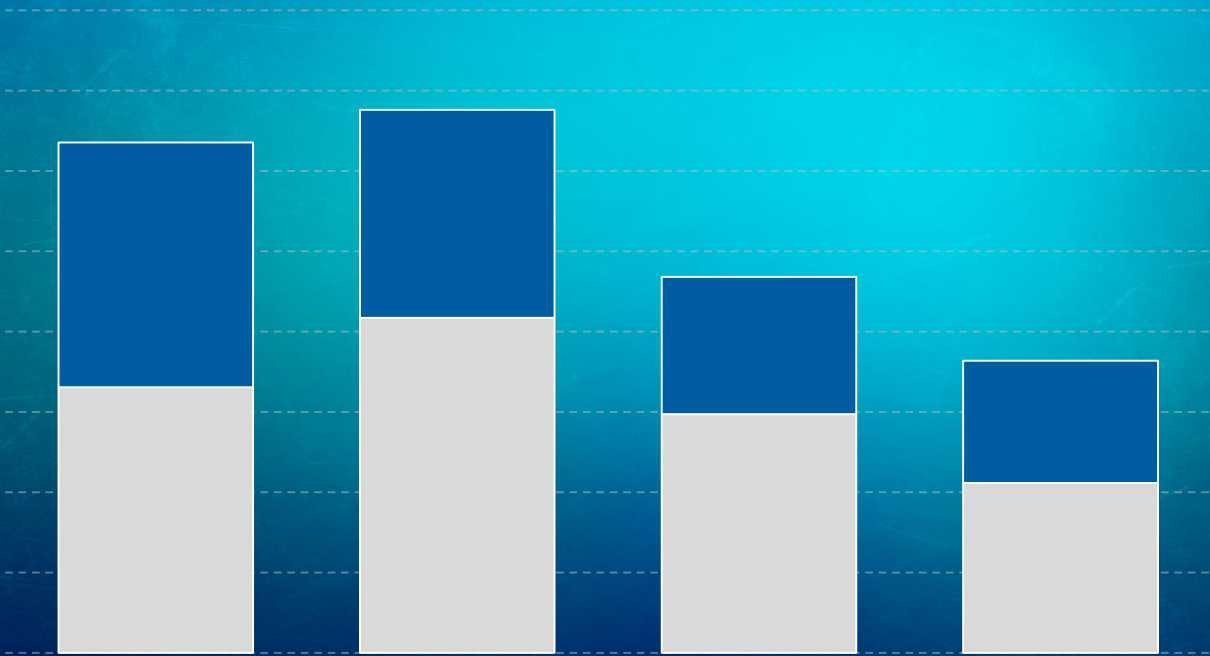


■ Wages ■ Benefits



2014 California State Employee Total Compensation Report

For Bargaining Units 1, 2, 3, 4, 7, 11, 13, 14, 15, 16, 17, 18, 19, 20, and 21
Published January 12, 2016



Message From the Director

Offering competitive compensation is crucial to our ability to recruit and retain a highly qualified workforce in state government, and the 2014 California State Employee Total Compensation Report reflects our commitment to better understanding the state's position in the labor market. By closely following the model developed by the U.S. Bureau of Labor Statistics (Bureau) and by tapping into its wealth of data on wages and benefits, we can now provide policy makers with a consistent method of comparing our compensation practices with other employers in California's labor market.

We selected this path because the Bureau is a well-respected, independent source for labor market information.

I would like to express my sincere appreciation to the Bureau, California's Employment Development Department, the U.S. Office of Personnel Management, and the State Controller's Office for providing us with the data necessary for this report. I would also like to thank my staff in the Office of Financial Management and Economic Research for their thoughtful analysis.

This is our second Total Compensation Report using the Bureau's model for comparing the employer's costs for employee compensation. With 15 bargaining units included in this report, we have now reviewed compensation for the vast majority of the state's represented employees using this methodology. Moving forward, we will continue to evaluate and refine how we use this benchmark data to compare our total compensation package with other employers in California.



Richard Gillihan, Director
Department of Human Resources

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Executive Summary

California's state government competes for its workforce with local government agencies, as well as with the private sector and the federal government, which makes it critical that the state understands how its compensation compares with other employers.

Making simple wage comparisons, however, provides an incomplete picture. It is analogous to comparing the value of one home to another, without considering the size or location of the land. That's why statutes require the Department of Human Resources (Department) to compare state employee salaries *and* benefits with public and private sector employers.

To meet this challenge, the Department turned to the U.S. Department of Labor's Bureau of Labor Statistics (Bureau), which produces two of the nation's most comprehensive wage and benefit surveys: the Occupational Employment Statistics (OES) survey and the National Compensation Survey (NCS).

When these surveys are combined with other data, the state's "total compensation" can be compared to that of public and private sector workers employed in the same occupations.

By using the Bureau's benchmark data and established methodology for calculating employee costs, the state can now compare its compensation practices with other employer groups in California, and provide valuable insight to current and prospective employees, policy-makers, and the public.

Report Findings

The state's benefit package has greater impact on total compensation when compared with other employers in the labor market.

When comparing median wages only:

- The state was at or above the market with 20 occupations
- The state was below the market with 27 occupations

When comparing total compensation:

- The state was at or above the market with 30 occupations
- The state was below the market with 17 occupations

Summary of Report Findings

Table 1: Occupations Where State Compensation is At/Above or Below Market Average

BU	Occupation Title	WAGE ONLY		TOTAL COMPENSATION	
		At/Above Market Average	Below Market Average	At/Above Market Average	Below Market Average
1	Management Analysts		✓		✓
1	Accountants and Auditors		✓	✓	
1	Computer Systems Analysts		✓		✓
1	Tax Examiners and Collectors, and Revenue Agents		✓		✓
1	Claims Adjusters, Examiners, and Investigators		✓	✓	
1	Software Developers, Systems Software		✓		✓
1	Compensation, Benefits, and Job Analysis Specialists		✓		✓
1	Computer Programmers		✓		✓
2	Lawyers		✓		✓
2	Administrative Law Judges, Adjudicators, and Hearing Officers		✓	✓	
3	Adult Basic, Secondary Education, Literacy Teachers and Instructors	✓		✓	
3	Vocational Education Teachers, Postsecondary	✓		✓	
4	Office Clerks, General	✓		✓	
4	Court, Municipal, and License Clerks		✓		✓
4	Legal Secretaries		✓		✓
7	Detectives and Criminal Investigators		✓		✓
7	Police, Fire, and Ambulance Dispatchers		✓	✓	
7	Police and Sheriff's Patrol Officers		✓		✓
7	Forensic Science Technicians		✓	✓	
11	Civil Engineering Technicians		✓	✓	
11	Forest and Conservation Technicians	✓		✓	
11	Architectural and Civil Drafters		✓		✓
11	Medical and Clinical Laboratory Technicians		✓		✓
13	Stationary Engineers and Boiler Operators		✓		✓
13	Water and Wastewater Treatment Plant and System Operators	✓		✓	

2014 California State Employee Total Compensation Report

BU	Occupation Title	WAGE ONLY		TOTAL COMPENSATION	
		At/Above Market Average	Below Market Average	At/Above Market Average	Below Market Average
14	Printing Press Operators	✓		✓	
14	Graphic Designers	✓		✓	
15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	✓		✓	
15	Cooks, Institution and Cafeteria	✓		✓	
16	Psychiatrists	✓		✓	
16	Family and General Practitioners	✓		✓	
16	Dentists, General	✓		✓	
17	Registered Nurses		✓	✓	
17	Nurse Practitioners		✓	✓	
18	Psychiatric Technicians	✓		✓	
19	Clinical, Counseling, and School Psychologists	✓		✓	
19	Mental Health and Substance Abuse Social Workers	✓		✓	
19	Rehabilitation Counselors	✓		✓	
19	Recreational Therapists	✓		✓	
19	Pharmacists		✓		✓
19	Dietitians and Nutritionists		✓		✓
20	Licensed Practical and Licensed Vocational Nurses	✓		✓	
20	Nursing Assistants		✓		✓
20	Dental Assistants	✓		✓	
20	Pharmacy Technicians		✓	✓	
21	Instructional Coordinators	✓		✓	
21	Librarians		✓	✓	

About This Report

The 2014 California State Employee Total Compensation Report uses salary and benefit data to compare the state's compensation practices with three different employer groups:

- Local Government
- Private Sector
- Federal Government

Much of the labor market data in this report was provided by the Bureau and the State of California's Employment Development Department (EDD). Wage and benefit data from two surveys produced by the Bureau were combined to find the total compensation for local government and private sector workers. The OES survey also provided federal employee wage data, while federal employee benefit estimates originated from a Congressional Budget Office (CBO) report with additional data supplied by the U.S. Office of Personnel Management (OPM).

All OES and NCS survey data are calculated by the Bureau. Federal government employee benefit information was estimated by the CBO. The supplemental pay estimates were provided by OPM for each occupation. Please refer to the Endnotes for details.

State government employee wage and benefit data was provided by the State Controller's Office (SCO). The total compensation for each employer group was calculated by Department staff. The table on the next page summarizes the sources for wage and benefit data for each employer group, along with the page number in this report for additional details.

Table 2: Major Data Sources for Report

Employer Group	Wages	Benefits
Federal Government	OES Survey (see pg. 15)	CBO & OPM (see pg. 14)
Local Government	OES Survey (see pg. 15)	NCS (see pg. 12)
Private Sector	OES Survey (see pg. 15)	NCS (see pg. 12)
State Government	SCO (see pg. 20)	SCO (see pg. 21)

This report compares the state's compensation costs for its workforce in 47 occupations with its primary competitors in the labor market: local government, large private sector employers (500 or more employees), and the federal government. We selected the occupations in this report because state workers employed in these occupations are represented in the 15 bargaining units with expiring contracts in 2016.

In addition to making statewide comparisons, this report compares state employee total compensation in four geographic regions: Sacramento, San Francisco, Los Angeles, and San Diego.

Changes to Report

We made a few changes with this year’s report, which are highlighted in the table below.

Table 3: Changes to Report Methodology

Item	2013 Report	2014 Report
Federal Supplemental Pay Estimate	Assumed same percentage of supplemental pay for federal workers as state workers.	Used annual wage and supplemental pay data from the U.S. Office of Personnel Management.
Market Determination	Determined the state’s position in the labor market based upon the total compensation of two or more employer groups.	Determined the state’s position in the labor market based upon the “Market Average” total compensation of the three employer groups.
Regional Comparisons with Private Sector	Used wage and benefit data from “all private sector” employers for regional comparisons.	Used wage and benefit data from large private sector employers (500 or more employees) consistent with statewide comparisons.
Wage Estimates Used for Occupations	Used wage estimates from the OES survey, even if the Bureau could not produce an estimate of workers for an employer group.*	Used wage estimates from the OES survey, only if the Bureau could produce an estimate of workers for an employer group.

*The Bureau includes an estimate of wages and number of workers per occupation for each employer group in the OES survey. However, employment estimates are not available for some employers in some occupations even when wage estimates are published. The Bureau withholds these estimates from publication for a number of reasons, including failure to meet Bureau quality standards or the need to protect the confidentiality of survey respondents.

Comparing Data

The intent of this report is to use the best available data to compare the state's total compensation costs with other employers in California.

This report does not define the appropriate level of compensation for state employees.

Instead, this report compares how state workers are compensated, as a group, with other workers in the same occupation by measuring the employer's costs for providing wages and common employee benefits.

Authority and Background

According to Government Code section 19826(c), when the state establishes or adjusts salaries, “consideration shall be given to the prevailing rates for comparable service in other public employment and in private business,” and the Department must submit its findings to the parties meeting and conferring, and to the Legislature. The law requires that the state’s report contains “salaries of employees in comparable occupations in private industry and other governmental agencies.” The Budget Act of 2015 requires that in addition to salaries the report must include total compensation and geographic comparisons.

Mapping of State Jobs

In 2011, Department staff began mapping more than 3,800 state civil service classifications to 840 detailed occupations as defined by the federal government’s Standard Occupational Classification (SOC) system. These occupations are grouped into 23 major groups, 97 minor groups, 461 broad occupations, and 840 detailed occupations.

With all of the state’s classifications mapped to the SOC system, employee compensation can be compared with data collected by the federal government.

The mapping used in this report has been reviewed by Bureau economists and by the Department’s Personnel Management Division.

The table below provides an example of a six-digit SOC code.

Table 4: Example of a SOC Code

Accountants and Auditors (13-2011)			
Major Group	Minor Group	Broad Occupation	Detailed Occupation
13	20	1	1

About the National Compensation Survey

According to the Bureau, the NCS provides comprehensive measures of employee compensation, compensation cost trends, as well as the degree to which workers have access to — and participate in — employer-provided benefit plans. Bureau field economists collect and review the survey data from a national, statistically representative sample of private sector businesses, and state and local government agencies. Federal government, agricultural, household workers, and workers who are self-employed are not included in the survey.

The NCS data are used in the following Bureau reports:

- Employment Cost Index (ECI)
- Employee Benefit Incidence and Provisions
- Employer Costs for Employee Compensation (ECEC)

Please refer to the Glossary of Terms, beginning on page 111, for details.

The 2014 California State Employee Total Compensation Report uses data from the ECEC, which reports the average total compensation on an hourly basis for private sector, state, and local government workers.

The ECEC reports the following employer-paid benefit costs:

- Supplemental pay
- Paid leave
- Insurance
- Retirement savings
- Legally required benefits

The Bureau provided the Department with unpublished estimates of annual hours worked, annual scheduled hours, and hourly wage and benefit costs for private sector and local government workers separately. This data allowed the Department to annualize these costs and create “benefit percentages” for each employer group and each occupation.¹ The table below summarizes how these percentages were created.

Table 5: Calculating the Benefit Percentage From the NCS

NCS Wage for Major Occupational Group	NCS Total Benefits for Group	Benefit Formula	Benefit %
\$40,000 / Year	\$20,000 / Year	$(\$20,000 / \$40,000) = 50\%$	50%

National Compensation Survey Benefit Data

The Bureau provided the Department with a detailed breakout of total compensation costs from the NCS for the Pacific Region² – with local government and private sector employee data reported separately. The map below illustrates the five states in the Pacific Region.

NCS Published Areas



Federal Employee Benefit Data

The Bureau collects and reports federal employee wages in the OES survey by detailed occupation. However, because the NCS wage and benefit report is used to set and adjust salaries for the federal white-collar workers tied to the General Schedule, federal workers are not included in the NCS.³ To find the percentage of benefits to wages for federal workers, we used data from a well-known CBO report, entitled “Comparing Compensation of Federal and Private Sector Employees.”⁴ The CBO analysis closely followed the Bureau’s methodology for collecting federal wages and benefits.⁵ For its comparison however, the CBO grouped federal workers by education level rather than occupation. Therefore, we applied the federal benefit percentages to each occupation based upon the required education for state jobs in each occupation. Please refer to Appendix D, beginning on D-14, for details.⁶

The author of the CBO report provided the Department with unpublished estimates of annual hours worked for federal workers, which allowed the Department to annualize these benefit percentages.⁷ With additional wage and supplemental pay data from the OPM, these benefit percentages were revised to produce even more accurate estimates for each occupation. Please refer to the Endnotes for details.

About the Occupational Employment Statistics Survey

According to the Bureau, the OES survey is the only comprehensive source of regularly-produced occupational employment and wage rate information for the U.S. economy. The survey covers all full-time and part-time wage and salary workers in nonfarm industries. It does not include wages for the self-employed.

The OES program is a cooperative effort between the Bureau and State Workforce Agencies (SWA). In California, the EDD is the SWA, and is responsible for collecting local government and private sector wages. The Bureau collects state and federal employee wage data.

All wage data in the survey is categorized into occupations using the federal SOC system. These occupations typically include entry-level through journey-level workers, and often first-level supervisors. Some occupations even include managers. Therefore, the OES survey represents a wide range of wages for each occupation.

The survey is distributed to approximately 97,000 local government and private sector employers in California over a three-year period. The Bureau updates any aged survey data using the ECI before combining it with current data.

The OES data in this report reflects wages in California as of March 2014. Private sector wages were filtered for large employers (500 or more employees) for all statewide and regional comparisons.

Methodology for Combining Benefit Percentages and Wages

Prior to completing this report, the Bureau and the EDD instructed Department staff on how the data are collected and calculated in the NCS and OES surveys. This allowed for a better understanding on how to combine both surveys for benchmarking purposes as well as how to collect and calculate state employee costs in a comparable manner.

To find the total compensation for a detailed occupation, the benefit percentage from the NCS or the CBO report was combined with the wage data from the corresponding employer group and detailed occupation reported in the OES survey.

Here's how this works: Multiply the OES annual wage by the benefit percentage to find the dollar value of benefits, and then add this to the annual wage from the OES survey. This produces the total compensation estimate for workers in the occupation.

Using wage and benefit data in this way allows an employer to categorize and compare a wide range of employee benefits and pay incentives to see how its compensation compares with other employers in the labor market.

Table 6: Estimating the Value of Employee Benefits

OES Annual Wage for Detailed Occupational Group	Benefit %	Multiply Annual Wage by Benefit Percentage	Add OES Annual Wage and Value of Benefits	Total Compensation for Occupation
\$40,000 / Year	50%	$(\$40,000 \times 50\%) = \$20,000$	$\$40,000 + \$20,000$	\$60,000 / Year

Benchmark Selections

In previous years, the state published salary surveys using “benchmark classifications” to measure compensation for each bargaining unit. With the publication of the 2013 California State Employee Total Compensation Report, the state took a new approach, and began comparing “benchmark occupations,” because all Bureau wage and benefit data are reported by occupation.

Government Code section 19826(c) and the Budget Act of 2015 requires a total compensation survey be completed at least six months prior to the expiration of a Memorandum of Understanding (MOU) or upon reopening negotiations under an existing one. Therefore, this report includes benchmark occupations from the 15 bargaining units with MOU’s expiring by July 2016:

- BU 1 – Administrative, Financial, and Staff Services
- BU 2 – Attorney and Administrative Law Judge
- BU 3 – Professional Educators and Librarians
- BU 4 – Office and Allied
- BU 7 – Protective Services
- BU 11 – Engineering and Scientific Technicians
- BU 13 – Stationary Engineer
- BU 14 – Printing Trades
- BU 15 – Allied Services
- BU 16 – Physician, Dentist, and Podiatrist
- BU 17 – Registered Nurse
- BU 18 – Psychiatric Technician
- BU 19 – Health and Social Services/Professional
- BU 20 – Medical and Social Services
- BU 21 – Education Consultants and Library

This report covers 754 rank-and-file and related excluded classifications associated with the 15 bargaining units listed above. They are mapped to 47 detailed occupations categorized by SOC code. All classifications mapped to the same benchmark occupation are compared, as a group, to the wage and benefit data for the corresponding occupation. This allows the Department to compare the state’s costs for employee wages and benefits at an

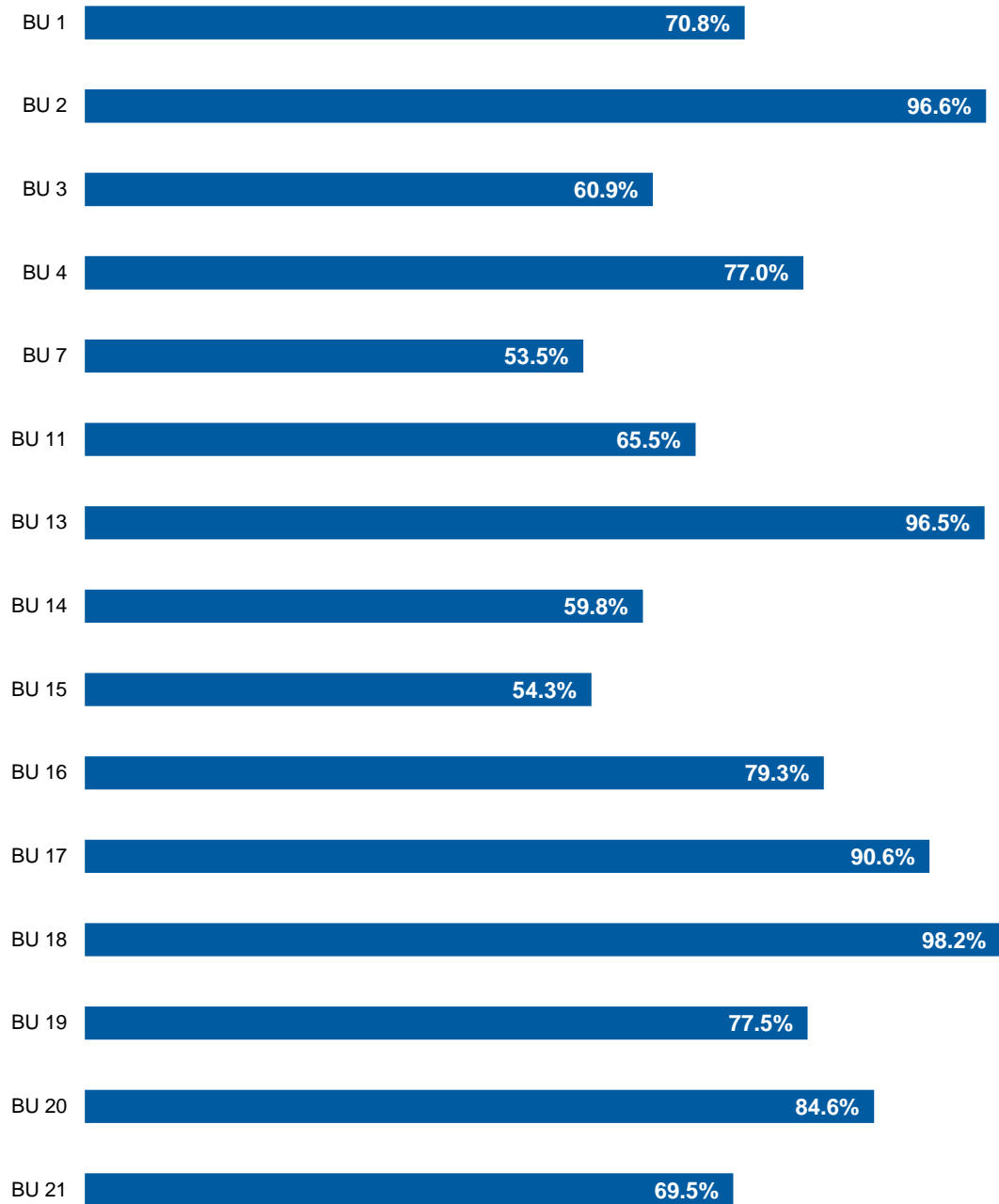
occupational level because the OES and NCS surveys include all workers in an occupation – from entry-level through journey-level, and in many occupations, related supervisors. Where occupations did not include first-level supervisors, state wage and benefit data for rank-and-file employees were collected and compared separately. Please refer to Appendix B for details on the specific classifications in each occupation.

The benchmark occupations used in this report were selected using the following criteria:

- State classifications have consistent duties and qualifications with the SOC definition
- State classifications in the occupation represent a significant portion of the bargaining unit

Approximately 89,000 full-time state employees are represented in the 47 occupations included in this report. Chart 1 on the next page illustrates the percentage of employees associated with each bargaining unit in this report.

Chart 1: Percent of Full-Time State Employees Associated With Each Bargaining Unit Included in This Report



For Bargaining Units 4, 13, and 15 only rank-and-file employees are included, because the occupations associated with these units do not include supervisors. For all other bargaining units, related-excluded employees are included in the calculation of the percentage of employees associated with the bargaining unit.

