	3/3/1960	FT	7/22/1996	H	18.5800	80.00	Sheriffs Department
Metcalf, Gregory L	W	M	12/3/1976	FT	2/6/2002	H	18.5800	80.00	Sheriffs Department
Miller, Hank M	W	M	10/1/1974	FT	12/8/1998	H	19.7000	80.00	Sheriffs Department
Moore, Steven S	W	M	12/6/1976	FT	10/4/1999	H	19.7000	80.00	Sheriffs Department
Mungle, Crystal Renne	W	F	2/8/1984	FT	1/29/2007	H	13.3700	80.00	Sheriffs Department
Murray, Teresa D	W	F	3/4/1957	FT	9/7/1999	H	20.1300	80.00	Sheriffs Department
Norman, Marvin L	W	M	11/15/1949	FT	9/13/2007	H	19.0400	80.00	Sheriffs Department
Osborn, Scott J	W	M	7/4/1961	FT	7/21/2003	H	20.1300	80.00	Sheriffs Department
Patton, Joseph R	W	M	7/16/1971	FT	9/3/1992	H	19.7000	80.00	Sheriffs Department
Phillips, Donna L	W	F	3/24/1970	FT	8/20/1999	H	13.3700	80.00	Sheriffs Department
Presley, Roy D	W	M	8/12/1943	PT	3/4/2005	H	13.0000		Sheriffs Department
Reeves, Teresa	W	F	7/29/1966	FT	8/6/2007	H	13.0000	80.00	Sheriffs Department
Peynolds, Gary W	W	M	1/25/1963	FT	9/16/1992	H	21.3600	80.00	Sheriffs Department

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Rollins, Eric T	W	M	2/25/1974	FT	8/22/1996	H	21.3600	80.00	Sheriffs Department
Self, Christine M	W	F	3/1/1977	FT	3/5/2007	H	18.5800	80.00	Sheriffs Department
Stafford, Chrisie Lynn	W	F	4/27/1968	FT	4/11/2007	H	13.8300	80.00	Sheriffs Department
Stafford, Robert Wayne	W	M	11/9/1976	FT	1/6/2003	H	20.1300	80.00	Sheriffs Department
Sutton, Heather Nicole	W	F	10/17/1983	FT	5/17/2004	H	13.3700	80.00	Sheriffs Department
Tackett, Sharon J	W	F	10/15/1946	FT	11/15/2006	H	13.3700	80.00	Sheriffs Department
Tidwell, Daniel Trey	W	M	12/28/1982	FT	5/7/2007	H	18.5800	80.00	Sheriffs Department
Tomerlin, Phillip	W	M	9/14/1942	FT	8/12/1996	H	21.3600	80.00	Sheriffs Department
Tomlinson, Charles	W	M	11/11/1949	PT	11/13/2007	H	13.0000		Sheriffs Department
Vance, William Chad	W	M	9/28/1974	FT	1/7/2002	H	18.5800	80.00	Sheriffs Department
Way, Brittany L	W	F	4/12/1978	FT	4/3/2005	H	13.3700	80.00	Sheriffs Department
Webber, Ray E	W	M	12/15/1946	FT	8/14/1978	H	21.3600	80.00	Sheriffs Department
White, Bob	W	M	4/4/1952	FT	7/1/1983	H	21.9700	80.00	Sheriffs Department
White, Ronnie R	W	M	5/5/1947	FT	3/4/2005	H	18.5800	80.00	Sheriffs Department
Whited, James R	W	M	8/10/1966	FT	11/15/2004	H	18.5800	80.00	Sheriffs Department
Williams, Paul S	W	M	7/31/1933	FT	1/6/2004	H	13.0000	80.00	Sheriffs Department
Williams, William A	W	M	8/17/1953	FT	1/7/1985	H	18.5800	80.00	Sheriffs Department
Witherspoon, Donald R	W	M	3/29/1952	FT	4/10/2005	H	19.7000	80.00	Sheriffs Department
Woods, Walker L	W	M	2/4/1983	FT	6/13/2005	H	18.8300	80.00	Sheriffs Department
Wright, Myra J	W	F	8/18/1949	FT	9/1/1985	H	13.6300	80.00	Sheriffs Department
Wright, William K	W	M	1/15/1973	FT	7/21/1997	H	19.7000	80.00	Sheriffs Department
Edwards, John P	W	M	8/31/1972	FT	7/12/1994	H	21.9700	80.00	Sheriff 54150
Mullins, Joel L	W	M	3/22/1974	FT	8/25/1998	H	21.1500	80.00	Sheriff 54150
Reich, Jeremy Hale	W	M	11/30/1979	FT	12/9/2002	H	20.1300	80.00	Sheriff 54150
Spicer III, Carlton Jerry	W	M	9/11/1980	FT	6/7/2004	H	20.1300	80.00	Sheriff 54150
Abston, George Montes	B	M	8/30/1971	FT	12/14/2006	H	13.0000	80.00	Sheriff 54210
Anderson, Jason	W	M	4/27/1977	FT	9/23/1998	H	13.0000	80.00	Sheriff 54210
Appelhans Jr., David Edward	W	M	12/13/1984	FT	5/7/2007	H	13.0000	80.00	Sheriff 54210
Apple, John M	W	M	2/4/1981	FT	2/20/2007	H	13.0000	80.00	Sheriff 54210
Barbee, Michael	B	M	2/23/1956	FT	3/11/2009	H	15.0000	80.00	Sheriff 54210
Barrett, Antony D	W	M	4/6/1973	FT	11/28/2005	H	13.0000	80.00	Sheriff 54210
Bayne, Cathy Jo	W	F	10/11/1957	FT	5/7/2007	H	13.0000	80.00	Sheriff 54210
Benford, Shaunder Y	B	F	5/30/1968	FT	1/2/1998	H	17.2800	80.00	Sheriff 54210
Bennett, Kenneth Thomas	W	M	3/20/1965	FT	5/13/2008	H	13.0000	80.00	Sheriff 54210
Bennett, Mary A	W	F	4/18/1941	FT	8/30/1998	H	10.5900	80.00	Sheriff 54210
Bentley, Leigh Ann	W	F	2/2/1970	FT	10/26/2006	H	13.0000	80.00	Sheriff 54210
Binton, Jonathan R	W	M	9/26/1980	FT	1/30/2006	H	13.0000	80.00	Sheriff 54210
Boswell, Justin Case	W	M	9/5/1987	FT	8/20/2007	H	13.0000	80.00	Sheriff 54210
Bowen, Jacob	W	M	12/30/1986	FT	1/24/2008	H	13.0000	80.00	Sheriff 54210
Bowen, Joseph B	W	M	8/12/1982	FT	7/8/2004	H	18.7400	80.00	Sheriff 54210
Bowen, Marty J	W	M	3/11/1980	FT	4/16/2007	H	13.0000	80.00	Sheriff 54210
Boyce, Thomas Randolph	W	M	1/10/1949	FT	10/2/2007	H	13.0000	80.00	Sheriff 54210
Bratcher, Donald R	W	M	9/20/1960	FT	11/15/2006	H	13.0000	80.00	Sheriff 54210
Brown, Craig Zachary	W	M	3/24/1986	FT	7/10/2007	H	13.0000	80.00	Sheriff 54210
Bryan, Robert C	W	M	4/24/1970	FT	9/20/1999	H	27.4400	80.00	Sheriff 54210
Buehler, Joseph W	W	M	4/19/1980	FT	12/4/2006	H	13.0000	80.00	Sheriff 54210
Buhler, Jarrod	W	M	12/29/1984	FT	3/1/2008	H	13.0000	80.00	Sheriff 54210
Burke, Daniel Cody	W	M	10/11/1985	FT	3/31/2008	H	13.0000	80.00	Sheriff 54210
Burton, Jeffery D	W	M	7/18/1985	FT	3/17/2008	H	13.0000	80.00	Sheriff 54210
Cato, Charles Stacy	W	M	9/23/1972	FT	1/16/2007	H	13.0000	80.00	Sheriff 54210
Claiborne, John B	W	M	9/4/1942	FT	9/19/1996	H	18.7400	80.00	Sheriff 54210
Cook, Jennifer Lee	W	F	5/14/1984	FT	10/25/2006	H	13.0000	80.00	Sheriff 54210
Cripps, Julie C	W	F	3/4/1955	FT	2/21/2000	H	13.7300	80.00	Sheriff 54210
Crudup, Monica R	B	F	2/11/1979	FT	3/29/2004	H	13.0000	80.00	Sheriff 54210
Davis, Gerald	B	M	2/25/1985	FT	9/6/2007	H	13.0000	80.00	Sheriff 54210
Denson, Jason T	W	M	5/5/1990	FT	7/21/2008	H	13.0000	80.00	Sheriff 54210
Dillard, Catherine	W	F	8/8/1951	FT	9/3/2003	H	16.3800	80.00	Sheriff 54210
Dison, James L	W	M	2/15/1956	FT	5/31/2007	H	13.0000	80.00	Sheriff 54210
Dodson, Chris	W	M	9/4/1980	FT	8/14/2008	H	13.0000	80.00	Sheriff 54210
Dunn Jr., William R	W	M	8/5/1972	FT	4/1/2007	H	13.0000	80.00	Sheriff 54210
Dyer Jr., Earl	W	M	6/14/1966	FT	2/14/2005	H	13.0000	80.00	Sheriff 54210
Edwards, Alan Matthew	W	M	3/27/1984	FT	4/21/2008	H	13.0000	80.00	Sheriff 54210
Ellis, Sue	W	F	3/3/1948	FT	9/4/2000	H	13.0000	80.00	Sheriff 54210
Endsley, Marsha Rena	W	F	6/24/1967	FT	11/6/2006	H	13.0000	80.00	Sheriff 54210
Fields, Billy J	W	M	2/24/1937	FT	4/16/1990	H	13.0000	80.00	Sheriff 54210
Fitzpatrick, Edward I	W	M	1/22/1960	FT	12/6/1990	H	18.7400	80.00	Sheriff 54210
Ford, Thomas Logan	W	M	6/1/1989	FT	3/17/2008	H	13.0000	80.00	Sheriff 54210
Gann, Jonathan C	W	M	10/4/1987	FT	8/23/2007	H	13.0000	80.00	Sheriff 54210
Givens, Alice	W	F	10/18/1966	FT	12/27/2006	H	13.0000	80.00	Sheriff 54210
Goodall, Scott	W	M	11/9/1980	FT	12/14/2006	H	13.0000	80.00	Sheriff 54210
Gravens, Joseph Bedford	W	M	8/19/1955	FT	11/10/2008	H	13.0000	80.00	Sheriff 54210
Graves, Sandra Dee	W	F	10/19/1969	FT	5/29/2007	H	13.0000	80.00	Sheriff 54210
Gray, Jason E	W	M	9/27/1975	FT	4/26/1998	H	20.9100	80.00	Sheriff 54210
Green, Kyle M	W	M	6/8/1986	FT	1/6/2007	H	13.0000	80.00	Sheriff 54210
Hall, Jo Helen	W	F	8/1/1942	FT	6/16/2008	H	10.5900	80.00	Sheriff 54210
Harrell, William S	W	M	8/21/1969	FT	3/16/2006	H	13.0000	80.00	Sheriff 54210
Henry, Wendell Cheryl	W	F	5/19/1957	FT	10/30/1989	H	20.9100	80.00	Sheriff 54210
Hicks, Allen Luttrell	W	M	3/2/1987	FT	7/23/2007	H	13.0000	80.00	Sheriff 54210
Hoffman, Chad Alan	W	M	1/29/1983	FT	4/9/2007	H	13.0000	80.00	Sheriff 54210

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Jobe, Melba	B	F	8/29/1959	FT	4/14/2009	H	13.0000	80.00	Sheriff 54210
Johnson, Bedford D	W	M		PT	2/1/1980	H	12.6600	40.00	Sheriff 54210
Johnson, James B	W	M	2/20/1948	FT	7/9/2007	H	13.0000	80.00	Sheriff 54210
Kelly, Les Parra S	W	F	7/26/1976	FT	5/8/2007	H	13.0000	80.00	Sheriff 54210
Keyes, Christopher Allen	W	M	3/16/1986	FT	5/14/2007	H	13.0000	80.00	Sheriff 54210
Knirtila, Victor R	W	M	7/24/1964	FT	8/6/2007	H	13.0000	80.00	Sheriff 54210
Lasater, Matthew B	W	M	6/29/1981	FT	11/21/2005	H	13.7300	80.00	Sheriff 54210
Major, Alan Reid	W	M	1/22/1966	FT	12/4/2006	H	13.0000	80.00	Sheriff 54210
Martin, Lydia Susan	W	F	6/4/1954	FT	10/26/2006	H	13.0000	80.00	Sheriff 54210
McClain, Todd A	W	M	4/3/1961	FT	2/13/2006	H	13.0000	80.00	Sheriff 54210
Midgett, Chris	W	M	12/25/1984	FT	12/4/2006	H	13.0000	80.00	Sheriff 54210
Midgett, Jeana M	W	F	3/14/1986	FT	5/9/2007	H	13.0000	80.00	Sheriff 54210
Mofield, Vicky Denise	W	F	10/13/1960	FT	1/1/2007	H	13.8500	80.00	Sheriff 54210
Morris, John F	W	M	9/19/1942	FT	4/23/2007	H	13.0000	80.00	Sheriff 54210
Morse, Stacey M	W	F	4/15/1979	FT	4/27/2009	H	13.0000	80.00	Sheriff 54210
Moss, Kendra M	W	F	10/29/1967	FT	8/14/2006	H	13.0000	80.00	Sheriff 54210
Neal, Clarence W	B	M	8/15/1960	FT	6/18/2007	H	13.0000	80.00	Sheriff 54210
Oliver, Ruby L	W	F	7/31/1939	PT	8/28/2006	H	12.6600		Sheriff 54210
Parsley Jr., Timmy L	W	M	12/1/1983	FT	5/29/2007	H	13.0000	80.00	Sheriff 54210
Perrin, William R	W	M	2/9/1960	FT	8/20/1999	H	0.9300	80.00	Sheriff 54210
Petty, Jimmie L	W	F	9/20/1933	FT	2/13/1995	H	10.5900	80.00	Sheriff 54210
Petty, Wanda K	W	F	3/13/1958	FT	4/10/2007	H	13.0000	80.00	Sheriff 54210
Reeves, Justin	W	M	1/18/1981	FT	9/8/2003	H	13.0000	80.00	Sheriff 54210
Rich, Jim D	W	M	10/26/1966	FT	6/19/2002	H	13.7300	80.00	Sheriff 54210
Ricketts, Kendra E	W	F	8/27/1949	FT	10/1/2007	H	13.0000	80.00	Sheriff 54210
Rolin, Tammy L	W	F	1/21/1966	FT	12/15/2005	H	13.0000	80.00	Sheriff 54210
Sague, Terry T	W	M	4/17/1947	FT	7/23/2007	H	13.0000	80.00	Sheriff 54210
Sandiford, Jimmy W	W	M	2/10/1946	FT	5/22/2006	H	13.0000	80.00	Sheriff 54210
Scott, Jeffery Lee	W	M	1/15/1984	FT	4/10/2007	H	13.0000	80.00	Sheriff 54210
Seay, James Fitzpatrick	B	M	7/21/1970	FT	6/11/2007	H	13.0000	80.00	Sheriff 54210
Seay, Johnny E	B	M	12/8/1950	FT	11/13/2006	H	13.0000	80.00	Sheriff 54210
Seay, Marlow Cortez	B	M	12/19/1974	FT	5/30/2007	H	13.0000	80.00	Sheriff 54210
Seay, Reginald Leon	B	M	12/20/1971	FT	5/1/2007	H	13.0000	80.00	Sheriff 54210
Shehane, Shelby Jean	W	F	6/21/1961	FT	10/30/2006	H	13.0000	80.00	Sheriff 54210
Sheppard, Leslie Micah	W	M	9/2/1979	FT	4/16/2007	H	13.0000	80.00	Sheriff 54210
Shoemaker, Penny R	W	F	7/13/1970	FT	7/29/2004	H	17.2800	80.00	Sheriff 54210
Smith Jr., Derek Scott	W	M	8/8/1982	FT	8/21/2006	H	13.0000	80.00	Sheriff 54210
Smith Jr., Roy C	W	M	7/26/1948	FT	8/16/2004	H	1.2800	80.00	Sheriff 54210
Smith, James A	W	M	5/6/1989	FT	12/30/2008	H	13.0000	80.00	Sheriff 54210
Smith, Jerry T	W	M	5/6/1948	FT	5/24/2004	H	13.0000	80.00	Sheriff 54210
Smith, Justin T	W	M	2/28/1987	FT	7/2/2007	H	13.0000	80.00	Sheriff 54210
Smith, Matthew A	W	M	12/14/1981	FT	10/9/2006	H	13.7300	80.00	Sheriff 54210
Smith, Roger Dale	W	M	9/29/1964	FT	8/20/2007	H	13.0000	80.00	Sheriff 54210
Spears, Jody Todd	W	M	8/20/1977	FT	10/16/2006	H	13.0000	80.00	Sheriff 54210
Story, David L	W	M	2/7/1961	FT	4/24/2006	H	17.2800	80.00	Sheriff 54210
Sullivan Jr., Bobby G	W	M	6/18/1966	FT	4/10/2007	H	13.0000	80.00	Sheriff 54210
Sullivan, Paul R	W	M	3/10/1969	FT	6/12/2006	H	13.0000	80.00	Sheriff 54210
Swindle, Henry T	W	M	2/25/1955	FT	10/31/2006	H	13.0000	80.00	Sheriff 54210
Thomas, Brandon	W	M	3/9/1983	FT	7/28/2008	H	13.0000	80.00	Sheriff 54210
Trisdale, Penny	W	F	2/2/1963	FT	6/3/2008	H	13.0000	80.00	Sheriff 54210
Tuck, Robin S	W	F	3/28/1968	FT	5/8/2008	H	13.0000	80.00	Sheriff 54210
Wade, Michael Edward	W	M	7/24/1971	FT	10/8/2007	H	13.0000	80.00	Sheriff 54210
Wahl, Matthew D	W	M	9/24/1974	FT	9/25/2006	H	13.0000	80.00	Sheriff 54210
Wallace, Zachary Joseph	W	M	6/12/1986	FT	1/8/2009	H	13.0000	80.00	Sheriff 54210
Warren, Michael	W	M	3/21/1972	FT	9/16/1996	H	18.5800	80.00	Sheriff 54210
Wasson, Charles W	W	M	12/5/1957	FT	10/16/2006	H	13.0000	80.00	Sheriff 54210
Whitefield, Douglas C	W	M	7/31/1979	FT	2/14/2005	H	18.7400	80.00	Sheriff 54210
Willmore, Wendy M	W	F	10/21/1971	FT	1/10/2005	H	17.2800	80.00	Sheriff 54210
Witherspoon, Justin Howard	W	M	12/2/1980	FT	1/8/2008	H	13.0000	80.00	Sheriff 54210
Woodson Jr. Timothy R	W	M	12/27/1979	FT	7/2/2007	H	13.0000	80.00	Sheriff 54210
Wright, Brian James	W	M	11/25/1987	FT	10/21/2008	H	13.0000	80.00	Sheriff 54210
Hasting, Clarence	B	M	11/21/1942	FT	1/3/1994	H	13.7300	80.00	Sheriff 54220
Howard, Joseph S	W	M	8/6/1969	FT	6/28/2007	H	13.7300	80.00	Sheriff 54220
Akins, Vaugh	W	M	9/30/1960	PT	12/20/2008	H	9.6200		Solid Waste 116
Arnold, William H	W	M	2/8/1939	FT		H	340.3300	1.00	Solid Waste 116
Barrett, Clayton	W	M	12/23/1938	PT	4/22/2007	H	9.6200		Solid Waste 116
Christian, Heather D	W	F	7/17/1980	FT	9/26/2005	H	14.4300	40.00	Solid Waste 116
Clark, Wayne A	W	M	7/15/1937	PT	10/13/2001	H	9.6200		Solid Waste 116
Corley, James D	W	M	3/3/1947	PT	9/21/2002	H	9.6200		Solid Waste 116
Davis, Patricia B	W	F	7/20/1968	PT	10/11/2003	H	11.4300		Solid Waste 116
Eakes, Murray D	W	M	6/21/1937	PT	8/6/2005	H	9.6200		Solid Waste 116
Ervin, Mark A	W	M	6/13/1959	FT	3/31/2006	H	14.4300	40.00	Solid Waste 116
Forbes, Nick	W	M	8/1/1988	FT	11/20/2008	H	14.4300		Solid Waste 116
Garrett, William L	W	M	10/10/1959	FT	6/12/2000	H	10.3700	40.00	Solid Waste 116
Gibson, Robert L	W	M	4/28/1937	PT	1/13/2001	H	9.6200		Solid Waste 116
Hall Jr., Robert L	W	M	9/23/1958	FT	6/24/2003	H	14.4300	40.00	Solid Waste 116
Harvey, Charles J	W	M	1/5/1939	PT	6/5/2004	H	9.6200		Solid Waste 116
Heird, Paula M	W	F	8/30/1963	FT	10/28/2002	H	14.4300	40.00	Solid Waste 116
Hulse, Arlen C	W	M	7/12/1931	PT	3/3/2001	H	9.6200		Solid Waste 116

