About Dataset

Its a database of the salary and benefits paid to City employees since fiscal year 2013.

The features of dataset are as given below –

Year Type- Fiscal (July through June) or Calendar (January through December)

Year - An accounting period of 12 months. The City and County of San Francisco operates on a fiscal year that begins on July 1 and ends on June 30 the following year. The Fiscal Year ending June 30, 2012 is represented as FY 2011-2012.

Organization Group Code - Org Group is a group of Departments. For example, the Public Protection Org Group includes departments such as the Police, Fire, Adult Probation, District Attorney, and Sheriff.

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Union Code-Unions represent employees in collective bargaining agreements. A job belongs to one union, although some jobs are unrepresented (usually temporarily).

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Employee Identifier - Each distinct number in the "Employee Identifier" column represents one employee. These identifying numbers are not meaningful but rather are randomly assigned for the purpose of building this dataset. The column does not appear on the Employee Compensation report hosted on openbook.sfgov.org, but that report does show one row for each employee. Employee ID has been included here to allow users to reconstruct the original report. Note that each employee's identifier will change each time this dataset is updated, so comparisons by employee across multiple versions of the dataset are not possible.

Overtime - Amounts paid to City employees working in excess of 40 hours per week.

Other Salaries - Various irregular payments made to City employees including premium pay, incentive pay, or other one-time payments.

Retirement - City contributions to employee retirement plans.

Health/Dental - City-paid premiums to health and dental insurance plans covering City employees. To protect confidentiality as legally required, pro-rated citywide averages are presented in lieu of employee-specific health and dental benefits.

Other Benefits - Mandatory benefits paid on behalf of employees, such as Social Security (FICA and Medicare) contributions, unemployment insurance premiums, and minor discretionary benefits not included in the above categories.

Total Benefits - The sum of all benefits paid to City employees.

Class- Class ofNormal salaries paid to permanent or temporary City employees.
Note: In the Class variable –
1 : Low range salary
2 : Mid range salary
3 : High range salary

Problem Statement -
You need to classify the normal salary range of different employees based on information provided by different features in the dataset. The Class variable provides the range of salary into 3 categories that are low, mid and high range.