State Employee Wages

This report uses OES monthly wages for full-time workers as of March 2014. To remain consistent, full-time state employee wage data was collected for the same month, and the median state wage for each occupation was compared with the median wage from the OES survey. (The median is the number in the middle of a group. For example, if there are five wages listed in descending order, then the third salary would be the median wage.) To do this, all salaries paid to state workers associated with the same bargaining unit and mapped to the same occupation were collected for each classification. The average “wage-related” pay differentials for each classification were collected and then added to the base salary paid to each state employee to calculate the wage per employee. The median state wage was then identified for each occupation.

The OES survey instrument has a wage cap. Any wage above \$187,200 annually is recorded as greater than that amount (>\$187,200). For workers in three occupations associated with Unit 2 (Lawyers) and 16 (Family and General Practitioners, and Psychiatrists), this was the reported median wage, which makes it difficult to compare with the state’s median wage. However, the Bureau produces a mean wage estimate for these occupations from other sources. Therefore, in addition to providing median wage comparisons (in blue) throughout this report, the report also makes separate mean wage comparisons (in green) for these three occupations.⁸

Please refer to Appendix A for additional details on state employee and labor market wages.

Calculating State Employee Benefit Percentages

To calculate the percentage of benefits to wages for state workers, the Department closely followed the methodology used by the Bureau for the NCS.

The benefits listed below are included in the NCS, which measures the employer's average costs for wages and benefits. The state's costs were collected from data provided by SCO for each bargaining unit separately, and then divided by the count of full-time employees to find an average annual benefit cost per employee. The average annual benefit cost was then divided by the average annual wage for that bargaining unit to find a "benefit percentage." Please refer to the Glossary of Terms, beginning on page 111, for detailed definitions.

Wages: The average base pay for each bargaining unit was collected. An average of the qualifying pay differentials was calculated, and then added to the average base pay to arrive at the average wage for each bargaining unit.

Benefits

Supplemental Pay: This includes the employer's costs for overtime pay, shift differentials (holiday shifts, weekend shifts, non-regular shift pay differentials), and the remainder of premium pays that are not included in the wage.

This also includes the following Non-Production Bonuses:

- Merit Award Program (Employee Suggestion Award, Employee Recognition Award, and 25-Year Service Award)
- Informal time off (ITO)
- Flex Elect, cash in-lieu of benefits
- Recruitment and Retention bonuses
- Longevity bonuses

Paid Leave: To find the employer's cost for paid leave, all vacation/annual leave, holidays, and personal development days accrued are assumed used and totaled. All sick leave used is then added to the total. This number is then multiplied by an hourly rate for paid leave.

Insurance: This includes the employer contribution for life insurance,⁹ health insurance or consolidated benefits (CoBen), dental insurance, vision insurance, short-term disability insurance, long-term disability insurance, and administrative fees paid by the state for each plan.

Retirement and Savings: This includes the employer contribution towards retirement plans administered by the California Public Employees' Retirement System (CalPERS).

Legally Required Benefits: This includes the employer costs for Social Security, Medicare, state and federal unemployment insurance, and workers' compensation.

Wages + Benefits = Total Compensation

When the value of employee benefits is added to wages, it has a significant impact on the monthly total compensation costs for state employees. Using the same methodology for combining labor market data, the Department combined a state benefit percentage for each bargaining unit to a state wage to find the total compensation for its workers. Please refer to page 16 for more details. The table on the next page illustrates the effect that benefits have for workers in each bargaining unit.

Bargaining Unit Comparisons

Although this report compares the total compensation costs for workers employed by different employer groups, comparisons can also be made between state workers in different bargaining units. The table below displays the annual scheduled hours of work, and the average annual hours worked for all rank-and-file employees in each bargaining unit. The total compensation numbers represent the employer's costs for employee compensation, which is the average costs for wages and benefits (supplemental pay, paid leave, insurance, retirement, and legally required benefits). Although overtime is included in supplemental pay, the table below displays overtime separately to illustrate its significance for each bargaining unit. Please refer to Appendix C-1 for more details about the benefit percentage for each unit.

Table 7: Average Annual Total Compensation Costs for Rank-and-File Employees by Unit in 2014

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Benefits		Total Compensation
				Other Benefits	Overtime	
1	2,080	1,779	\$61,598	\$39,817	\$973	\$102,389
2	2,080	1,779	\$107,614	\$62,997	\$15	\$170,625
3	1,781	1,562	\$83,396	\$44,748	\$34	\$128,178
4	2,080	1,777	\$39,407	\$28,558	\$655	\$68,621
7	2,083	1,951	\$61,030	\$44,668	\$6,557	\$112,255
11	2,080	1,802	\$57,307	\$40,200	\$2,200	\$99,707
13	2,080	1,933	\$66,019	\$41,270	\$6,330	\$113,619
14	2,080	1,782	\$51,993	\$37,803	\$1,673	\$91,469
15	2,080	1,896	\$33,874	\$25,911	\$3,638	\$63,422
16	2,080	1,824	\$239,311	\$114,298	\$5,118	\$358,727
17	2,080	2,023	\$96,058	\$53,417	\$14,421	\$163,897
18	2,080	2,122	\$57,292	\$39,395	\$12,833	\$109,520
19	2,080	1,800	\$82,789	\$46,116	\$866	\$129,771
20	2,080	2,045	\$47,361	\$30,357	\$6,688	\$84,406
21	2,080	1,771	\$80,961	\$46,379	\$0	\$127,340

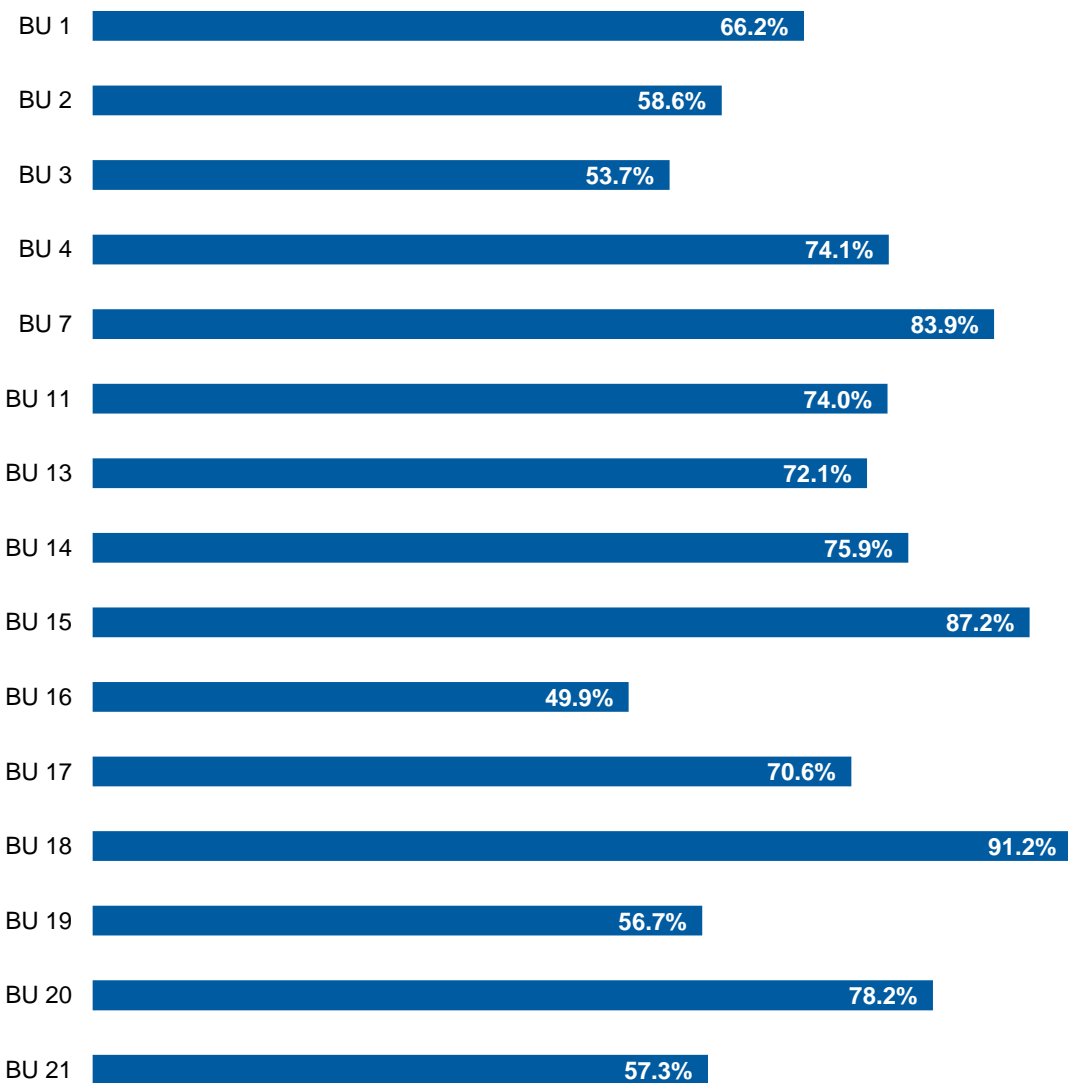
Please refer to Appendix C for Benefit Percentages used for each occupation.

Please refer to the Glossary of Terms, beginning on page 111, for definitions of Annual Scheduled Hours and Annual Hours Worked. Wages, Other Benefits, and Overtime may not equal Total Compensation due to rounding.

Benefit Percentages for Bargaining Units

The benefit percentages below represents the average costs for the state for employee benefits, as defined by the Bureau, compared to the average costs for wages for rank-and-file employees in the bargaining unit. Please refer to Appendix C for specific benefit percentages used for each occupation.

Chart 2: Benefit Percentages for Rank-and-File Employees in Each Bargaining Unit



Survey Findings: Total Compensation

On the next few pages the state's total compensation for each occupation is compared with the combined OES, NCS and CBO/OPM data. The local government, private sector, and federal government columns display the percentage lead or lag compared to the state's total compensation for each occupation. A negative percentage indicates that the state's total compensation is below (or lags) that employer group. A positive percentage indicates the state's compensation is above (or leads) that employer group. The Market Average column is a weighted average for all three employer groups based upon total compensation and employment estimates for each employer. If the Market Average total compensation is positive or zero, the state is considered at or above market. If the Market Average is negative, the state's compensation is considered below the market. Where there is data available from only one employer group for a comparison, that employer group represents the Market Average.

State Compensation At or Above Market

State total compensation is at or above the market in 30 of 47 occupations. The table on the next page compares the total compensation for state government workers with workers employed in the same occupations. Dashes are used where data are not available.

Table 8: Occupations Where State Total Compensation is At or Above the Market Average

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
1	13-2011	Accountants and Auditors	4.2%	0.9%	-30.0%	0.5%
1	13-1031	Claims Adjusters, Examiners, and Investigators	-3.8%	18.8%	-11.3%	2.9%
2	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-	-	5.5%	5.5%
3	25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	28.0%	45.3%	-	28.9%
3	25-1194	Vocational Education Teachers, Postsecondary	22.3%	-	-	22.3%
4	43-9061	Office Clerks, General	8.2%	26.2%	7.0%	16.0%
7	43-5031	Police, Fire, and Ambulance Dispatchers	0.1%	23.2%	-	1.8%
7	19-4092	Forensic Science Technicians	3.1%	-	-	3.1%
11	17-3022	Civil Engineering Technicians	1.3%	22.6%	-	2.3%
11	19-4093	Forest and Conservation Technicians	33.6%	-	11.7%	12.6%
13	51-8031	Water and Wastewater Treatment Plant and System Operators	14.6%	25.0%	24.9%	15.0%
14	51-5112	Printing Press Operators	3.4%	15.3%	-	10.5%
14	27-1024	Graphic Designers	21.2%	22.0%	-6.4%	21.0%
15	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-6.6%	35.8%	-26.6%	14.8%
15	35-2012	Cooks, Institution and Cafeteria	29.1%	28.9%	7.4%	28.6%
16	29-1066	Psychiatrists	27.8%	-	-	27.8%
16	29-1062	Family and General Practitioners	31.0%	30.5%	-	30.6%
16	29-1021	Dentists, General	43.9%	48.3%	-	45.1%
17	29-1141	Registered Nurses	14.8%	11.7%	-0.3%	11.8%
17	29-1171	Nurse Practitioners	9.0%	10.6%	-	10.2%
18	29-2053	Psychiatric Technicians	33.7%	38.8%	-	35.6%
19	19-3031	Clinical, Counseling, and School Psychologists	22.6%	19.7%	-	22.3%
19	21-1023	Mental Health and Substance Abuse Social Workers	30.7%	41.6%	-	33.4%
19	21-1015	Rehabilitation Counselors	14.1%	43.3%	-	23.3%
19	29-1125	Recreational Therapists	15.3%	20.7%	5.0%	15.3%
20	29-2061	Licensed Practical and Licensed Vocational Nurses	22.8%	15.6%	13.2%	17.2%
20	31-9091	Dental Assistants	24.7%	36.4%	33.4%	32.1%
20	29-2052	Pharmacy Technicians	6.3%	12.5%	6.6%	11.2%
21	25-9031	Instructional Coordinators	19.2%	31.9%	5.2%	19.7%
21	25-4021	Librarians	5.0%	12.7%	-18.7%	5.5%

Dashes (–) are used where data are not available.

Please refer to Appendix D-3 for a list of the employment estimates for each occupation.

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average.

State Compensation Below Market

State total compensation was below the market in 17 of 47 occupations. The table below compares the total compensation for state government workers with workers employed by each employer group. A negative percentage indicates that the state government's total compensation would need to increase by that percentage to equal that of the employer group or the Market Average in that column.

Table 9: Occupations Where State Total Compensation is Below the Market Average

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
1	13-1111	Management Analysts	-23.5%	-25.3%	-24.5%	-24.6%
1	15-1121	Computer Systems Analysts	-8.7%	-15.9%	-0.8%	-14.3%
1	13-2081	Tax Examiners, Collectors, and Revenue Agents	-0.6%	-	-11.7%	-9.3%
1	15-1133	Software Developers, Systems Software	-16.7%	-23.3%	-	-23.3%
1	13-1141	Compensation, Benefits, and Job Analysis Specialists	-8.6%	-8.8%	-8.5%	-8.7%
1	15-1131	Computer Programmers	-1.3%	-1.8%	-	-1.8%
2	23-1011	Lawyers	-11.6%	-47.6%	-5.4%	-19.6%
4	43-4031	Court, Municipal, and License Clerks	-3.3%	-	-	-3.3%
4	43-6012	Legal Secretaries	-16.3%	-46.3%	-	-21.3%
7	33-3021	Detectives and Criminal Investigators	-22.5%	-	-9.9%	-14.5%
7	33-3051	Police and Sheriff's Patrol Officers	-36.7%	-	10.0%	-35.8%
11	17-3011	Architectural and Civil Drafters	-14.8%	9.8%	-	-6.4%
11	29-2012	Medical and Clinical Laboratory Technicians	-27.7%	-8.4%	-24.4%	-11.2%
13	51-8021	Stationary Engineers and Boiler Operators	-3.8%	-13.6%	-1.5%	-8.4%
19	29-1051	Pharmacists	-8.5%	-5.3%	-2.1%	-5.5%
19	29-1031	Dietitians and Nutritionists	-4.1%	-4.7%	-5.2%	-4.6%
20	31-1014	Nursing Assistants	5.5%	-0.1%	-41.3%	-0.3%

Dashes (–) are used where data are not available.

Please refer to Appendix D-3 for a list of the employment estimates for each occupation.

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average.

Bargaining Units in Detail

Since 1982, rank-and-file state employees in California have been divided into different bargaining units based upon the type of work they perform, and are covered under collective bargaining rules outlined in the Ralph C. Dills Act. Each bargaining unit is represented by a union that negotiates employee wages, benefits, hours of work, and other terms and conditions of employment through an MOU. This report includes 47 benchmark occupations from 15 of these bargaining units. The state will negotiate MOUs with unions representing these bargaining units in 2016. Please refer to page 17 for a description of the benchmark selection criteria, and Appendix B for a detailed list of state classifications in each occupation.

In addition to rank-and-file employees, there are thousands of employees associated with many of these bargaining units, even though they are not represented by a union. Whenever an occupation includes these workers, related excluded classifications are included in our comparisons.

On the following pages are brief descriptions of each bargaining unit as well as a description of each occupation from the federal SOC system, and EDD's data estimating future job growth in California between 2012 and 2022.

1 Administrative, Financial, and Staff Services	2 Attorney and Administrative Law Judge	3 Professional Educators and Librarians
4 Office and Allied	7 Protective Services	11 Engineering and Scientific Technicians
13 Stationary Engineer	14 Printing Trades	15 Allied Services
16 Physician, Dentist, and Podiatrist	17 Registered Nurse	18 Psychiatric Technician
19 Health and Social Services/Professional	20 Medical and Social Services	21 Education Consultants and Library

1

Administrative, Financial,
and Staff Services

Bargaining Unit 1

There are 56,673 full-time rank-and-file and related excluded employees associated with Bargaining Unit 1. This group is made up of employees performing administrative, fiscal, and analytical functions such as accounting, planning, personnel, information technology, research, and analysis. This unit consists of 885 classifications, which have been mapped to 83 occupations. Eight of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, the eight occupations include 235 classifications, consisting of both rank-and-file and related excluded employees. They account for 70.8 percent of the full-time employees associated with Unit 1.

Occupations Examined for Bargaining Unit 1

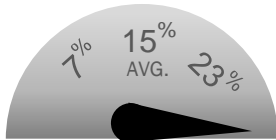
- Management Analysts – *Rank-and-File and Supervisory*
- Accountants and Auditors – *Rank-and-File and Supervisory*
- Computer System Analysts – *Rank-and-File and Supervisory*
- Tax Examiners, Collectors, and Revenue Agents – *Rank-and-File and Supervisory*
- Claims Adjusters, Examiners, and Investigators – *Rank-and-File and Supervisory*
- Software Developers – *Rank-and-File and Supervisory*
- Compensation, Benefits, and Job Analysis Specialists – *Rank-and-File and Supervisory*
- Computer Programmers – *Rank-and-File and Supervisory*

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

1

Administrative, Financial, and Staff Services

Above Average Growth



The number of jobs in this occupation is projected to grow by

32%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average

-24.6%

Local Government

-23.5%

Private Sector

-25.3%

Federal Government

-24.5%

The Market Average is a weighted average of total compensation for the three employer groups.

Management Analysts

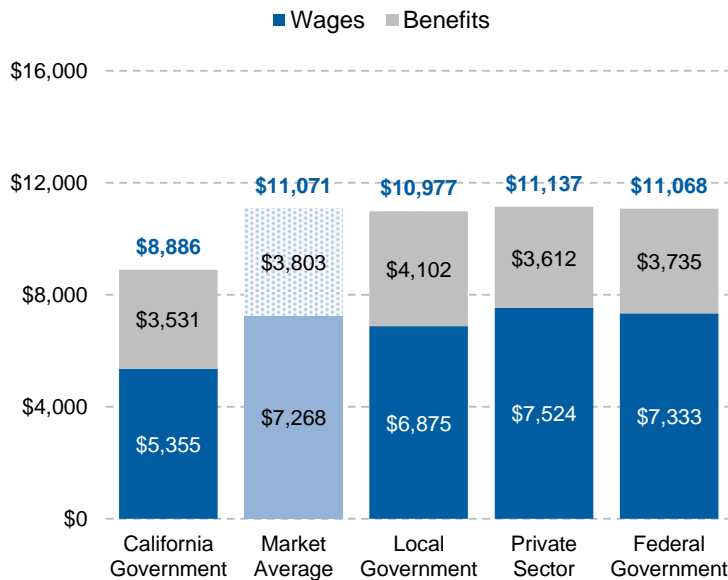
SOC Code: 13-1111

Federal Government Definition: Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

The State Employs:

- 16,292 full-time employees in this occupation in 71 classifications
- This occupation represents 28.7 percent of employees associated with Unit 1

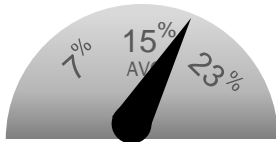
Statewide Monthly Median Total Compensation Comparison for the Management Analysts Occupation



1

Administrative, Financial, and Staff Services

Above Average Growth



The number of jobs in this occupation is projected to grow by

17%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
0.5%

Local Government
4.2%

Private Sector
0.9%

Federal Government
-30.0%

The Market Average is a weighted average of total compensation for the three employer groups.

Accountants and Auditors

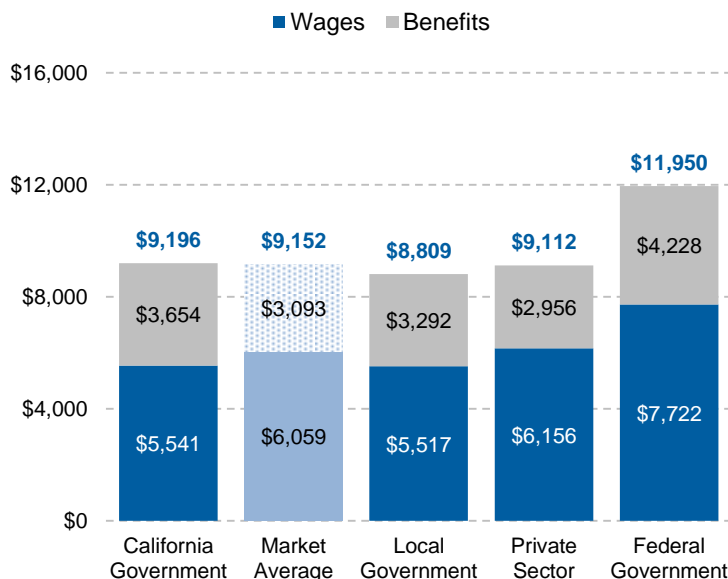
SOC Code: 13-2011

Federal Government Definition: Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

The State Employs:

- 7,171 full-time employees in this occupation in 83 classifications
- This occupation represents 12.7 percent of employees associated with Unit 1

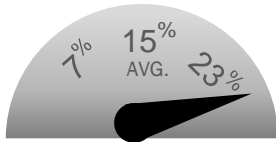
Statewide Monthly Median Total Compensation Comparison for the Accountants and Auditors Occupation



1

Administrative, Financial, and Staff Services

Above Average Growth



The number of jobs in this occupation is projected to grow by

27%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-14.3%

Local Government
-8.7%

Private Sector
-15.9%

Federal Government
-0.8%

The Market Average is a weighted average of total compensation for the three employer groups.

Computer Systems Analysts

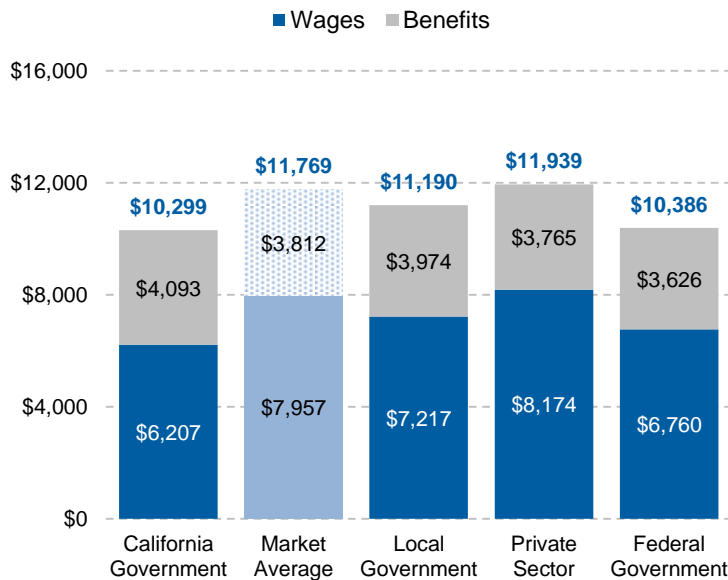
SOC Code: 15-1121

Federal Government Definition: Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.