C-4. Wilson County Payroll Employees Summary

NAME	RACE/ ETHNICITY	GENDER	DOB	PAY STATUS	HIRE DATE	PMT METHOD	PAY	DEFAULT HRS/DAY	LOCATION/DEPARTMENT
Kendall, Robert D	W	M	5/15/1934	PT	10/21/1999	H	9.6200		Solid Waste 116
Layne, James A	W	M	10/15/1930	PT	5/15/2004	H	9.6200		Solid Waste 116
Likens, Charles R	W	M	7/10/1963	FT	7/5/1996	H	18.0300	40.00	Solid Waste 116
Lynch, Cynthia J	W	F	12/12/1967	FT	6/12/2000	H	22.8600	40.00	Solid Waste 116
Murphy, Anna D	W	F	6/9/1953	PT	7/19/2001	H	9.6200		Solid Waste 116
Padgett, Gary	W	M	6/14/1960	FT	3/24/2008	H	14.4300	40.00	Solid Waste 116
Primm, Mark A	W	M	4/21/1966	FT	7/1/1991	H	14.4300	40.00	Solid Waste 116
Reynolds, John D	W	M	7/17/1938	PT	7/3/2004	H	9.6200		Solid Waste 116
Robinson, Joe B	W	M	11/4/1948	FT	3/27/2006	H	10.3700	40.00	Solid Waste 116
Robinson, John R	W	M		PT	3/25/2005	H	9.6200		Solid Waste 116
Robinson, Marvin J	W	M	9/10/1929	PT	8/23/2008	H	9.6200		Solid Waste 116
Smith, Jr., Roy C	W	M	7/26/1948	FT	10/24/2005	H	12.4300	40.00	Solid Waste 116
Taylor, Harold D	W	M	9/9/1955	FT	7/1/1991	H	10.3700	40.00	Solid Waste 116
Vaupel, William E	W	M	1/30/1938	PT	1/13/2001	H	9.6200		Solid Waste 116
Whittle, Kenneth	W	M	4/25/1940	PT	12/8/2008	H	9.6200		Solid Waste 116
Williams, Robert K	W	M	4/1/1939	PT	10/22/2001	H	9.6200		Solid Waste 116
Woods, Willie R	B	M	3/1/1945	PT	3/30/2009	H	9.6200		Solid Waste 116
Arnold, William H	W	M	2/8/1939	FT	11/9/1994	H	32.5322	40.00	Solid Waste 207
Gann, John	W	M	11/18/1964	FT	4/27/2009	H	14.4300		Solid Waste 207
Vance, Michelle	W	F	9/19/1954	FT	3/5/2001	H	16.9600	40.00	Solid Waste 207

Source: E0467-95.

C-5. Wilson County Hourly Employees by Race and Department

Department	Race	Number of Hourly Employees
AG Center	Black	3
	Unknown	1
	White	17
AG Extension	White	4
Archives	White	2
Building Inspector	White	4
Building Maintenance	Black	6
	Unknown	1
	White	8
Circuit Court	Black	1
	White	29
Clerk & Master	White	9
County Mayor	White	3
Drug Court	White	3
Election	Black	3
	Other	1
	White	18
Finance	Black	1
	White	13
Groundwater	White	1
Health Department	Black	1
	Hispanic	7
	White	13
Judges	White	4
Judicial Commissioners	White	9
Juvenile	Black	1
	White	3
Planning	White	5
Probation	White	6
Property Assessor	Black	1
	Unknown	1
	White	15
Road Department	Black	6
	Other	1
	White	57
Sheriff	Black	15
	White	211
Soil Conservation	White	1
Solid Waste	Black	1
	White	34
Tourism	Hispanic	1
	White	2
Trustee	White	7
Veterans	White	3
WEMA	Black	1
	Unknown	2
	White	140
Total	All	676

Source/Notes:

Appendix C, Table C-4.

Includes hourly employees only, excluding those paid on a salary (Payment Method = S) or daily (Payment Method = D) basis, as well as those that are entered as hourly employees but appear to be actually salary or daily (i.e., Pay Status = Full-Time, Payment Method = Hourly, but Default Hrs/Days = 1).

Moreover, employee William R. Perrin was only counted once though he appears twice; once in the Sheriff's Department (at \$0.93 per hour) and once in the Road Department (at \$12.78 per hour). Only his employment in the Road Department was counted.

C-6. Wilson County Full-Time Hourly Employees by Race and Department

Department	Race	Number of Full-Time Hourly Employees
AG Center	Black	3
	White	4
AG Extension	White	2
Archives	White	1
Building Inspector	White	4
Building Maintenance	Black	4
	Unknown	1
	White	7
Circuit Court	Black	1
	White	25
Clerk & Master	White	7
County Mayor	White	3
Drug Court	White	3
Election	Black	1
	White	6
Finance	Black	1
	White	12
Groundwater	White	1
Health Department	Black	1
	Hispanic	7
	White	8
Judges	White	2
Judicial Commissioners	White	6
Juvenile	Black	1
	White	3
Planning	White	5
Probation	White	4
Property Assessor	White	14
Road Department	Black	5
	Other	1
	White	50
Sheriff	Black	15
	White	206
Soil Conservation	White	1
Solid Waste	White	16
Tourism	Hispanic	1
Trustee	White	6
Veterans	White	2
WEMA	Black	1
	Unknown	1
	White	103
Total	All	545

Source/Notes:

Appendix C, Table C-4.

Includes full-time hourly employees only, excluding those paid on a salary (Payment Method = S) or daily (Payment Method = D) basis, as well as those that are entered as hourly employees but appear to be actually salary or daily (i.e., Pay Status = Full-Time, Payment Method = Hourly, but Default Hrs/Days = 1).

Moreover, employee William R. Perrin was only counted once though he appears twice; once in the Sheriff's Department (at \$0.93 per hour) and once in the Road Department (at \$12.78 per hour). Only his employment in the Road Department was counted.

Appendix D:

Tables for Full-Time Employees Only

D-3. Hazelwood Test for Full-Time Employees of Wilson County

2009 Full-Time Employment from EEO-4 - Binomial Test

Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Full-Time Employees [b]	Expected % of African American Full-Time Employees [c]	Expected # of African American Full-Time Employees [d]=[b]*[c]	Actual # African American Full-Time Employees [e]	Difference (Actual-Expected) [f]=[e]-[d]	Variance [g]=[b]*[c]*[1-c]	Standard Deviation [h]=sqrt([b]*[c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
Total EEO-4	617	13.1%	80.7	30	-50.7	70.1	8.4	-6.1

Sources/Notes: [a] and [b]: Table 1. Includes Full-Time and Full-Time New.

[c]: Table C-3a.

[e]: Table 1.

The probability that this result could have occurred by chance events alone is 0.00000%

**D-4. Hazelwood Test for Full-Time Hourly Employees of Wilson County
2009 Full-Time Hourly Employment from Payroll Employees Summary - Binomial Test**

Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Full-Time Hourly Employees [b]	Expected % of African American Full-Time Hourly Employees [c]	Expected # of African American Full-Time Hourly Employees [d]=[b]*[c]	Actual # African American Full-Time Hourly Employees [e]	Difference (Actual-Expected) [f]=[e]-[d]	Variance [g]=[b]*[c]*[1-c]	Standard Deviation [h]=sqrt([b]*[c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
Total Payroll Employees Summary	545	13.1%	71.3	33	-38.3	61.9	7.9	-4.9

Sources/Notes: [a] and [b]: Table 2.

[c]: Table C-3a.

[e]: Table 2.

The probability that this result could have occurred by chance events alone is 0.00012%

D-5. Hazelwood Test for Full-Time Employees of Wilson County
2009 Total Full-Time Employment by Occupation Group (EEO-4) - Binomial Test w/ Mantel-Haenszel Aggregation
Using the Ratio of African-American Personnel, by Occupational Group, within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Occupational Group [a]	Total # of Full-Time Employees [b]	Expected % of African American Full-Time Employees [c]	Expected # of African American Full-Time Employees [d]=[b]*[c]	Actual # African American Full-Time Employees [e]	Difference (Actual-Expected) [f]=[e]-[d]	Variance [g]=([b]*c)*[1-c]	Standard Deviation [h]=sqrt([b*c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
Officials and Administrators	12	0.1	0.9	0	-0.9	0.8	0.9	-1.0
Professionals	2	0.1	0.2	0	-0.2	0.2	0.4	-0.5
Protective Service Workers	342	0.2	71.3	12	-59.3	56.4	7.5	-7.9
Administrative Support	162	0.1	21.7	8	-13.7	18.8	4.3	-3.2
Service and Maintenance	99	0.2	19.2	10	-9.2	15.5	3.9	-2.3
Mantel - Haenszel Aggregation	617			30	-83.3	91.7	9.6	-8.6

Sources/Notes:

[a] and [b]: Table 1.

[c]: Tables C-3b through C-3f.

[e]: Table 1.

The probability that this result could have occurred by chance events alone is 0.00000%

D-6. Hazelwood Test for Full-Time Hourly Employees of Wilson County by Department
2009 Full-Time Hourly Payroll Employees by Department (Payroll Employees Summary) - Binomial Test w/ Mantel-Haenszel Aggregation
Using the Ratio of African Americans in the Total Civilian Labor Force within the Wilson County-Centered Geographic Labor Market
(Ten Counties Weighted by County of Residence)

Department [a]	Total # of Full- Time Hourly Employees [b]	Expected % of African American Full-Time Hourly Employees [c]	Expected # of African American Full-Time Hourly Employees [d]=[b]*[c]	Actual # African American Full- Time Hourly Employees [e]	Difference (Actual- Expected) [f]=[e]-[d]	Variance [g]=[b*c]*[1-c]	Standard Deviation [h]=sqrt([b*c]*[1-c])	Number of Standard Deviations [i]=[f]/[h]
AG Center	7	0.1	0.9	3	2.1	0.8	0.9	2.3
AG Extension	2	0.1	0.3	0	-0.3	0.2	0.5	-0.5
Archives	1	0.1	0.1	0	-0.1	0.1	0.3	-0.4
Building Inspector	4	0.1	0.5	0	-0.5	0.5	0.7	-0.8
Building Maintenance	12	0.1	1.6	4	2.4	1.4	1.2	2.1
Circuit Court	26	0.1	3.4	1	-2.4	3.0	1.7	-1.4
Clerk & Master	7	0.1	0.9	0	-0.9	0.8	0.9	-1.0
County Mayor	3	0.1	0.4	0	-0.4	0.3	0.6	-0.7
Drug Court	3	0.1	0.4	0	-0.4	0.3	0.6	-0.7
Election	7	0.1	0.9	1	0.1	0.8	0.9	0.1
Finance	13	0.1	1.7	1	-0.7	1.5	1.2	-0.6
Groundwater	1	0.1	0.1	0	-0.1	0.1	0.3	-0.4
Health Department	16	0.1	2.1	1	-1.1	1.8	1.3	-0.8
Judges	2	0.1	0.3	0	-0.3	0.2	0.5	-0.5
Judicial Commissioners	6	0.1	0.8	0	-0.8	0.7	0.8	-0.9
Juvenile	4	0.1	0.5	1	0.5	0.5	0.7	0.7
Planning	5	0.1	0.7	0	-0.7	0.6	0.8	-0.9
Probation	4	0.1	0.5	0	-0.5	0.5	0.7	-0.8
Property Assessor	14	0.1	1.8	0	-1.8	1.6	1.3	-1.5
Road Department	56	0.1	7.3	5	-2.3	6.4	2.5	-0.9
Sheriff	221	0.1	28.9	15	-13.9	25.1	5.0	-2.8
Soil Conservation	1	0.1	0.1	0	-0.1	0.1	0.3	-0.4
Solid Waste	16	0.1	2.1	0	-2.1	1.8	1.3	-1.6
Tourism	1	0.1	0.1	0	-0.1	0.1	0.3	-0.4
Trustee	6	0.1	0.8	0	-0.8	0.7	0.8	-0.9
Veterans	2	0.1	0.3	0	-0.3	0.2	0.5	-0.5
WEMA	105	0.1	13.7	1	-12.7	11.9	3.5	-3.7
Mantel - Haenszel Aggregation	545			33	-38.3	61.9	7.9	-4.8

Sources/Notes:

[a] and [b]: Table 2.

[c]: Tables C-3a.

[e]: Table 2.

The probability that this result could have occurred by chance events alone is 0.00016%

Appendix E:

