

Data Dictionary for Employee Compensation

The San Francisco Controller's Office maintains a database of the salary and benefits paid to City employees since fiscal year 2013. This data is summarized and presented on the Employee Compensation report hosted at <http://openbook.sfgov.org>, and is also available in this dataset in CSV format. New data is added on a bi-annual basis when available for each fiscal and calendar year.

Date Created: 03/19/2015

Field Name	Data Type	Definition	Notes (optional)
Year Type	Plain Text	Fiscal (July through June) or Calendar (January through December)	
Year	Plain Text	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 FY2011-2012.	
Organization Group Code	Plain Text	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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Department Code	Plain Text	Departments are the primary organizational unit used by the City and County of San Francisco. Examples include Recreation and Parks, Public Works, and the Police Department.	
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Union Code	Plain Text	Unions represent employees in collective bargaining agreements. A job belongs to one union, although some jobs are unrepresented (usually temporarily).	

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Union	Plain Text	Unions represent employees in collective bargaining agreements. A job belongs to one union, although some jobs are unrepresented (usually temporarily).	
Job Family Code	Plain Text	Job Family combines similar Jobs into meaningful groups.	
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Employee Identifier	Plain Text	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.	
Salaries	Number	Normal salaries paid to permanent or temporary City employees.	
Overtime	Number	Amounts paid to City employees working in excess of 40 hours per week.	
Other Salaries	Number	Various irregular payments made to City employees including premium pay, incentive pay, or other one-time payments.	
Total Salary	Number	The sum of all salaries paid to City employees.	
Retirement	Number	City contributions to employee retirement plans.	
Health/Dental	Number	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	Number	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	Number	The sum of all benefits paid to City employees.	
Total Compensation	Number	The sum of all salaries and benefits paid to City employees.	

[illegible]