The State Employs:

- 5,586 full-time employees in this occupation in 16 classifications
- This occupation represents 9.9 percent of employees associated with Unit 1

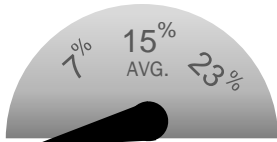
Statewide Monthly Median Total Compensation Comparison for the Computer Systems Analysts Occupation



1

Administrative, Financial, and Staff Services

Declining Occupation



The number of jobs in this occupation is projected to decline by **-3%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-9.3%

Local Government
-0.6%

Private Sector
N/A

Federal Government
-11.7%

The Market Average is a weighted average of total compensation for the three employer groups.

Tax Examiners, Collectors, and Revenue Agents

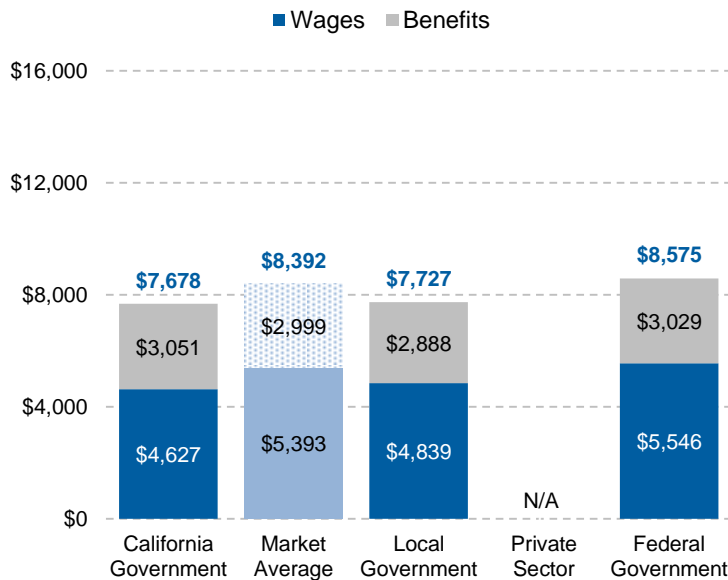
SOC Code: 13-2081

Federal Government Definition: Determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.

The State Employs:

- 3,347 full-time employees in this occupation in 21 classifications
- This occupation represents nearly 5.9 percent of employees associated with Unit 1

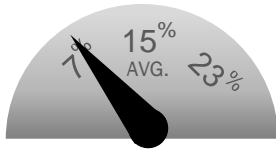
Statewide Monthly Median Total Compensation Comparison for the Tax Examiners, Collectors, and Revenue Agents Occupation



1

Administrative, Financial, and Staff Services

Below Average Growth



The number of jobs in this occupation is projected to grow by

8%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
2.9%

Local Government
-3.8%

Private Sector
18.8%

Federal Government
-11.3%

The Market Average is a weighted average of total compensation for the three employer groups.

Claims Adjusters, Examiners, and Investigators

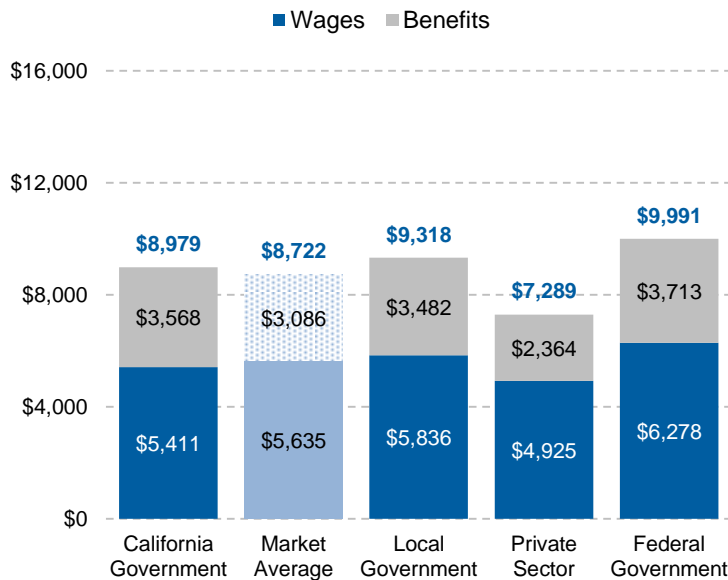
SOC Code: 13-1031

Federal Government Definition: Review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims.

The State Employs:

- 2,550 full-time employees in this occupation in 14 classifications
- This occupation represents 4.5 percent of employees associated with Unit 1

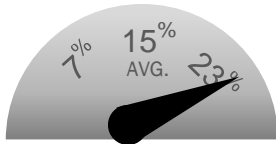
Statewide Monthly Median Total Compensation Comparison for the Claims Adjusters, Examiners, and Investigators Occupation



1

Administrative, Financial, and Staff Services

Above Average Growth



The number of jobs in this occupation is projected to grow by **24%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average -23.3%
- Local Government -16.7%
- Private Sector -23.3%
- Federal Government N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Software Developers, Systems Software

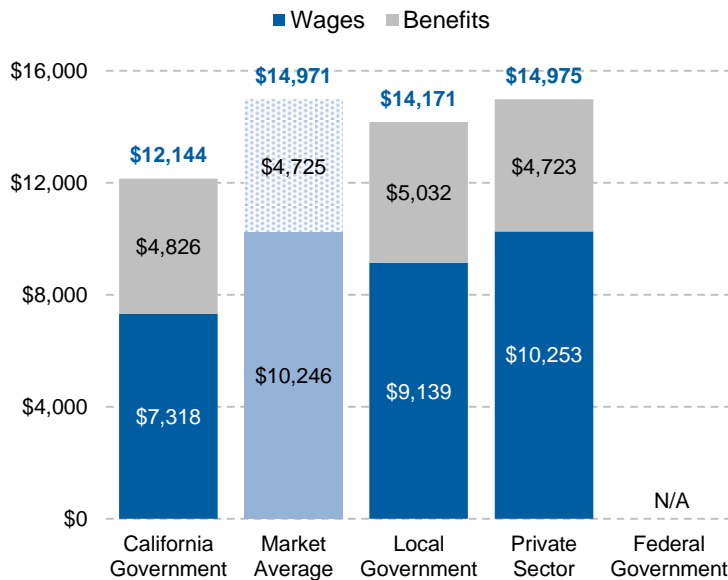
SOC Code: 15-1133

Federal Government Definition: Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.

The State Employs:

- 2,093 full-time employees in this occupation in six classifications
- This occupation represents 3.7 percent of employees associated with Unit 1

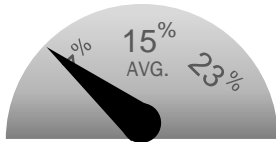
Statewide Monthly Median Total Compensation Comparison for the Software Developers, Systems Software Occupation



1

Administrative, Financial, and Staff Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **7%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-8.7%

Local Government
-8.6%

Private Sector
-8.8%

Federal Government
-8.5%

The Market Average is a weighted average of total compensation for the three employer groups.

Compensation, Benefits, and Job Analysis Specialists

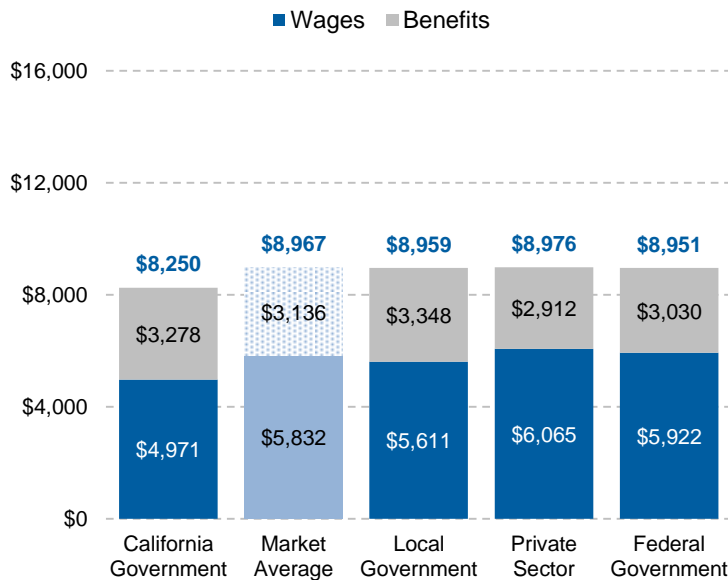
SOC Code: 13-1141

Federal Government Definition: Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

The State Employs:

- 1,606 full-time employees in this occupation in 16 classifications
- This occupation represents 2.8 percent of employees associated with Unit 1

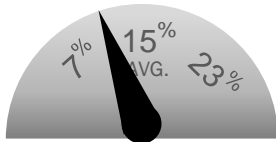
Statewide Monthly Median Total Compensation Comparison for the Compensation, Benefits, and Job Analysis Specialists Occupation



1

Administrative, Financial, and Staff Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **12%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-1.8%

Local Government
-1.3%

Private Sector
-1.8%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Computer Programmers

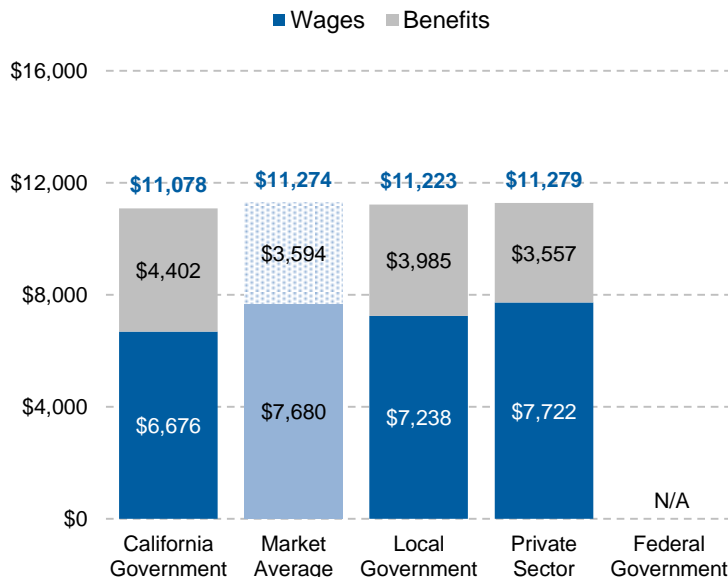
SOC Code: 15-1131

Federal Government Definition: Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

The State Employs:

- 1,454 full-time employees in this occupation in eight classifications
- This occupation represents 2.6 percent of employees associated with Unit 1

Statewide Monthly Median Total Compensation Comparison for the Computer Programmers Occupation



2

Attorney and
Administrative Law Judge

Bargaining Unit 2

There are 3,855 full-time rank-and-file and related excluded employees associated with Bargaining Unit 2. This group is made up of employees practicing law for the state or exercising quasi-judicial job duties within administrative hearings. This unit consists of 100 classifications, which have been mapped to five occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, the two occupations include 95 classifications, consisting of both rank-and-file and related excluded employees. They account for 96.6 percent of the full-time employees associated with Unit 2.

Occupations Examined for Bargaining Unit 2

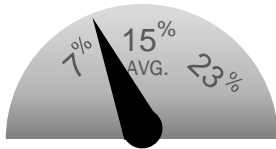
- Lawyers –
Rank-and-File and Supervisory
- Administrative Law Judges, Adjudicators, and Hearing Officers – *Rank-and-File and Supervisory*

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

2

Attorney and Administrative Law Judge

Below Average Growth



The number of jobs in this occupation is projected to grow by

11%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-19.6%

Local Government
-11.6%

Private Sector
-47.6%

Federal Government
-5.4%

The Market Average is a weighted average of total compensation for the three employer groups.

Lawyers

SOC Code: 23-1011

Federal Government Definition: Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.

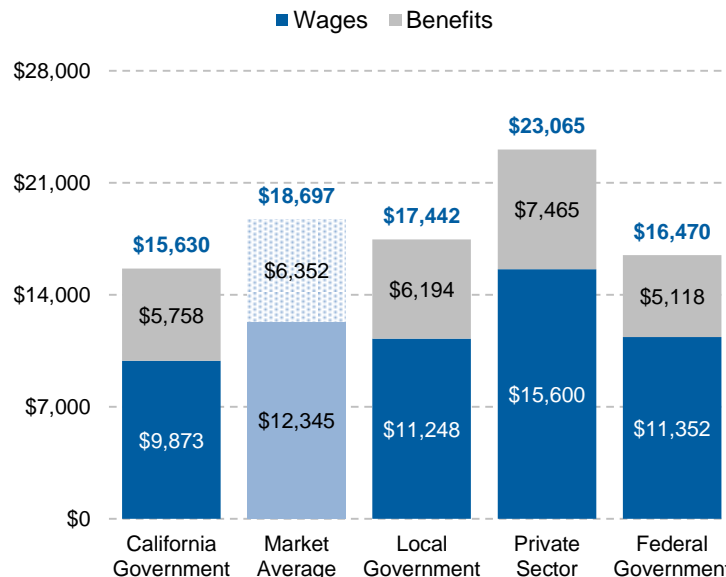
The State Employs:

- 3,080 full-time employees in this occupation in 58 classifications
- This occupation represents 79.9 percent of employees associated with Unit 2

Median Wage:

The comparisons on this page use median wages. The OES survey has a median wage cap of \$15,600 a month. Although the OES survey indicates the median wage for the private sector was in excess of this amount, \$15,600 was used for this comparison.

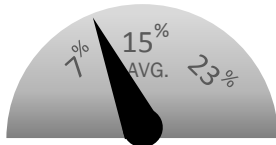
Statewide Monthly Median Total Compensation Comparison for the Lawyers Occupation



2

Attorney and Administrative Law Judge

Below Average Growth



The number of jobs in this occupation is projected to grow by

11%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-34.0%

Local Government
-22.9%

Private Sector
-74.0%

Federal Government
-12.2%

The Market Average is a weighted average of total compensation for the three employer groups.

Lawyers

SOC Code: 23-1011

Federal Government Definition: Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.

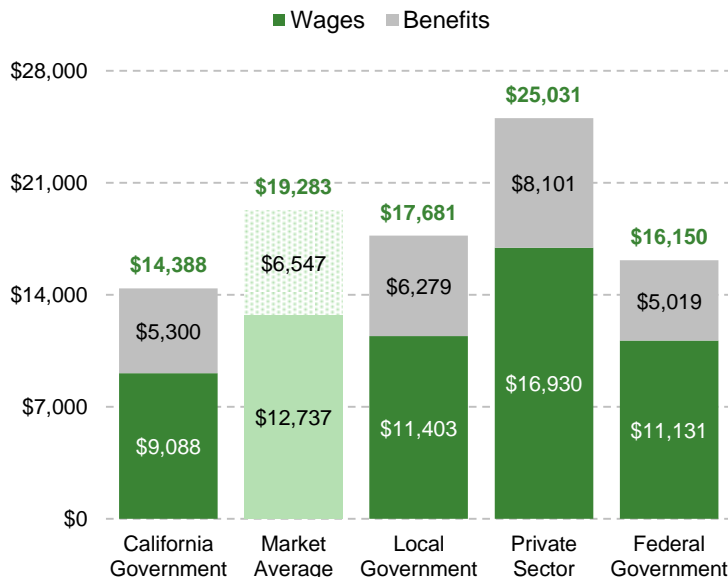
The State Employs:

- 3,080 full-time employees in this occupation in 58 classifications
- This occupation represents 79.9 percent of employees associated with Unit 2

Mean Wage:

The comparisons on this page use state and labor market mean wages instead of the median wages.

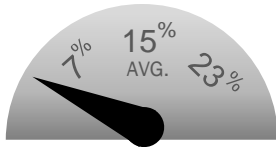
Statewide Monthly Mean Total Compensation Comparison for the Lawyers Occupation



2

Attorney and Administrative Law Judge

Below Average Growth



The number of jobs in this occupation is projected to grow by **5%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
5.5%

Local Government
N/A

Private Sector
N/A

Federal Government
5.5%

The Market Average is a weighted average of total compensation for the three employer groups.

Administrative Law Judges, Adjudicators, and Hearing Officers

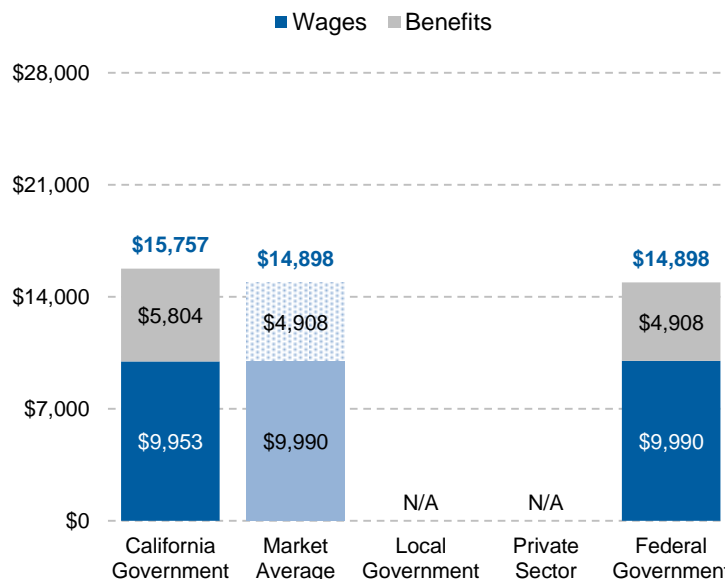
SOC Code: 23-1021

Federal Government Definition: Conduct hearings to recommend or make decisions on claims concerning government programs or other government-related matters. Determine liability, sanctions, or penalties, or recommend the acceptance or rejection of claims or settlements.

The State Employs:

- 646 full-time employees in this occupation in 37 classifications
- This occupation represents 16.8 percent of employees associated with Unit 2

Statewide Monthly Median Total Compensation Comparison for the Administrative Law Judges, Adjudicators, and Hearing Officers Occupation



3

Professional Educators
and Librarians

Bargaining Unit 3

There are 1,577 full-time rank-and-file and related excluded employees associated with Bargaining Unit 3. This group is made up of employees providing educational services in departments within institutional work settings. This unit consists of 98 classifications, which have been mapped to 11 occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, the two occupations include 64 classifications, consisting of both rank-and-file and related excluded employees. They account for 60.9 percent of the full-time employees associated with Unit 3.

Occupations Examined for Bargaining Unit 3

- Adult Basic and Secondary Education and Literacy Teachers and Instructors – *Rank-and-File Only*
- Vocational Education Teachers, Postsecondary – *Rank-and-File and Supervisory*

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

3

Professional Educators and Librarians

Adult Basic and Secondary Education and Literacy Teachers and Instructors

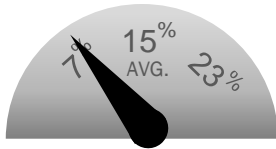
SOC Code: 25-3011

Federal Government Definition: Teach or instruct out-of-school youths and adults in remedial education classes, preparatory classes for the General Educational Development test, literacy, or English as a Second Language. Teaching may or may not take place in a traditional educational institution.

The State Employs:

- 685 full-time employees in this occupation in 18 classifications
- This occupation represents 43.4 percent of employees associated with Unit 3

Below Average Growth



The number of jobs in this occupation is projected to grow by **8%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
28.9%

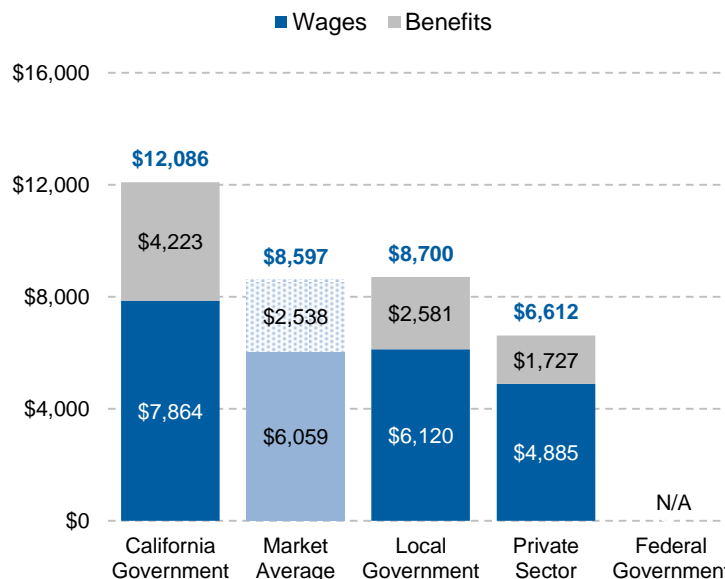
Local Government
28.0%

Private Sector
45.3%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

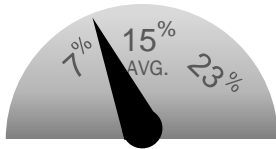
Statewide Monthly Median Total Compensation Comparison for the Adult Basic and Secondary Education and Literacy Teachers and Instructors Occupation



3

Professional Educators and Librarians

Below Average Growth



The number of jobs in this occupation is projected to grow by

11%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
22.3%

Local Government
22.3%

Private Sector
N/A

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Vocational Education Teachers, Postsecondary

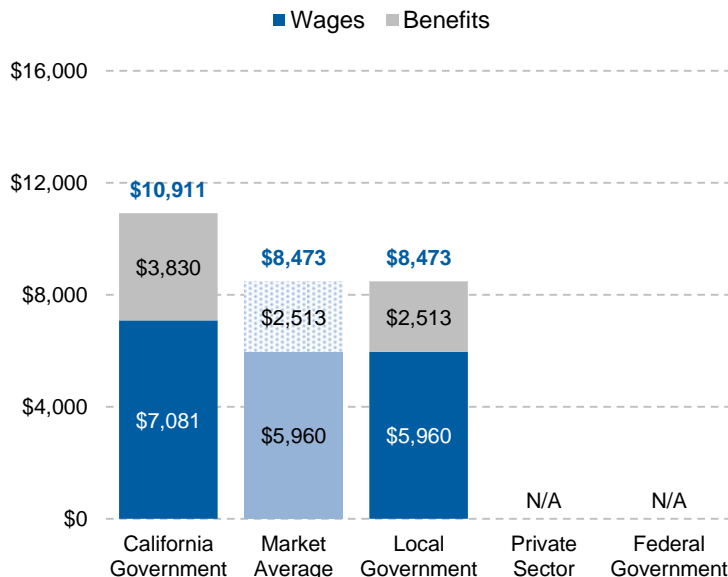
SOC Code: 25-1194

Federal Government Definition: Teach or instruct vocational or occupational subjects at the postsecondary level (less than the baccalaureate) to students who have graduated or left high school. Includes correspondence school, industrial, and commercial instructors; and adult education teachers and instructors who prepare persons to operate industrial machinery and equipment and transportation and communications equipment.