Regression Data, SAS® Programs, and Output

Regression Data

NAME	PAY	DEFAULT	HRS	DAY	LOCATION	DEPARTMENT	DEPARTMENT	BLACK	FEMALE	PT	AGE	AGE2	TENURE	TENURE2	EXPERIENCE	EXPERIENCE_2	EXPERIENCE_SU	EXPERIENCE_SUM
																	M	2
Albright, Stephanie	14.303	70	Property Assessor	Property Assessor	0	1	0	35.896	1288.515	1.786	3.191	64.121	4111.487	37.682	1419.948			
Brown, Cindy F	16.520	70	Property Assessor	Property Assessor	0	1	0	52.258	2730.850	5.795	33.576	302.807	91692.295	38.052	3370.041			
Fort, Donna	15.143	70	Property Assessor	Property Assessor	0	1	0	51.477	2649.852	4.625	21.387	238.062	56673.595	56.101	3147.364			
Hunt, Denise A	18.179	70	Property Assessor	Property Assessor	0	1	0	54.499	2970.101	11.318	128.093	616.805	380448.462	65.816	4331.804			
Jones, Raymond	14.300	70	Property Assessor	Property Assessor	0	0	0	32.652	1066.157	1.767	3.123	57.700	3329.314	34.419	1184.680			
Jones, Tammy L	13.662	70	Property Assessor	Property Assessor	0	1	0	43.893	1926.609	1.825	3.329	80.090	6414.403	45.718	2090.118			
Joyner, Larry Brent	16.207	70	Property Assessor	Property Assessor	0	0	0	61.904	3832.119	5.795	33.576	358.705	128669.015	67.699	4583.105			
McMurry, Romel E.	12.000	70	Property Assessor	Property Assessor	1	0	1	23.926	572.455	1.764	3.113	42.215	1782.080	25.690	659.997			
McPeak, Luke C	13.356	70	Property Assessor	Property Assessor	0	0	1	24.038	577.843	5.367	28.806	129.017	16645.340	29.405	864.682			
Murphy, Jackie A	14.875	70	Property Assessor	Property Assessor	0	1	0	48.288	2331.699	2.879	8.291	139.042	19332.687	51.167	2618.075			
Sandefur, Edie Kynn	14.271	70	Property Assessor	Property Assessor	0	1	0	47.214	2229.133	4.468	19.967	210.974	44510.066	51.682	2671.049			
Vastola, Valentine	15.900	70	Property Assessor	Property Assessor	0	0	0	59.164	3500.424	9.093	82.685	537.991	289433.945	68.258	4659.091			
White, Jeffery D	17.925	70	Property Assessor	Property Assessor	0	0	0	50.195	2519.490	20.690	428.093	1038.545	1078576.253	70.885	5024.674			
Woodard, Jonathan K	16.090	70	Property Assessor	Property Assessor	0	0	0	33.099	1095.519	15.000	225.000	496.479	246491.846	48.099	2313.478			
Wrye, Pamela S	17.473	70	Property Assessor	Property Assessor	0	1	0	61.014	3722.671	25.745	662.816	1570.810	2467444.710	86.759	7527.107			
Baine, Georgia M	14.416	70	Planning	Planning	0	1	0	48.411	2343.621	10.375	107.648	502.280	252285.477	58.786	3455.829			
Brashear, Thomas E	30.316	70	Planning	Planning	0	0	0	38.877	1511.399	8.767	76.862	340.837	116169.813	47.644	2269.935			
Creswell, Jamie G	21.550	70	Planning	Planning	0	1	0	69.729	4862.101	35.288	1245.220	2460.566	6054384.104	105.016	11028.452			
Jordan, Kenneth Lynne	23.861	70	Planning	Planning	0	0	0	44.197	1953.398	5.679	32.256	251.016	63009.143	49.877	2487.686			
Phillips, Julie E	17.420	70	Planning	Planning	0	1	0	26.515	703.049	3.510	12.317	93.057	8659.604	30.025	901.480			
Lineberger, Dee M	18.550	80	WEMA	WEMA	0	0	0	69.671	4854.081	2.288	5.233	159.385	25403.538	71.959	5178.084			
McMahon, Maegan	9.470	80	WEMA	WEMA	0	1	1	20.088	403.515	1.789	3.201	35.938	1291.516	21.877	478.591			
McQuary, William D	22.608	80	WEMA	WEMA	0	0	0	60.389	3646.836	34.868	1215.812	2105.675	4433866.641	95.258	9073.998			
Metcalf, Malcolm J	8.500	80	WEMA	WEMA	0	0	1	68.082	4635.185	2.863	8.197	194.920	37993.903	70.945	5033.222			
Newberry, Brian	21.003	80	WEMA	WEMA	0	0	0	39.496	1559.925	19.868	394.757	784.724	615791.486	59.364	3524.130			
Nokes, Gary Sullivan	30.050	80	WEMA	WEMA	0	0	1	68.663	4714.609	9.110	82.985	625.492	391240.038	77.773	6048.578			
Owens, Radeana J	10.600	80	WEMA	WEMA	0	1	1	38.904	1513.530	4.266	18.197	165.955	27541.174	43.170	1863.637			
Prusynski, Lisa	7.500	80	WEMA	WEMA	0	1	1	48.118	2315.323	1.340	1.795	64.465	4155.695	49.458	2446.048			
Scruggs, Terry L	17.580	80	WEMA	WEMA	0	0	0	51.458	2647.878	11.184	125.072	575.479	331175.511	62.641	3923.907			
Smith Jr., Barney Arlo	15.030	80	WEMA	WEMA	0	0	0	45.759	2093.877	2.786	7.763	127.498	16255.765	48.545	2356.637			
Spears, Britni N	10.850	80	WEMA	WEMA	0	1	0	23.973	574.686	4.337	18.809	103.969	10809.522	28.310	801.433			
Spears, Melissa H	10.580	80	WEMA	WEMA	0	1	0	41.825	1749.302	3.630	13.178	151.829	23052.117	45.455	2066.138			
Spears, Sidney A	12.380	80	WEMA	WEMA	0	0	0	47.389	2245.721	4.203	17.663	199.164	39666.221	51.592	2661.712			
Street, Anderson B	8.350	80	WEMA	WEMA	0	0	1	61.603	3794.898	4.271	18.243	263.120	69231.949	65.874	4339.380			
Street, Myra S	8.350	80	WEMA	WEMA	0	1	1	62.570	3914.988	4.271	18.243	267.250	71422.806	66.841	4467.732			
Taylor, Keith A	22.608	80	WEMA	WEMA	0	0	0	48.422	2344.682	29.608	876.647	1433.687	2055457.713	78.030	6088.702			
Troupe, Elizabeth A	9.470	80	WEMA	WEMA	0	1	1	35.899	1288.712	2.518	6.339	90.386	8169.605	38.416	1475.823			
Wilson, Justina	9.740	80	WEMA	WEMA	0	1	0	21.041	442.728	1.597	2.551	33.608	1129.505	22.638	512.495			
Woodard, Richard A	18.706	80	WEMA	WEMA	0	0	0	55.077	3033.444	5.123	26.248	282.174	79622.077	60.200	3624.040			
Askew, Pamela W	15.688	70	Building Inspector	Building Inspector	0	1	0	54.214	2939.125	13.082	171.144	709.234	503012.870	67.296	4528.737			
Davidson, Marlene L	18.275	70	Building Inspector	Building Inspector	0	1	0	51.942	2698.020	8.422	70.929	437.455	191367.032	60.364	3643.859			
Murphy, L. Karen	15.688	70	Building Inspector	Building Inspector	0	1	0	43.997	1935.759	13.189	173.951	580.282	336726.821	57.186	3270.273			
Sloan, Bobby R	25.695	70	Building Inspector	Building Inspector	0	0	0	72.852	5307.422	15.025	225.740	1094.577	1198099.190	87.877	7722.317			
Alduenda, Maria	12.296	75	Health Department	Health Department	0	1	0	33.564	1126.568	8.058	64.924	270.446	73141.131	41.622	1732.384			
Ambriz, Johanna	11.872	75	Health Department	Health Department	0	1	0	28.222	796.477	7.425	55.126	209.538	43906.205	35.647	1270.678			
Baker, Elizabeth Michelle	15.412	75	Health Department	Health Department	0	1	0	40.526	1642.359	6.512	42.410	263.919	69653.140	47.038	2212.607			
Banks, Jennifer	22.500	75	Health Department	Health Department	0	1	1	33.310	1109.529	1.929	3.720	64.246	4127.605	35.238	1241.742			
Boyd, Teresa M	11.024	75	Health Department	Health Department	0	1	0	58.652	3440.064	9.860	97.225	578.325	334460.187	68.512	4693.939			
Burns, Millisa	13.000	75	Health Department	Health Department	0	1	1	42.195	1780.378	1.211	1.466	51.096	2610.784	43.405	1884.036			
Carr, Sara Ann	14.340	75	Health Department	Health Department	0	1	0	42.192	1780.146	2.510	6.298	105.884	11211.428	44.701	1998.212			
Coleman, Tarah R	13.918	75	Health Department	Health Department	0	1	1	27.159	737.606	3.836	14.712	104.171	10851.626	30.995	960.660			
Cruz, Amneris	15.412	75	Health Department	Health Department	0	1	0	37.351	1395.074	4.962	24.618	185.321	34343.797	42.312	1790.333			
Deleon, Veronica Gutierrez	11.872	75	Health Department	Health Department	0	1	0	31.468	990.266	8.896	79.137	279.940	78366.553	40.364	1629.283			
Dunn, Lisa A	22.000	75	Health Department	Health Department	0	1	1	47.178	2225.771	3.436	11.803	162.086	26271.805	50.614	2561.746			
Giner, George A	43.050	75	Health Department	Health Department	0	0	0	49.934	2493.429	2.066	4.267	103.152	10640.302	52.000	2704.000			
Gonzales, Modesta Elena	11.639	75	Health Department	Health Department	0	1	0	24.244	587.764	3.685	13.579	89.337	7981.077	27.929	780.016			
Mueller, Abbey	14.340	75	Health Department	Health Department	0	1	0	28.296	800.657	1.441	2.077	40.777	1662.771	29.737	884.288			
Rosson, Dayna L	11.787	75	Health Department	Health Department	0	1	0	47.923	2296.642	11.797	139.175	565.363	319635.885	59.721	3566.544			
Solis, Blanca	11.872	75	Health Department	Health Department	0	1	0	42.841	1835.359	6.512	42.410	278.995	77838.378	49.353	2435.761			
Tate, Stephanie	14.395	75	Health Department	Health Department	1	1	0	52.449	2750.931	11.932	142.361	625.799	391624.841	64.381	4144.890			
Taylor, Robin N	11.671	75	Health Department	Health Department	0	1	0	56.452	3186.834	14.647	214.522	826.829	683646.648	71.099	5055.015			
Trammell, Kelly P	19.080	75	Health Department	Health Department	0	1	1	32.537	1058.655	3.871	14.986	125.958	15865.481	36.408	1325.558			
Brandon, Bonita K	20.843	70	Clerk & Master	Clerk & Master	0	1	0	43.707	1910.289	19.238	370.114	840.848	707025.248	62.945	3962.099			
Finnigan, Virginia S	23.179	70	Clerk & Master	Clerk & Master	0	1	0	53.444	2856.244	35.534	1262.683	1899.086	3606529.279	88.978	7917.099			
Griffin, Betty Ann	16.000	70	Clerk & Master	Clerk & Master	0	1	1	49.447	4822.827	11.603	134.624	805.771	649266.161	81.049	6568.991			
Haney, Susan K	20.996	70	Clerk & Master	Clerk & Master	0	1	0	56.353	3175.708	35.868	1286.549	2021.312	4085703.925	92.222	8504.882			
Hayes, Teresa L	19.850	70	Clerk & Master	Clerk & Master	0	1	0	46.274	2141.281	14.677	215.406	679.150	461244.429	60.951	3714.986			
McPeak, Connie	16.211	70	Clerk & Master	Clerk & Master	0	1	0	56.014	3137.534	7.767	60.328	435.065	189281.818	63.781	4067.993			
Polland, Deorah C	16.211	70	Clerk & Master	Clerk & Master	0	1	0	57.984	3362.093	6.430	41.347	372.842	139011.339	64.414	4149.125			
Thorne, Pamela D	15.000	70	Clerk & Master	Clerk & Master	0	1	1	46.844	2194.345	2.992	8.951	140.146	19641.038	49.836	2483.589			
Campbell, Carrie L	10.350	80	AG Extension	AG Extension	0	1	0	37.795	1428.426	4.663	21.744	176.236	31059.257	42.458	1802.642			
Marsh, Lorie Diane	8.480	80	AG Extension	AG Extension	0	1	1	22.425	502.865	6.523	42.553	146.282	21398.567	28.948	837.984			
Peck, Lora L	9.000	80	AG Extension	AG Extension	0	1	0	31.570	996.656	1.403	1.968	44.284	1961.099	32.973	1087.193			
Seay, Jean	6.890	80	AG Extension	AG Extension	0	1	1	83.164	6916.315	4.510	20.336	375.037	140652.896	87.674	7686.725			
Major, Diane R	12.724	80	Soil Conservation	Soil Conservation	0	1	0	56.597	3203.250	13.860	192.107	784.454	615367.346	70.458	4964.264			
Mason,																		

Regression Data

Hall, Terry K	13.300	80	Drug Court	Drug Court	0	0	0	46.496	2161.868	2.611	6.817	121.399	14737.683	49.107	2411.483
Langford, Paula C	16.313	80	Drug Court	Drug Court	0	1	0	39.022	1522.710	7.816	61.097	305.012	93032.573	46.838	2193.832
Dedman, Edna C	19.589	60	Veterans	Veterans	0	1	0	56.753	3220.951	21.712	471.425	1232.249	1518437.635	78.466	6156.874
Satterfield, J C	21.030	60	Veterans	Veterans	0	0	0	62.397	3893.418	14.962	223.851	933.566	871544.701	77.359	5984.400
Kidwell Jr., James F	13.218	80	County Mayor	County Mayor	0	0	0	51.764	2679.551	17.855	318.794	924.242	854224.073	69.619	4846.830
Knight, Carolyn J	14.607	80	County Mayor	County Mayor	0	1	0	62.014	3845.699	11.740	137.821	728.024	530018.700	73.753	5439.568
Warren, Rachel A	18.430	80	County Mayor	County Mayor	0	1	0	57.405	3295.389	18.077	326.768	1037.702	1076826.143	75.482	5697.561
Granstaff, Linda J	20.034	64	Archives	Archives	0	1	0	66.540	4427.535	12.022	144.527	799.935	639896.192	78.562	6171.932
Parlow, Thomas E	20.034	64	Archives	Archives	0	0	1	72.373	5237.794	11.997	143.934	868.273	753897.919	84.370	7118.274
Berry Jr., Earl	14.477	80	Juvenile	Juvenile	1	0	0	39.386	1551.281	8.767	76.862	345.305	119235.239	48.153	2318.752
Brindley, Kimberly D	18.840	80	Juvenile	Juvenile	0	1	0	43.507	1892.846	17.877	319.577	777.759	604909.730	61.384	3767.942
Emerson, Teresa R	15.582	80	Juvenile	Juvenile	0	1	0	62.274	3878.048	8.153	66.478	507.746	257806.146	70.427	4960.018
Morris, Sandra D	13.620	80	Juvenile	Juvenile	0	1	0	41.649	1734.665	2.573	6.618	107.147	11480.510	44.222	1955.578
Bowen, Lynne M	13.621	80	Judges	Judges	0	1	1	63.101	3981.783	7.630	58.219	481.472	231815.379	70.732	5002.946
Conatser, Amy S	14.423	80	Judges	Judges	0	1	0	40.726	1658.609	1.841	3.390	74.981	5622.079	42.567	1811.960
Schenk, Linda G	11.353	80	Judges	Judges	0	1	1	55.205	3047.645	7.732	59.776	426.822	182176.629	62.937	3961.064
Wong, Mildred L	19.218	80	Judges	Judges	0	1	0	56.619	3205.731	23.860	569.313	1350.949	1825063.474	80.479	6476.942
Duncan, Terry W	15.630	80	Probation	Probation	0	0	0	57.666	3325.339	7.805	60.926	450.109	202597.980	65.471	4286.482
Ferraro IV, Thoms T	10.000	80	Probation	Probation	0	0	1	21.115	445.846	3.063	9.382	64.676	4182.952	24.178	584.580
Ferraro, Dena M	24.250	80	Probation	Probation	0	1	0	43.482	1890.701	9.458	89.445	411.234	169113.664	52.940	2802.615
Hall, Sheena J	12.455	80	Probation	Probation	0	1	1	24.247	587.896	4.142	17.160	100.441	10088.316	28.389	805.938
Krause, Patricia A	13.918	80	Probation	Probation	0	1	0	64.121	4111.445	7.060	49.847	452.709	204945.109	71.181	5066.709
Kretzer, Pamela Jo	13.250	80	Probation	Probation	0	1	0	48.323	2335.140	1.518	2.304	73.345	5379.560	49.841	2484.135
Tucker, Joy M	12.964	80	Groundwater	Groundwater	0	1	0	61.830	3822.966	12.373	153.081	765.000	585224.575	74.203	5506.047
Araujo, Vicki R	22.039	70	Circuit Court	Circuit Court	0	1	0	50.858	2586.489	32.370	1047.808	1646.251	2710143.727	83.227	6926.800
Armistead, Carolyn L	15.989	70	Circuit Court	Circuit Court	0	1	0	52.392	2744.899	3.301	10.899	172.965	29916.769	55.693	3101.727
Bennett, Manda M	22.936	70	Circuit Court	Circuit Court	0	1	0	72.890	5313.012	28.200	795.240	2055.510	4225119.671	101.090	10219.271
Boyd, Ann C	22.039	70	Circuit Court	Circuit Court	0	1	0	65.745	4322.432	28.200	795.240	1854.015	3437370.858	93.945	8825.702
Brewer, Belinda	22.039	70	Circuit Court	Circuit Court	0	1	0	54.537	2974.283	11.852	140.471	646.375	417801.093	66.389	4407.505
Carmack, Joey Wayne	15.385	70	Circuit Court	Circuit Court	0	0	0	24.948	622.400	3.800	14.440	94.802	8987.456	28.748	826.444
Cook, Theodora M	14.840	70	Circuit Court	Circuit Court	0	1	1	69.733	4896.165	3.811	14.523	266.663	71109.003	73.784	5444.014
Gordon, Caroline V	15.989	70	Circuit Court	Circuit Court	0	1	0	36.490	1331.550	3.992	15.934	145.662	21217.337	40.482	1638.808
Gregory, Susan P	20.796	70	Circuit Court	Circuit Court	0	1	0	48.882	2389.469	30.162	909.725	1474.367	2173758.813	79.044	6247.928
Hale, Felicia G	18.875	70	Circuit Court	Circuit Court	0	1	0	43.682	1908.134	11.792	139.046	515.091	265318.564	55.474	3077.362
Hamblen, Jessica A	11.000	70	Circuit Court	Circuit Court	0	1	1	24.523	601.392	2.436	5.932	59.729	3567.592	26.959	726.783
Hulse, Regina D	17.587	70	Circuit Court	Circuit Court	0	1	0	54.441	2963.833	6.463	41.771	351.854	123800.920	60.904	3709.311
Kneisel, Ann W	16.538	70	Circuit Court	Circuit Court	0	1	0	54.115	2928.441	5.277	27.844	285.550	81538.602	59.392	3527.384
Palmore, Kathy D	15.587	70	Circuit Court	Circuit Court	0	1	0	42.638	1818.029	3.795	14.398	161.792	26176.690	46.433	2156.012
Reese, Rachel G	15.385	70	Circuit Court	Circuit Court	0	1	0	24.584	604.352	3.033	9.198	74.559	5559.031	27.616	762.668
Robinson, Tiffany A	12.000	70	Circuit Court	Circuit Court	0	1	1	23.986	575.343	5.181	26.841	124.269	15442.724	29.167	850.721
Rockhill, Mary C	16.250	70	Circuit Court	Circuit Court	0	1	0	44.770	2004.341	4.236	17.940	189.628	35958.766	49.005	2401.537
Sanford, Yvonne R	18.875	70	Circuit Court	Circuit Court	0	1	0	61.321	3760.210	15.499	240.208	950.384	903230.683	76.819	5901.186
Simpson, Cora F	15.380	7	Circuit Court	Circuit Court	0	1	0	62.315	3883.168	1.433	2.053	89.290	7972.670	63.748	4063.801
Smith, Yancy Denise	16.418	70	Circuit Court	Circuit Court	0	1	0	54.496	2969.802	6.370	40.575	347.131	120500.179	60.866	3704.640
Stewart, Kimberly C	18.875	70	Circuit Court	Circuit Court	0	1	0	41.438	1717.137	14.770	218.149	612.039	374591.547	56.208	3159.364
Williams, Christina L	18.875	70	Circuit Court	Circuit Court	0	1	0	39.507	1560.791	14.233	202.575	562.296	316176.922	53.740	2887.958
Young, Paula H	15.385	70	Circuit Court	Circuit Court	0	1	0	53.575	2870.317	3.510	12.317	188.027	53534.316	57.085	3258.689
Alexander, Lori J	11.660	75	Finance	Finance	0	1	0	31.148	970.194	1.745	3.046	54.360	2954.962	32.893	1081.959
Franklin, Pamela R	14.070	60	Finance	Finance	0	1	0	48.112	2314.796	10.455	109.303	503.005	253013.538	58.567	3430.108
Gilbert, Ronald J	44.222	75	Finance	Finance	0	0	0	65.858	4337.215	2.847	8.103	187.468	35144.413	68.704	4720.255
Green, Debra D	23.500	75	Finance	Finance	0	1	0	53.808	2895.324	16.630	276.561	894.838	800735.146	70.438	4961.562
Hostettler, Joy	14.060	75	Finance	Finance	0	1	0	71.227	5073.342	15.611	243.702	1111.928	1236383.814	86.838	7540.900
Jenkins, Julie	18.230	75	Finance	Finance	0	1	0	27.460	754.067	3.915	15.328	107.509	11558.154	31.375	984.412
Lackey, Sharon R	29.744	75	Finance	Finance	0	1	0	39.860	1588.841	10.663	113.700	425.031	180651.051	50.523	2552.603
Massey, Bethany D	11.890	75	Finance	Finance	0	1	0	23.110	534.053	3.205	10.275	74.077	5487.448	26.315	692.483
Moore, Rhonda G	12.750	60	Finance	Finance	0	1	0	59.003	3481.323	5.795	33.576	341.893	116890.542	64.797	4198.685
Moss, Deborah	14.080	75	Finance	Finance	0	1	0	52.567	2763.302	2.764	7.642	145.316	21116.650	55.332	3061.576
Saddler, Labraunya S	13.880	75	Finance	Finance	1	1	0	30.512	931.002	4.874	23.756	148.716	22116.524	35.386	1252.190
Shehane, Linda N	18.650	75	Finance	Finance	0	1	0	68.214	4653.109	36.868	1359.286	2514.936	6324904.496	105.082	11042.267
Statham, Joette D	14.070	75	Finance	Finance	0	1	0	35.997	1295.803	7.849	61.612	282.554	79836.671	43.847	1922.522
Bragg, Redonnica L	11.539	75	Election	Election	1	1	0	36.263	1315.006	3.148	9.910	114.154	13031.131	39.411	1553.224
Harris, Lynn D	33.330	75	Election	Election	0	1	0	62.334	3885.558	33.784	1141.329	2105.873	4434700.510	96.118	9238.633
Huddleston, Virginia J	10.420	75	Election	Election	0	1	1	73.315	5375.099	13.995	195.847	1026.009	1052694.945	87.310	7622.964
Johnson, Cora M	14.080	75	Election	Election	0	1	0	72.581	5267.976	20.027	401.097	1453.605	1121967.362	92.608	8576.282
Keyes, Esther M	17.745	75	Election	Election	0	1	0	56.244	3163.369	11.852	140.471	666.605	444362.255	68.096	4637.050
Maynard, Margaret Y	8.570	75	Election	Election	0	1	1	73.677	5428.258	7.975	63.606	587.597	345270.249	81.652	6667.058
McCleskey, Kathryn H	12.236	75	Election	Election	0	1	0	53.866	2901.519	4.222	17.825	227.417	51718.393	58.088	3374.178
Sutherland, Martha A	28.730	75	Election	Election	0	1	0	58.827	3460.663	27.033	730.776	1590.274	2528970.687	85.860	7371.987
Churchwell, Charles J	13.504	80	Judicial Commissioners	Judicial Commissioners	0	0	1	70.184	4925.732	6.712	45.055	471.095	221930.631	76.896	5912.978
Gardner, Grant	18.260	80	Judicial Commissioners	Judicial Commissioners	0	0	0	64.871	4208.277	3.099	9.602	201.012	40405.807	67.970	4619.902
Hale, David A	19.464	80	Judicial Commissioners	Judicial Commissioners	0	0	0	53.989	2914.817	9.301	86.515	502.172	252176.758	63.290	4005.676
Hankins, James	24.356	80	Judicial Commissioners	Judicial Commissioners	0	0	0	52.515	2757.832	11.970	143.278	628.598	395135.667	64.485	4158.306
Marsh, Roger T	13.500	80	Judicial Commissioners	Judicial Commissioners	0	0	1	56.600	3203.560	1.425	2.030	80.636	6502.103	58.025	3366.861
Murphy, Joseph B	18.260	80	Judicial Commissioners	Judicial Commissioners	0	0	0	50.225	2522.516	1.425	2.030	71.553	5119.823	51.649	2667.652
Phillips III, Givens M	18.264	80	Judicial Commissioners	Judicial Commissioners	0	0	0	34.685	1203.044	5.142	26.445	178.366	31814.456	39.827	1586.222
Swindell, Stacy B	18.264	80	Judicial Commissioners	Judicial Commissioners	0	1	0	41.627	1732.840	4.449	19.796	185.213	34304.006	46.077	2123.063
Tuggle, James Patrick	13.500	70	Trustee	Trustee	0	0	1	58.948	3474.860	2.359	5.564				

