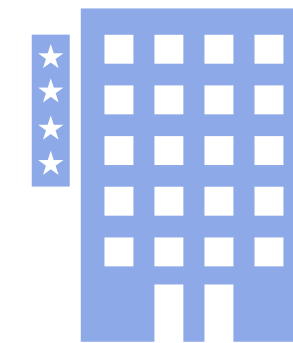
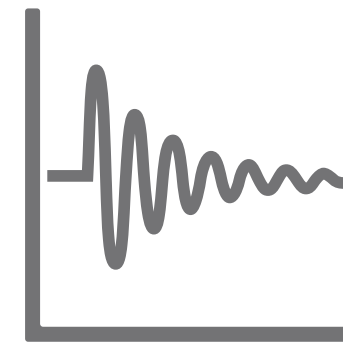


Employee Compensation

in the city of San Fransisco, California



About the data

- The salary and benefits paid to City employees since 2013.
- Columns:
 - Job title
 - Salary
 - Overtime
 - Other salaries (irregular payments such as premium pay, incentive pay, etc...)
 - Retirement
 - Health/dental
 - Other benefits (social security etc)
 - Total benefits -> retirement + health/dental + other benefits
 - Total salary -> salary + other salaries + overtime
 - Total compensation -> total benefits + total salary
- Resulted in 4 clusters

The four clusters

Blue collar



1. Transit Operator
2. Police Officer
3. Custodian

Pink collar



1. Special Nurse
2. Public Service Trainee
3. Recreation Leader

White collar



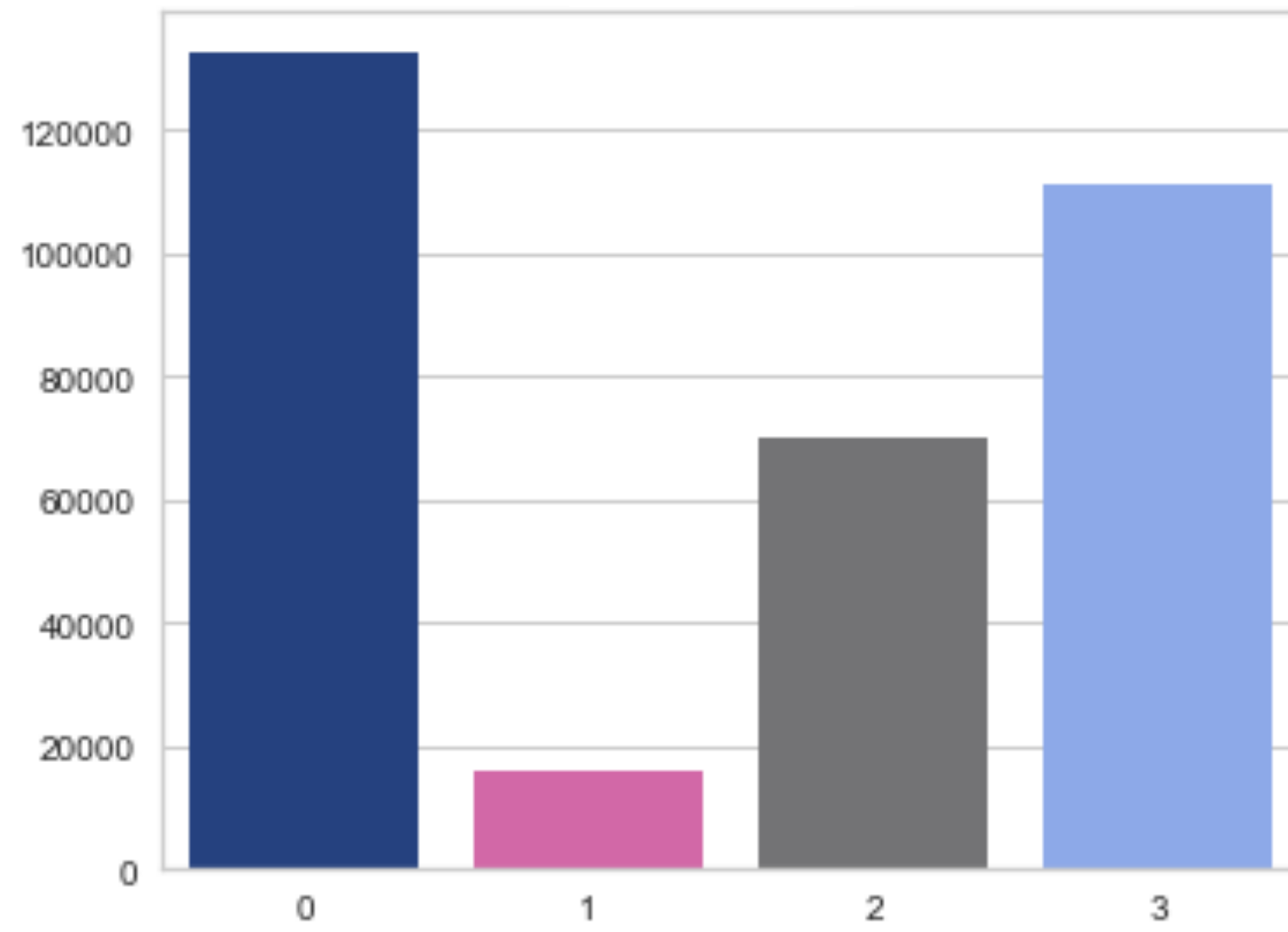
1. Attorney (Civil/Criminal)
2. Engineer
3. Manager III