The State Employs:

- 276 full-time employees in this occupation in 46 classifications
- This occupation represents 17.5 percent of employees associated with Unit 3

Statewide Monthly Median Total Compensation Comparison for the Vocational Education Teachers, Postsecondary Occupation



4

Office and Allied

Bargaining Unit 4

There are 20,995 full-time rank-and-file employees in Bargaining Unit 4. This group is made up of employees providing vital support to the primary professional, technical, or administrative objectives of each state department or agency. This unit consists of 95 classifications, which have been mapped to 29 occupations. Three of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these three occupations include 23 rank-and-file classifications. They account for 77.0 percent of the full-time employees in Unit 4.

Occupations Examined for Bargaining Unit 4

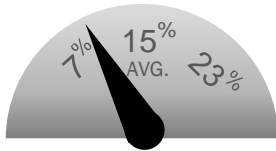
- Office Clerks, General –
Rank-and-File Only
- Court, Municipal, and License Clerks –
Rank-and-File Only
- Legal Secretaries –
Rank-and-File Only

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

4

Office and Allied

Below Average Growth



The number of jobs in this occupation is projected to grow by **9%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
16.0%

Local Government
8.2%

Private Sector
26.2%

Federal Government
7.0%

The Market Average is a weighted average of total compensation for the three employer groups.

Office Clerks, General

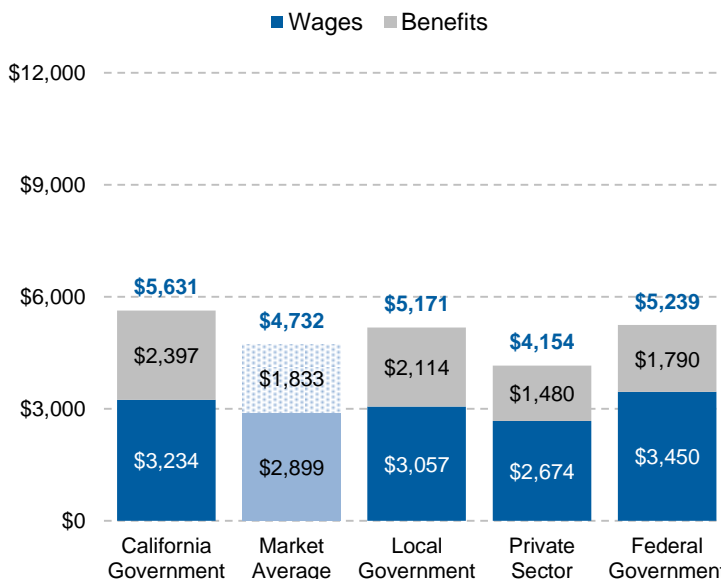
SOC Code: 43-9061

Federal Government Definition: Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

The State Employs:

- 11,262 full-time employees in this occupation in 16 classifications
- This occupation represents 53.6 percent of employees in Unit 4

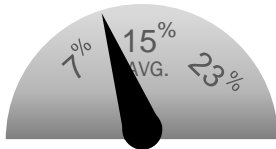
Statewide Monthly Median Total Compensation Comparison for the Office Clerks, General Occupation



4

Office and Allied

Below Average Growth



The number of jobs in this occupation is projected to grow by **13%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-3.3%

Local Government
-3.3%

Private Sector
N/A

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Court, Municipal, and License Clerks

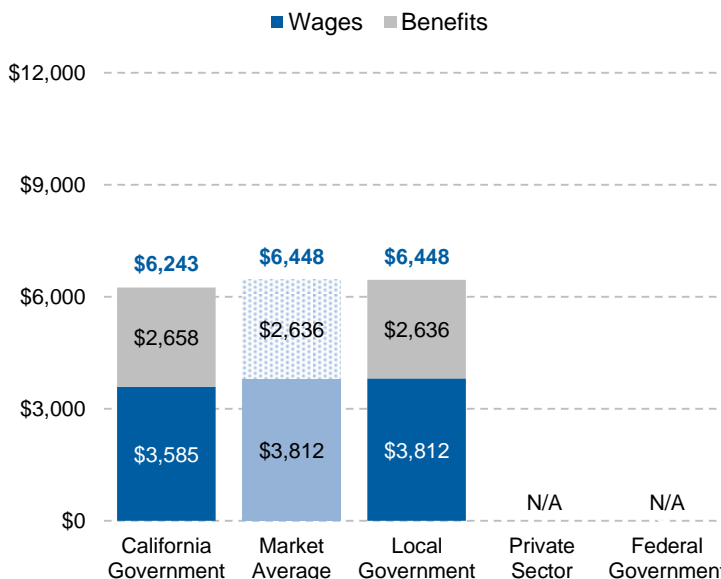
SOC Code: 43-4031

Federal Government Definition: Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees.

The State Employs:

- 3,895 full-time employees in this occupation in five classifications
- This occupation represents 18.6 percent of employees in Unit 4

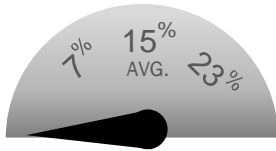
Statewide Monthly Median Total Compensation Comparison for the Court, Municipal, and License Clerks Occupation



4

Office and Allied

Declining Occupation



The number of jobs in this occupation is projected to decline by

-3%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average

-21.3%

Local Government

-16.3%

Private Sector

-46.3%

Federal Government

N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Legal Secretaries

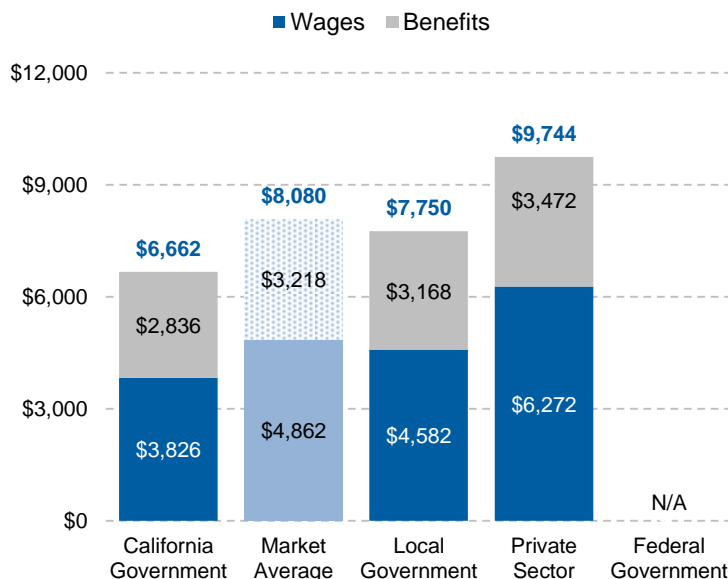
SOC Code: 43-6012

Federal Government Definition: Perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.

The State Employs:

- 1,019 full-time employees in this occupation in two classifications
- This occupation represents 4.9 percent of employees in Unit 4

Statewide Monthly Median Total Compensation Comparison for the Legal Secretaries Occupation



7

Protective Services

Bargaining Unit 7

There are 7,202 full-time rank-and-file and related excluded employees associated with Bargaining Unit 7. This group is made up of employees protecting state lands and buildings, furnishing emergency services, issuing licenses or permits, arresting individuals violating penal or administrative laws, and protecting the public from fraudulent practices and schemes. This unit consists of 240 classifications, which have been mapped to 35 occupations. Four of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these four occupations include 49 classifications, consisting of both rank-and-file and related excluded employees. They account for 53.5 percent of the full-time employees associated with Unit 7.

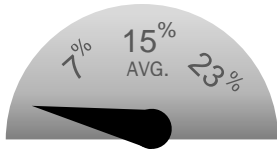
Occupations Examined for Bargaining Unit 7

- Detectives and Criminal Investigators –
Rank-and-File and Related Excluded
- Police, Fire, and Ambulance Dispatchers –
Rank-and-File Only
- Police and Sheriff's Patrol Officers –
Rank-and-File Only
- Forensic Science Technicians –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

7 Protective Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **2%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average -14.5%
- Local Government -22.5%
- Private Sector N/A
- Federal Government -9.9%

The Market Average is a weighted average of total compensation for the three employer groups.

Detectives and Criminal Investigators

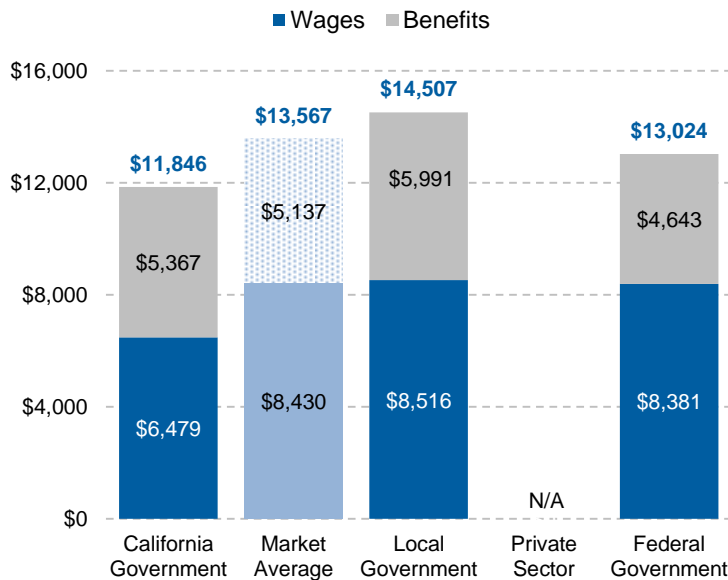
SOC Code: 33-3021

Federal Government Definition: Conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.

The State Employs:

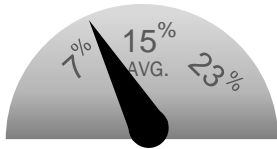
- 1,455 full-time employees in this occupation in 23 classifications
- This occupation represents 20.2 percent of employees associated with Unit 7

Statewide Monthly Median Total Compensation Comparison for the Detectives and Criminal Investigators Occupation



7 Protective Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **10%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
1.8%

Local Government
0.1%

Private Sector
23.2%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Police, Fire, and Ambulance Dispatchers

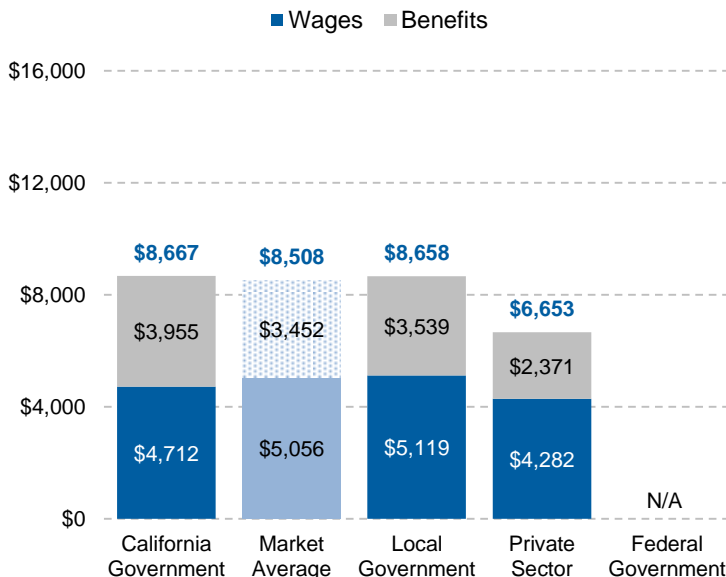
SOC Code: 43-5031

Federal Government Definition: Operate radio, telephone, or computer equipment at emergency response centers. Receive reports from the public of crimes, disturbances, fires, and medical or police emergencies. Relay information to law enforcement and emergency response personnel. May maintain contact with caller until responders arrive.

The State Employs:

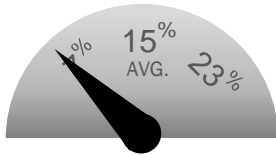
- 986 full-time employees in this occupation in three classifications
- This occupation represents 13.7 percent of employees associated with Unit 7

Statewide Monthly Median Total Compensation Comparison for the Police, Fire, and Ambulance Dispatchers Occupation



7 Protective Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **7%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average **-35.8%**
- Local Government **-36.7%**
- Private Sector **N/A**
- Federal Government **10.0%**

The Market Average is a weighted average of total compensation for the three employer groups.

Police and Sheriff's Patrol Officers

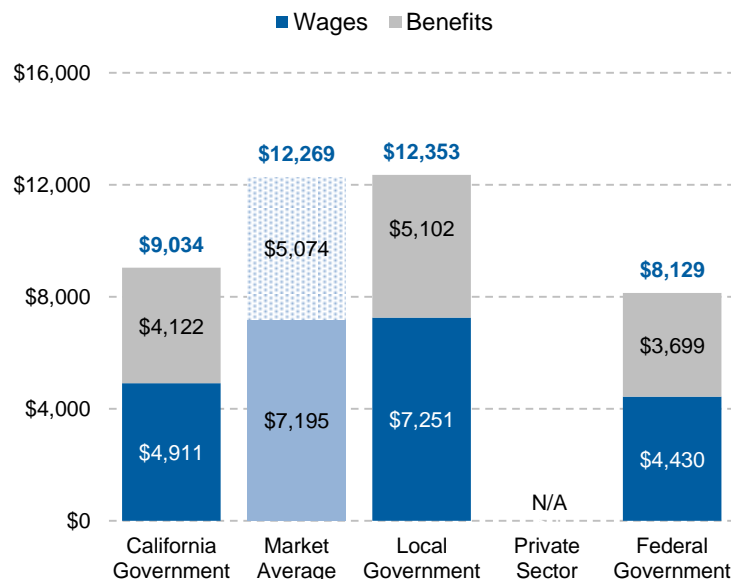
SOC Code: 33-3051

Federal Government Definition: Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts.

The State Employs:

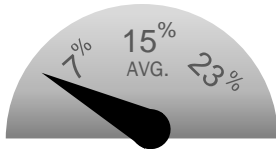
- 873 full-time employees in this occupation in nine classifications
- This occupation represents 12.1 percent of employees associated with Unit 7, and is comprised of police and peace officers employed at state parks, hospitals, developmental centers, and the state fair

Statewide Monthly Median Total Compensation Comparison for the Police and Sheriff's Patrol Officers Occupation



7 Protective Services

Below Average Growth



The number of jobs in this occupation is projected to grow by **5%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average **3.1%**
- Local Government **3.1%**
- Private Sector **N/A**
- Federal Government **N/A**

The Market Average is a weighted average of total compensation for the three employer groups.

Forensic Science Technicians

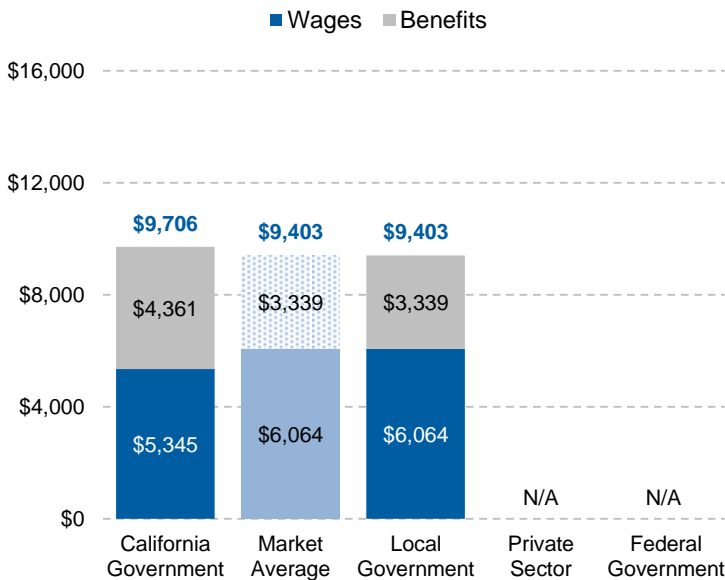
SOC Code: 19-4092

Federal Government Definition: Collect, identify, classify, and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair, and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting, or biochemistry.

The State Employs:

- 536 full-time employees in this occupation in 14 classifications
- This occupation represents 7.4 percent of employees associated with Unit

Statewide Monthly Median Total Compensation Comparison for the Forensic Science Technicians Occupation



11

Engineering and
Scientific Technicians

Bargaining Unit 11

There are 2,083 full-time rank-and-file and related excluded employees associated with Bargaining Unit 11. This group is made up of employees utilizing scientific instruments and technology to gather and record data. This unit consists of 167 classifications, which have been mapped to 37 occupations. Four of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these four occupations include 36 classifications, consisting of both rank-and-file and related excluded employees. They account for 65.5 percent of the full-time employees associated with Unit 11.

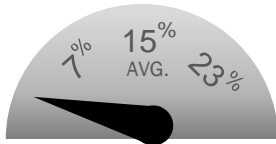
Occupations Examined for Bargaining Unit 11

- Civil Engineering Technicians –
Rank-and-File and Supervisory
- Forest and Conservation Technicians –
Rank-and-File and Supervisory
- Architectural and Civil Drafters –
Rank-and-File and Supervisory
- Medical and Clinical Laboratory Technicians –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

11 Engineering and Scientific Technicians

Below Average Growth



The number of jobs in this occupation is projected to grow by

3%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
2.3%

Local Government
1.3%

Private Sector
22.6%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Civil Engineering Technicians

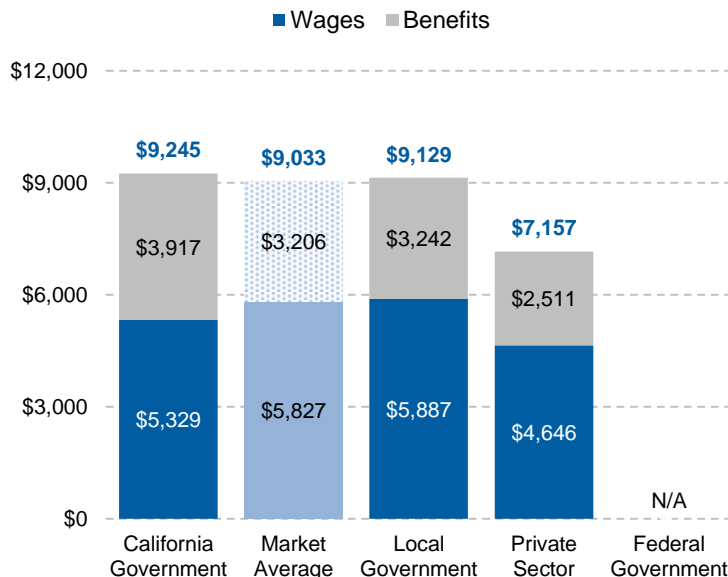
SOC Code: 17-3022

Federal Government Definition: Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.

The State Employs:

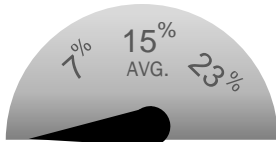
- 806 full-time employees in this occupation in nine classifications
- This occupation represents 38.7 percent of employees associated with Unit 11

Statewide Monthly Median Total Compensation Comparison for the Civil Engineering Technicians Occupation



11 Engineering and Scientific Technicians

Declining Occupation



The number of jobs in this occupation is projected to decline by

-1%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
12.6%

Local Government
33.6%

Private Sector
N/A

Federal Government
11.7%

The Market Average is a weighted average of total compensation for the three employer groups.

Forest and Conservation Technicians

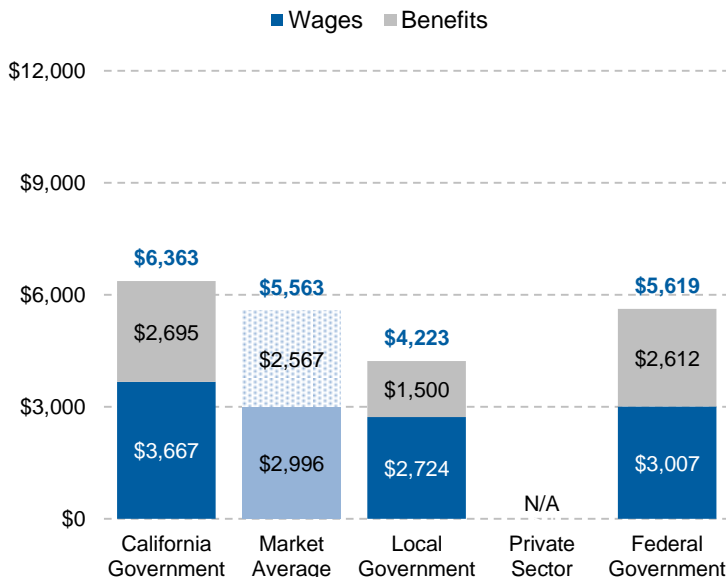
SOC Code: 19-4093

Federal Government Definition: Provide technical assistance regarding the conservation of soil, water, forests, or related natural resources. May compile data pertaining to size, content, condition, and other characteristics of forest tracts, under the direction of foresters; or train and lead forest workers in forest propagation, fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats.

The State Employs:

- 205 full-time employees in this occupation in seven classifications
- This occupation represents 9.8 percent of employees associated with Unit 11

Statewide Monthly Median Total Compensation Comparison for the Forest and Conservation Technicians Occupation



11 Engineering and Scientific Technicians

Declining Occupation



The number of jobs in this occupation is projected to decline by

-1%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-6.4%

Local Government
-14.8%

Private Sector
9.8%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Architectural and Civil Drafters

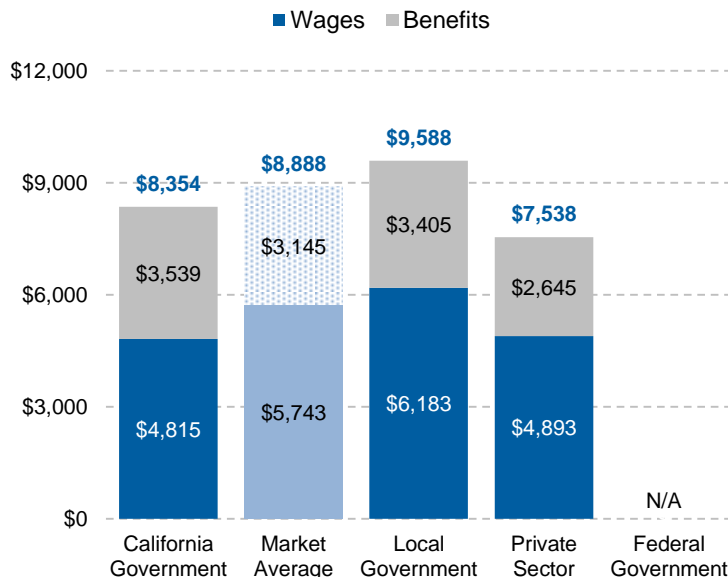
SOC Code: 17-3011

Federal Government Definition: Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.

The State Employs:

- 205 full-time employees in this occupation in 13 classifications
- This occupation represents 9.8 percent of employees associated with Unit 11

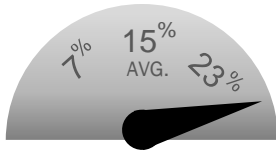
Statewide Monthly Median Total Compensation Comparison for the Architectural and Civil Drafters Occupation



11

Engineering and Scientific Technicians

Above Average Growth



The number of jobs in this occupation is projected to grow by **28%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-11.2%

Local Government
-27.7%

Private Sector
-8.4%

Federal Government
-24.4%

The Market Average is a weighted average of total compensation for the three employer groups.