Regression Data

Lasater, Doylene	19.285	70	Trustee	Trustee	0	1	0	65.603	4303.719	20.110	404.396	1319.244	1740405.090	85.712	7346.603
Phagan, Janie	16.780	70	Trustee	Trustee	0	1	0	66.110	4370.478	5.468	29.904	361.520	130696.591	71.578	5123.422
Winfree, Glenda	22.625	70	Trustee	Trustee	0	1	0	68.342	4670.693	23.778	565.397	1625.053	2640796.498	92.121	8486.195
Allen, Sara Amanda	13.010	80	WEMA	WEMA	0	1	0	28.584	817.020	9.611	9.271	274.715	75468.571	38.195	1458.821
Andrews, Christopher T	17.420	80	WEMA	WEMA	0	0	0	30.967	958.963	4.315	18.620	133.625	17855.710	35.282	1244.833
Bowling, Windford L	21.136	80	WEMA	WEMA	0	0	0	39.337	1547.398	16.570	274.560	651.808	424854.287	55.907	3125.576
Braaksma-Cole, Dorothy	10.850	80	WEMA	WEMA	0	1	0	60.340	3640.883	9.323	86.924	562.565	316478.956	69.663	4852.935
Brooks, Edward	9.470		WEMA	WEMA	0	0	1	27.058	732.110	1.789	3.201	48.407	2343.242	28.847	832.125
Cooper, Joey	21.136	80	WEMA	WEMA	0	0	0	42.844	1835.594	20.737	430.023	888.452	789347.014	63.581	4042.521
Gates, Wanda F	9.470		WEMA	WEMA	0	1	1	51.266	2628.177	2.249	5.059	115.313	13297.049	53.515	2863.863
Heckman, Grayson M	20.030	80	WEMA	WEMA	0	0	0	40.038	1603.070	5.756	33.133	230.467	53115.204	45.795	2097.138
Herron, Robert D	21.136	80	WEMA	WEMA	0	0	0	52.838	2791.892	21.710	471.306	1147.099	1315836.111	74.548	5557.396
Jewell, John	26.869	80	WEMA	WEMA	0	0	0	66.008	4357.085	2.400	5.760	158.420	25096.810	68.408	4679.684
Keel, Nicholas	9.470		WEMA	WEMA	0	0	1	20.222	408.926	2.441	5.959	49.364	2436.769	22.663	513.612
Lafever, Dana	9.470		WEMA	WEMA	0	1	1	36.526	1334.151	1.315	1.729	48.034	2307.287	37.841	1431.949
Adsmnd Jr., William E	14.430	40	Road Department	Road Department	0	0	0	26.984	728.113	4.874	23.756	131.517	17296.758	31.858	1014.902
Agee, Chad	9.260		Road Department	Road Department	0	0	1	19.600	384.160	2.093	4.381	41.026	1683.112	21.693	470.593
Alley, Brian M	9.260		Road Department	Road Department	0	0	1	19.800	392.040	2.093	4.381	41.444	1717.637	21.893	479.310
Alley, Robert M	15.310	40	Road Department	Road Department	0	0	0	49.945	2494.524	9.458	89.445	472.358	223122.544	59.403	3528.685
Anderson II, Randy L	14.430	40	Road Department	Road Department	0	0	0	21.800	475.240	4.088	16.709	89.111	7940.812	25.888	670.172
Anderson, Randy L	15.250	40	Road Department	Road Department	0	0	0	50.989	2599.882	18.203	331.340	928.140	861444.312	69.192	4787.503
Armistead, Ronald L	14.900	40	Road Department	Road Department	0	0	0	49.493	2449.572	14.359	260.178	710.667	505048.160	63.852	4077.085
Beard, Winston R	14.430	40	Road Department	Road Department	1	0	0	41.575	1728.509	1.192	1.420	49.549	2455.073	42.767	1829.027
Binion, John T	14.900	40	Road Department	Road Department	0	0	0	52.304	2735.720	4.088	16.709	213.802	45711.297	56.392	3180.033
Bowen, Kenny J	18.030	40	Road Department	Road Department	0	0	0	48.192	2322.448	28.214	796.013	1359.668	1848698.105	76.405	5837.797
Bowman, Jody R	15.660	40	Road Department	Road Department	0	1	0	36.879	1360.094	14.362	206.257	529.650	280528.651	51.241	2625.650
Cherry, Phyllis Ann	14.310	40	Road Department	Road Department	0	1	0	58.189	3385.965	6.255	39.122	363.960	132467.242	64.444	4153.008
Clark, Walter E	15.250	40	Road Department	Road Department	1	0	0	56.912	3239.013	10.953	119.978	623.385	388608.740	67.866	4605.760
Cooper, Tommy L	16.810	40	Road Department	Road Department	0	0	0	45.858	2102.913	14.751	217.583	676.430	457557.598	60.608	3673.256
Cooper, Tommy L	14.430		Road Department	Road Department	0	0	1	23.479	551.285	7.115	50.624	167.058	27908.345	30.595	936.025
Dickson, Joshua E	14.430	40	Road Department	Road Department	0	0	0	22.175	491.746	3.819	14.586	84.692	7172.664	25.995	675.715
Everett, John Mikell	14.430	40	Road Department	Road Department	0	0	0	52.701	2777.434	6.063	36.760	319.529	102098.863	58.764	3453.253
Gann, Paul D	14.430	40	Road Department	Road Department	0	0	0	63.575	4041.824	26.277	690.466	1670.551	2790740.594	89.852	8073.292
Geer, Dwight David	14.470	40	Road Department	Road Department	0	0	0	46.756	2186.139	6.178	38.169	288.863	83442.079	52.934	2802.034
Goins, Michael E	18.030	40	Road Department	Road Department	0	0	0	49.389	2439.277	27.847	775.432	1375.316	1891493.148	77.236	5965.340
Granstaff, Buddy L	14.430	40	Road Department	Road Department	0	0	0	68.416	4680.809	7.214	52.037	493.536	243577.357	75.630	5719.918
Graves, Bryan S	14.430	40	Road Department	Road Department	0	0	0	37.192	1383.229	12.948	167.649	481.557	231897.279	50.140	2513.992
Grooms, Michael R	14.900	40	Road Department	Road Department	1	0	0	53.359	2847.173	3.819	14.586	203.787	41529.205	57.178	3269.333
Hall, James R	14.430	40	Road Department	Road Department	0	0	0	57.438	3299.165	5.181	26.841	297.578	88552.603	62.619	3921.161
Hamblen, Hilton L	14.430	40	Road Department	Road Department	0	0	0	66.748	4455.288	17.167	294.710	1145.870	1313018.526	83.915	7041.739
Harris, Kenneth B	14.430	40	Road Department	Road Department	0	0	0	57.682	3327.235	20.964	439.505	1209.272	1462337.786	78.647	6185.284
Hemontolor, David	18.030	40	Road Department	Road Department	0	0	0	56.055	3142.140	25.945	673.154	1454.353	2115143.120	82.000	6724.200
Hight II, Michael E	14.430	40	Road Department	Road Department	0	0	0	38.211	1460.077	6.044	36.528	230.941	53333.632	44.255	1958.487
Horne, Robert C	15.880	40	Road Department	Road Department	0	0	0	41.225	1699.472	14.285	204.059	588.891	346793.092	55.510	3081.314
Huffine, Glenn H	14.750	40	Road Department	Road Department	0	0	0	74.416	5537.806	25.279	639.051	1881.207	3538938.970	99.696	9939.271
Ingram, Jeffery T	15.250	40	Road Department	Road Department	0	0	0	38.874	1511.186	13.255	175.690	515.267	265499.586	52.129	2717.408
Jernigan, John K	18.030	40	Road Department	Road Department	0	0	0	48.011	2305.052	14.323	205.157	687.675	472896.597	62.334	3885.558
Jones, George T	14.430	40	Road Department	Road Department	0	0	0	42.641	1818.263	14.362	206.257	612.396	375029.145	57.003	3249.312
Kirby, Travis J	15.880	40	Road Department	Road Department	0	0	0	68.619	4708.592	15.110	228.300	1036.808	1074969.960	83.729	7010.506
Kirkendoll, Antonio J	14.430	40	Road Department	Road Department	1	0	0	24.948	622.400	4.663	21.744	116.333	13533.276	29.611	876.809
Lasater, Tyler R	9.260		Road Department	Road Department	0	0	1	19.373	375.298	2.093	4.381	40.550	1644.284	21.466	460.779
Lee, Stephen Michael	14.760	40	Road Department	Road Department	0	0	0	27.841	775.127	7.290	53.150	202.973	41198.051	35.132	1234.223
Mallory Jr., Charles G	14.430	40	Road Department	Road Department	0	0	0	41.586	1729.420	6.942	48.198	288.711	83354.315	48.529	2355.041
Mann, Billy	9.260		Road Department	Road Department	0	0	1	19.534	381.587	2.093	4.381	40.888	1671.838	21.627	467.744
Mann, Bobby J	14.430	40	Road Department	Road Department	0	0	0	47.948	2299.005	10.896	118.720	522.436	272938.911	58.844	3462.597
Manning, Danny K	18.030	40	Road Department	Road Department	1	0	0	49.956	2495.618	31.110	967.807	1554.116	2415275.746	81.066	6571.656
Manning, Justin P	9.260		Road Department	Road Department	1	0	1	18.942	358.817	1.997	3.989	37.833	1431.338	20.940	438.472
McFarlin, Paul Emery	15.310	40	Road Department	Road Department	0	0	0	37.345	1394.664	7.997	63.956	298.659	89197.394	45.342	2055.939
Moghadam, Abol H	14.430	40	Road Department	Road Department	0	0	0	61.575	3791.523	17.033	290.119	1048.805	1099992.383	78.608	6179.252
Murphy, Stephen V	22.860	40	Road Department	Road Department	0	0	0	44.710	1998.947	19.214	369.166	859.037	737943.828	63.923	4086.187
Perrin, William R	12.780	40	Road Department	Road Department	0	0	0	50.438	2544.028	10.885	118.482	549.018	301420.822	61.323	3760.546
Perry, Anthony D	18.030	40	Road Department	Road Department	0	0	0	55.312	3059.454	33.230	1104.242	1838.036	3378377.300	88.542	7839.768
Reasonover, Billy D	14.430	40	Road Department	Road Department	0	0	0	26.937	725.601	3.263	10.647	87.896	7725.664	30.200	912.040
Sanders, Euel L	18.030	40	Road Department	Road Department	0	0	0	72.929	5318.605	27.888	777.722	2033.813	4136397.275	100.816	10163.954
Scay, Bobby J	12.230		Road Department	Road Department	0	0	1	67.370	4538.698	2.093	4.381	141.015	19885.308	69.463	4825.110
Shrum, Jimmy W	16.580	40	Road Department	Road Department	0	0	0	54.266	2944.772	17.121	293.113	929.059	863151.431	71.386	5096.004
Silcox, Christopher Ray	14.430	40	Road Department	Road Department	0	0	0	44.551	1984.764	5.277	27.844	235.081	55263.146	49.827	2482.770
Sloan Jr., Willie E	14.430	40	Road Department	Road Department	0	0	0	60.827	3699.972	25.279	639.051	1537.683	2364469.847	86.107	7414.389
Smith, Robert Stephen	14.430	40	Road Department	Road Department	0	0	0	21.786	474.643	2.189	4.792	47.691	2274.442	23.975	574.817
Spangler, William D	14.430	40	Road Department	Road Department	0	0	0	33.668	1120.140	11.345	128.714	379.707	144177.354	44.814	2008.268
Stoner, Hugh B	14.430	40	Road Department	Road Department	0	0	0	64.170	4117.771	11.145	124.216	715.186	511491.456	75.315	5672.360
Swack, Jerry Wayne	14.430	40	Road Department	Road Department	0	0	0	55.247	3052.184	2.247	5.047	124.116	15404.681	57.493	3305.462
Thompson, Roger W	18.030	40	Road Department	Road Department	0	0	0	48.868	2388.130	15.299	234.048	747.621	558937.163	64.167	4117.420
Upchurch, Ricky Wayne	12.300	40	Road Department	Road Department	0	0	0	37.230	1386.083	2.266	5.134	84.354	7115.650	39.496	1559.925
Vantrease, Barry G	14.430	40	Road Department	Road Department	0	0	0	42.403	1797.992	13.274	176.198	562.853	316803.281	55.677	3099.896
Vaught, Jerry L	14.430	40	Road Department	Road Department	0	0	0	55.915	3126.495	9.918	98.363	554.555	307531.166	65.833	4333.968
Wyatt Jr., William F	14.430	40	Road Department	Road Department	0	0	0	52.030	2707.135	9.225	85.094	479.960	230361.789		