Blue/White collar

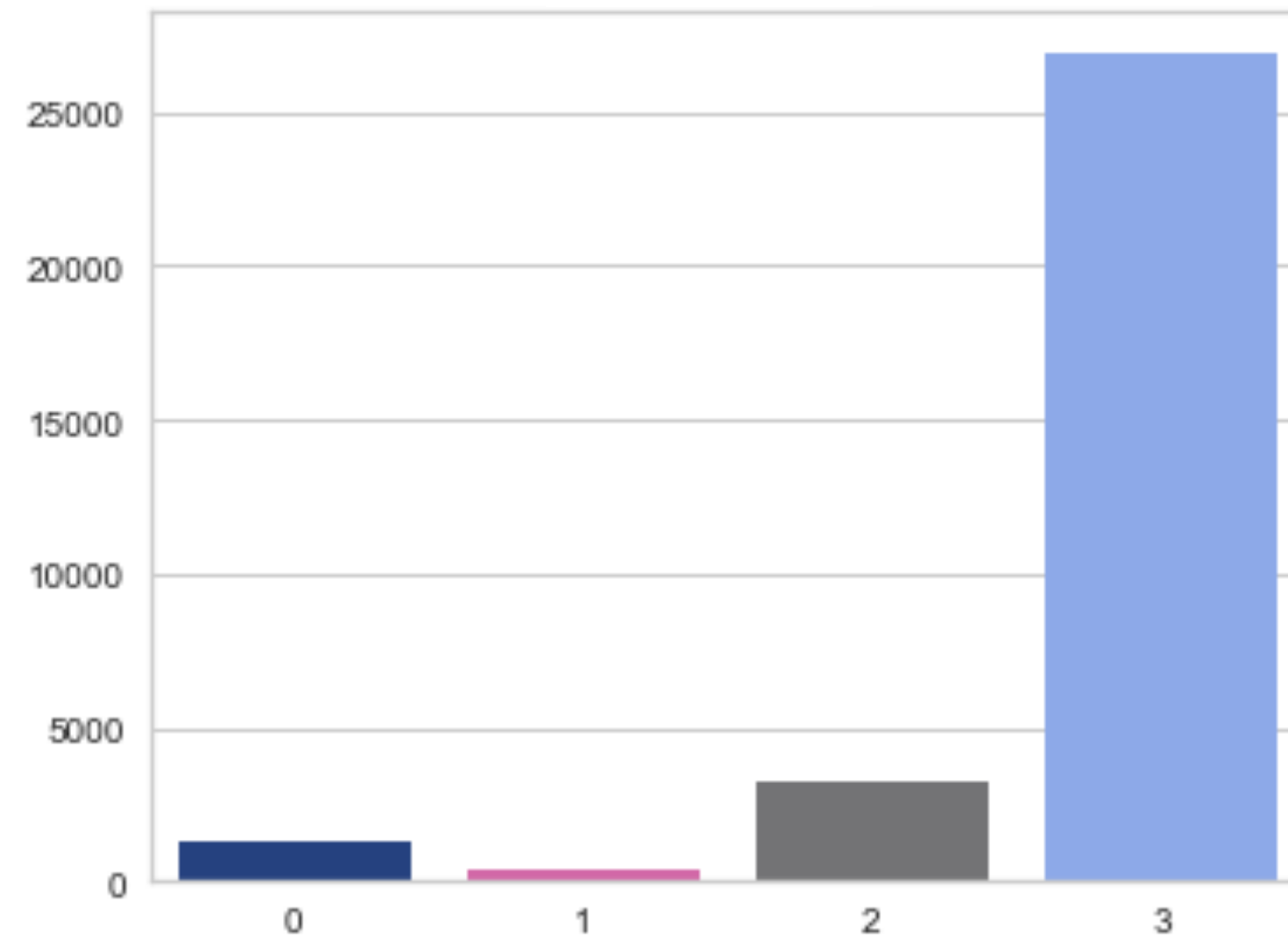


1. Firefighter
2. Sergeant
3. Assistant Chief Attorney