Medical and Clinical Laboratory Technicians

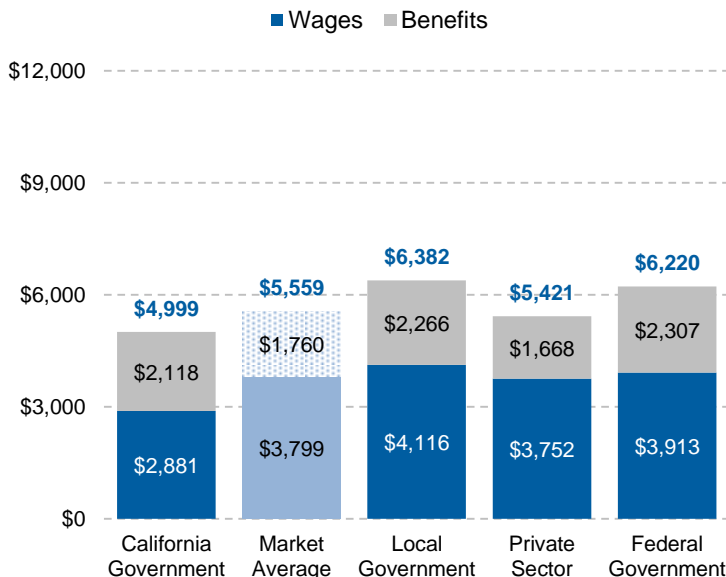
SOC Code: 29-2012

Federal Government Definition: Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

The State Employs:

- 148 full-time employees in this occupation in seven classifications
- This occupation represents 7.1 percent of employees associated with Unit 11

Statewide Monthly Median Total Compensation Comparison for the Medical and Clinical Laboratory Technicians Occupation



13

Stationary Engineer

Bargaining Unit 13

There are 849 full-time rank-and-file employees in Bargaining Unit 13. This group is made up of employees maintaining and operating power generation facilities that heat, ventilate, and air condition large office buildings and other state facilities. This unit consists of 11 classifications, which have been mapped to three occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these two occupations include nine rank-and-file classifications. They account for 96.5 percent of the full-time employees in Unit 13.

Occupations Examined for Bargaining Unit 13

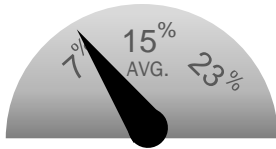
- Stationary Engineers and Boiler Operators – *Rank-and-File Only*
- Water and Wastewater Treatment Plant and System Operators – *Rank-and-File Only*

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

13

Stationary Engineer

Below Average Growth



The number of jobs in this occupation is projected to grow by

8%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average

-8.4%

Local Government

-3.8%

Private Sector

-13.6%

Federal Government

-1.5%

The Market Average is a weighted average of total compensation for the three employer groups.

Stationary Engineers and Boiler Operators

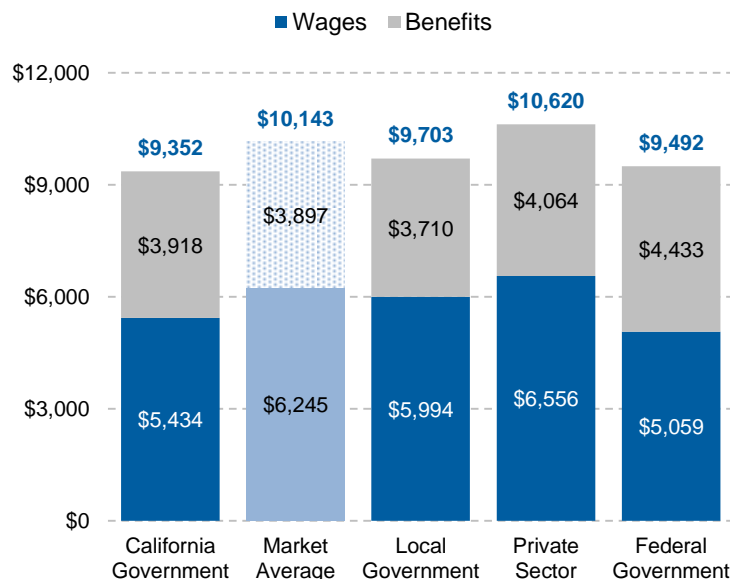
SOC Code: 51-8021

Federal Government Definition: Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment, such as steam engines, generators, motors, turbines, and steam boilers.

The State Employs:

- 677 full-time employees in this occupation in five classifications
- This occupation represents 79.8 percent of employees in Unit 13

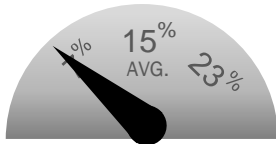
Statewide Monthly Median Total Compensation Comparison for the Stationary Engineers and Boiler Operators Occupation



13

Stationary Engineer

Below Average Growth



The number of jobs in this occupation is projected to grow by

7%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
15.0%

Local Government
14.6%

Private Sector
25.0%

Federal Government
24.9%

The Market Average is a weighted average of total compensation for the three employer groups.

Water and Wastewater Treatment Plant and System Operators

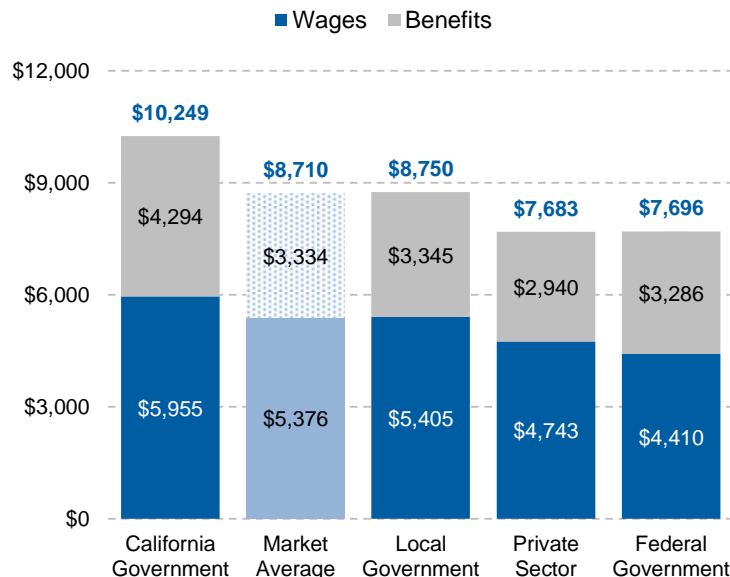
SOC Code: 51-8031

Federal Government Definition: Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or wastewater.

The State Employs:

- 142 full-time employees in this occupation in four classifications
- This occupation represents 16.7 percent of employees in Unit 13

Statewide Monthly Median Total Compensation Comparison for the Water and Wastewater Treatment Plant and System Operators Occupation



14

Printing Trades

Bargaining Unit 14

There are 428 full-time rank-and-file and related excluded employees associated with Bargaining Unit 14. This group is made up of employees preparing, composing, and printing material for state agencies. This unit consists of 57 classifications, which have been mapped to 12 occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these two occupations include 23 classifications, consisting of both rank-and-file and related excluded employees. They account for 59.8 percent of the full-time employees associated with Unit 14.

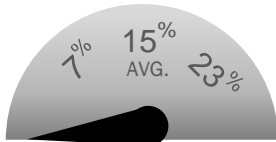
Occupations Examined for Bargaining Unit 14

- Printing Press Operators –
Rank-and-File Only
- Graphic Designers –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

14 Printing Trades

Declining Occupation



The number of jobs in this occupation is projected to decline by

-14%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
10.5%

Local Government
3.4%

Private Sector
15.3%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Printing Press Operators

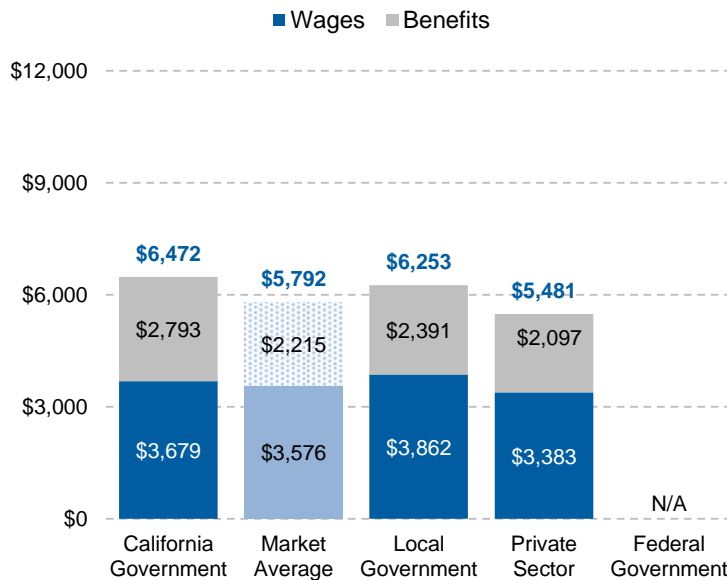
SOC Code: 51-5112

Federal Government Definition: Set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.

The State Employs:

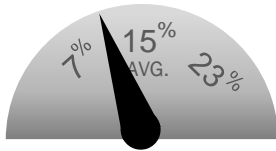
- 148 full-time employees in this occupation in 19 classifications
- This occupation represents 34.7 percent of employees associated with Unit 14

Statewide Monthly Median Total Compensation Comparison for the Printing Press Operators Occupation



14 Printing Trades

Below Average Growth



The number of jobs in this occupation is projected to grow by

13%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
21.0%

Local Government
21.2%

Private Sector
22.0%

Federal Government
-6.4%

The Market Average is a weighted average of total compensation for the three employer groups.

Graphic Designers

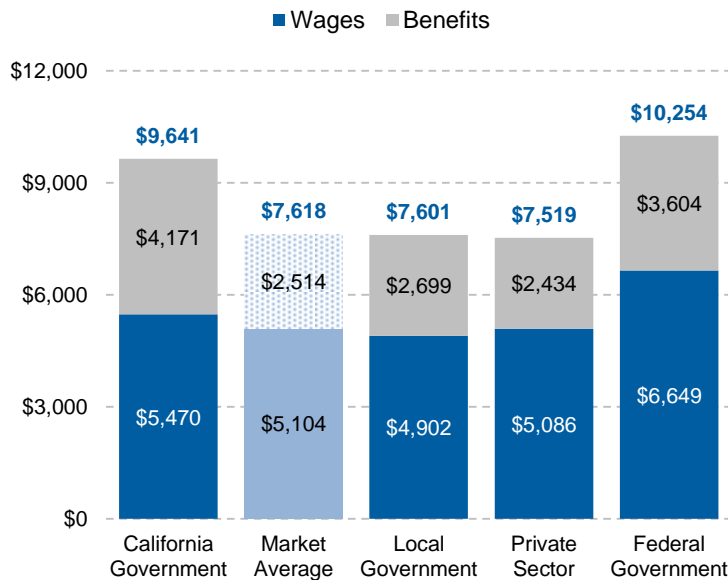
SOC Code: 27-1024

Federal Government Definition: Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

The State Employs:

- 108 full-time employees in this occupation in four classifications
- This occupation represents 25.2 percent of employees associated with Unit 14

Statewide Monthly Median Total Compensation Comparison for the Graphic Designers Occupation



15

Allied Services

Bargaining Unit 15

There are 4,063 full-time rank-and-file employees in Bargaining Unit 15. This group is made up of employees providing custodial, food, laundry, and other basic services to maintain a proper physical environment for state facilities. This unit consists of 52 classifications, which have been mapped to 13 occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these two occupations include 16 rank-and-file classifications. They account for 54.3 percent of the full-time employees in Unit 15.

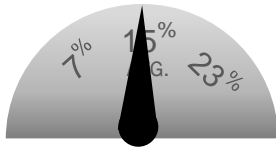
Occupations Examined for Bargaining Unit 15

- Janitors and Cleaners, Except Maids and Housekeeping Cleaners –
Rank-and-File Only
- Cooks, Institution and Cafeteria –
Rank-and-File Only

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

15 Allied Services

Average Growth



The number of jobs in this occupation is projected to grow by **15%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
14.8%

Local Government
-6.6%

Private Sector
35.8%

Federal Government
-26.6%

The Market Average is a weighted average of total compensation for the three employer groups.

Janitors and Cleaners, Except Maids and Housekeeping Cleaners

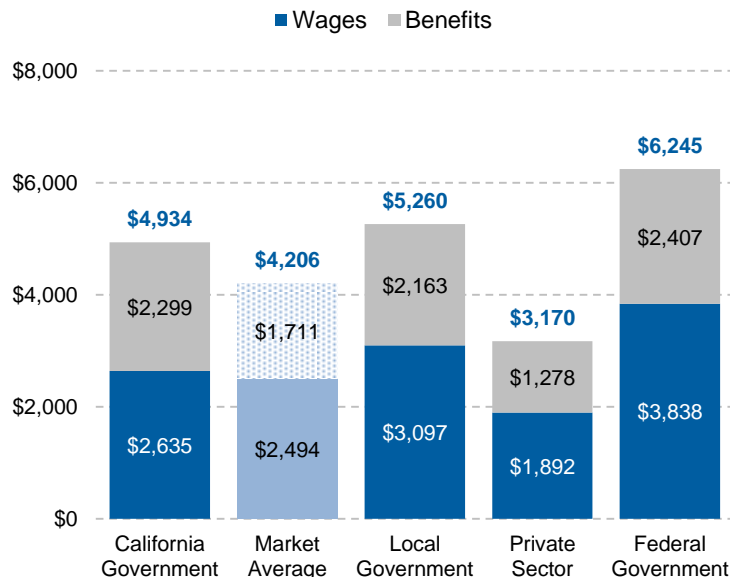
SOC Code: 37-2011

Federal Government Definition: Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

The State Employs:

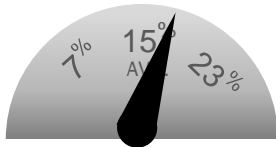
- 1,998 full-time employees in this occupation in nine classifications
- This occupation represents 49.2 percent of employees in Unit 15

Statewide Monthly Median Total Compensation Comparison for the Janitors and Cleaners, Except Maids and Housekeeping Cleaners Occupation



15 Allied Services

Above Average Growth



The number of jobs in this occupation is projected to grow by **16%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
28.6%

Local Government
29.1%

Private Sector
28.9%

Federal Government
7.4%

The Market Average is a weighted average of total compensation for the three employer groups.

Cooks, Institution and Cafeteria

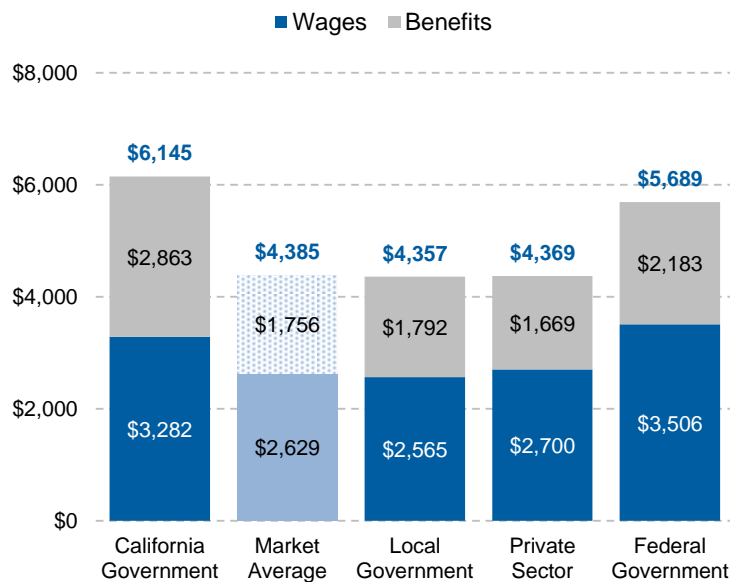
SOC Code: 35-2012

Federal Government Definition: Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.

The State Employs:

- 210 full-time employees in this occupation in seven classifications
- This occupation represents 5.2 percent of employees in Unit 15

Statewide Monthly Median Total Compensation Comparison for the Cooks, Institution and Cafeteria Occupation



16

Physician, Dentist,
and Podiatrist

Bargaining Unit 16

There are 1,482 full-time rank-and-file and related excluded employees associated with Bargaining Unit 16. This group is made up of medical staff responsible for diagnosis, evaluation, and treatment of patients within state institutions. This unit consists of 80 classifications, which have been mapped to 10 occupations. Three of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these three occupations include 22 classifications, consisting of both rank-and-file and related excluded employees. They account for 79.3 percent of the full-time employees associated with Unit 16.

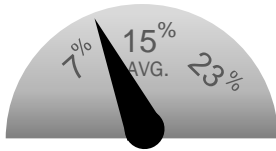
Occupations Examined for Bargaining Unit 16

- Psychiatrists –
Rank-and-File and Supervisory
- Family and General Practitioners –
Rank-and-File and Managerial
- Dentists, General –
Rank-and-File, Supervisory, and Managerial

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

16 Physician, Dentist, and Podiatrist

Below Average Growth



The number of jobs in this occupation is projected to grow by **12%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
27.8%

Local Government
27.8%

Private Sector
N/A

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Psychiatrists

SOC Code: 29-1066

Federal Government Definition: Physicians who diagnose, treat, and help prevent disorders of the mind.

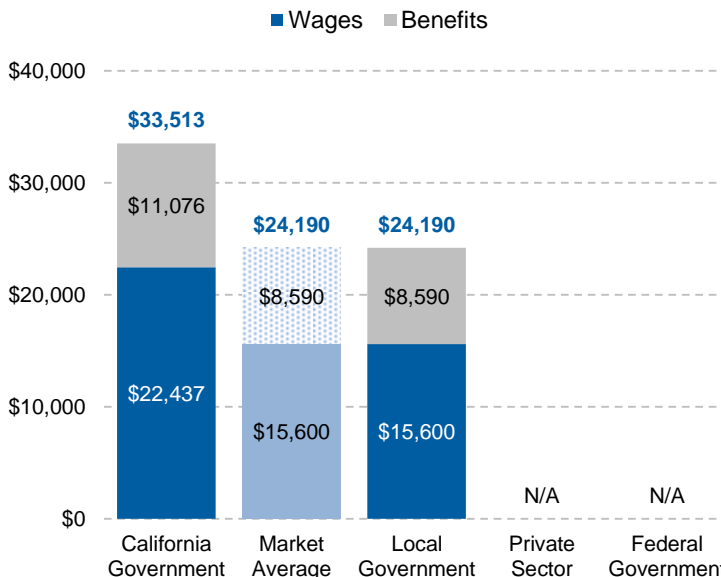
The State Employs:

- 456 full-time employees in this occupation in eight classifications
- This occupation represents 30.8 percent of employees associated with Unit 16

Median Wage:

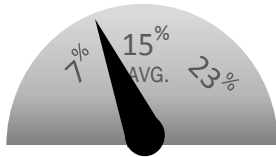
The comparisons on this page use median wages. The OES survey has a median wage cap of \$15,600 a month. Although the OES survey indicates the median wage for local government was in excess of this amount, \$15,600 was used for this comparison.

Statewide Monthly Median Total Compensation Comparison for the Psychiatrists Occupation



16 Physician, Dentist, and Podiatrist

Below Average Growth



The number of jobs in this occupation is projected to grow by

12%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
25.5%

Local Government
25.5%

Private Sector
N/A

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Psychiatrists

SOC Code: 29-1066

Federal Government Definition: Physicians who diagnose, treat, and help prevent disorders of the mind.

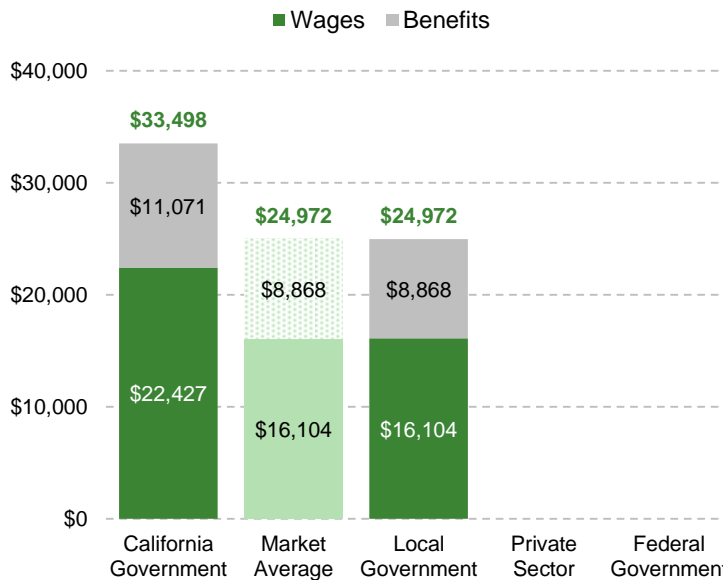
The State Employs:

- 456 full-time employees in this occupation in eight classifications
- This occupation represents 30.8 percent of employees associated with Unit 16

Mean Wage:

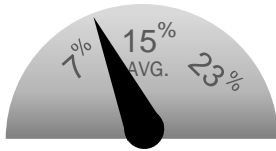
The comparisons on this page use state and labor market mean wages instead of the median wages.

Statewide Monthly Mean Total Compensation Comparison for the Psychiatrists Occupation



16 Physician, Dentist, and Podiatrist

Below Average Growth



The number of jobs in this occupation is projected to grow by **12%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
30.6%

Local Government
31.0%

Private Sector
30.5%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Family and General Practitioners

SOC Code: 29-1062

Federal Government Definition: Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.

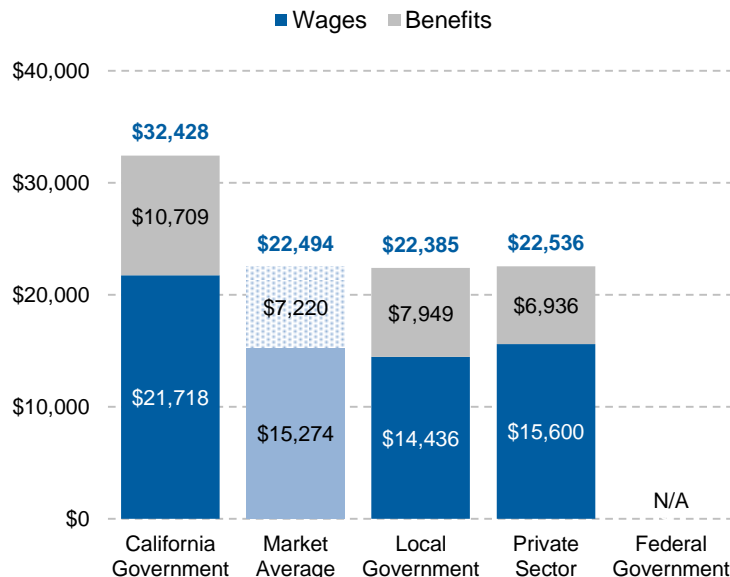
The State Employs:

- 442 full-time employees in this occupation in eight classifications
- This occupation represents 29.8 percent of employees associated with Unit 16

Median Wage:

The comparisons on this page use median wages. The OES survey has a median wage cap of \$15,600 a month. Although the OES survey indicates the median wage for the private sector was in excess of this amount, \$15,600 was used for this comparison.