Regression Data

Bennett Jr., Robert C	10.190	92	WEMA	WEMA	0	0	0	35.277	1244.446	4.471	19.992	157.730	24878.878	39.748	1579.899
Bilbrey, Terry W	12.240	92	WEMA	WEMA	0	0	0	43.655	1905.741	21.348	455.735	931.940	868512.464	65.003	4225.356
Blem, Timothy	9.640		WEMA	WEMA	0	0	1	29.375	862.911	1.805	3.260	53.037	2812.879	31.181	972.244
Blythe, Dorman O	12.240	92	WEMA	WEMA	0	0	0	60.326	3639.230	21.712	471.425	1309.819	1715624.608	82.038	6730.292
Bolton, Jason C	9.860		WEMA	WEMA	0	0	0	35.989	1295.211	2.052	4.211	73.851	5454.042	38.041	1447.125
Bradford, ??? James	10.190	92	WEMA	WEMA	0	0	0	31.693	1004.456	6.063	36.760	192.156	36923.931	37.756	1425.528
Brogan, Kevin D	8.350		WEMA	WEMA	0	0	1	24.693	609.752	3.334	11.117	82.333	6778.732	28.027	785.535
Brooks, Derrick W	10.190	92	WEMA	WEMA	0	0	0	30.964	958.793	6.038	36.462	186.974	34959.268	37.003	1369.203
Butrum, Jessie L	10.190	92	WEMA	WEMA	0	0	0	37.929	1438.591	8.860	78.504	336.059	112935.832	46.789	2189.214
Carson, Randal Keith	10.190	92	WEMA	WEMA	0	0	0	36.679	1345.382	3.540	12.530	129.835	16857.182	40.219	1617.582
Clark, Danny R	12.240	92	WEMA	WEMA	0	0	0	34.000	1156.000	11.792	139.046	400.921	160737.286	45.792	2096.887
Clinard, Eric D	12.240	92	WEMA	WEMA	0	0	0	33.523	123.811	11.216	125.808	376.012	141384.941	44.740	2001.643
Collins, Daniel Rush	7.250		WEMA	WEMA	0	0	1	47.975	2301.633	1.805	3.260	86.618	7502.764	49.781	2478.130
Collins, Joshua	9.860		WEMA	WEMA	0	0	0	27.490	755.723	1.748	3.055	48.052	2308.969	29.238	854.881
Cooper, Shannon L	12.140	92	WEMA	WEMA	0	1	0	31.156	970.707	4.882	23.836	152.110	23137.565	36.038	1298.763
Copas, James R	10.190		WEMA	WEMA	0	0	0	29.058	844.340	5.816	33.831	169.011	28564.839	34.874	1216.194
Cothern, Hilary Ann	9.640		WEMA	WEMA	0	1	1	29.800	888.040	6.696	44.835	199.538	39815.228	36.496	1331.950
Cowan, Daniel L	10.190	92	WEMA	WEMA	0	0	0	33.984	1154.882	15.088	227.638	512.733	262894.930	49.071	2407.986
Cowan, Donald W	10.190	92	WEMA	WEMA	0	0	0	42.978	1847.116	22.047	486.051	947.520	897793.254	65.025	4228.206
Cowan, Lora Leigh	10.190	92	WEMA	WEMA	0	1	0	28.978	839.729	5.573	31.054	161.483	26076.869	34.551	1193.750
Cross, David J	12.240	92	WEMA	WEMA	0	0	0	52.099	2714.267	21.611	467.034	1125.901	1267653.861	73.710	5433.104
Cross, Joshua A	10.190	92	WEMA	WEMA	0	0	0	30.638	938.709	5.216	27.211	159.823	25543.422	35.855	1285.566
Culbertson, Michael R	9.860	92	WEMA	WEMA	0	0	0	22.458	504.341	3.860	14.902	86.692	7515.544	26.318	692.627
Davis, Michael D	8.900		WEMA	WEMA	0	0	0	34.548	1193.561	4.337	18.809	149.834	22450.217	38.885	1512.038
Dillehay, David C	12.240	92	WEMA	WEMA	0	0	0	37.951	1440.254	12.841	164.894	487.328	237488.954	50.792	2579.805
Douglas, Kevin Leon	8.350		WEMA	WEMA	0	0	1	27.532	757.984	5.723	32.756	157.571	24828.536	33.255	1105.881
Dyer, Brent N	12.140	92	WEMA	WEMA	0	0	0	29.227	854.241	10.071	101.430	294.356	86645.410	39.299	1544.382
Eakes, Carolyn S	12.240	92	WEMA	WEMA	0	1	0	62.400	3893.760	28.649	820.783	1787.717	3195933.003	91.049	8289.978
Eldridge, Eric	12.240	92	WEMA	WEMA	0	0	0	34.523	1191.857	11.723	137.435	404.726	163803.485	46.247	2138.746
Eldridge, Raina K	11.580	92	WEMA	WEMA	0	1	1	32.786	1074.942	3.849	14.817	126.205	15927.653	36.636	1342.168
Emerton, James K	9.640		WEMA	WEMA	0	0	1	38.814	1506.503	2.427	5.892	94.216	8876.705	41.241	1700.828
Erlewine, Jason	11.800	92	WEMA	WEMA	0	0	0	32.145	1033.314	1.764	3.113	56.716	3216.758	33.910	1149.860
Farrington, Kyle	9.640	92	WEMA	WEMA	0	0	0	24.258	588.428	1.271	1.616	30.837	950.919	25.529	651.718
Felts, Gary B	11.580		WEMA	WEMA	0	0	1	29.375	862.911	4.559	20.784	133.919	17934.398	33.934	1151.533
Felts, Tamara H	12.240	92	WEMA	WEMA	0	1	0	43.967	1933.108	17.205	296.029	756.475	572255.086	61.173	3742.087
Fox, Stephen H	12.690	92	WEMA	WEMA	0	0	0	43.622	1902.872	19.578	383.301	854.033	729373.206	63.200	3994.240
Fresen, David C	12.240	92	WEMA	WEMA	0	0	0	36.400	1324.960	13.107	171.789	477.089	227614.215	49.507	2450.928
Gibson, Cory A	11.910		WEMA	WEMA	0	0	0	28.904	835.448	2.627	6.903	75.943	5767.275	31.532	994.236
Grissom, Joel D	12.140	92	WEMA	WEMA	0	0	0	36.707	1347.393	9.693	93.957	355.805	126597.213	46.400	2152.960
Guthrie Jr., Gerald R	8.900		WEMA	WEMA	0	0	0	35.342	1249.090	4.337	18.809	153.280	23494.694	39.679	1574.459
Guthrie, Deanna R	10.190		WEMA	WEMA	0	1	0	51.636	2666.237	4.337	18.809	223.943	50150.450	55.973	3132.932
Guthrie, Gerald Richard	10.190	92	WEMA	WEMA	0	0	0	56.014	3137.534	5.852	34.247	327.795	107449.715	61.866	3827.371
Haney, Richard P	10.080	92	WEMA	WEMA	0	0	0	56.488	3190.857	22.501	506.312	1271.050	1615568.060	78.989	6239.269
Harmon, Andrew D	8.900	92	WEMA	WEMA	0	0	0	33.515	1123.260	5.584	31.176	187.133	35018.928	39.099	1528.703
Harmon, Jennifer R	10.190	92	WEMA	WEMA	0	1	0	31.236	975.664	5.586	31.207	174.492	30447.307	36.822	1355.854
Harrington, James Mark	9.860		WEMA	WEMA	0	0	0	32.630	1064.726	2.052	4.211	66.959	4483.485	34.682	1202.854
Heckman, Lisa	12.140	92	WEMA	WEMA	0	1	0	39.189	1535.781	15.797	249.553	619.079	383259.405	54.986	3023.493
Hendricks, James	10.190	92	WEMA	WEMA	0	0	0	39.104	1529.131	9.819	96.416	383.970	147433.127	48.923	2393.488
Herrington, David C	10.190		WEMA	WEMA	0	0	1	43.181	1864.583	2.178	4.744	94.051	8845.662	45.359	2057.430
Heslep, Matthew	9.640		WEMA	WEMA	0	0	1	23.200	538.240	1.805	3.260	41.887	1754.531	25.005	625.274
Hicks, Robert A	10.190	92	WEMA	WEMA	0	0	0	27.395	750.460	6.696	44.835	183.431	33646.824	34.090	1162.156
Hobbs, Jeremy L	12.240	92	WEMA	WEMA	0	0	0	31.416	986.993	10.359	107.307	325.440	105911.111	41.775	1745.179
Hopkins, Bradley	10.080	92	WEMA	WEMA	0	0	0	22.112	488.955	3.490	12.183	77.181	5956.924	25.603	655.500
Horne, Jason	9.740	92	WEMA	WEMA	0	0	0	25.608	655.781	1.682	2.830	43.078	1855.709	27.290	744.767
Horne, Jason M	9.650		WEMA	WEMA	0	0	0	25.460	648.226	1.682	2.830	42.829	1834.329	27.142	736.713
Howard, Brandon L	9.960		WEMA	WEMA	0	0	0	46.737	2184.346	2.216	4.913	103.590	10730.815	48.953	2396.438
Jarrett, Andrew	9.860	92	WEMA	WEMA	0	0	0	24.992	624.589	2.175	4.732	54.366	2955.627	27.167	738.053
Jeans, Joshua	9.640		WEMA	WEMA	0	0	1	33.227	1104.060	2.874	8.260	95.495	9119.224	36.101	1303.309
Johnson, Michael D	10.530	92	WEMA	WEMA	0	0	0	59.000	3481.000	29.677	880.707	1750.926	3065741.953	88.677	7863.559
Kaiser, Alan B	12.690	92	WEMA	WEMA	0	0	0	49.956	2495.618	15.830	250.593	790.813	625385.083	65.786	4327.837
Kendle, Matthew D	10.080	92	WEMA	WEMA	0	0	0	30.767	946.616	5.093	25.940	156.702	24555.390	35.860	1285.959
Klunk, Amber L	11.910	92	WEMA	WEMA	0	1	0	33.312	1109.711	4.310	18.573	143.562	20610.176	37.622	1415.409
Klunk, Michael	12.140	92	WEMA	WEMA	0	0	0	44.951	2020.564	8.742	76.431	392.980	154433.142	53.693	2882.954
Knox, John B	10.190	92	WEMA	WEMA	0	0	0	35.342	1249.090	6.696	44.835	236.649	56002.881	42.038	1767.223
Lawson, Richard B	8.800	92	WEMA	WEMA	0	0	0	39.181	1535.137	3.490	12.183	136.757	18702.524	42.671	1820.834
Liddell, Dustin	10.190	92	WEMA	WEMA	0	0	0	28.082	788.609	4.337	18.809	121.792	14833.311	32.419	1051.003
Lorden, Scott T	12.240	92	WEMA	WEMA	0	0	0	39.342	1547.830	11.792	139.046	463.918	215219.663	51.134	2614.711
Luffman Jr., James R	9.640		WEMA	WEMA	0	0	1	45.910	2107.690	10.079	101.595	462.744	214131.548	55.989	3134.773
McNabb, Adrian D	12.140	92	WEMA	WEMA	0	0	0	35.104	1232.299	11.216	125.808	393.743	155033.614	46.321	2145.593
Means, David L	9.640	92	WEMA	WEMA	0	0	0	39.679	1574.459	1.929	3.720	76.532	5857.212	41.608	1731.244
Miller, Brandy D	10.190		WEMA	WEMA	0	1	0	28.000	784.000	6.945	48.236	194.466	37816.929	34.945	1221.167
Miller, Nicole S	10.190		WEMA	WEMA	0	1	1	33.553	1125.832	5.710	32.599	191.576	36701.466	39.263	1541.584
Morgan, Robert	8.900		WEMA	WEMA	0	0	1	52.216	2726.556	11.071	122.572	578.100	334200.014	63.288	4005.329
Morgan, Sonia	8.900		WEMA	WEMA	0	1	1	47.734	2278.558	7.282	53.030	347.610	120832.669	55.016	3026.808
Morris, Jeremy W	9.640		WEMA	WEMA	0	0	1	27.666	765.394	2.096	4.393	57.984	3362.189	29.762	885.755
Mullin, John L	12.140		WEMA	WEMA	0	0	0	33.934	1151.533	4.337	18.809	147.172	21659.704	38.271	1464.687
Murray, Michael S	12.140	92	WEMA	WEMA	0	0	0	45.512	2071.372	21.663	469.286	985.934	972066.250	67.175	4512.527
Null, Anthony W	12.020	92	WEMA	WEMA	0	0	0	32.616	1063.832	3.805	14.482	124.121	15406.069	36.422	1326.55

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Page, Jeremy D	10.190	92	WEMA	WEMA	0	0	0	27.564	759.795	4.337	18.809	119.546	14291.331	31.901	1017.697
Park, Brandie R	12.140	92	WEMA	WEMA	0	1	0	35.219	1240.391	7.427	55.166	261.587	68427.668	42.647	1818.730
Pierce, Charles W	10.530	92	WEMA	WEMA	0	0	0	51.203	2621.721	20.044	401.755	1026.299	1053290.249	71.247	5076.074
Pingitore, Kyle T	9.640		WEMA	WEMA	0	0	1	25.978	674.861	1.805	3.260	46.903	2199.881	27.784	771.926
Pruynski, Betsy	7.250		WEMA	WEMA	0	1	1	23.068	532.155	1.805	3.260	41.650	1734.697	24.874	618.715
Reeder, John	9.640		WEMA	WEMA	0	0	1	28.085	788.763	1.805	3.260	50.707	2571.176	29.890	893.437
Rogers, Michael	10.190	92	WEMA	WEMA	0	0	0	54.501	2970.399	26.545	704.648	1446.750	2093085.742	81.047	6568.547
Rosenberry, Keith R	8.350		WEMA	WEMA	0	0	1	37.482	1404.915	3.836	14.712	143.767	20669.040	41.318	1707.161
Rury, Ronald N	9.640		WEMA	WEMA	0	0	1	39.679	1574.459	3.353	11.245	133.062	17705.510	43.033	1851.828
Santini, Clarence J	12.140	92	WEMA	WEMA	0	0	0	42.140	1775.757	10.786	116.344	454.532	206599.143	52.926	2801.164
Sebastian, Jennifer	11.580		WEMA	WEMA	0	1	1	35.030	1227.110	1.805	3.260	63.246	4000.081	36.836	1356.863
Smith, Nancy	12.140	92	WEMA	WEMA	0	0	0	37.732	1423.667	8.575	73.536	323.561	104691.457	46.307	2144.324
Spears Jr., Phillip R	10.190	92	WEMA	WEMA	0	0	0	26.688	712.232	6.734	45.350	179.721	32299.767	33.422	1117.025
Spears, Phillip R	12.690	92	WEMA	WEMA	0	0	0	48.822	2383.580	21.329	454.916	1041.311	1084329.256	70.151	4921.119
Steele, Dwayne	11.910	92	WEMA	WEMA	0	0	0	51.384	2640.270	2.874	8.260	147.675	21807.890	54.258	2943.880
Steele, Shane	12.020	92	WEMA	WEMA	0	0	0	28.345	803.451	3.688	13.599	104.528	10926.061	32.033	1026.105
Traver, Charles	8.350		WEMA	WEMA	0	0	1	49.868	2486.867	4.444	19.748	221.607	49109.834	54.312	2949.829
Taylor, Mark S	12.140	92	WEMA	WEMA	0	0	0	30.882	953.710	10.071	101.430	311.022	96734.526	40.953	1677.183
Tienter, Brian D	10.190	92	WEMA	WEMA	0	0	0	29.723	883.474	6.079	36.960	180.701	32652.961	35.803	1281.836
Vantrease, Jeremiah D	8.900		WEMA	WEMA	1	0	0	28.841	831.809	4.337	18.809	125.083	15645.866	33.178	1100.785
Versluis, Robert T	12.140	92	WEMA	WEMA	0	0	0	37.337	1394.051	11.216	125.808	418.788	175383.393	48.553	2357.435
Wegner, Karl	10.190	92	WEMA	WEMA	0	0	0	45.430	2063.897	7.819	61.140	355.226	126185.747	53.249	2835.490
Westbrook IV, Alonzo S	12.140	92	WEMA	WEMA	0	0	0	47.444	2250.918	26.074	679.852	1237.049	1530290.896	73.518	5404.868
Williams, Leanna Danene	9.640		WEMA	WEMA	0	1	1	32.942	1085.206	4.485	20.115	147.745	21828.497	37.427	1400.810
Workman, Anthony M	9.860		WEMA	WEMA	0	0	0	44.121	1946.623	1.929	3.720	85.098	7241.714	46.049	2120.539
Bane, Donna Filson	13.340	80	AG Center	AG Center	0	1	0	42.189	1779.915	5.016	25.165	211.639	44790.949	47.205	2228.357
Bradley, Mark A	9.060		AG Center	AG Center	1	0	0	47.901	2294.541	4.427	19.602	212.078	44977.245	52.329	2738.300
Crockett, Benton Alan	7.880		AG Center	AG Center	0	0	1	21.978	483.036	2.129	4.532	46.786	2188.950	24.107	581.140
Davis, J. Truitt	11.040		AG Center	AG Center	0	0	1	75.164	5649.685	18.129	328.652	1362.638	1856781.244	93.293	8703.612
Davis, Randy	12.460	80	AG Center	AG Center	0	0	0	53.600	2872.960	14.022	196.614	751.575	564864.672	67.622	4572.724
Ferguson, Brian K	7.620		AG Center	AG Center	1	0	0	30.907	955.233	2.036	4.144	62.914	3958.233	32.942	1085.206
Hamblin, Horris Terry	7.880		AG Center	AG Center	0	0	1	74.551	5557.805	3.205	10.275	238.971	57106.990	77.756	6046.021
Jackson, Judy B	7.800		AG Center	AG Center	1	1	0	48.805	2381.975	4.164	17.342	203.245	41308.423	52.970	2805.806
Mobley, Martin David	7.880		AG Center	AG Center	0	0	1	19.112	365.281	3.090	9.551	59.065	3488.668	22.203	492.962
Nixon, Ray D	11.690		AG Center	AG Center	0	0	1	65.718	4318.830	7.233	52.315	475.329	225937.473	72.951	5321.802
Poston, Chrystal S	12.860		AG Center	AG Center	0	1	1	38.696	1497.372	7.559	57.137	292.499	85555.387	46.255	2139.506
Robinson, Matthew D	7.880		AG Center	AG Center	0	0	1	20.334	413.482	2.074	4.301	42.173	1778.534	22.408	502.128
Skeen Jr., John G	11.470	70	AG Center	AG Center	0	0	0	68.978	4757.976	11.022	121.483	760.271	578011.617	80.000	6400.000
Tomlinson, Larry	22.710	80	AG Center	AG Center	0	0	0	63.953	4090.041	10.518	110.624	672.650	452457.828	74.471	5545.965
Whittington, Vickie L	7.420		AG Center	AG Center	0	1	1	41.449	1718.046	3.910	15.285	162.050	26260.134	45.359	2057.430
Alexander, James H	15.668	80	Building maintenance	Building maintenance	1	0	0	71.879	5166.656	15.556	241.994	1118.169	1250300.955	87.436	7644.987
Bell, Mary L	10.695		Building maintenance	Building maintenance	1	1	0	62.000	3844.000	9.838	96.793	609.978	372073.261	71.838	5160.749
Cox, Dorothy E	12.699	80	Building maintenance	Building maintenance	0	1	0	63.063	3976.944	15.233	232.041	960.631	922812.135	78.296	6130.246
Crook, Phillip W	14.840		Building maintenance	Building maintenance	0	0	0	61.844	3824.660	6.625	43.886	409.694	167849.363	68.468	4687.935
Davis, Billy	12.921	80	Building maintenance	Building maintenance	0	0	0	42.890	1839.587	13.907	193.400	596.470	355777.036	56.797	3225.929
Harris Jr., Harry	10.422		Building maintenance	Building maintenance	1	0	1	73.562	5411.315	9.304	86.566	684.426	468438.396	82.866	6866.733
Jobe, Joe W	11.097	80	Building maintenance	Building maintenance	1	0	0	62.419	3896.154	10.512	110.509	656.171	430560.278	72.932	5319.005
Martin, John Earl	11.540	80	Building maintenance	Building maintenance	0	0	0	57.367	3290.987	2.688	7.224	154.184	23772.696	60.055	3606.578
Payne, Arron Edward	11.540	80	Building maintenance	Building maintenance	0	0	0	25.255	637.805	3.647	13.298	92.094	8481.215	28.901	835.289
Perry, Joseph B	9.264		Building maintenance	Building maintenance	0	0	1	83.921	7042.658	9.307	86.617	781.036	610017.068	93.227	8691.348
Reedy, Janice F	11.172	80	Building maintenance	Building maintenance	1	1	0	51.082	2609.390	8.252	68.096	421.533	177690.109	59.334	3520.553
Vastola III, August	15.222	80	Building maintenance	Building maintenance	0	0	0	60.847	3702.306	17.992	323.704	1094.738	1198451.830	78.838	6215.486
Waters, James L	9.000		Building maintenance	Building maintenance	1	0	1	57.910	3353.521	1.890	3.574	109.473	11984.321	59.800	3576.040
Winfree, Joe K	17.787	80	Building maintenance	Building maintenance	0	0	0	70.605	4985.134	11.849	140.406	836.627	699944.020	82.455	6798.793
Anderson, Elizabeth Anne	13.370	80	Sheriffs Department	Sheriff	0	1	0	24.742	612.190	4.874	23.756	14542.937	29.616	877.133	
Apple, James E	21.360	80	Sheriffs Department	Sheriff	0	0	0	59.118	3494.915	24.359	593.356	1440.045	2073729.664	83.477	6968.362
Bates, David E	13.000	80	Sheriffs Department	Sheriff	0	0	0	62.885	3954.515	3.167	10.031	199.164	39666.431	66.052	4362.874
Bates, Emy Renee	18.580	80	Sheriffs Department	Sheriff	0	1	0	37.934	1439.007	7.403	54.801	280.817	78858.386	45.337	2055.442
Beasley, Roger K	18.580	80	Sheriffs Department	Sheriff	0	0	0	33.989	1155.255	12.942	167.507	439.902	193513.770	46.932	2202.566
Beatty, Nathan	13.370	80	Sheriffs Department	Sheriff	0	0	0	23.175	537.096	2.647	7.004	61.335	3762.018	25.822	666.771
Begarly, Hershel D	18.580	80	Sheriffs Department	Sheriff	0	0	0	54.304	2948.936	23.049	531.271	1251.673	1566684.126	77.353	5983.552
Bennett, Thomas D	18.580	80	Sheriffs Department	Sheriff	0	0	0	40.526	1642.359	10.685	114.168	433.018	187504.438	51.211	2622.562
Blankenship Jr., Carter	13.000	80	Sheriffs Department	Sheriff	0	0	0	63.175	3991.124	3.090	9.551	195.238	38117.787	66.266	4391.150
Boley, Eliza	13.370	80	Sheriffs Department	Sheriff	0	1	0	42.521	1807.997	1.205	1.453	51.258	2627.346	43.726	1911.965
Boston, Charles A	18.580	80	Sheriffs Department	Sheriff	0	0	0	46.079	2123.316	5.005	25.055	230.650	53199.307	51.085	2609.670
Bowman, Larry	31.090	80	Sheriffs Department	Sheriff	0	0	0	57.879	3350.031	24.822	616.128	1436.679	2064046.554	82.701	6839.517
Bridges II, Lee P	20.130	80	Sheriffs Department	Sheriff	0	0	0	33.764	1140.034	7.055	49.770	238.201	56739.615	40.819	1666.205
Brownlee, Joshua M	18.580	80	Sheriffs Department	Sheriff	0	0	0	32.030	1025.930	10.778	116.167	345.223	119179.230	42.808	1832.544
Buhler, Justin Corey	19.700	80	Sheriffs Department	Sheriff	0	0	8	31.827	1012.983	8.479	71.901	269.879	72834.610	40.307	1624.642
Byrd, Beverly Anne	17.660	80	Sheriffs Department	Sheriff	0	1	0	68.208	4652.361	20.208	408.372	1378.367	1899894.602	88.416	7817.467
Callis, Michael K	18.580	80	Sheriffs Department	Sheriff	0	0	0	31.118	968.318	10.682	114.109	332.406	110494.012	41.800	1747.240
Coggins, William E	19.040	80	Sheriffs Department	Sheriff	1	0	0	40.575	1646.358	7.205	51.919	292.365	85477.174	47.781	2283.007
Corn, Crystal Booker	13.080	80	Sheriffs Department	Sheriff	0	1	0	30.260	915.684	8.134	66.166	246.145	60587.130	38.395	1474.139
Costley, Sharron	19.040	80	Sheriffs Department	Sheriff	0	1	0	36.844	1357.468	3.877	15.029	142.833	20401.252	40.721	1658.163
Crow, Ronnie J	13.730		Sheriffs Department	Sheriff	0	0	1	60.934	3712.982	3.263	10.647	198.829	39533.083	64.197	4121.288
Curtis, Robin W	19.700	80	Sheriffs Department	Sheriff	0	1	0	39.526	1562.307	13.195	174.095	521.527	271990.392	52.721	2779.456
Daniel, Jonathan M	18.580	80	Sheriffs Department	Sheriff	0	0	0	31.526	993.890	6.962	48.464	219.473	48168.386	38.488	1481.301
Davis, Robert T	23.840	80	Sheriffs Department	Sheriff	0	0									