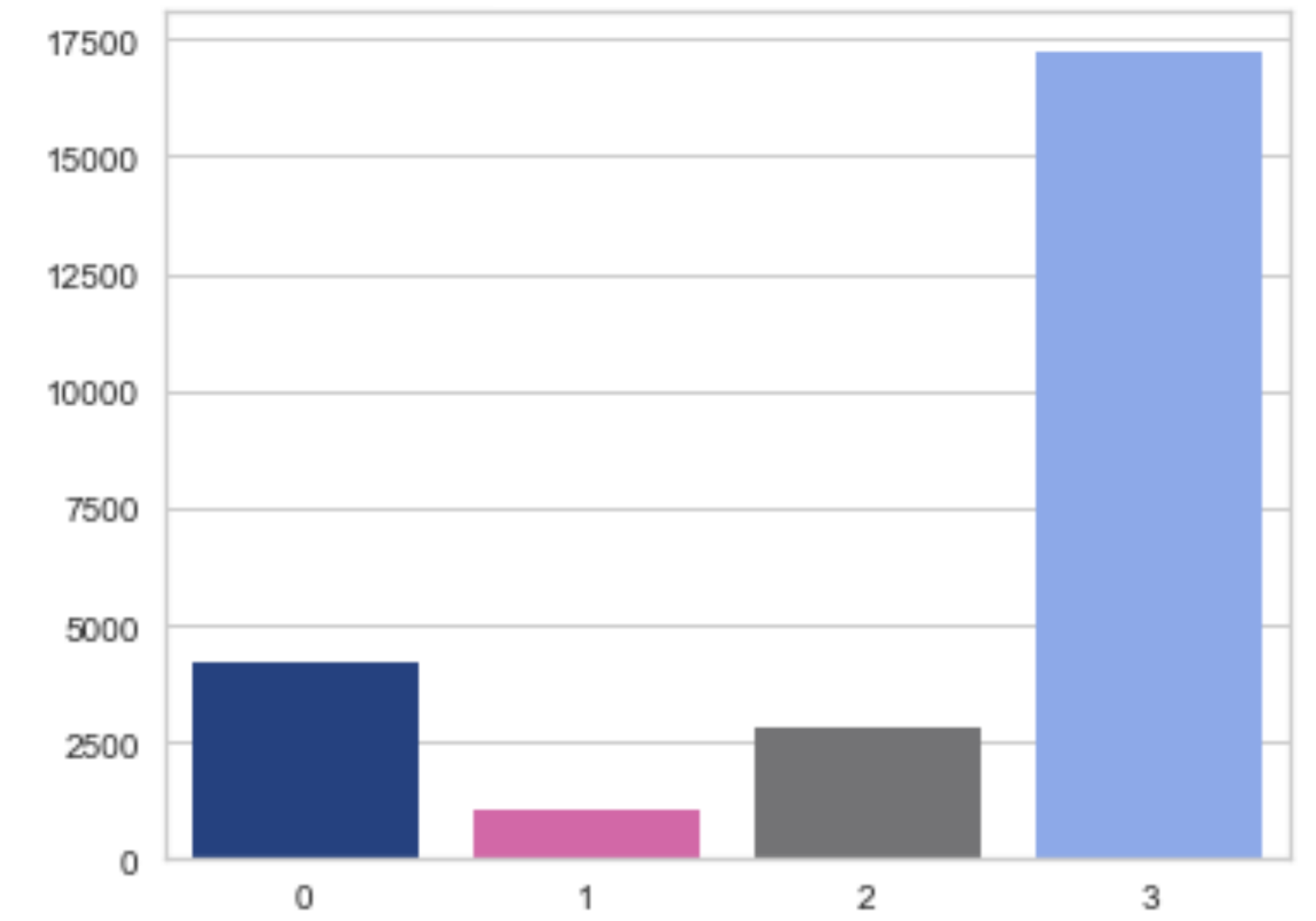
Salaries



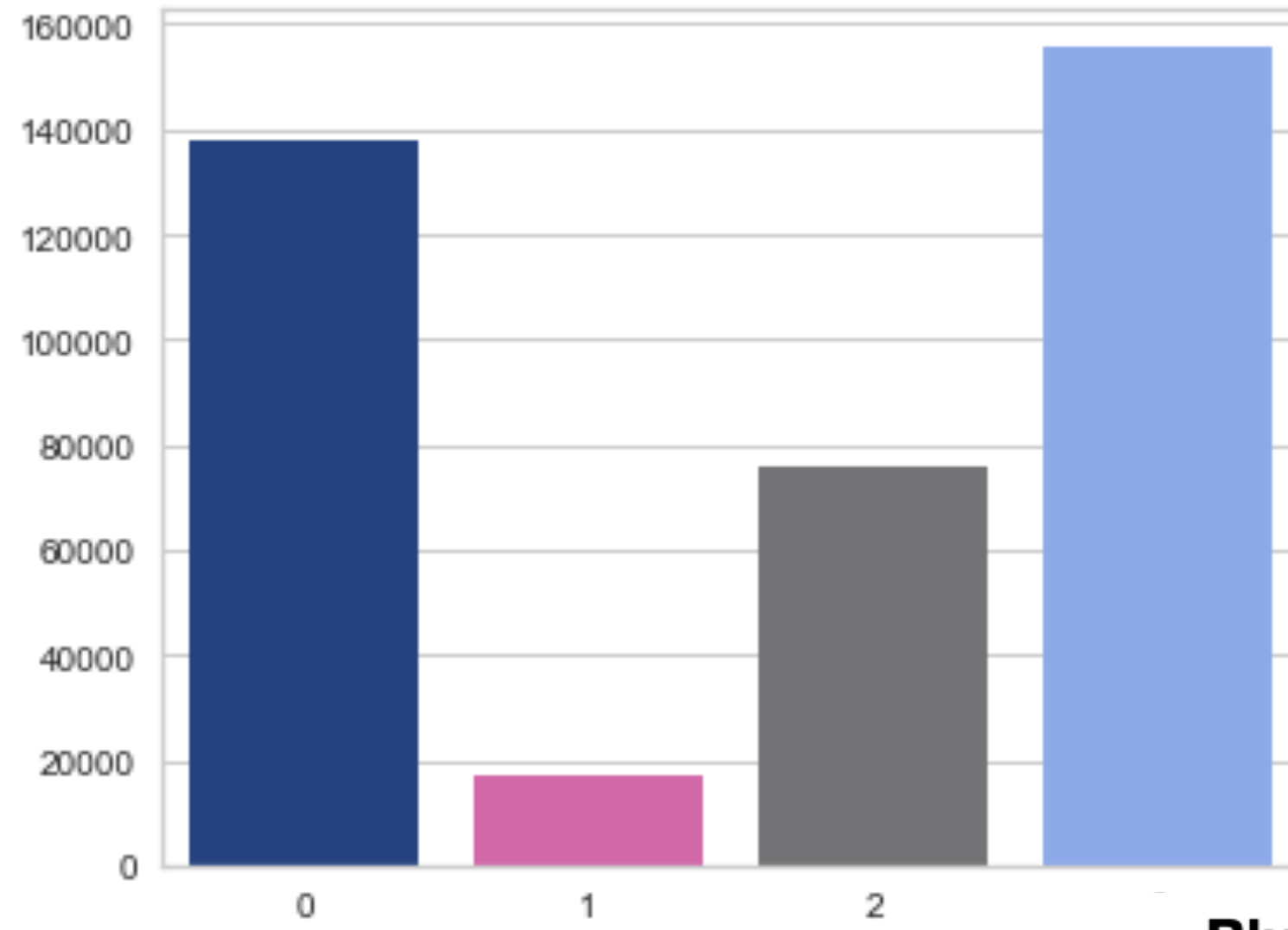
Overtime



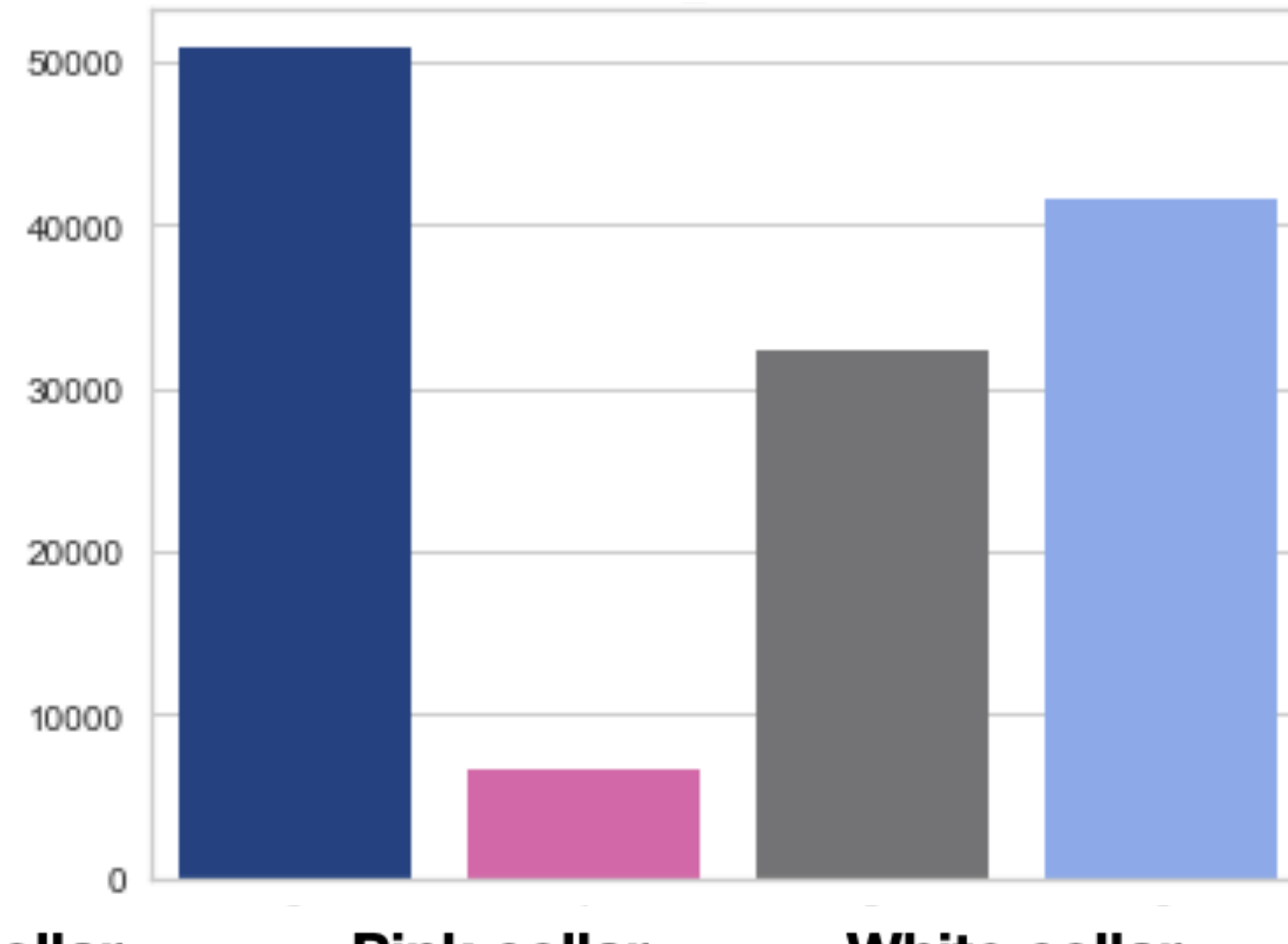