Statewide Monthly Median Total Compensation Comparison for the Family and General Practitioners Occupation



16 Physician, Dentist, and Podiatrist

Below Average Growth



The number of jobs in this occupation is projected to grow by

12%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
15.9%

Local Government
24.9%

Private Sector
12.4%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Family and General Practitioners

SOC Code: 29-1062

Federal Government Definition: Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.

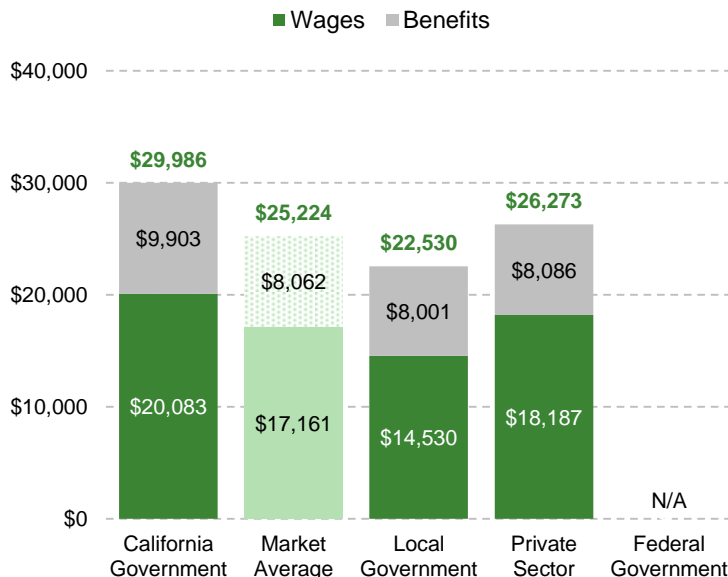
The State Employs:

- 442 full-time employees in this occupation in eight classifications
- This occupation represents 29.8 percent of employees associated with Unit 16

Mean Wage:

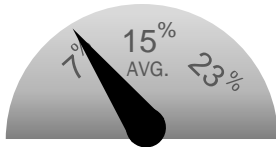
The comparisons on this page use state and labor market mean wages instead of the median wages.

Statewide Monthly Mean Total Compensation Comparison for the Family and General Practitioners Occupation



16 Physician, Dentist, and Podiatrist

Below Average Growth



The number of jobs in this occupation is projected to grow by **8%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
45.1%

Local Government
43.9%

Private Sector
48.3%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Dentists, General

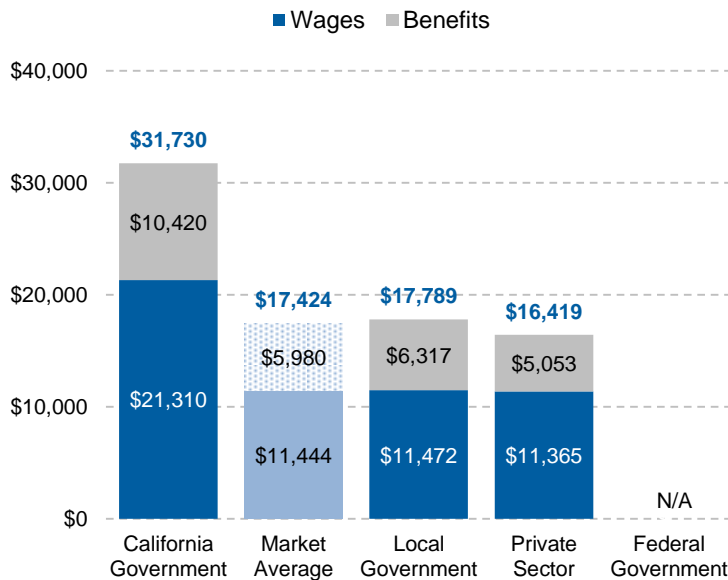
SOC Code: 29-1021

Federal Government Definition: Examine, diagnose, and treat diseases, injuries, and malformations of teeth and gums. May treat diseases of nerve, pulp, and other dental tissues affecting oral hygiene and retention of teeth. May fit dental appliances or provide preventive care.

The State Employs:

- 277 full-time employees in this occupation in six classifications
- This occupation represents 18.7 percent of employees associated with Unit 16

Statewide Monthly Median Total Compensation Comparison for the Dentists, General Occupation



17

Registered Nurse

Bargaining Unit 17

There are 5,581 full-time rank-and-file and related excluded employees associated with Bargaining Unit 17. This group is made up of registered nurses, primarily within state institutions. This unit consists of 53 classifications, which have been mapped to six occupations. Two of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these two occupations include 40 classifications, consisting of both rank-and-file and related excluded employees. They account for 90.6 percent of the full-time employees associated with Unit 17.

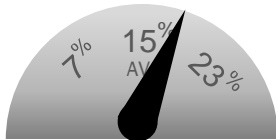
Occupations Examined for Bargaining Unit 17

- Registered Nurse –
Rank-and-File and Supervisory
- Nurse Practitioners –
Rank-and-File Only

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

17 Registered Nurse

Above Average Growth



The number of jobs in this occupation is projected to grow by

17%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
11.8%

Local Government
14.8%

Private Sector
11.7%

Federal Government
-0.3%

The Market Average is a weighted average of total compensation for the three employer groups.

Registered Nurses

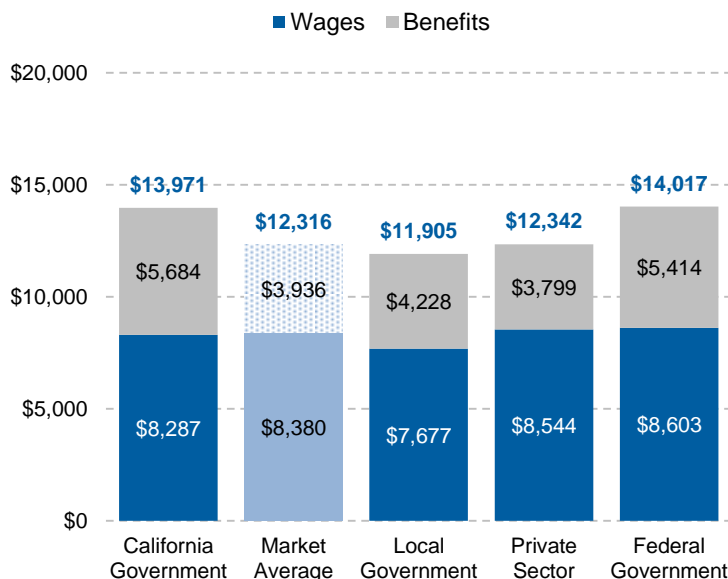
SOC Code: 29-1141

Federal Government Definition: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

The State Employs:

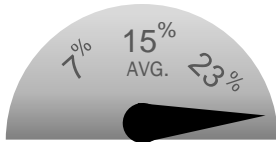
- 4,969 full-time employees in this occupation in 36 classifications
- This occupation represents 89 percent of employees associated with Unit 17

Statewide Monthly Median Total Compensation Comparison for the Registered Nurses Occupation



17 Registered Nurse

Above Average Growth



The number of jobs in this occupation is projected to grow by **28%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average 10.2%
- Local Government 9.0%
- Private Sector 10.6%
- Federal Government N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Nurse Practitioners

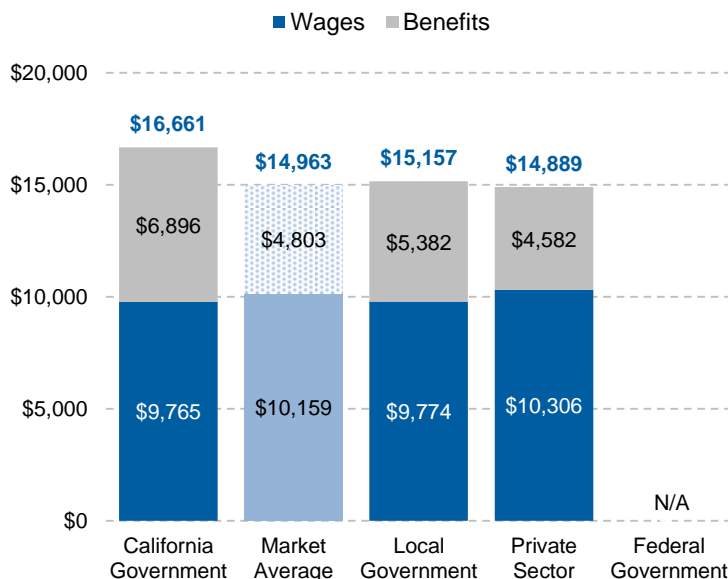
SOC Code: 29-1171

Federal Government Definition: Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x-rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

The State Employs:

- 87 full-time employees in this occupation in four classifications
- This occupation represents 1.6 percent of employees associated with Unit 17

Statewide Monthly Median Total Compensation Comparison for the Nurse Practitioners Occupation



18

Psychiatric Technician

Bargaining Unit 18

There are 5,850 full-time rank-and-file and related excluded employees associated with Bargaining Unit 18. This group is made up almost entirely of psychiatric technicians, primarily within state institutions. This unit consists of 20 classifications, which have been mapped to three occupations. One occupation was selected for this report based upon the strength of its match to the SOC description and the number of state employees in the occupation. This occupation includes 15 classifications, consisting of both rank-and-file and related excluded employees. It accounts for 98.2 percent of the full-time employees associated with Unit 18.

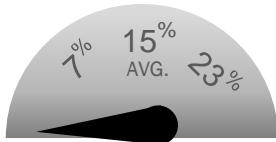
Occupations Examined for Bargaining Unit 18

- Psychiatric Technicians –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

18 Psychiatric Technician

Below Average Growth



The number of jobs in this occupation is projected to grow by

1%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
35.6%

Local Government
33.7%

Private Sector
38.8%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Psychiatric Technicians

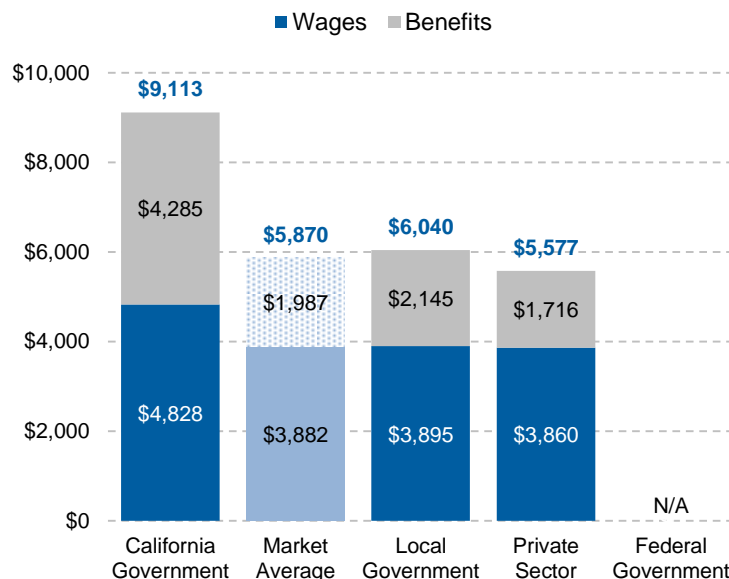
SOC Code: 29-2053

Federal Government Definition: Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.

The State Employs:

- 5,745 full-time employees in this occupation in 15 classifications
- This occupation represents 98.2 percent of employees associated with Unit 18

Statewide Monthly Median Total Compensation Comparison for the Psychiatric Technicians Occupation



19

Health and Social
Services/Professional

Bargaining Unit 19

There are 5,027 full-time rank-and-file and related excluded employees associated with Bargaining Unit 19. This group is made up of health and social services workers, primarily within state institutions. This unit consists of 172 classifications, which have been mapped to 27 occupations. Six occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. These occupations include 81 classifications, consisting of both rank-and-file and related excluded employees. They account for 77.5 percent of the full-time employees associated with Unit 19.

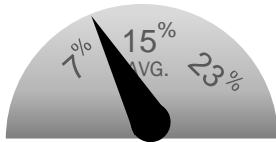
Occupations Examined for Bargaining Unit 19

- Clinical, Counseling, and School Psychologists –
Rank-and-File and Supervisory
- Mental Health and Substance Abuse Social Workers –
Rank-and-File and Supervisory
- Rehabilitation Counselors –
Rank-and-File and Supervisory
- Recreational Therapists –
Rank-and-File and Supervisory
- Pharmacists –
Rank-and-File and Supervisory
- Dietitians and Nutritionists –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

19 Health and Social Services/Professional

Below Average Growth



The number of jobs in this occupation is projected to grow by **10%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
22.3%

Local Government
22.6%

Private Sector
19.7%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Clinical, Counseling, and School Psychologists

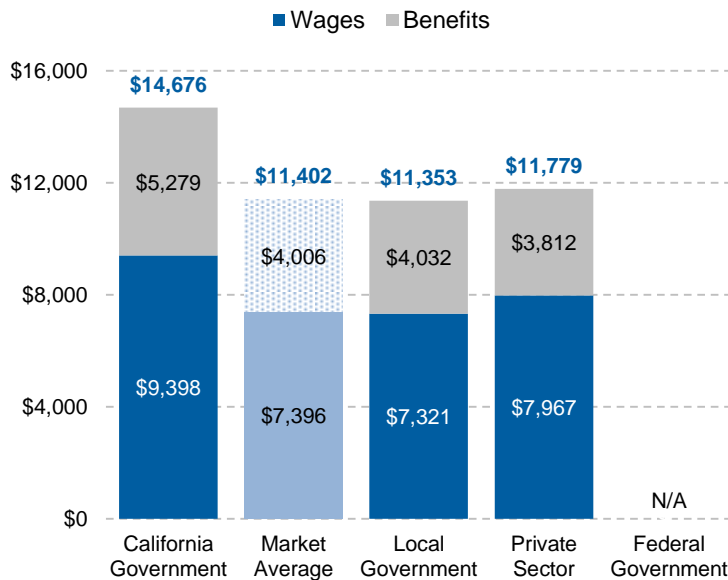
SOC Code: 19-3031

Federal Government Definition: Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.

The State Employs:

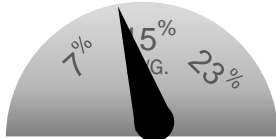
- 1,333 full-time employees in this occupation in 30 classifications
- This occupation represents 26.5 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Clinical, Counseling, and School Psychologists Occupation



19 Health and Social Services/Professional

Below Average Growth



The number of jobs in this occupation is projected to grow by

12%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
33.4%

Local Government
30.7%

Private Sector
41.6%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Mental Health and Substance Abuse Social Workers

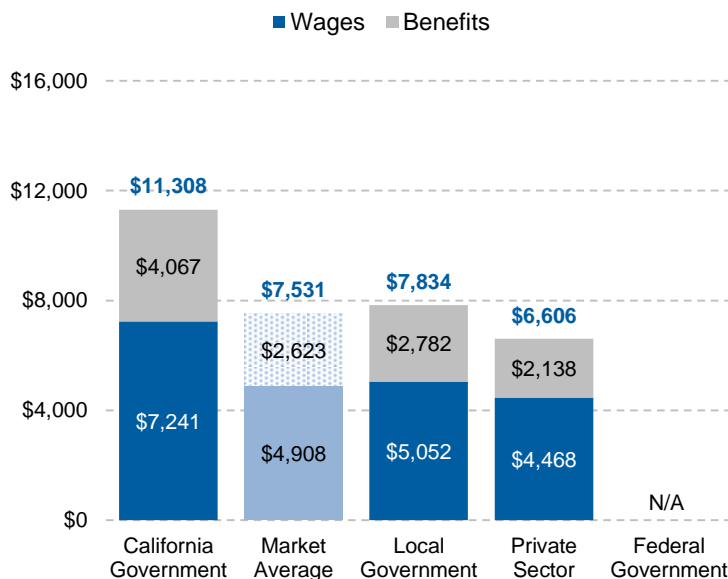
SOC Code: 21-1023

Federal Government Definition: Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

The State Employs:

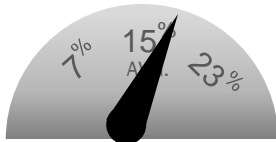
- 794 full-time employees in this occupation in six classifications
- This occupation represents 15.8 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Mental Health and Substance Abuse Social Workers Occupation



19 Health and Social Services/Professional

Above Average Growth



The number of jobs in this occupation is projected to grow by **18%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
23.3%

Local Government
14.1%

Private Sector
43.3%

Federal Government
N/A

The Market Average is a weighted average of total compensation for the three employer groups.

Rehabilitation Counselors

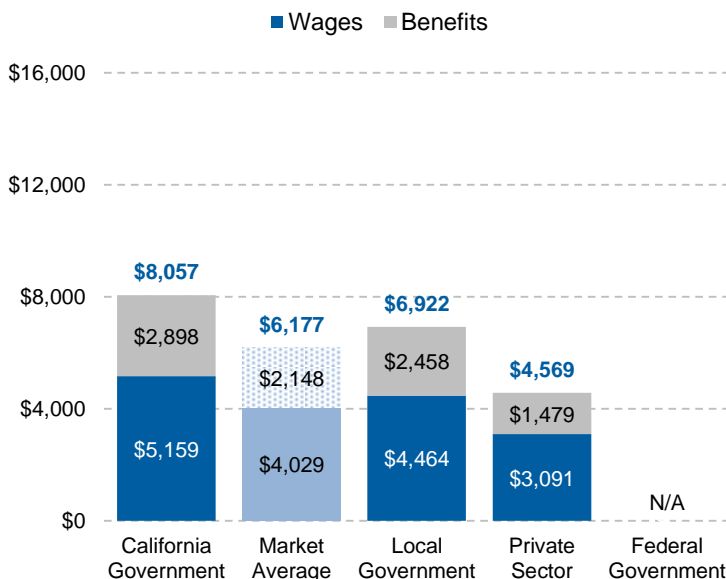
SOC Code: 21-1015

Federal Government Definition: Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.

The State Employs:

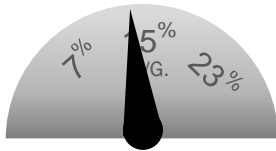
- 634 full-time employees in this occupation in eight classifications
- This occupation represents 12.6 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Rehabilitation Counselors Occupation



19 Health and Social Services/Professional

Below Average Growth



The number of jobs in this occupation is projected to grow by

14%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
15.3%

Local Government
15.3%

Private Sector
20.7%

Federal Government
5.0%

The Market Average is a weighted average of total compensation for the three employer groups.

Recreational Therapists

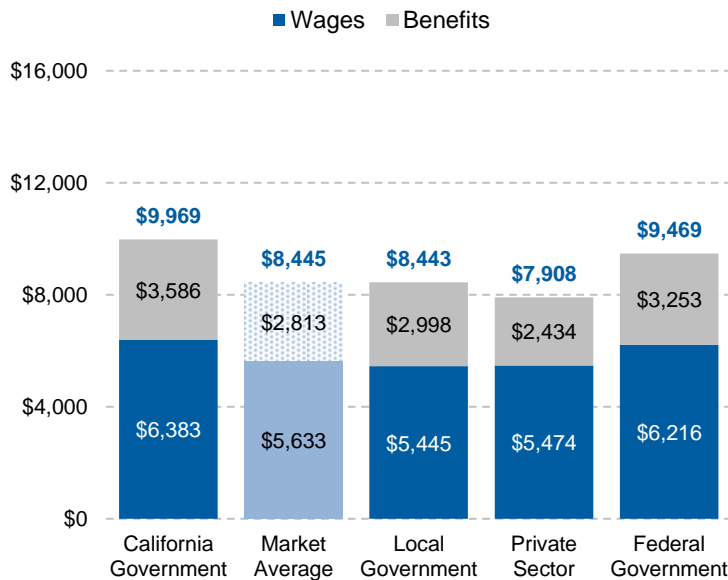
SOC Code: 29-1125

Federal Government Definition: Plan, direct, or coordinate medically-approved recreation programs for patients in hospitals, nursing homes, or other institutions. Activities include sports, trips, dramatics, social activities, and arts and crafts. May assess a patient condition and recommend appropriate recreational activity.

The State Employs:

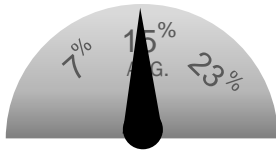
- 506 full-time employees in this occupation in 11 classifications
- This occupation represents 10.1 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Recreational Therapists Occupation



19 Health and Social Services/Professional

Average Growth



The number of jobs in this occupation is projected to grow by

15%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-5.5%

Local Government
-8.5%

Private Sector
-5.3%

Federal Government
-2.1%

The Market Average is a weighted average of total compensation for the three employer groups.

Pharmacists

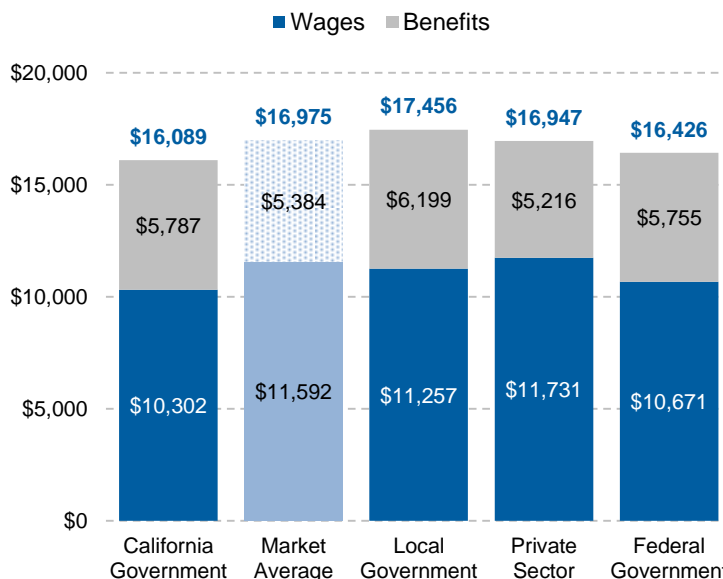
SOC Code: 29-1051

Federal Government Definition: Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.

The State Employs:

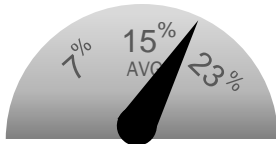
- 410 full-time employees in this occupation in 12 classifications
- This occupation represents 8.2 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Pharmacists Occupation



19 Health and Social Services/Professional

Above Average Growth



The number of jobs in this occupation is projected to grow by **19%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average -4.6%
- Local Government -4.1%
- Private Sector -4.7%
- Federal Government -5.2%

The Market Average is a weighted average of total compensation for the three employer groups.