Regression Data

Fanning, Daniel V	18.580	80	Sheriffs Department	Sheriff	0	0	0	48.885	2389.737	6.496	42.197	317.551	100838.738	55.381	3067.035
Filson, Christopher S	18.580	80	Sheriffs Department	Sheriff	0	0	0	36.115	1304.298	15.471	239.359	558.745	312195.567	51.586	2661.146
Freeman, Johnnie W	21.360	80	Sheriffs Department	Sheriff	0	0	0	59.529	3543.674	20.236	409.480	1204.601	1451064.288	79.764	6362.357
Gatlin, Steven Kent	18.580	80	Sheriffs Department	Sheriff	0	0	0	41.304	1706.029	4.403	19.384	181.851	33069.875	45.707	2089.116
Goodall, Stephen H	18.580	80	Sheriffs Department	Sheriff	0	0	0	30.636	938.541	4.723	22.309	144.701	20938.330	35.359	1250.252
Graves, Barry	21.360	80	Sheriffs Department	Sheriff	0	0	0	48.701	2371.823	29.948	896.879	1458.506	2127239.624	78.649	6185.715
Hamblen, Donald H	25.710	80	Sheriffs Department	Sheriff	0	0	0	50.975	2598.486	32.203	1037.016	1641.546	2694672.239	83.178	6918.593
Harbaugh, Brian	20.130	80	Sheriffs Department	Sheriff	0	0	0	38.433	1477.086	6.282	39.466	241.443	58294.578	44.715	1999.437
Harrison, Robert H	21.360	80	Sheriffs Department	Sheriff	0	0	0	56.030	3139.376	10.501	110.279	588.393	346206.548	66.532	4426.441
Haskins, Gary	18.580	80	Sheriffs Department	Sheriff	0	0	0	52.847	2792.761	25.860	668.574	1366.627	1867669.130	78.707	6194.768
Haynes, Bradley	18.580	80	Sheriffs Department	Sheriff	0	0	0	25.052	627.605	1.729	2.989	43.309	175.684	26.781	717.212
Hearn, Joshua E	18.580	80	Sheriffs Department	Sheriff	0	0	0	33.414	1116.475	11.874	140.991	396.753	157413.214	45.288	2050.973
Hemontolor, Zachary A	18.580	80	Sheriffs Department	Sheriff	0	0	0	36.345	1320.974	13.501	182.287	490.710	240796.365	49.847	2484.681
Henson, Jason L	18.580	80	Sheriffs Department	Sheriff	0	0	0	32.236	1039.135	6.921	47.894	223.088	49768.313	39.156	1533.205
Hibbett, Thomas G	19.040	80	Sheriffs Department	Sheriff	0	0	0	41.877	1753.659	9.496	90.172	397.657	158130.828	51.373	2639.144
Hobson, Charles R	18.580	80	Sheriffs Department	Sheriff	0	0	0	59.967	3596.056	21.860	477.872	1310.898	1718452.896	81.827	6695.723
Hodge, John C	20.110	80	Sheriffs Department	Sheriff	0	0	0	37.463	1403.477	14.359	206.178	537.928	289366.341	51.822	2685.511
Holliday, Mildred H	13.370	80	Sheriffs Department	Sheriff	0	1	0	36.663	1344.177	1.479	54.241	2942.105	38.142	1454.848	
Hollis, Jeremy	18.580	80	Sheriffs Department	Sheriff	0	0	0	31.893	1017.173	10.877	118.303	346.893	120334.493	42.770	1829.261
Howell, Royce L	23.840	80	Sheriffs Department	Sheriff	0	0	0	41.375	1711.919	13.849	191.804	573.020	328352.097	55.225	3049.763
Jenkins, Jonathan H	13.730	80	Sheriffs Department	Sheriff	0	0	0	40.496	1639.917	1.786	3.191	72.338	5232.767	42.282	1787.784
Jobe, Thomas S	18.580	80	Sheriffs Department	Sheriff	1	0	0	34.600	1197.160	4.137	17.115	143.140	20488.981	38.737	1500.554
Johnson, Jeffery D	21.150	80	Sheriffs Department	Sheriff	0	0	0	38.912	1514.169	18.704	349.844	727.820	529722.624	57.616	3319.654
Johnson, Russell W	19.040	80	Sheriffs Department	Sheriff	0	0	0	36.052	1299.751	13.227	174.964	476.875	227409.623	49.279	2428.464
Jones, Stephen T	18.580	80	Sheriffs Department	Sheriff	0	0	0	32.548	1059.369	5.392	29.071	175.491	30797.227	37.940	1439.423
Justice, Delter R	19.040	80	Sheriffs Department	Sheriff	0	0	0	47.841	2288.770	6.581	43.307	314.834	99120.279	54.422	2961.745
Keith, Gary R	23.840	80	Sheriffs Department	Sheriff	0	0	0	63.630	4048.794	15.970	255.037	1016.165	1032590.436	79.600	6336.160
King, Billy D	19.040	80	Sheriffs Department	Sheriff	0	0	0	31.838	1013.681	4.507	20.312	143.491	20589.573	36.345	1320.974
King, Christopher Gwin	19.700	80	Sheriffs Department	Sheriff	0	0	0	51.008	2601.838	10.148	102.981	517.629	267939.381	61.156	3740.076
Knight, Ricky	21.970	80	Sheriffs Department	Sheriff	0	0	0	45.449	2065.640	23.764	564.746	1080.075	1166561.910	69.214	4790.536
Kurtz, V Michael	18.580	80	Sheriffs Department	Sheriff	0	0	0	39.077	1526.989	5.967	35.607	233.176	54370.842	45.044	2028.947
Lamey, Brian S	19.700	80	Sheriffs Department	Sheriff	0	0	0	46.510	2163.142	22.403	501.883	1041.942	1085643.586	68.912	4748.909
Lanier, James L	19.320	80	Sheriffs Department	Sheriff	1	0	0	52.093	2713.696	10.951	119.918	570.456	325419.683	63.044	3974.525
Lasater, Gregory L	18.580	80	Sheriffs Department	Sheriff	0	0	0	42.904	1840.763	22.556	508.781	967.752	936544.221	65.460	4285.047
Lee, Linda M	15.360	80	Sheriffs Department	Sheriff	0	1	0	58.885	3467.435	17.436	304.001	1026.695	1054102.787	76.321	5824.826
Locke Jr., James L	13.000	80	Sheriffs Department	Sheriff	0	0	0	67.310	4530.581	1.803	3.250	121.342	14723.801	69.112	4776.514
Locke, Robert E	18.580	80	Sheriffs Department	Sheriff	0	0	0	35.011	1225.767	4.241	17.987	148.485	22047.746	39.252	1540.724
Long, Michael Robert	18.580	80	Sheriffs Department	Sheriff	0	0	0	32.792	1075.301	6.178	38.169	202.590	41042.837	38.970	1518.650
Martin, Matthew R	18.580	80	Sheriffs Department	Sheriff	0	0	0	30.342	920.665	10.858	117.886	329.444	108533.587	41.200	1697.440
McDonald, Harold Bryan	13.370	80	Sheriffs Department	Sheriff	0	0	0	22.408	502.128	2.036	4.144	45.615	2080.686	24.444	597.501
McNabb, Barbara A	20.130	80	Sheriffs Department	Sheriff	0	1	0	35.184	1237.883	9.945	98.907	349.908	122435.434	45.129	2036.606
McPeak, Allen Travis	18.580	80	Sheriffs Department	Sheriff	0	0	0	30.427	925.827	5.841	34.118	177.729	31587.720	36.268	1315.404
McPeak, Matthew J	18.580	80	Sheriffs Department	Sheriff	0	0	0	27.458	753.916	5.526	30.537	151.731	23022.323	32.984	1087.915
McPeak, William Paul	18.580	80	Sheriffs Department	Sheriff	0	0	0	27.195	739.542	4.734	22.413	128.746	16575.421	31.929	1019.446
Mecher, Peter A	18.580	80	Sheriffs Department	Sheriff	0	0	0	50.375	2537.675	13.964	195.004	703.461	494856.822	64.340	4139.600
Metcalf, Gregory L	18.580	80	Sheriffs Department	Sheriff	0	0	0	33.611	1129.697	8.416	70.836	282.885	80023.676	42.027	1766.302
Miller, Hank M	19.700	80	Sheriffs Department	Sheriff	0	0	0	35.786	1280.659	11.584	134.179	414.533	171837.465	47.370	2243.904
Moore, Steven S	19.700	80	Sheriffs Department	Sheriff	0	0	0	33.603	1129.144	10.762	115.813	361.621	130769.543	44.364	1968.199
Mungle, Crystal Renne	13.370	80	Sheriffs Department	Sheriff	0	1	0	26.425	698.263	3.436	11.803	90.785	8241.914	29.860	891.636
Murray, Teresa D	20.130	80	Sheriffs Department	Sheriff	0	1	0	53.375	2848.927	10.836	117.411	578.355	334494.203	64.211	4123.047
Norman, Marvin L	19.040	80	Sheriffs Department	Sheriff	0	0	0	60.679	3681.996	2.814	170.734	29149.993	63.493	4031.380	
Osborn, Scott J	20.130	80	Sheriffs Department	Sheriff	0	0	0	49.038	2404.760	6.964	48.503	341.522	116637.223	56.003	3136.307
Patton, Joseph R	19.700	80	Sheriffs Department	Sheriff	0	0	0	39.000	1521.000	17.849	318.598	696.123	484587.632	56.849	3231.845
Phillips, Donna L	13.370	80	Sheriffs Department	Sheriff	0	1	0	40.312	1625.084	10.885	118.482	438.797	192542.752	51.197	2621.159
Presley, Roy D	13.000	80	Sheriffs Department	Sheriff	0	0	1	66.945	4481.661	5.342	28.542	357.652	127915.288	72.288	5225.507
Reeves, Teresa	13.000	80	Sheriffs Department	Sheriff	0	1	0	43.967	1933.108	2.918	8.514	128.288	16457.717	46.885	2198.197
Peynolds, Gary W	21.360	80	Sheriffs Department	Sheriff	0	0	0	47.477	2254.038	17.814	317.328	845.736	715269.120	65.290	4262.838
Rollins, Eric T	21.360	80	Sheriffs Department	Sheriff	0	0	0	36.384	1323.764	13.879	192.639	504.984	255008.739	50.263	2526.371
Self, Christine M	18.580	80	Sheriffs Department	Sheriff	0	1	0	33.370	1113.548	3.340	11.154	111.446	12420.256	36.710	1347.594
Stafford, Chrisie Lynn	13.830	80	Sheriffs Department	Sheriff	0	1	0	42.219	1782.459	3.238	10.487	136.721	18692.560	45.458	2066.387
Stafford, Robert Wayne	20.130	80	Sheriffs Department	Sheriff	0	0	0	33.677	1134.121	7.501	56.271	252.621	63817.610	41.178	1695.634
Sutton, Heather Nicole	13.370	80	Sheriffs Department	Sheriff	0	1	0	26.737	714.866	6.140	37.696	164.158	26947.774	32.877	1080.878
Tackett, Sharon J	13.370	80	Sheriffs Department	Sheriff	0	1	0	63.767	4066.246	3.641	13.258	232.182	53908.579	67.408	4543.868
Tidwell, Daniel Trey	18.580	80	Sheriffs Department	Sheriff	0	0	0	27.540	758.437	3.167	10.031	87.222	7607.626	30.707	942.911
Tomerlin, Phillip	21.360	80	Sheriffs Department	Sheriff	0	0	0	67.855	4604.273	13.907	193.400	943.646	890468.533	81.762	6684.966
Tomlinson, Charles	13.000	80	Sheriffs Department	Sheriff	0	0	1	60.690	3683.326	2.647	7.004	160.622	25799.345	63.337	4011.574
Vance, William Chad	18.580	80	Sheriffs Department	Sheriff	0	0	0	35.795	1281.248	8.499	72.227	304.204	92540.312	44.293	1961.883
Way, Brittany L	13.370	80	Sheriffs Department	Sheriff	0	1	0	32.255	1040.372	5.260	27.670	169.669	28787.589	37.515	1407.380
Webber, Ray E	21.360	80	Sheriffs Department	Sheriff	0	0	0	63.600	4044.960	31.915	1018.572	2029.798	4120081.367	95.515	9123.128
White, Bob	21.970	80	Sheriffs Department	Sheriff	0	0	0	58.293	3398.091	27.033	730.776	1575.832	2483245.092	85.326	7280.531
White, Ronnie R	18.580	80	Sheriffs Department	Sheriff	0	0	0	63.214	3995.972	5.342	28.542	337.717	114052.786	68.556	4699.948
Whited, James R	18.580	80	Sheriffs Department	Sheriff	0	0	0	43.934	1930.218	5.641	31.822	247.837	61423.326	49.575	2457.715
Williams, Paul S	13.000	80	Sheriffs Department	Sheriff	0	0	0	76.984	5926.469	6.501	42.268	500.499	250498.856	83.485	6969.734
Williams, William A	18.580	80	Sheriffs Department	Sheriff	0	0	0	56.923	3240.261	25.510	650.739	1452.090	2108564.425	82.433	6795.179
Witherspoon, Donald R	19.700	80	Sheriffs Department	Sheriff	0	0	0	58.310	3400.008	5.241	27.469	305.606	93395.117	63.551	4038.690
Woods, Walker L	18.830	80	Sheriffs Department	Sheriff	0	0	0	27.436	752.713	5.066	25.662	138.982	19316.015	32.501	1056.339
Wright, Myra J	13.630	80													

Regression Data

Spicer III, Carlton Jerry	20.130	80	Sheriff 54150	Sheriff	0	0	0	29.836	890.164	6.082	36.993	181.466	32929.888	35.918	1290.089
Abston, George Montes	13.000	80	Sheriff 54210	Sheriff	1	0	0	38.877	1511.399	3.562	12.685	138.465	19172.557	42.438	1801.014
Anderson, Jason	13.000	80	Sheriff 54210	Sheriff	0	0	0	33.214	1103.150	11.792	139.046	391.649	153388.669	45.005	2025.493
Appelhans Jr., David Edward	13.000	80	Sheriff 54210	Sheriff	0	0	0	25.578	654.238	3.167	10.031	81.009	6562.448	28.745	826.287
Apple, John M	13.000	80	Sheriff 54210	Sheriff	0	0	0	29.436	866.456	3.375	11.393	99.355	9871.473	32.811	1076.559
Barbee, Michael	15.000	80	Sheriff 54210	Sheriff	1	0	0	54.403	2959.658	1.321	1.744	71.841	5161.191	55.723	3105.085
Barrett, Antony D	13.000	80	Sheriff 54210	Sheriff	0	0	0	37.274	1389.349	4.605	21.210	171.665	29468.706	41.879	1753.889
Bayne, Cathy Jo	13.000	80	Sheriff 54210	Sheriff	0	1	0	52.770	2784.658	3.167	10.031	167.129	27931.990	55.937	3128.946
Benford, Shaundra Y	17.280	80	Sheriff 54210	Sheriff	1	1	0	42.129	1774.833	12.515	156.627	527.244	277986.664	54.644	2985.949
Bennett, Kenneth Thomas	13.000	80	Sheriff 54210	Sheriff	0	0	0	45.326	2054.449	2.148	4.614	97.358	9478.546	47.474	2253.778
Bennett, Mary A	10.590	80	Sheriff 54210	Sheriff	0	1	0	69.263	4797.365	11.858	140.601	821.289	674514.894	81.121	6580.543
Bentley, Leigh Ann	13.000	80	Sheriff 54210	Sheriff	0	1	0	40.449	1636.147	3.696	13.660	149.496	22349.124	44.145	1948.799
Binton, Jonathan R	13.000	80	Sheriff 54210	Sheriff	0	0	0	29.795	887.713	4.433	19.650	132.075	17443.921	34.227	1171.515
Boswell, Justin Case	13.000	80	Sheriff 54210	Sheriff	0	0	0	22.849	522.091	2.879	8.291	65.794	4328.786	25.729	661.969
Bowen, Jacob	13.000	80	Sheriff 54210	Sheriff	0	0	0	23.532	553.732	2.449	5.999	57.636	3321.917	25.981	675.003
Bowen, Joseph B	18.740	80	Sheriff 54210	Sheriff	0	0	0	27.918	779.404	5.997	35.967	167.430	28032.926	33.915	1150.232
Bowen, Marty J	13.000	80	Sheriff 54210	Sheriff	0	0	0	30.340	920.499	3.225	10.398	97.835	9571.731	33.564	1126.568
Boyce, Thomas Randolph	13.000	80	Sheriff 54210	Sheriff	0	0	0	61.526	3785.452	2.762	7.627	169.912	28870.419	64.288	4132.905
Bratcher, Donald R	13.000	80	Sheriff 54210	Sheriff	0	0	0	49.825	2482.496	3.641	13.258	181.416	32911.894	53.466	2858.587
Brown, Craig Zachary	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.301	590.557	2.992	8.951	72.704	5285.926	27.293	744.916
Bryan, Robert C	27.440	80	Sheriff 54210	Sheriff	0	0	0	40.227	1618.243	10.800	116.640	434.456	188751.921	51.027	2603.795
Buehler, Joseph W	13.000	80	Sheriff 54210	Sheriff	0	0	0	30.233	914.027	3.589	12.881	108.507	11773.777	33.822	1143.922
Buhler, Jarrod	13.000	80	Sheriff 54210	Sheriff	0	0	0	25.534	651.998	2.348	5.513	59.953	3594.364	27.882	777.417
Burke, Daniel Cody	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.751	612.596	2.266	5.134	56.079	3144.849	27.016	729.888
Burton, Jeffery D	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.984	624.178	2.304	5.309	57.565	3313.714	27.288	744.617
Cato, Charles Stacy	13.000	80	Sheriff 54210	Sheriff	0	0	0	37.808	1429.461	3.471	12.049	131.241	17224.235	41.279	1703.993
Claiborne, John B	18.740	80	Sheriff 54210	Sheriff	0	0	0	67.882	4607.992	13.803	190.516	936.960	877894.464	81.685	6672.428
Cook, Jennifer Lee	13.000	80	Sheriff 54210	Sheriff	0	1	0	26.162	684.432	3.699	13.680	96.762	9362.932	29.860	891.636
Cripps, Julie C	13.730	80	Sheriff 54210	Sheriff	0	1	0	55.378	3066.732	10.378	107.705	574.718	330301.111	65.756	4323.873
Crudup, Monica R	13.000	80	Sheriff 54210	Sheriff	1	1	0	31.419	987.165	6.274	39.363	197.123	38857.502	37.693	1420.774
Davis, Gerald	13.000	80	Sheriff 54210	Sheriff	1	0	0	25.375	643.908	2.833	8.025	71.885	5167.484	28.208	795.704
Denson, Jason T	13.000	80	Sheriff 54210	Sheriff	0	0	0	20.184	407.376	1.959	3.837	39.538	1563.227	22.142	490.289
Dillard, Catherine	16.380	80	Sheriff 54210	Sheriff	0	1	0	58.951	3475.183	6.844	46.838	403.449	162770.932	65.795	4328.919
Dison, James L	13.000	80	Sheriff 54210	Sheriff	0	0	0	54.425	2962.043	3.101	9.618	168.791	28490.399	57.526	3309.244
Dodson, Chris	13.000	80	Sheriff 54210	Sheriff	0	0	0	29.855	891.309	1.893	3.584	56.520	3194.468	31.748	1007.932
Dunn Jr., William R	13.000	80	Sheriff 54210	Sheriff	0	0	0	37.942	1439.631	3.266	10.665	123.911	15353.871	41.208	1698.117
Dyer Jr., Earl	13.000	80	Sheriff 54210	Sheriff	0	0	0	44.090	1943.964	5.392	29.071	237.726	56513.571	49.482	2448.487
Edwards, Alan Matthew	13.000	80	Sheriff 54210	Sheriff	0	0	0	26.293	691.330	2.208	4.876	58.061	3371.084	28.501	812.328
Ellis, Sue	13.000	80	Sheriff 54210	Sheriff	0	1	0	62.384	3891.709	9.841	96.847	613.923	376900.974	72.225	5216.401
Endsley, Marsha Rena	13.000	80	Sheriff 54210	Sheriff	0	1	0	43.063	1854.423	3.666	13.438	24919.271	46.729	2183.578	
Fields, Billy J	13.000	80	Sheriff 54210	Sheriff	0	0	0	73.411	5389.169	20.236	409.480	1485.516	2206757.806	93.647	8769.681
Fitzpatrick, Edward I	18.740	80	Sheriff 54210	Sheriff	0	0	0	50.488	2549.005	19.595	383.945	989.282	978678.304	70.082	4911.514
Ford, Thomas Logan	13.000	80	Sheriff 54210	Sheriff	0	0	0	21.110	445.615	2.304	5.309	48.639	2365.734	23.414	548.201
Gann, Jonathan C	13.000	80	Sheriff 54210	Sheriff	0	0	0	22.770	518.467	2.871	8.244	65.378	4274.228	25.641	657.466
Givens, Alice	13.000	80	Sheriff 54210	Sheriff	0	1	0	43.745	1913.643	3.526	12.433	154.247	23792.073	47.271	2234.569
Goodall, Scott	13.000	80	Sheriff 54210	Sheriff	0	0	0	29.674	880.545	3.562	12.685	105.688	11169.979	33.236	1104.606
Gravens, Joseph Bedford	13.000	80	Sheriff 54210	Sheriff	0	0	0	54.918	3015.966	1.652	2.729	90.727	8231.430	56.570	3200.149
Graves, Sandra Dee	13.000	80	Sheriff 54210	Sheriff	0	1	0	40.740	1659.725	3.107	9.653	126.572	16020.519	43.847	1922.522
Gray, Jason E	20.910	80	Sheriff 54210	Sheriff	0	0	0	34.797	1210.849	12.203	148.907	424.622	180303.767	47.000	2209.000
Green, Kyle M	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.093	580.480	3.499	12.240	84.293	7105.314	27.592	761.306
Hall, Jo Helen	10.590	80	Sheriff 54210	Sheriff	0	1	0	67.975	4620.647	2.055	4.222	139.675	19509.207	70.030	4904.220
Harrell, William S	13.000	80	Sheriff 54210	Sheriff	0	0	0	40.901	1672.922	4.310	18.573	176.268	31070.441	45.211	2044.031
Henry, Wendell Cheryl	20.910	80	Sheriff 54210	Sheriff	0	1	0	53.167	2826.743	20.696	428.320	1100.341	1210750.222	73.863	5455.745
Hicks, Allen Luttrell	13.000	80	Sheriff 54210	Sheriff	0	0	0	23.362	545.766	2.956	8.739	69.061	4769.402	26.318	692.627
Hoffman, Chad Alan	13.000	80	Sheriff 54210	Sheriff	0	0	0	27.452	753.615	3.244	10.522	89.050	7929.894	30.696	942.238
Jobe, Melba	13.000	80	Sheriff 54210	Sheriff	1	1	0	50.888	2589.555	1.227	1.507	62.459	3901.175	52.115	2715.980
Johnson, James B	13.000	80	Sheriff 54210	Sheriff	0	0	0	62.416	3895.812	2.995	8.967	186.907	34934.341	65.411	4278.594
Kelly, Les Parra S	13.000	80	Sheriff 54210	Sheriff	0	1	0	33.967	1153.765	3.164	10.013	107.485	11553.027	37.132	1378.749
Keyes, Christopher Allen	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.323	591.622	3.148	9.910	76.568	5862.716	27.471	754.669
Knirtla, Victor R	13.000	80	Sheriff 54210	Sheriff	0	0	0	45.981	2114.236	2.918	8.514	134.163	17999.770	48.899	2391.076
Lasater, Matthew B	13.730	80	Sheriff 54210	Sheriff	0	0	0	29.038	843.226	4.625	21.387	134.292	18034.463	33.663	1133.198
Major, Alan Reid	13.000	80	Sheriff 54210	Sheriff	0	0	0	44.482	1978.665	3.589	12.881	159.648	25487.616	48.071	2310.843
Martin, Lydia Susan	13.000	80	Sheriff 54210	Sheriff	0	1	0	56.126	3150.131	3.696	13.660	207.436	43029.547	59.822	3578.662
McClain, Todd A	13.000	80	Sheriff 54210	Sheriff	0	0	0	49.290	2429.545	4.395	19.312	216.608	46918.906	53.685	2882.072
Midgett, Chris	13.000	80	Sheriff 54210	Sheriff	0	0	0	25.545	652.558	3.589	12.881	91.683	8405.734	29.134	848.804
Midgett, Jeana M	13.000	80	Sheriff 54210	Sheriff	0	1	0	24.329	591.889	3.162	9.996	76.919	5916.517	27.490	755.723
Mofield, Vicky Denise	13.850	80	Sheriff 54210	Sheriff	0	1	0	49.762	2476.221	3.512	12.336	174.779	30547.787	53.274	2838.116
Morris, John F	13.000	80	Sheriff 54210	Sheriff	0	0	0	67.841	4602.414	3.205	10.275	217.463	47290.260	71.047	5047.616
Morse, Stacey M	13.000	80	Sheriff 54210	Sheriff	0	1	0	31.247	976.348	1.192	1.420	37.239	1386.748	32.438	1052.247
Moss, Kendra M	13.000	80	Sheriff 54210	Sheriff	0	1	0	42.715	1824.577	3.896	15.178	166.413	27693.362	46.611	2172.581
Neal, Clarence W	13.000	80	Sheriff 54210	Sheriff	1	0	0	49.923	2492.335	3.052	9.315	152.369	23216.193	52.975	2806.387
Oliver, Ruby L	12.660	80	Sheriff 54210	Sheriff	0	1	1	70.981	5038.277	3.858	14.881	273.811	74972.437	74.838	5600.780
Parsley Jr., Timmy L	13.000	80	Sheriff 54210	Sheriff	0	0	0	26.614	708.289	3.107	9.653	82.685	6836.768	29.721	883.311
Petty, Jimmie L	10.590	80	Sheriff 54210	Sheriff	0	1	0	76.844	5904.975	15.403	237.244	1183.606	140092.215	92.247	8509.431
Petty, Wanda K	13.000	80	Sheriff 54210	Sheriff	0	1	0	52.351	2740.594	3.241	10.505	169.674	28789.127	55.592	3090