Other salaries



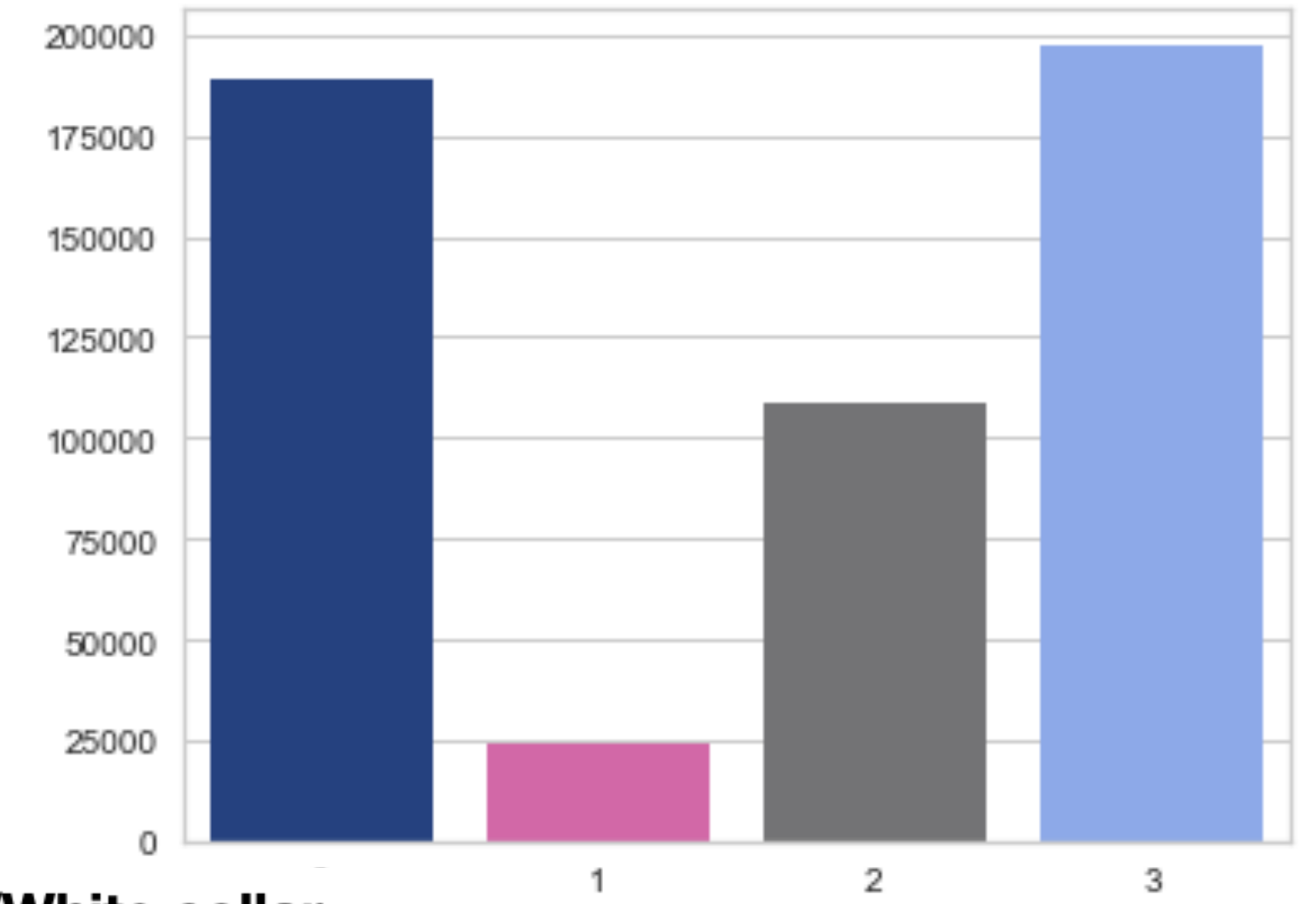
Total salary



Total benefits



Total compensation