Dietitians and Nutritionists

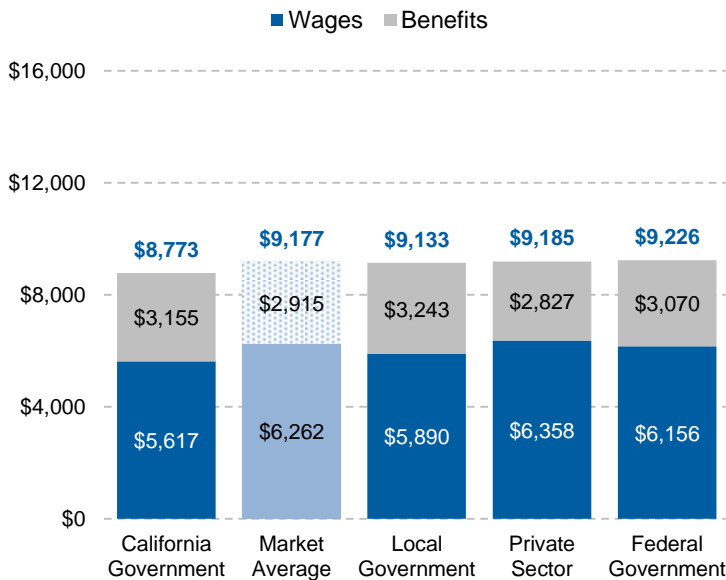
SOC Code: 29-1031

Federal Government Definition: Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

The State Employs:

- 218 full-time employees in this occupation in 14 classifications
- This occupation represents 4.3 percent of employees associated with Unit 19

Statewide Monthly Median Total Compensation Comparison for the Dietitians and Nutritionists Occupation



20

Medical and Social
Services

Bargaining Unit 20

There are 4,235 full-time rank-and-file and related excluded employees associated with Bargaining Unit 20. This group is made up of medical and social services workers, primarily within state institutions. This unit consists of 88 classifications, which have been mapped to 27 occupations. Four occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. These occupations include 13 classifications, consisting of both rank-and-file and related excluded employees. They account for 84.6 percent of the full-time employees associated with Unit 20.

Occupations Examined for Bargaining Unit 20

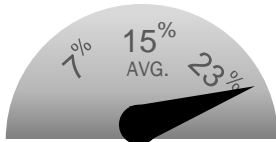
- Licensed Practical and Licensed Vocational Nurses –
Rank-and-File Only
- Nursing Assistants –
Rank-and-File Only
- Dental Assistants –
Rank-and-File and Supervisory
- Pharmacy Technicians –
Rank-and-File Only

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

20

Medical and Social Services

Above Average Growth



The number of jobs in this occupation is projected to grow by **26%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average 17.2%
- Local Government 22.8%
- Private Sector 15.6%
- Federal Government 13.2%

The Market Average is a weighted average of total compensation for the three employer groups.

Licensed Practical and Licensed Vocational Nurses

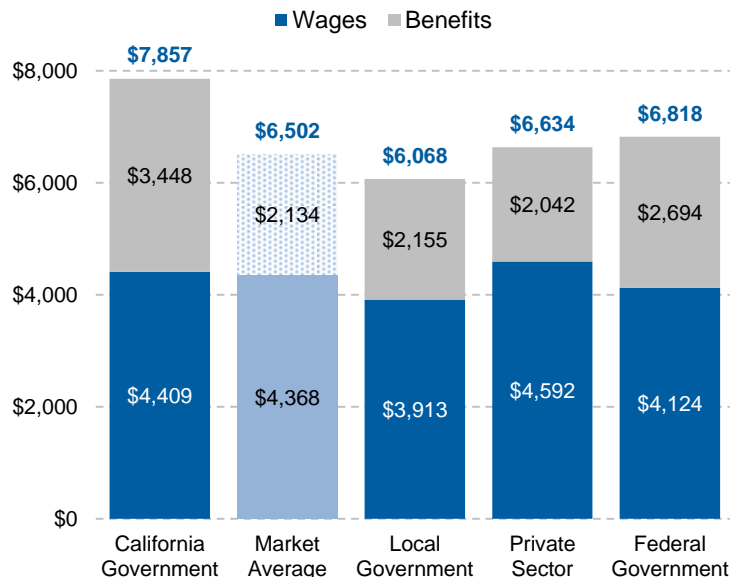
SOC Code: 29-2061

Federal Government Definition: Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

The State Employs:

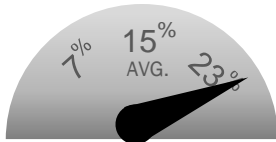
- 1,957 full-time employees in this occupation in four classifications
- This occupation represents 46.2 percent of employees associated with Unit 20

Statewide Monthly Median Total Compensation Comparison for the Licensed Practical and Licensed Vocational Nurses Occupation



20 Medical and Social Services

Above Average Growth



The number of jobs in this occupation is projected to grow by

24%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
-0.3%

Local Government
5.5%

Private Sector
-0.1%

Federal Government
-41.3%

The Market Average is a weighted average of total compensation for the three employer groups.

Nursing Assistants

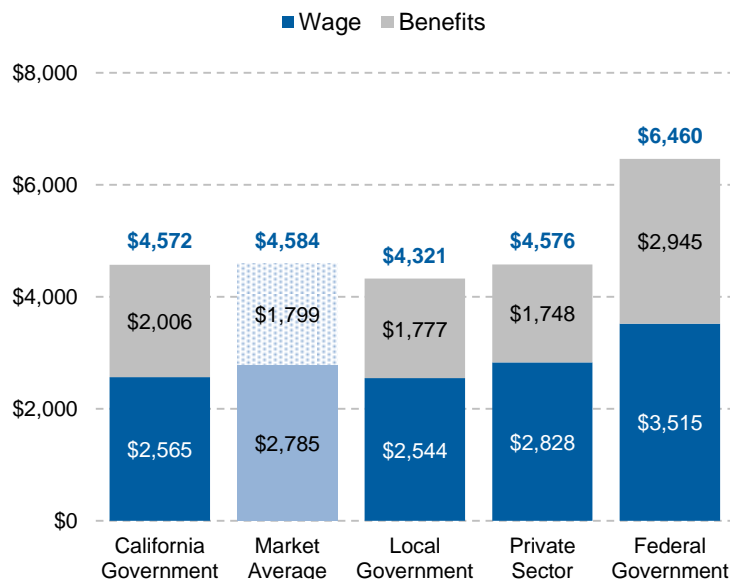
SOC Code: 31-1014

Federal Government Definition: Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

The State Employs:

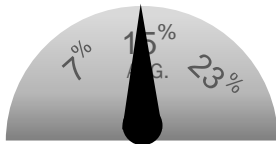
- 718 full-time employees in this occupation in two classifications
- This occupation represents 17 percent of employees associated with Unit 20

Statewide Monthly Median Total Compensation Comparison for the Nursing Assistants Occupation



20 Medical and Social Services

Average Growth



The number of jobs in this occupation is projected to grow by **15%** in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

- Market Average **32.1%**
- Local Government **24.7%**
- Private Sector **36.4%**
- Federal Government **33.4%**

The Market Average is a weighted average of total compensation for the three employer groups.

Dental Assistants

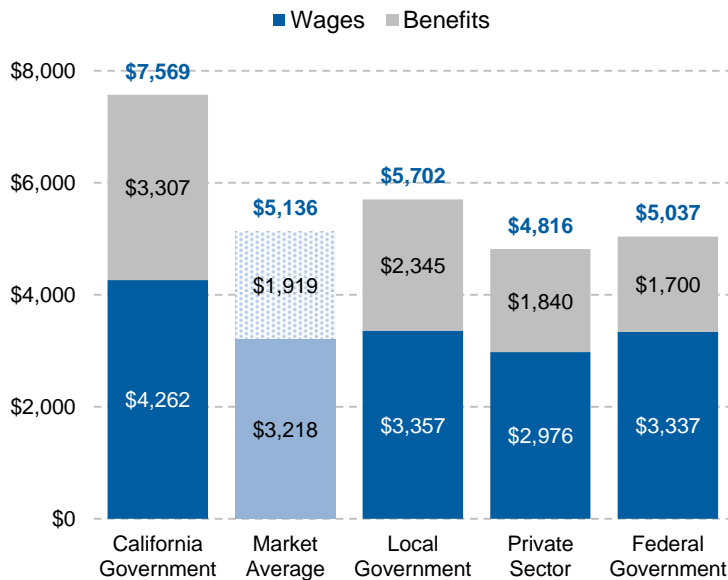
SOC Code: 31-9091

Federal Government Definition: Assist dentist, set up equipment, prepare patient for treatment, and keep records.

The State Employs:

- 529 full-time employees in this occupation in five classifications
- This occupation represents 12.5 percent of employees associated with Unit 20

Statewide Monthly Median Total Compensation Comparison for the Dental Assistants Occupation



20

Medical and Social Services

Above Average Growth



The number of jobs in this occupation is projected to grow by

18%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
11.2%

Local Government
6.3%

Private Sector
12.5%

Federal Government
6.6%

The Market Average is a weighted average of total compensation for the three employer groups.

Pharmacy Technicians

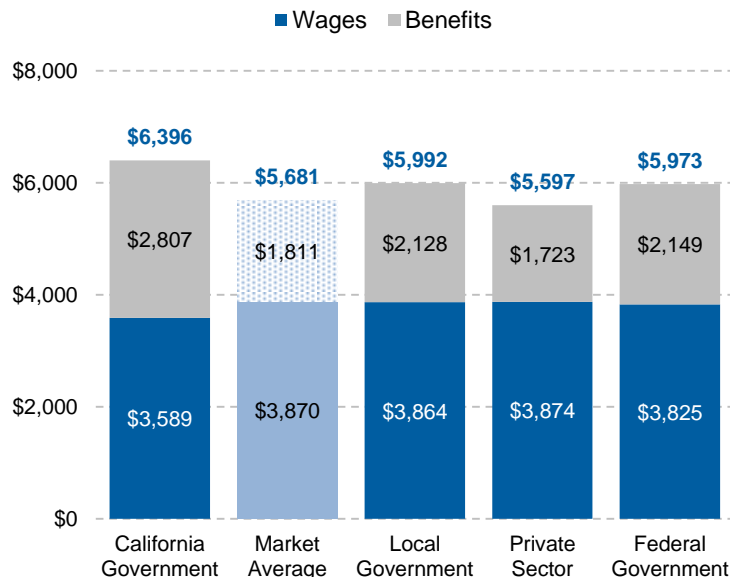
SOC Code: 29-2052

Federal Government Definition: Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

The State Employs:

- 381 full-time employees in this occupation in two classifications
- This occupation represents 9 percent of employees associated with Unit 20

Statewide Monthly Median Total Compensation Comparison for the Pharmacy Technicians Occupation



21

Educational Consultants
and Library

Bargaining Unit 21

There are approximately 630 full-time rank-and-file and related excluded employees associated with Bargaining Unit 21. This group is made up of medical and social services workers, primarily within state institutions. This unit consists of 97 classifications, which have been mapped to 16 occupations. Two occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. These occupations include 33 classifications, consisting of both rank-and-file and related excluded employees. They account for 69.5 percent of the full-time employees associated with Unit 21.

Occupations Examined for Bargaining Unit 21

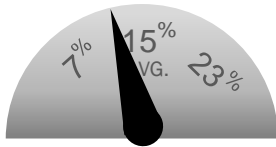
- Instructional Coordinators –
Rank-and-File and Supervisory
- Librarians –
Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

21

Educational Consultants and Library

Below Average Growth



The number of jobs in this occupation is projected to grow by

14%

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
19.7%

Local Government
19.2%

Private Sector
31.9%

Federal Government
5.2%

The Market Average is a weighted average of total compensation for the three employer groups.

Instructional Coordinators

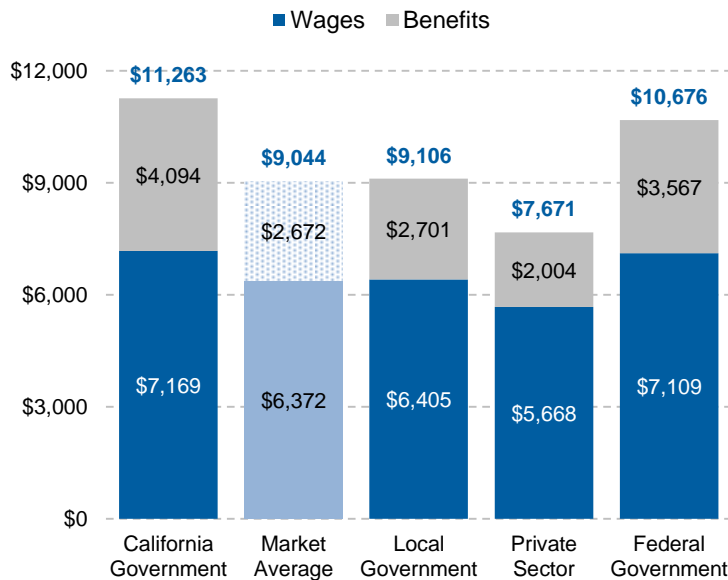
SOC Code: 25-9031

Federal Government Definition: Develop instructional material, coordinate educational content, and incorporate current technology in specialized fields that provide guidelines to educators and instructors for developing curricula and conducting courses. Includes educational consultants and specialists, and instructional material directors.

The State Employs:

- 377 full-time employees in this occupation in 26 classifications
- This occupation represents 59.9 percent of employees associated with Unit 21

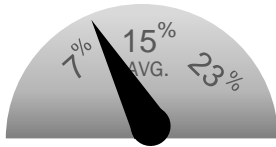
Statewide Monthly Median Total Compensation Comparison for the Instructional Coordinators Occupation



21

Educational Consultants and Library

Below Average Growth



The number of jobs in this occupation is projected to grow by **9%**

in California by 2022 according to the EDD

The State's Total Compensation Leads/Lags Each Employer Group By:

Market Average
5.5%

Local Government
5.0%

Private Sector
12.7%

Federal Government
-18.7%

The Market Average is a weighted average of total compensation for the three employer groups.

Librarians

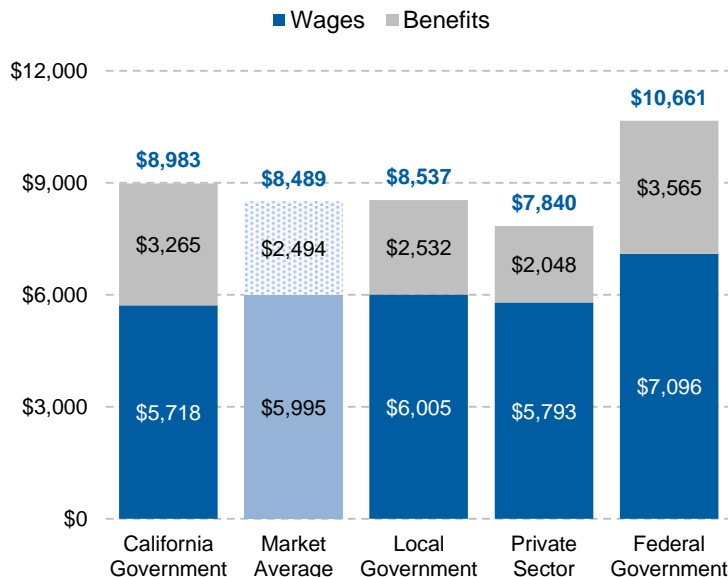
SOC Code: 25-4021

Federal Government Definition: Administer libraries and perform related library services. Work in a variety of settings, including public libraries, educational institutions, museums, corporations, government agencies, law firms, non-profit organizations, and healthcare providers. May perform in-depth, strategic research, and synthesize, analyze, edit, and filter information.

The State Employs:

- 61 full-time employees in this occupation in seven classifications
- This occupation represents 9.6 percent of employees associated with Unit 21

Statewide Monthly Median Total Compensation Comparison for the Librarians Occupation



Geographic Comparisons

When comparing compensation, it is important to recognize that wages can vary significantly between geographic regions. The federal government has a policy of paying its white-collar employees more to work in four regions of California than it does in the rest of the state. Please refer to Appendix D for details.

For this report, the Department chose to compare the total compensation in the same four regions in California:

- Sacramento Region
- Los Angeles Region
- San Francisco Bay Area Region
- San Diego County



Where State Employees Work

Although the Sacramento region is home to the greatest concentration of state workers, approximately 64 percent are employed elsewhere in California. The table below illustrates the percentage of state employees associated with each bargaining unit (rank-and-file and related excluded) working in each region.

Table 10: Percent of State of California Employees by Region*

Bargaining Unit	Sacramento Region	San Francisco Region	Los Angeles Region	San Diego County	Other Counties
1	65%	11%	15%	3%	7%
2	43%	21%	26%	7%	3%
3	5%	33%	24%	2%	37%
4	43%	15%	21%	4%	17%
7	23%	16%	34%	7%	19%
11	31%	15%	19%	4%	32%
13	16%	23%	21%	3%	37%
14	82%	6%	6%	3%	3%
15	17%	26%	26%	4%	27%
16	12%	30%	25%	6%	28%
17	7%	34%	25%	3%	31%
18	1%	30%	30%	1%	37%
19	12%	28%	29%	4%	27%
20	4%	32%	21%	5%	39%
21	95%	1%	3%	1%	0%
All State Workers	36%	18%	20%	4%	22%

*State employee data derived from CA State Controller's Office. Percentages may not equal 100 due to rounding.

Comparison with Sacramento Region

Table 11: Comparing State Employee Total Compensation With Sacramento Region*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
13-1111	Management Analysts	-28.0%	-15.4%	-5.2%
13-2011	Accountants and Auditors	4.9%	4.4%	-17.9%
15-1121	Computer Systems Analysts	-12.3%	2.5%	-
13-2081	Tax Examiners, Collectors, and Revenue Agents	-	-	-28.7%
13-1031	Claims Adjusters, Examiners, and Investigators	5.8%	-	-6.7%
13-1141	Compensation, Benefits, and Job Analysis Specialists	7.3%	7.1%	-
15-1131	Computer Programmers	-6.6%	-	-
23-1011	Lawyers	-16.3%	1.2%	2.8%
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-	-	6.4%
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	22.2%	-	-
25-1194	Vocational Education Teachers, Postsecondary	16.1%	-	-
43-9061	Office Clerks, General	9.6%	11.2%	9.3%
43-4031	Court, Municipal, and License Clerks	-4.0%	-	-
43-6012	Legal Secretaries	4.8%	-	-
33-3021	Detectives and Criminal Investigators	-3.1%	-	-31.9%
43-5031	Police, Fire, and Ambulance Dispatchers	6.8%	-	-
33-3051	Police and Sheriff's Patrol Officers	-29.0%	-	-
19-4092	Forensic Science Technicians	-1.9%	-	-
17-3022	Civil Engineering Technicians	4.3%	-	-
19-4093	Forest and Conservation Technicians	-	-	14.2%
29-2012	Medical and Clinical Laboratory Technicians	-	-32.9%	-16.8%
51-8021	Stationary Engineers and Boiler Operators	-	-22.5%	-
51-8031	Water and Wastewater Treatment Plant and System Operators	12.9%	-	-
51-5112	Printing Press Operators	5.5%	-	-
27-1024	Graphic Designers	25.2%	40.5%	-
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.8%	29.0%	-43.4%
35-2012	Cooks, Institution and Cafeteria	30.6%	25.2%	-
29-1141	Registered Nurses	16.1%	1.4%	-3.7%

Sacramento Region (Continued)

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
19-3031	Clinical, Counseling, and School Psychologists	32.7%	-	-
21-1023	Mental Health and Substance Abuse Social Workers	48.3%	-	-
29-1051	Pharmacists	-	-5.7%	-0.5%
29-1031	Dietitians and Nutritionists	-9.5%	-17.7%	-
29-2061	Licensed Practical and Licensed Vocational Nurses	10.1%	9.0%	4.2%
31-1014	Nursing Assistants	-7.4%	-7.5%	-20.7%
29-2052	Pharmacy Technicians	-	0.9%	-
25-9031	Instructional Coordinators	22.5%	-	-
25-4021	Librarians	3.0%	-	-

*The Sacramento Region consists of the following seven counties: El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba. Dashes (-) are used where data are not available.

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average.

A negative percent indicates the state's total compensation is below that of the employer group in that column.

Software Developers, Systems Software, Architectural and Civil Drafters, Psychiatrists, Family and General Practitioners, Dentists, General, Nurse Practitioners, Psychiatric Technicians, Rehabilitation Counselors, Recreational Therapists, and Dental Assistants were not included in the Sacramento region comparison because there was no data available.

Comparison with San Francisco Region

Table 12: Comparing State Employee Total Compensation With San Francisco Bay Area Region*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
13-1111	Management Analysts	-32.0%	-38.7%	-35.5%
13-2011	Accountants and Auditors	-3.8%	-3.0%	-46.0%
15-1121	Computer Systems Analysts	-23.4%	-28.1%	-0.8%
13-2081	Tax Examiners, Collectors, and Revenue Agents	-22.2%	-	-51.5%
13-1031	Claims Adjusters, Examiners, and Investigators	-19.6%	-11.9%	-21.3%
15-1133	Software Developers, Systems Software	-15.0%	-28.4%	-
13-1141	Compensation, Benefits, and Job Analysis Specialists	-14.0%	-27.8%	-
15-1131	Computer Programmers	-4.3%	-7.0%	-
23-1011	Lawyers	-30.9%	-47.6%	-10.5%
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-	-	-9.4%
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	31.0%	-	-
25-1194	Vocational Education Teachers, Postsecondary	28.9%	-	-
43-9061	Office Clerks, General	-8.5%	4.2%	-6.9%
43-4031	Court, Municipal, and License Clerks	-18.0%	-	-
43-6012	Legal Secretaries	-40.2%	-56.0%	-
33-3021	Detectives and Criminal Investigators	-35.9%	-	-42.3%
43-5031	Police, Fire, and Ambulance Dispatchers	-18.8%	-	-
33-3051	Police and Sheriff's Patrol Officers	-51.5%	-	4.4%
19-4092	Forensic Science Technicians	-6.8%	-	-
17-3022	Civil Engineering Technicians	-13.8%	-	-
19-4093	Forest and Conservation Technicians	-	-	-4.7%
17-3011	Architectural and Civil Drafters	-37.5%	11.5%	-
29-2012	Medical and Clinical Laboratory Technicians	-45.2%	-36.4%	-34.2%
51-8021	Stationary Engineers and Boiler Operators	-5.1%	-24.1%	-
51-8031	Water and Wastewater Treatment Plant and System Operators	-1.1%	-	-
51-5112	Printing Press Operators	-11.1%	3.4%	-
27-1024	Graphic Designers	14.5%	6.1%	-
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-16.2%	35.0%	-26.6%

San Francisco Region (Continued)

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
35-2012	Cooks, Institution and Cafeteria	16.3%	13.9%	-3.7%
29-1066	Psychiatrists	27.8%	-	-
29-1062	Family and General Practitioners	30.1%	30.5%	-
29-1021	Dentists, General	40.4%	-	-
29-1141	Registered Nurses	-15.2%	-15.6%	-12.6%
29-1171	Nurse Practitioners	-8.4%	-1.9%	-
29-2053	Psychiatric Technicians	29.9%	-	-
19-3031	Clinical, Counseling, and School Psychologists	24.4%	10.3%	-
21-1023	Mental Health and Substance Abuse Social Workers	6.2%	12.8%	-
21-1015	Rehabilitation Counselors	-22.2%	-	-
29-1125	Recreational Therapists	12.5%	14.3%	1.7%
29-1051	Pharmacists	-10.1%	-6.3%	-0.5%
29-1031	Dietitians and Nutritionists	-12.8%	-23.3%	-14.2%
29-2061	Licensed Practical and Licensed Vocational Nurses	8.4%	4.5%	2.4%
31-1014	Nursing Assistants	-31.0%	-32.9%	-50.2%
31-9091	Dental Assistants	15.2%	-	16.9%
29-2052	Pharmacy Technicians	-9.1%	-3.1%	0.8%
25-9031	Instructional Coordinators	26.2%	21.0%	-
25-4021	Librarians	2.3%	9.4%	-22.5%

*The San Francisco Region consists of the following thirteen counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma.

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average. Dashes (-) are used where data are not available.

A negative percent indicates the state's total compensation is below that of the employer group in that column.