Regression Data

Scott, Jeffery Lee	13.000	80	Sheriff 54210	Sheriff	0	0	0	26.490	701.742	3.241	10.505	85.858	7371.590	29.732	883.962
Seay, James Fitzpatrick	13.000	80	Sheriff 54210	Sheriff	1	0	0	39.986	1598.904	3.071	9.432	122.807	15081.619	43.058	1853.951
Seay, Johnny E	13.000	80	Sheriff 54210	Sheriff	1	0	0	59.616	3554.120	3.647	13.298	217.396	47260.949	63.263	4002.209
Seay, Marlow Cortez	13.000	80	Sheriff 54210	Sheriff	1	0	0	35.570	1265.215	3.104	9.635	110.413	12190.976	38.674	1495.676
Seay, Reginald Leon	13.000	80	Sheriff 54210	Sheriff	1	0	0	38.570	1487.634	3.184	10.135	122.790	15077.270	41.753	1743.348
Shehane, Shelby Jean	13.000	80	Sheriff 54210	Sheriff	0	1	0	49.074	2408.255	3.685	13.579	180.834	32701.018	52.759	2783.502
Sheppard, Leslie Micah	13.000	80	Sheriff 54210	Sheriff	0	0	0	30.863	952.526	3.225	10.398	99.523	9904.758	34.088	1161.969
Shoemaker, Penny R	17.280	80	Sheriff 54210	Sheriff	0	1	0	40.008	1600.658	5.940	35.280	237.638	56471.753	45.948	2111.214
Smith Jr., Derek Scott	13.000	80	Sheriff 54210	Sheriff	0	0	0	27.929	780.016	3.877	15.029	108.272	11722.782	31.805	1011.589
Smith, James A	13.000	80	Sheriff 54210	Sheriff	0	0	0	21.181	448.627	1.515	2.295	32.090	1029.794	22.696	515.103
Smith, Jerry T	13.000	80	Sheriff 54210	Sheriff	0	0	0	62.208	3869.863	6.121	37.461	380.748	144969.335	68.329	4668.820
Smith, Justin T	13.000	80	Sheriff 54210	Sheriff	0	0	0	23.367	546.022	3.014	9.082	70.421	4959.183	26.381	695.948
Smith, Matthew A	13.730	80	Sheriff 54210	Sheriff	0	0	0	28.578	816.707	3.742	14.006	106.952	11438.836	32.321	1044.618
Smith, Roger Dale	13.000	80	Sheriff 54210	Sheriff	0	0	0	45.797	2097.389	2.879	8.291	131.871	17389.965	48.677	2369.422
Spears, Jody Todd	13.000	80	Sheriff 54210	Sheriff	0	0	0	32.899	1082.320	3.723	13.863	122.491	15004.061	36.622	1341.165
Story, David L	17.280	80	Sheriff 54210	Sheriff	0	0	0	49.441	2444.422	4.203	17.663	207.788	43175.877	53.644	2877.661
Sullivan Jr., Bobby G	13.000	80	Sheriff 54210	Sheriff	0	0	0	44.079	1942.998	3.241	10.505	142.866	20410.617	47.321	2239.234
Sullivan, Paul R	13.000	80	Sheriff 54210	Sheriff	0	0	0	41.351	1709.879	4.068	16.553	168.235	28303.008	45.419	2062.902
Swindle, Henry T	13.000	80	Sheriff 54210	Sheriff	0	0	0	55.397	3068.856	3.682	13.559	203.983	41609.202	59.079	3490.382
Thomas, Brandon	13.000	80	Sheriff 54210	Sheriff	0	0	0	27.345	747.760	1.940	3.763	53.042	2813.476	29.285	857.607
Trisdale, Penny	13.000	80	Sheriff 54210	Sheriff	0	1	0	47.455	2251.958	2.090	4.370	99.200	9840.644	49.545	2454.727
Tuck, Robin S	13.000	80	Sheriff 54210	Sheriff	0	1	0	42.301	1789.406	2.162	4.673	91.440	9841.364	44.463	1976.960
Wade, Michael Edward	13.000	80	Sheriff 54210	Sheriff	0	0	0	38.978	1519.291	2.745	7.536	107.003	11449.609	41.723	1740.833
Wahl, Matthew D	13.000	80	Sheriff 54210	Sheriff	0	0	0	35.805	1282.032	3.781	14.295	135.374	18326.158	39.586	1567.075
Wallace, Zachary Joseph	13.000	80	Sheriff 54210	Sheriff	0	0	0	24.082	579.952	1.490	2.221	35.892	1288.262	25.573	653.958
Warren, Michael	18.580	80	Sheriff 54210	Sheriff	0	0	0	38.318	1468.254	13.811	190.743	529.206	280058.646	52.129	2717.408
Wasson, Charles W	13.000	80	Sheriff 54210	Sheriff	0	0	0	52.619	2768.778	3.723	13.863	195.916	38383.211	56.342	3174.473
Whitefield, Douglas C	18.740	80	Sheriff 54210	Sheriff	0	0	0	30.953	958.114	5.392	29.071	166.894	27853.634	36.345	1320.974
Willmore, Wendy M	17.280	80	Sheriff 54210	Sheriff	0	1	0	38.734	1500.342	5.488	30.115	212.561	45182.098	44.222	1955.578
Witherspoon, Justin Howard	13.000	80	Sheriff 54210	Sheriff	0	0	0	29.611	876.809	2.493	6.216	73.825	5450.069	32.104	1030.674
Woodson Jr. Timothy R	13.000	80	Sheriff 54210	Sheriff	0	0	0	30.545	933.010	3.014	9.082	92.054	8473.947	33.559	1126.200
Wright, Brian James	13.000	80	Sheriff 54210	Sheriff	0	0	0	22.627	511.999	1.707	2.913	38.622	1491.625	24.334	592.156
Hasting, Clarence	13.730	80	Sheriff 54220	Sheriff	1	0	0	67.668	4579.025	16.515	272.747	1117.550	1248917.554	84.184	7086.872
Howard, Joseph S	13.730	80	Sheriff 54220	Sheriff	0	0	0	40.942	1676.286	3.025	9.149	123.837	15335.587	43.967	1933.108
Akins, Vaugh	9.620		Solid Waste 116	Solid Waste	0	0	1	49.797	2479.767	1.542	2.379	76.811	5899.863	51.340	2635.767
Barrett, Clayton	9.620		Solid Waste 116	Solid Waste	0	0	1	71.584	5124.206	3.208	10.293	229.656	52741.766	74.792	5593.810
Christian, Heather D	14.430	40	Solid Waste 116	Solid Waste	0	1	0	29.989	899.343	4.778	22.830	143.290	20532.054	34.767	1208.753
Clark, Wayne A	9.620		Solid Waste 116	Solid Waste	0	0	1	73.025	5332.601	8.734	76.287	637.815	406808.440	81.759	6684.518
Corley, James D	9.620		Solid Waste 116	Solid Waste	0	0	1	63.386	4017.823	7.795	60.755	494.066	244101.043	71.181	5066.709
Davis, Patricia B	11.430		Solid Waste 116	Solid Waste	0	1	1	41.989	1763.080	6.740	45.424	282.995	80085.962	48.729	2374.493
Eakes, Murray D	9.620		Solid Waste 116	Solid Waste	0	0	1	73.090	5342.208	4.918	24.185	359.445	129200.438	78.008	6085.282
Ervin, Mark A	14.430	40	Solid Waste 116	Solid Waste	0	0	0	51.099	2611.070	4.268	18.220	218.114	47573.784	55.367	3065.518
Forbes, Nick	14.430		Solid Waste 116	Solid Waste	0	0	0	21.942	481.472	1.625	2.640	35.649	1270.851	23.567	555.409
Garrett, William L	10.370	40	Solid Waste 116	Solid Waste	0	0	0	50.773	2577.857	10.071	101.430	511.343	261471.363	60.844	3701.972
Gibson, Robert L	9.620		Solid Waste 116	Solid Waste	0	0	1	73.238	5363.857	9.482	89.912	694.460	482274.884	82.721	6842.689
Hall Jr., Robert L	14.430	40	Solid Waste 116	Solid Waste	0	0	0	51.819	2685.227	7.038	49.538	364.722	133022.014	58.858	3464.209
Harvey, Charles J	9.620		Solid Waste 116	Solid Waste	0	0	1	71.548	5119.108	6.088	37.060	435.560	189712.834	77.636	6027.289
Heird, Paula M	14.430	40	Solid Waste 116	Solid Waste	0	1	0	46.882	2197.940	7.693	59.185	360.672	130084.123	54.575	2978.468
Hulse, Arlen C	9.620		Solid Waste 116	Solid Waste	0	0	1	79.038	6247.062	9.348	87.384	738.846	545893.741	88.386	7812.138
Kendall, Robert D	9.620		Solid Waste 116	Solid Waste	0	0	1	76.195	5805.605	10.715	114.813	816.430	666557.139	86.910	7553.277
Layne, James A	9.620		Solid Waste 116	Solid Waste	0	0	1	79.778	6364.542	6.145	37.764	490.253	240347.718	85.923	7382.811
Likens, Charles R	18.030	40	Solid Waste 116	Solid Waste	0	0	0	47.022	2211.061	14.011	196.307	658.822	434046.636	61.033	3725.012
Lynch, Cynthia J	22.860	40	Solid Waste 116	Solid Waste	0	1	0	42.595	1814.293	10.071	101.430	428.979	184023.270	52.666	2773.682
Murphy, Anna D	9.620		Solid Waste 116	Solid Waste	0	1	1	57.112	3261.818	8.970	80.458	512.290	262440.804	66.082	4366.856
Padgett, Gary	14.430	40	Solid Waste 116	Solid Waste	0	0	0	50.093	2509.324	2.285	5.221	114.459	13100.958	52.378	2743.463
Primm, Mark A	14.430	40	Solid Waste 116	Solid Waste	0	0	0	44.238	1957.032	19.027	362.042	841.741	708527.535	63.266	4002.556
Reynolds, John D	9.620		Solid Waste 116	Solid Waste	0	0	1	72.019	5186.762	6.011	36.132	432.904	187406.150	78.030	6088.702
Robinson, Joe B	10.370	40	Solid Waste 116	Solid Waste	0	0	0	61.710	3808.073	4.279	18.314	264.083	69739.951	65.989	4354.554
Robinson, Marvin J	9.620		Solid Waste 116	Solid Waste	0	0	1	80.874	6540.599	1.868	3.491	151.112	22834.977	82.742	6846.316
Smith, Jr., Roy C	12.430	40	Solid Waste 116	Solid Waste	0	0	0	61.986	3842.302	4.701	22.103	291.421	84925.925	66.688	4447.245
Taylor, Harold D	10.370	40	Solid Waste 116	Solid Waste	0	0	0	54.860	3009.650	19.027	362.042	1043.848	1089619.120	73.888	5459.388
Vaupel, William E	9.620		Solid Waste 116	Solid Waste	0	0	1	72.479	5253.271	9.482	89.912	687.264	472331.894	81.962	6717.711
Whittle, Kenneth	9.620		Solid Waste 116	Solid Waste	0	0	1	70.244	4934.196	1.575	2.482	110.658	12245.214	71.819	5157.994
Williams, Robert K	9.620		Solid Waste 116	Solid Waste	0	0	1	71.312	5085.448	8.710	75.857	621.101	385766.548	80.022	6403.507
Woods, Willie R	9.620		Solid Waste 116	Solid Waste	1	0	1	65.392	4276.085	1.268	1.609	82.949	6880.541	66.660	4443.592
Arnold, William H	32.532	40	Solid Waste 207	Solid Waste	0	0	0	71.455	5105.788	15.666	245.416	1119.393	1253041.118	87.121	7589.990
Gann, John	14.430		Solid Waste 207	Solid Waste	0	0	0	45.660	2084.861	1.192	1.420	54.417	2961.214	46.852	2195.115
Vance, Michelle	16.960	40	Solid Waste 207	Solid Waste	0	1	0	55.833	3117.310	9.342	87.282	521.617	272084.022	65.175	4247.825


```

dm 'log' clear; dm 'output' clear;
options formdlim='*' pageno=1 nodate;
proc datasets library=work kill;quit;
libname SASdata "[YOUR DIRECTORY]";

/*Regressions with dummies*/

data wilson_payroll_c_2;
set SASdata.wilson_payroll_clean;
attrib _all_ label=" ";
if NAME="Wade, Michael Edward" then HIRE_DATE='08OCT2007'd;
if NAME="Bennett Jr., Robert C" then PAY=10.1900;
if RACE="U" then delete;
if NAME in ("Mungle, Crystal Renne", "Murray, Teresa D") then GENDER="F";
else if NAME="Witherspoon, Donald R" then GENDER="M";
if DOB=. then delete;
if PAY_STATUS=" " then delete;
if HIRE_DATE=. then delete;
if PMT_METHOD ne "H" then delete;
if PMT_METHOD="H" and DEFAULT_HRS_DAY=1 then delete;
if LOCATION_DEPARTMENT="Sheriff Contributory" then delete;
if PAY le 1.28 then delete;
if RACE="B" then BLACK=1; else BLACK=0;
if GENDER="F" then FEMALE=1; else FEMALE=0;
if PAY_STATUS="PT" then PT=1; else PT=0;
if DEPARTMENT="AG Extension" then DEP_AG_Extension=1; else DEP_AG_Extension=0;
if DEPARTMENT="Archives" then DEP_Archives=1; else DEP_Archives=0;
if DEPARTMENT="Building Inspector" then DEP_Building_Inspector=1; else DEP_Building_Inspector=0;
if DEPARTMENT="Building maintenance" then DEP_Building_maintenance=1; else
DEP_Building_maintenance=0;
if DEPARTMENT="Circuit Court" then DEP_Circuit_Court=1; else DEP_Circuit_Court=0;
if DEPARTMENT="Clerk & Master" then DEP_Clerk_n_Master=1; else DEP_Clerk_n_Master=0;
if DEPARTMENT="County Mayor" then DEP_County_Mayor=1; else DEP_County_Mayor=0;
if DEPARTMENT="Drug Court" then DEP_Drug_Court=1; else DEP_Drug_Court=0;
if DEPARTMENT="Election" then DEP_Election=1; else DEP_Election=0;
if DEPARTMENT="Finance" then DEP_Finance=1; else DEP_Finance=0;
if DEPARTMENT="Groundwater" then DEP_Groundwater=1; else DEP_Groundwater=0;
if DEPARTMENT="Health Department" then DEP_Health_Department=1; else DEP_Health_Department=0;
if DEPARTMENT="Judges" then DEP_Judges=1; else DEP_Judges=0;
if DEPARTMENT="Judicial Commissioners" then DEP_Judicial_Commissioners=1; else
DEP_Judicial_Commissioners=0;
if DEPARTMENT="Juvenile" then DEP_Juvenile=1; else DEP_Juvenile=0;
if DEPARTMENT="Planning" then DEP_Planning=1; else DEP_Planning=0;
if DEPARTMENT="Probation" then DEP_Probation=1; else DEP_Probation=0;
if DEPARTMENT="Property Assessor" then DEP_Property_Assessor=1; else DEP_Property_Assessor=0;
if DEPARTMENT="Road Department" then DEP_Road_Department=1; else DEP_Road_Department=0;
if DEPARTMENT="Sheriff" then DEP_Sheriff=1; else DEP_Sheriff=0;
if DEPARTMENT="Soil Conservation" then DEP_Soil_Conservation=1; else DEP_Soil_Conservation=0;
if DEPARTMENT="Solid Waste" then DEP_Solid_Waste=1; else DEP_Solid_Waste=0;
if DEPARTMENT="Tourism" then DEP_Tourism=1; else DEP_Tourism=0;
if DEPARTMENT="Trustee" then DEP_Trustee=1; else DEP_Trustee=0;
if DEPARTMENT="Veterans" then DEP_Veterans=1; else DEP_Veterans=0;
if DEPARTMENT="WEMA" then DEP_WEMA=1; else DEP_WEMA=0;
AGE=('06jul2010'd-DOB)/365;
AGE2=AGE*AGE;
TENURE=('06jul2010'd-HIRE_DATE)/365;
TENURE2=TENURE*TENURE;

