**Speaker Notes – Project 3 (Actual)**

**1**

I looked at the San Francisco Government Employee Compensation Dataset

**2**

The problem was that the city had faced a decline in job applications, so HR wanted to find out:

Which department saw the highest and lowest salary growth over the past 5 years

And what other trends there are between the departments

**3**

So I started off by looking at the Average Total Salary per Organization Group

It seems like most of the city employees are relatively well paid when you consider that the San Francisco Minimum Wage salary is approx. 34k

Also, there’s a general theme of a rise in total salaries in all groups

I noticed that Public Protection is the most lucrative group

And Culture & Recreation has the lowest Total Salary on average

I also noticed there’s a small drop in Public Works groups salaries from 2018 to 2019

**4**

I probed further to look at the spread of salary bands

I found that

The 60 to 90k band is the most common

Also the number of employees earning up to 30k is dropping off.

Is there a reason for this? Are employees being promoted to the 90 to 120k band? We should investigate

Also, I’ve noticed the number of people earning 120k plus is increasing year on year but are less common

That means more wage growth in the high earning brackets

**5**

I then looked at Year to Date Growth in Employees per Group

I found that most groups saw a drop off in employees in 2021 on the previous year, possibly due to the Covid-19 pandemic taking a hit on group budgets in turn meaning more layoffs

The Culture & Recreation group saw 23% drop in employee numbers – this was the highest drop

So I decided to probe into this further

**6**

I looked at the average salary numbers for Culture & Recreation

Generally, there’s a slow but gradual rise in salary

I found that highest percentage change belongs to the Recreation & parks department in 2021 – possibly due to more gate receipts from more parks being open for business after the enforced lockdowns

Interestingly mention of not is that the Law library has 2 specialists working for them who are evidently high earners

Also, I noticed that there were drop offs in 2017 to 2018 for the Arts Commission and Fine Arts Museum and the Academy of Sciences took a hit in 2019. Why is this?

**7**

I looked at a select few jobs in the Parks Commission that had the biggest change in employee numbers and how it affects salary.

The Recreation Leader and Pool Lifeguard roles saw the highest drop in employee numbers.

Facilities being closed due to Covid restrictions may have played a part in these cutbacks.

On a positive note, most of these jobs saw an uptick in salary growth in 2021

**8**

Took a brief look at overtime trends

The Public Works group seems to have the most employees doing overtime, but Public Protection overtime employees get paid more for doing it

Number of employees doing overtime is falling for reaction and parks, but there’s a slight increase in pay for doing so

That’s further reason to join the department – less employees doing overtime – more attractive to potential applicants, don’t need to work as many unsociable hours.

**9**

What I’d look further into is

How gender stats affect salary and employee counts

Stats on how many new people were employed and transfers between departments

And I’d also investigate the higher earning departments further for trends

Any questions?