labels

Blue collar



Pink collar



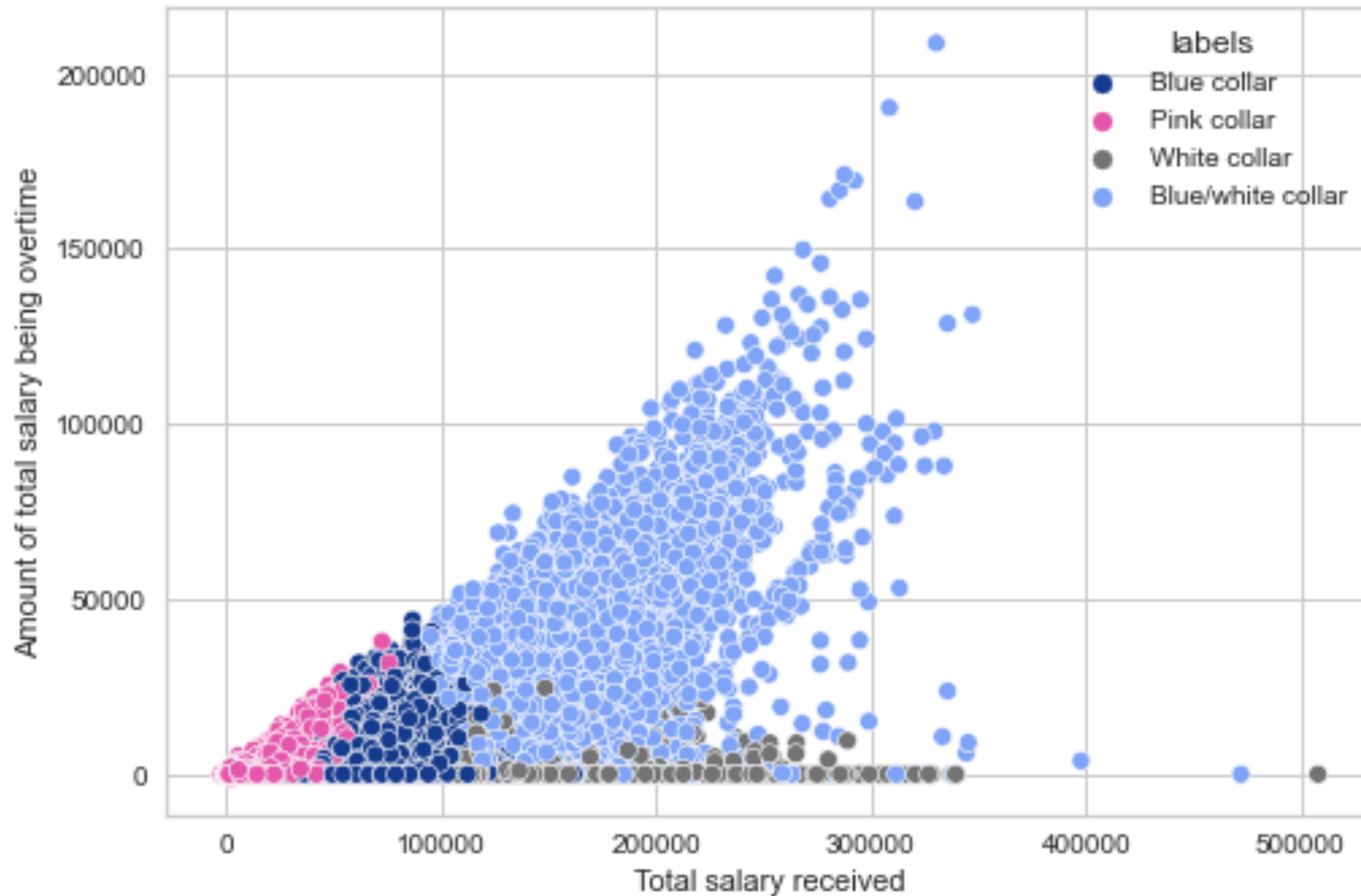
White collar



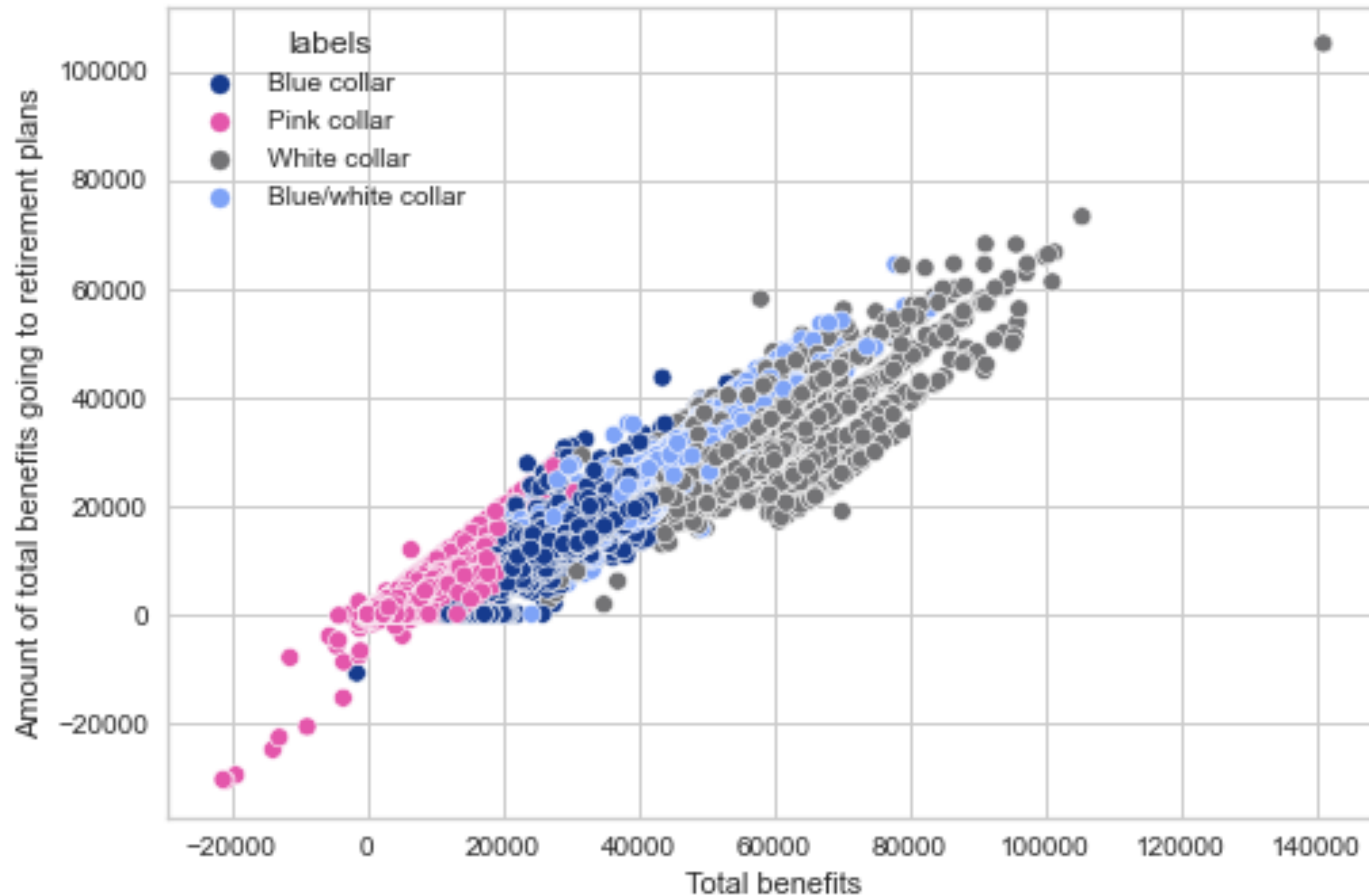