```

```

EXPERIENCE=AGE*TENURE;
EXPERIENCE2=EXPERIENCE*EXPERIENCE;
EXPERIENCE_SUM=AGE+TENURE;
EXPERIENCE_SUM2=EXPERIENCE_SUM*EXPERIENCE_SUM;
run;

/*proc contents data=wilson_payroll_c_2;
run;*/

/* Export Regression Data for Appendix E*/
data exhibit (keep = name pay default_hrs_day location_department department black female pt age
age2 tenure tenure2 experience experience2
experience_sum experience_sum2);
set wilson_payroll_c_2;
run;

PROC EXPORT DATA= WORK.exhibit
OUTFILE= "[YOUR DIRECTORY]/Final Report Analysis.xls"
DBMS=EXCEL REPLACE;
SHEET="Regression Data";
RUN;

title "MODEL 1: PAY = BLACK FEMALE PT TENURE TENURE2 AGE AGE2 DEPARTMENTS";

proc reg data=wilson_payroll_c_2;
Model1: model PAY=BLACK FEMALE PT TENURE TENURE2 AGE AGE2 DEP_AG_Extension DEP_Archives
DEP_Building_Inspector DEP_Building_maintenance
DEP_Circuit_Court DEP_Clerk_n_Master DEP_County_Mayor DEP_Drug_Court DEP_Election DEP_Finance
DEP_Groundwater DEP_Health_Department
DEP_Judges DEP_Judicial_Commissioners DEP_Juvenile DEP_Planning DEP_Probation
DEP_Property_Assessor DEP_Road_Department DEP_Sheriff
DEP_Soil_Conservation DEP_Solid_Waste DEP_Tourism DEP_Trustee DEP_Veterans DEP_WEMA;
run;

title "MODEL 2 : PAY = BLACK FEMALE PT EXPERIENCE EXPERIENCE2 DEPARTMENTS";

proc reg data=wilson_payroll_c_2;
Model2:model PAY=BLACK FEMALE PT EXPERIENCE EXPERIENCE2 DEP_AG_Extension DEP_Archives
DEP_Building_Inspector DEP_Building_maintenance
DEP_Circuit_Court DEP_Clerk_n_Master DEP_County_Mayor DEP_Drug_Court DEP_Election DEP_Finance
DEP_Groundwater DEP_Health_Department
DEP_Judges DEP_Judicial_Commissioners DEP_Juvenile DEP_Planning DEP_Probation
DEP_Property_Assessor DEP_Road_Department DEP_Sheriff
DEP_Soil_Conservation DEP_Solid_Waste DEP_Tourism DEP_Trustee DEP_Veterans DEP_WEMA;
run;

title "MODEL 3 : PAY = BLACK FEMALE PT TENURE TENURE2 DEPARTMENTS";

proc reg data=wilson_payroll_c_2;
Model3: model PAY=BLACK FEMALE PT TENURE TENURE2 DEP_AG_Extension DEP_Archives
DEP_Building_Inspector DEP_Building_maintenance
DEP_Circuit_Court DEP_Clerk_n_Master DEP_County_Mayor DEP_Drug_Court DEP_Election DEP_Finance
DEP_Groundwater DEP_Health_Department
DEP_Judges DEP_Judicial_Commissioners DEP_Juvenile DEP_Planning DEP_Probation

```

```
DEP_Property_Assessor DEP_Road_Department DEP_Sheriff
DEP_Soil_Conservation DEP_Solid_Waste DEP_Tourism DEP_Trustee DEP_Veterans DEP_WEMA;
run;
```

```
title "MODEL 4 : PAY = BLACK FEMALE PT EXPERIENCE_SUM EXPERIENCE_SUM2 DEPARTMENTS";
```

```
proc reg data=wilson_payroll_c_2;
Model4: model PAY=BLACK FEMALE PT EXPERIENCE_SUM EXPERIENCE_SUM2 DEP_AG_Extension DEP_Archives
DEP_Building_Inspector DEP_Building_maintenance
DEP_Circuit_Court DEP_Clerk_n_Master DEP_County_Mayor DEP_Drug_Court DEP_Election DEP_Finance
DEP_Groundwater DEP_Health_Department
DEP_Judges DEP_Judicial_Commissioners DEP_Juvenile DEP_Planning DEP_Probation
DEP_Property_Assessor DEP_Road_Department DEP_Sheriff
DEP_Soil_Conservation DEP_Solid_Waste DEP_Tourism DEP_Trustee DEP_Veterans DEP_WEMA;
run;
```

```
quit;
```

```
/*proc means data=wilson_payroll_c_2;
run;
```

```
proc contents data=wilson_payroll_c_2;
run;*/
```

The REG Procedure
 Model: Model1
 Dependent Variable: PAY

Number of Observations Read 633
 Number of Observations Used 633

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	33	6487.00432	196.57589	17.24	<.0001
Error	599	6828.58817	11.39998		
Corrected Total	632	13316			

Root MSE	3.37639	R-Square	0.4872
Dependent Mean	14.67491	Adj R-Sq	0.4589
Coeff Var	23.00787		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	1	5.25896	1.64120	3.20	0.0014
BLACK	1	-1.43555	0.60706	-2.36	0.0184
FEMALE	1	-1.92393	0.36068	-5.33	<.0001
PT	1	-1.51764	0.44875	-3.38	0.0008
TENURE	1	0.28773	0.06345	4.53	<.0001
TENURE2	1	-0.00269	0.00205	-1.31	0.1897
AGE	1	0.25917	0.06446	4.02	<.0001
AGE2	1	-0.00272	0.00068153	-3.99	<.0001
DEP_AG_Extension	1	0.28424	1.92980	0.15	0.8830
DEP_Archives	1	8.55960	2.56362	3.34	0.0009
DEP_Building_Inspector	1	6.17662	1.92924	3.20	0.0014
DEP_Building_maintenance	1	0.78599	1.28111	0.61	0.5398
DEP_Circuit_Court	1	5.99275	1.16892	5.13	<.0001
DEP_Clerk_n_Master	1	5.97723	1.53092	3.90	0.0001
DEP_County_Mayor	1	1.67906	2.16173	0.78	0.4376
DEP_Drug_Court	1	6.20946	2.15604	2.88	0.0041
DEP_Election	1	5.50438	1.52031	3.62	0.0003
DEP_Finance	1	7.39730	1.32450	5.58	<.0001
DEP_Groundwater	1	0.84454	3.51130	0.24	0.8100
DEP_Health_Department	1	5.57151	1.20448	4.63	<.0001
DEP_Judges	1	3.69540	1.92653	1.92	0.0556
DEP_Judicial_Commissioners	1	5.78932	1.44333	4.01	<.0001

DEP_Juvenile	1	3.84857	1.92202	2.00	0.0457
DEP_Planning	1	8.91687	1.77261	5.03	<.0001
DEP_Probation	1	4.52940	1.64468	2.75	0.0061

MODEL 1: PAY = BLACK FEMALE PT TENURE TENURE2 AGE AGE2 DEPARTMENTS

2

The REG Procedure
Model: Model1
Dependent Variable: PAY

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
DEP_Property_Assessor	1	3.69242	1.25270	2.95	0.0033
DEP_Road_Department	1	1.49398	0.99281	1.50	0.1329
DEP_Sheriff	1	3.78016	0.93082	4.06	<.0001
DEP_Soil_Conservation	1	-0.04673	3.51008	-0.01	0.9894
DEP_Solid_Waste	1	1.29959	1.06051	1.23	0.2209
DEP_Tourism	1	3.55134	2.15303	1.65	0.0996
DEP_Trustee	1	6.64524	1.58497	4.19	<.0001
DEP_Veterans	1	5.89738	2.56260	2.30	0.0217
DEP_WEMA	1	-0.47753	0.94001	-0.51	0.6116

MODEL 2 : PAY = BLACK FEMALE PT EXPERIENCE EXPERIENCE2 DEPARTMENTS

3

The REG Procedure
Model: Model2
Dependent Variable: PAY

Number of Observations Read	633
Number of Observations Used	633

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	31	6130.70232	197.76459	16.54	<.0001
Error	601	7184.89017	11.95489		
Corrected Total	632	13316			

Root MSE	3.45758	R-Square	0.4604
Dependent Mean	14.67491	Adj R-Sq	0.4326
Coeff Var	23.56119		

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	1	10.77214	0.97510	11.05	<.0001
BLACK	1	-1.29097	0.61801	-2.09	0.0371
FEMALE	1	-1.74825	0.36501	-4.79	<.0001
PT	1	-2.40113	0.42155	-5.70	<.0001
EXPERIENCE	1	0.00615	0.00094761	6.48	<.0001
EXPERIENCE2	1	-0.00000167	5.224181E-7	-3.19	0.0015
DEP_AG_Extension	1	-0.20176	1.96918	-0.10	0.9184
DEP_Archives	1	7.37191	2.61732	2.82	0.0050
DEP_Building_Inspector	1	5.96912	1.97514	3.02	0.0026
DEP_Building_maintenance	1	0.14438	1.30422	0.11	0.9119
DEP_Circuit_Court	1	6.24273	1.19528	5.22	<.0001
DEP_Clerk_n_Master	1	6.63949	1.55500	4.27	<.0001
DEP_County_Mayor	1	1.66842	2.21546	0.75	0.4517
DEP_Drug_Court	1	6.84160	2.20307	3.11	0.0020
DEP_Election	1	5.13677	1.55462	3.30	0.0010
DEP_Finance	1	7.41902	1.35766	5.46	<.0001
DEP_Groundwater	1	0.21388	3.59500	0.06	0.9526
DEP_Health_Department	1	6.04912	1.23004	4.92	<.0001
DEP_Judges	1	4.17916	1.96905	2.12	0.0342
DEP_Judicial_Commissioners	1	6.21658	1.46789	4.24	<.0001
DEP_Juvenile	1	4.23519	1.96755	2.15	0.0318
DEP_Planning	1	9.47010	1.82598	5.19	<.0001
DEP_Probation	1	4.68637	1.68416	2.78	0.0056
DEP_Property_Assessor	1	4.04020	1.28049	3.16	0.0017
DEP_Road_Department	1	1.81530	1.01462	1.79	0.0741

MODEL 2 : PAY = BLACK FEMALE PT EXPERIENCE EXPERIENCE2 DEPARTMENTS

4

The REG Procedure
Model: Model2
Dependent Variable: PAY

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
DEP_Sheriff	1	4.03195	0.95272	4.23	<.0001
DEP_Soil_Conservation	1	-0.09575	3.59523	-0.03	0.9788
DEP_Solid_Waste	1	1.09192	1.07868	1.01	0.3118
DEP_Tourism	1	4.34768	2.19719	1.98	0.0483
DEP_Trustee	1	6.27171	1.62286	3.86	0.0001
DEP_Veterans	1	5.74786	2.62611	2.19	0.0290
DEP_WEMA	1	0.13409	0.95530	0.14	0.8884

The REG Procedure
Model: Model3
Dependent Variable: PAY

Number of Observations Read 633
Number of Observations Used 633

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	31	6302.43373	203.30431	17.42	<.0001
Error	601	7013.15875	11.66915		
Corrected Total	632	13316			

Root MSE	3.41601	R-Square	0.4733
Dependent Mean	14.67491	Adj R-Sq	0.4461
Coeff Var	23.27791		

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	1	10.48087	0.98612	10.63	<.0001
BLACK	1	-1.21140	0.61159	-1.98	0.0481
FEMALE	1	-1.70474	0.36068	-4.73	<.0001
PT	1	-2.08894	0.42251	-4.94	<.0001
TENURE	1	0.33162	0.06201	5.35	<.0001
TENURE2	1	-0.00382	0.00205	-1.87	0.0625
DEP_AG_Extension	1	-0.38647	1.94515	-0.20	0.8426
DEP_Archives	1	8.01861	2.58181	3.11	0.0020
DEP_Building_Inspector	1	6.12535	1.95095	3.14	0.0018
DEP_Building_maintenance	1	0.48456	1.28635	0.38	0.7065
DEP_Circuit_Court	1	6.04782	1.18250	5.11	<.0001
DEP_Clerk_n_Master	1	6.33814	1.54616	4.10	<.0001
DEP_County_Mayor	1	1.80250	2.18656	0.82	0.4101
DEP_Drug_Court	1	6.79926	2.17628	3.12	0.0019
DEP_Election	1	5.21046	1.53344	3.40	0.0007
DEP_Finance	1	7.23228	1.33941	5.40	<.0001
DEP_Groundwater	1	0.66976	3.54989	0.19	0.8504
DEP_Health_Department	1	5.81120	1.21434	4.79	<.0001
DEP_Judges	1	4.17759	1.94530	2.15	0.0322
DEP_Judicial_Commissioners	1	6.34461	1.45110	4.37	<.0001
DEP_Juvenile	1	4.08067	1.94359	2.10	0.0362
DEP_Planning	1	8.96196	1.79291	5.00	<.0001
DEP_Probation	1	4.58851	1.66360	2.76	0.0060
DEP_Property_Assessor	1	3.95697	1.26547	3.13	0.0019
DEP_Road_Department	1	1.60176	1.00311	1.60	0.1108

The REG Procedure
Model: Model3
Dependent Variable: PAY

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
DEP_Sheriff	1	3.87392	0.94060	4.12	<.0001
DEP_Soil_Conservation	1	0.08528	3.55085	0.02	0.9808
DEP_Solid_Waste	1	1.31073	1.06459	1.23	0.2187
DEP_Tourism	1	4.02693	2.17001	1.86	0.0640
DEP_Trustee	1	6.40514	1.60125	4.00	<.0001
DEP_Veterans	1	5.92889	2.59214	2.29	0.0225
DEP_WEMA	1	-0.22153	0.94294	-0.23	0.8143

MODEL 4 : PAY = BLACK FEMALE PT EXPERIENCE_SUM EXPERIENCE_SUM2 DEPARTMENTS

7

The REG Procedure
Model: Model4
Dependent Variable: PAY

Number of Observations Read 633
Number of Observations Used 633

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	31	5675.01568	183.06502	14.40	<.0001
Error	601	7640.57680	12.71311		
Corrected Total	632	13316			

Root MSE 3.56554 R-Square 0.4262
Dependent Mean 14.67491 Adj R-Sq 0.3966
Coeff Var 24.29687

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
Intercept	1	7.88101	1.51465	5.20	<.0001
BLACK	1	-1.67034	0.63616	-2.63	0.0089
FEMALE	1	-1.93603	0.37724	-5.13	<.0001

PT	1	-2.91256	0.43478	-6.70	<.0001
EXPERIENCE_SUM	1	0.12963	0.04419	2.93	0.0035
EXPERIENCE_SUM2	1	-0.00055472	0.00038321	-1.45	0.1483
DEP_AG_Extension	1	-0.44971	2.03091	-0.22	0.8248
DEP_Archives	1	7.70296	2.69780	2.86	0.0044
DEP_Building_Inspector	1	6.22679	2.03421	3.06	0.0023
DEP_Building_maintenance	1	0.07112	1.34613	0.05	0.9579
DEP_Circuit_Court	1	6.23503	1.23087	5.07	<.0001
DEP_Clerk_n_Master	1	7.04623	1.59968	4.40	<.0001
DEP_County_Mayor	1	2.32682	2.27945	1.02	0.3078
DEP_Drug_Court	1	6.15143	2.27431	2.70	0.0070
DEP_Election	1	5.60326	1.60558	3.49	0.0005
DEP_Finance	1	7.30215	1.39668	5.23	<.0001
DEP_Groundwater	1	0.45416	3.70514	0.12	0.9025
DEP_Health_Department	1	5.98346	1.27010	4.71	<.0001
DEP_Judges	1	4.23797	2.03179	2.09	0.0374
DEP_Judicial_Commissioners	1	5.14840	1.51867	3.39	0.0007
DEP_Juvenile	1	4.15600	2.03009	2.05	0.0411
DEP_Planning	1	9.47433	1.86700	5.07	<.0001
DEP_Probation	1	4.47102	1.73672	2.57	0.0103
DEP_Property_Assessor	1	3.82504	1.32076	2.90	0.0039
DEP_Road_Department	1	2.06613	1.04558	1.98	0.0486

MODEL 4 : PAY = BLACK FEMALE PT EXPERIENCE_SUM EXPERIENCE_SUM2 DEPARTMENTS

8

The REG Procedure
Model: Model4
Dependent Variable: PAY

Parameter Estimates

Variable	DF	Parameter Estimate	Standard Error	t Value	Pr > t
DEP_Sheriff	1	3.80943	0.98157	3.88	0.0001
DEP_Soil_Conservation	1	0.39881	3.70444	0.11	0.9143
DEP_Solid_Waste	1	0.46798	1.11741	0.42	0.6755
DEP_Tourism	1	4.46691	2.26787	1.97	0.0493
DEP_Trustee	1	6.65162	1.67533	3.97	<.0001
DEP_Veterans	1	6.66425	2.70396	2.46	0.0140
DEP_WEMA	1	0.19107	0.98708	0.19	0.8466