Blue/White collar



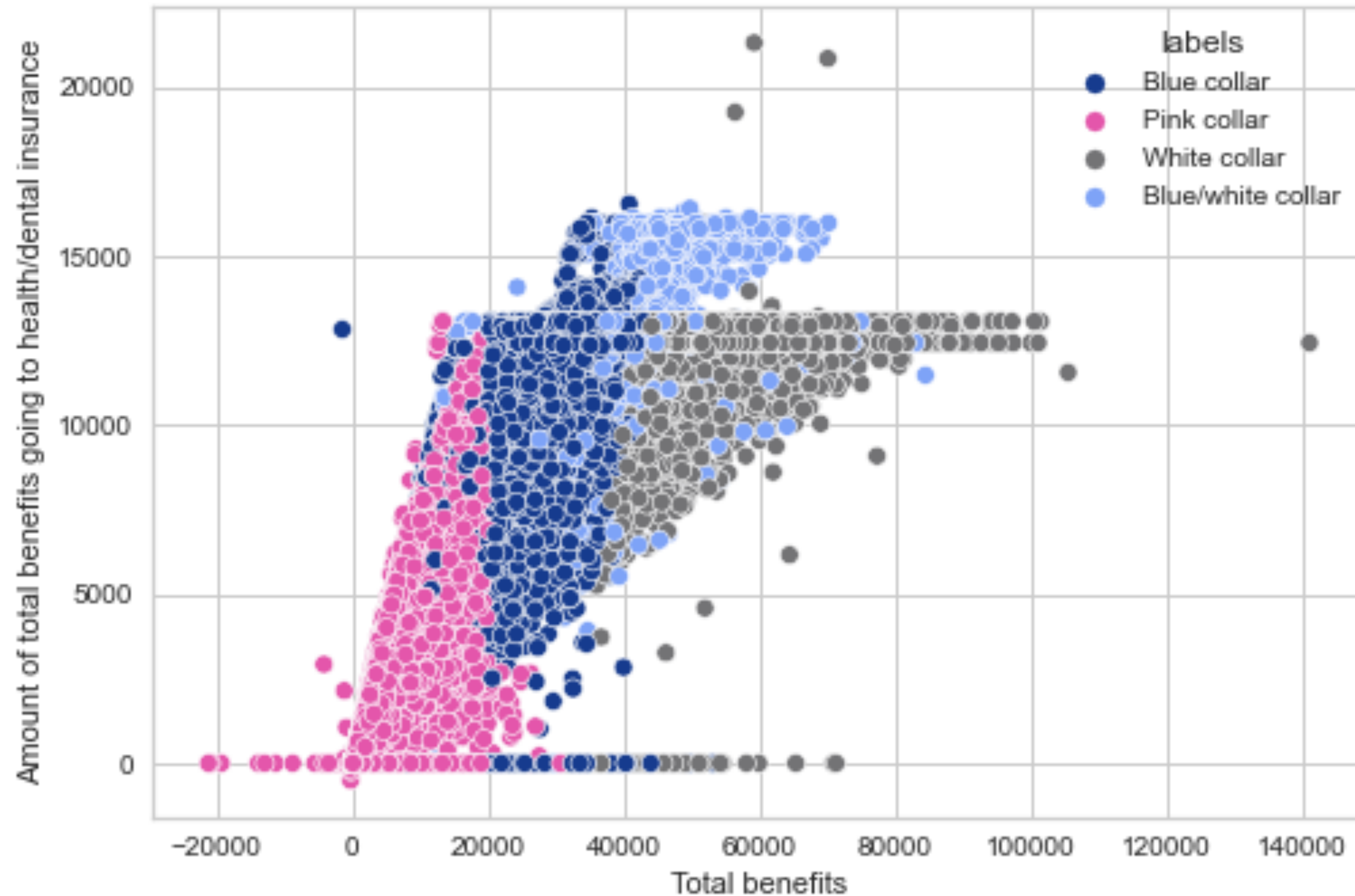
Total salary received vs overtime salary



Total benefits vs retirement plans



Total benefits vs health/dental insurance



What about the yearly evolution of total compensation?



Can any conclusions be drawn?

Well...

- No data on hours worked!
- Not entirely sure I agree with the clustering...



Questions?