Comparison with Los Angeles Region

Table 13: Comparing State Employee Total Compensation With Los Angeles Region*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
13-1111	Management Analysts	-26.4%	-16.8%	-18.6%
13-2011	Accountants and Auditors	4.3%	2.9%	-32.2%
15-1121	Computer Systems Analysts	-6.7%	-8.0%	-
13-2081	Tax Examiners, Collectors, and Revenue Agents	-5.6%	-	-42.6%
13-1031	Claims Adjusters, Examiners, and Investigators	-3.1%	21.3%	-11.0%
15-1133	Software Developers, Systems Software	-17.3%	-18.7%	-
13-1141	Compensation, Benefits, and Job Analysis Specialists	-9.7%	1.7%	-
15-1131	Computer Programmers	-5.5%	-0.9%	-
23-1011	Lawyers	-10.3%	-39.3%	0.8%
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-	-	4.0%
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	22.4%	45.3%	-
25-1194	Vocational Education Teachers, Postsecondary	10.2%	-	-
43-9061	Office Clerks, General	9.1%	35.2%	4.7%
43-4031	Court, Municipal, and License Clerks	-0.8%	-	-
43-6012	Legal Secretaries	-40.5%	-27.4%	-
33-3021	Detectives and Criminal Investigators	-25.0%	-	-19.6%
43-5031	Police, Fire, and Ambulance Dispatchers	4.2%	8.9%	-
33-3051	Police and Sheriff's Patrol Officers	-36.5%	-	10.2%
19-4092	Forensic Science Technicians	1.4%	-	-
17-3022	Civil Engineering Technicians	3.0%	32.0%	-
19-4093	Forest and Conservation Technicians	30.9%	-	1.6%
17-3011	Architectural and Civil Drafters	-27.3%	-	-
29-2012	Medical and Clinical Laboratory Technicians	3.9%	-	-14.7%
51-8021	Stationary Engineers and Boiler Operators	-1.3%	-	-
51-8031	Water and Wastewater Treatment Plant and System Operators	9.8%	-	-
51-5112	Printing Press Operators	3.2%	-	-
27-1024	Graphic Designers	20.0%	-	-

Los Angeles Region (Continued)

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-11.1%	-	-23.8%
35-2012	Cooks, Institution and Cafeteria	30.2%	-	14.6%
29-1066	Psychiatrists	30.2%	-	-
29-1062	Family and General Practitioners	28.0%	-	-
29-1021	Dentists, General	46.2%	-	-
29-1141	Registered Nurses	20.4%	18.2%	7.2%
29-1171	Nurse Practitioners	11.1%	16.0%	-
29-2053	Psychiatric Technicians	36.3%	42.5%	-
19-3031	Clinical, Counseling, and School Psychologists	21.7%	19.9%	-
21-1023	Mental Health and Substance Abuse Social Workers	31.7%	50.6%	-
21-1015	Rehabilitation Counselors	18.7%	23.6%	-
29-1125	Recreational Therapists	13.2%	24.1%	-
29-1051	Pharmacists	-3.7%	-5.4%	-3.7%
29-1031	Dietitians and Nutritionists	-0.8%	-1.6%	-1.3%
29-2061	Licensed Practical and Licensed Vocational Nurses	26.9%	22.2%	18.6%
31-1014	Nursing Assistants	7.5%	2.5%	-37.4%
31-9091	Dental Assistants	29.1%	36.7%	24.1%
29-2052	Pharmacy Technicians	14.7%	15.8%	5.9%
25-9031	Instructional Coordinators	13.5%	33.6%	5.2%
25-4021	Librarians	4.6%	14.1%	-

*The Los Angeles Region consists of the following six counties: Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura.

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average.

Dashes (-) are used where data are not available.

A negative percent indicates the state's total compensation is below that of the employer group in that column.

Comparison with San Diego County

Table 14: Comparing State Employee Total Compensation With San Diego County

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
13-1111	Management Analysts	-8.5%	-13.0%	-28.1%
13-2011	Accountants and Auditors	11.5%	-1.4%	-16.3%
15-1121	Computer Systems Analysts	-4.1%	-0.5%	-
13-2081	Tax Examiners, Collectors, and Revenue Agents	8.6%	-	-32.9%
13-1031	Claims Adjusters, Examiners, and Investigators	-19.5%	26.9%	0.9%
15-1133	Software Developers, Systems Software	-	-14.4%	-
13-1141	Compensation, Benefits, and Job Analysis Specialists	-2.5%	-0.7%	-
15-1131	Computer Programmers	14.4%	18.2%	-
23-1011	Lawyers	-9.5%	-42.8%	-7.0%
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-	-	21.9%
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	30.7%	-	-
43-9061	Office Clerks, General	8.6%	27.9%	14.7%
43-4031	Court, Municipal, and License Clerks	-21.8%	-	-
43-6012	Legal Secretaries	3.9%	-	-
33-3021	Detectives and Criminal Investigators	-2.6%	-	-9.9%
43-5031	Police, Fire, and Ambulance Dispatchers	-1.9%	-	-
33-3051	Police and Sheriff's Patrol Officers	-20.7%	-	12.7%
19-4092	Forensic Science Technicians	22.5%	-	-
17-3022	Civil Engineering Technicians	3.8%	-	-
19-4093	Forest and Conservation Technicians	-	-	4.9%
29-2012	Medical and Clinical Laboratory Technicians	-13.0%	-12.8%	-32.0%
51-8021	Stationary Engineers and Boiler Operators	3.0%	-10.6%	-
51-8031	Water and Wastewater Treatment Plant and System Operators	-	-	28.1%
51-5112	Printing Press Operators	3.6%	-	-
27-1024	Graphic Designers	21.1%	23.7%	-
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.1%	33.9%	2.3%

San Diego County (Continued)

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
35-2012	Cooks, Institution and Cafeteria	26.8%	36.1%	8.2%
29-1141	Registered Nurses	23.7%	27.6%	1.7%
19-3031	Clinical, Counseling, and School Psychologists	21.2%	22.3%	-
21-1015	Rehabilitation Counselors	27.9%	-	-
29-1051	Pharmacists	-13.3%	-1.8%	-0.5%
29-1031	Dietitians and Nutritionists	-0.8%	5.2%	-4.9%
29-2061	Licensed Practical and Licensed Vocational Nurses	16.2%	28.7%	15.0%
31-1014	Nursing Assistants	12.9%	13.4%	-22.6%
31-9091	Dental Assistants	-	-	37.2%
29-2052	Pharmacy Technicians	12.3%	21.0%	8.9%
25-9031	Instructional Coordinators	16.9%	29.4%	4.6%
25-4021	Librarians	12.3%	12.3%	-

The median wage is used to determine total compensation and if state occupations are at/above or below the Market Average. Dashes (-) are used where data are not available.

A negative percent indicates the state's total compensation is below that of the employer group in that column. Vocational Education Teachers, Postsecondary, Architectural and Civil Drafters, Psychiatrists, Family and General Practitioners, Dentists, General, Nurse Practitioners, Psychiatric Technicians, Mental Health and Substance Abuse Social Workers and Recreational Therapists were not included in the San Diego county comparison because there was no data available.

State Benefits Not Included in Total Compensation

The state offers its employees some benefits which were not included in the calculation of state employee total compensation costs in this report. In this section these benefits are briefly described.

Bereavement Leave

State employees may receive up to three days of leave following the death of a family member or person in the employee's household.

California Works Well

The California Works Well Wellness Program is designed to reduce sickness-related absenteeism and increase employee productivity, with the long-term goal of reducing overall health care costs. The program informs employees about chronic disease risk-factors and creates opportunities for physical activity and healthy eating at work, along with other interventions such as smoking cessation, weight management, and biometric screenings. Wellness programs are managed and offered independently at each department.

Employee Assistance Program (EAP)

All active state employees and their dependents are eligible to participate in the EAP, which is designed to help employees and their dependents cope with emotional health, family, and other personal problems. All services are confidential, and at no cost to the employee. A qualified intake representative assesses needs and connects or refers the caller to a professional who can help with marriage, family and relationships issues; stress and anxiety; grief and loss; alcohol and drug dependency; and other emotional health issues. Clinical services are provided face-to-face, over the phone, or through web-based video.

EAP also features services to help balance work and life and take care of all kinds of chores and challenges. Telephonic consultations are available for childcare and eldercare assistance; financial services; legal services; identity theft recovery services, pre-retirement services; and daily living services.

Flexible Schedules

The state offers flexible schedules to many of its workers, often in the form of a formal Alternate Work Week Schedule (AWWS). This schedule allows employees and supervisors to mutually agree upon a varied distribution of their normal work hours. It does not change the number of hours worked, but simply allows each individual the flexibility to rearrange their work schedule to better meet their personal needs while also considering the needs of the office.

Jury Duty Leave

State employees called for jury duty are granted leave time during their service. Employees are not entitled to juror pay but are permitted to keep mileage payments.

License and Professional Association Membership

Depending upon the bargaining unit agreement, the state may pay for employees to retain professional licenses or reimburse employees for membership in job-related professional associations. For example, the state reimburses full-time physicians and nurses for license renewal fees if required to maintain a license as a condition of state employment.

Long Term Care

CalPERS Long-term care (LTC) is an optional, employee-paid benefit available to all active members, retirees, and their eligible family members. LTC refers to the services available to people that have difficulty managing the activities of daily living due to illness, injury, disability, cognitive disorder or aging. There is no cost to the state for this benefit.

Paid Leave for Promotional Exams/Promotional Interviews

State employees may be granted leave time to participate in civil-service examinations and attend interviews. (Gov. Code §19991)

Reimbursement Accounts

The Flex Elect program offers employees a voluntary pre-tax reimbursement account for out-of-pocket medical and dependent care expenses.

Retiree Health Insurance (Other Post-Employment Benefits)

State employees, along with qualifying dependents, are eligible for comprehensive health insurance coverage once they retire with sufficient years of state service. The state contributed, on average, \$9,761 for each retiree's health insurance premium in fiscal year 2014-15. Refer to Appendix D for more details.

State Defined Contribution Program: Savings Plus

Through Savings Plus, most state employees may establish and manage 401(k) and 457 plans. In 2014, employees were allowed to save up to \$17,500 in each plan (\$35,000 combined), if under the age of 50; and up to \$23,000 in each plan (\$46,000 combined) if 50 or older. Savings Plus allows employees to save for their retirement on both a before-tax basis and after-tax basis with the designated Roth feature.

Because the state does not contribute to these accounts, it does not affect state employee total compensation costs. However, the program still provides employees with a valuable benefit by offering an additional opportunity to save for retirement through a well-diversified mix of investment funds with low investment fees and low administrative costs to the participant.

Supplemental Life Insurance

Excluded employees enrolled in the State-paid group term life insurance plan can purchase additional insurance coverage from MetLife. Under the voluntary supplemental life insurance plan, these employees may elect additional coverage in increments of \$10,000 up to the lesser of \$200,000 or four times his or her basic annual earnings.

Teleworking

In some offices, the state encourages the use of teleworking (working from home) as a management work option. Appropriately planned and managed, telework can benefit managers, employees, and customers of the State of California.

Time off to Maintain Licensure

For state employees that must maintain professional licensure as a condition of employment, the state allows these employees time off for educational leave without loss of compensation. This applies to many of the clinicians and professionals employed in units 16, 17, 19 and 20.

Training and Professional Development

The Statewide Learning and Performance Management (SLPM) program at the Department of Human Resources provides classroom and virtual training for state employees. This training includes competency based training, soft skills training, and leadership training. The SLPM also provide leadership and guidance to departments on training and professional development.

Transportation Benefits

There are two transportation-related benefits the state offers to employees. The first is pre-tax parking, which allows employees to have their taxable income reduced by a specific dollar amount for work-related parking fees. The other benefit is the Transit and Vanpool Incentive Program, where employees receive a transit subsidy of 75 percent of the total transportation cost per month, up to a maximum of \$65. Similarly, riders in a vanpool may receive reimbursement of 75 percent of their total transportation cost, up to a maximum of \$65. The vanpool coordinator/driver for each vanpool receives a reimbursement amount of \$100 per month.

Uniform/Equipment Allowance

Depending upon the bargaining unit, some state employees receive an allowance or reimbursement for uniforms and/or equipment.

Conclusion

After comparing the state's compensation costs with its competitors in the labor market (local government, large private sector employers, and the federal government), the state's compensation was determined to be:

- At or above the market for 30 occupations
- Below the market for 17 occupations

Thanks to the mapping of state classifications to the federal SOC system, the Department now uses the Bureau's established methodology for calculating employee costs and compares them with benchmark labor market data. This provides the state with several new opportunities:

- To systematically categorize and measure a wide range of employee benefits and pay incentives
- To assess the competitiveness of its compensation practices with other employers in the labor market
- To compare compensation practices between employees in different bargaining units
- To educate current and prospective employees about its compensation practices
- To analyze the growth of its compensation costs with other employers
- To inform policy-makers and the public

Glossary of Terms

Definitions originated from the Bureau, the EDD, or the Department.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: Add Annual Scheduled Hours plus any overtime hours worked during the year, and then subtract all vacation, holiday and personal leave hours accrued during the year as well as sick leave hours used during the year.
Annual Leave	Annual Leave is a consolidated leave plan. Consolidated leave plans provide a single amount of time off for workers to use for any of a number of purposes, such as vacation, illness, and personal business. Upon separation or retirement, state employees are compensated for any unused hours.
Annual Scheduled Hours	This is the total number of hours in a year that workers are scheduled to work. Most full-time workers are scheduled to work 40 hours a week, 52 weeks a year, which equates to 2,080 annual scheduled hours.
Bargaining Units	A group of employees working in similar classifications or occupations represented by a union for bargaining purposes.
Base Salary	Wages paid for work performed during a unit of time, such as monthly. Base salary does not include overtime or incentive pay.
Bureau	The U.S. Bureau of Labor Statistics is part of the Department of Labor and is the principal fact-finding agency for the federal government in the broad field of labor economics and statistics.
CB/ID	Collective Bargaining Identifier (CB/ID) refers to a three-digit code that is assigned to each job classification. CB/ID designates if a classification is rank-and-file (R), managerial (M), supervisory (S), confidential (C), exempt/excluded (E) or unassigned (U); as well as the collective bargaining unit the classification is aligned to, if applicable. CB/IDs for Bargaining Unit 16 and its related excluded employees look like this: R01, M01, S01, C01, E01, and U01.
Defined Benefit Retirement Plan	A retirement plan that uses a specific predetermined formula to calculate the amount of an employee's future benefit. The most common type of formula is based on the employee's terminal earnings.
Defined Contribution Retirement Plan	A retirement plan in which the amount of the employer's annual contribution is specified. Individual accounts are set up for participants and benefits are based on the amounts credited to these accounts (through employer contributions and, if applicable, employee contributions) plus any investment earnings on the money in the account. Only employer contributions to the account are guaranteed, not the future benefits.
Disability Insurance	Disability insurance pays part of a worker's wages if he or she has to stop working because of a non-work-related illness or injury.
Employee Benefit Incidence and Provisions	This is a report from National Compensation Survey. It displays the incidence (access and participation) in to employer-provided benefits, as well as key provisions of employee benefit plans, such as health care, retirement plan coverage, life insurance, and paid leave.

ECEC	The Employer Cost for Employee Compensation (ECEC) is a total compensation report (wages and benefits) produced by the Bureau from the National Compensation Survey. The ECEC series shows employer costs per hour worked for wages and salaries and individual benefits.
ECI	The Employer Cost Index (ECI) is a measure of the change in the cost of labor, independent of the influence of employment shifts among occupations and industry categories. The total compensation series includes changes in wages and salaries and in employer costs for employee benefits.
EDD	The Employment Development Department (EDD) administers the state's payroll tax program and offers a variety of services to Californians under the Job Service, Unemployment Insurance (UI), State Disability Insurance (SDI), Workforce Investment, and Labor Market Information programs.
Employee Merit Awards	There are four merit awards given to qualifying state employees in California. 1) Employee Suggestion Program (ESP) – Employees formally submit their ideas to reduce or eliminate state expenditures or improve the safety or the operation of the state. 2) Medal of Valor (MOV) - The highest honor California bestows upon its public servants. 3) Superior Accomplishment Award (SAA) – Departments may award employees for a job performance resulting in exceptional contribution to improving state government. 4) The 25 Year/Retirement Service Award –Employees with 25 years of state service and retiring employees with 25 years or more of state service may receive a memento.
Flex Elect	The State of California's Flex Elect program offers two types of employee benefits: pre-tax reimbursement accounts for out-of-pocket medical and dependent care expenses, and cash in lieu of state-sponsored health and/or dental benefits for employees who have other qualifying group health coverage or other dental coverage.
Health Insurance Plan	Insurance plans that include coverage for one or more of the following: medical care, dental care, and vision care.
Holiday Bonus	Payment to employees as a holiday gift. For State of California employees, in 2013, the Governor granted employees four hours of paid Informal Time Off (ITO) leave to use on either Christmas Eve or New Year's Eve. ITO was calculated as a Holiday Bonus.
Holiday Leave	Holidays are days off from work on days of special religious, cultural, social, or patriotic significance on which work and business ordinarily cease. Employees may receive either full or partial pay for holidays.
Holiday Premium Pay	Payment for working a designated holiday; usually an add-on to a base rate.
Legally Required Benefits	Employer contributions made to legally require benefits for an employee, such as Social Security and Medicare. Most state employees participate in these programs. However, most peace officers, firefighters and safety employees do not participate in Social Security.
Life Insurance	A contract that pays the beneficiary a set sum of money upon the death of the policyholder. These plans pay benefits usually in the form of a lump sum, but they may be distributed as an annuity.
Longevity Pay	Payment to an employee based on seniority or length of service with an employer.
Long-Term Disability	Provides a monthly benefit to employees who, due to a non-work-related injury or illness, are unable to perform the duties of their normal occupation or any other, for periods of time extending beyond their short-term disability or sickness and accident insurance.

Market Average	To calculate this, the Department multiplied the Bureau's estimated number of workers in an occupation for an employer group by its total compensation. Totals for the three employer groups (local government, private industry, and federal government) were then summed up, and then divided by the total number of employees for all three groups to find the Market Average.
Mean	The mean is the arithmetic average of a group of numbers.
Median	The median is the midpoint of a group of numbers.
NCS	The National Compensation Survey is a detailed compensation survey conducted by the Bureau. The NCS produces three separate reports: the Employment Cost Index, the Employee Benefit Incidence and Provisions, and the Employer Costs for Employee Compensation.
Occupation	A set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries.
OES	The Occupational Employment Statistics (OES) Survey is a labor market survey of private sector, local, state and federal government wages. The survey is conducted jointly by the Bureau of Labor Statistics and State Workforce Agencies, such as the California Employment Development Department.
OPEB	Other Post-Employment Benefits (OPEB) are benefits other than pensions received in retirement. OPEB generally takes the form of health insurance and dental, vision, prescription, or other healthcare benefits provided to eligible retirees, including, in some cases, their beneficiaries. It may also include some types of life insurance, legal services, and other benefits.
OPM	The U.S. Office of Personnel Management (OPM) is the federal government's chief human resources agency and personnel policy manager, directing human resources policy; promoting best practice in human resource management; administering retirement, healthcare, and insurance programs; and oversight of merit-based and inclusive hiring into the federal government's civil service.
Overtime Pay	Payment for work over and above the employee's regular pay in excess of a specified number of hours per day or per week.
Paid Leave	Leave from work (or pay in lieu of time off) provided on an annual basis and normally taken in blocks of days or weeks by an employee. Vacation, sick and holiday paid leave are the most common.
Personal Leave	Personal leave is a general-purpose leave benefit, used for reasons important to the individual employee, but not otherwise provided by other forms of leave. Some employers place restrictions on the purposes for which personal leave may be used. State employees receive Personal Development Days (PDD) which falls into this category.
Private Sector	The private sector is comprised of for-profit and not-for-profit businesses and organizations. By contrast, the public sector is made up of government employers.
Retirement Plans	Includes defined benefit pension plans and defined contribution retirement plans.

Related Excluded	Employees in classifications that do not have collective bargaining rights under the Ralph C. Dills Act, but whose job duties are related to rank-and-file employees in a bargaining unit. These employees are generally designated managerial, confidential, exempt, and supervisory.
Shift Differential	Payment over and above an employee's regular pay for working a nonstandard shift, typically nights and weekends.
Sick Leave	Employer paid time off offered to employees to compensate for time away from work while sick or injured.
Short-Term Disability	Provides short-term (typically 26 weeks) income protection to employees who are unable to work due to a non-work-related accident or illness.
SOC	Standard Occupational Categorization (SOC) system is a list of defined occupations maintained by the federal government's Office of Management and Budget. It has been adopted by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. The 2010 SOC system contains 840 detailed occupations.
State Classification	A defined state job. The State of California maintains definitions and salaries for approximately 3,800 classifications.
Supplemental Pay	Supplemental pay includes overtime and premium pay for work in addition to the regular work schedule (such as weekends and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases).
Unemployment Insurance	A joint federal-state program, established in 1935 under the Social Security Act, under which state administered funds obtained through payroll taxes provide payments to eligible unemployed persons for specified periods of time. Levels of benefits and tax rates are established by each state.
Vacation Leave	Vacations are leave from work (or pay in lieu of time off) provided on an annual basis and normally taken in blocks of days or weeks. Paid vacations commonly are granted to employees only after they meet specified service requirements. The amount of vacation leave received each year usually varies with the length of service. Vacation time off normally is paid at full pay or partial pay, or it may be a percentage of employee earnings.
Value of Paid Leave	Vacation, annual leave, holiday, and other employer paid leave hours accrued (and assumed used) are added to sick leave hours used during the year. This number is multiplied by an hourly rate for paid leave to find the annual cost to the employer.
Wage – OES	A wage includes commission, tips, deadheading pay, guaranteed pay, on-call pay, hazard pay, incentive pay, piece rate, portal-to-portal pay, production bonuses, and cost-of-living allowances.
Wage – NCS	Same as above only longevity and recruitment and retention bonuses are not included in the wage.
Weekend Premium Pay	Payment over and above an employee's regular pay for working on a Saturday, Sunday, or other non-scheduled workday.
Workers' Compensation	Workers' compensation provides wage replacement and medical benefits to employees injured in the course of employment. This is a legally required benefit paid by the employer.

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This report would not have been possible without the work of thousands of economists and staff at the Bureau and the EDD which produce the NCS and OES surveys and graciously provided their data for our analysis. Special assistance was provided by the Bureau's Pacific Regional Office and its national Office of Compensation and Working Conditions, and the EDD's Labor Market Information Division. State employee compensation data was provided by the State Controller's Office. Additional assistance was provided by the U.S. Office of Personnel Management, the California Public Employees' Retirement System, and the Department's Personnel Management Division, Personnel Services Branch, Statewide Workforce Planning and Recruitment Unit, Benefits Division, and the Savings Plus Program.

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Attachments

The following attachments are included with this report:

Endnotes

Appendix A – Comparisons for Each Occupation

Appendix B – List of State Classifications in Each Occupation

Appendix C – Benefit Percentages in Detail

Appendix D – Other Information Related to the Report

Endnotes

¹ The Bureau was able to provide estimates for wages, benefits, annual scheduled hours, and annual hours worked for most major occupational groups for the private sector. However local government sample data was insufficient for it to produce estimates for several major occupational groups. Where this was the case, the local government high level or "All Worker" benefit percentage was used.

² For a list of all localities: "NCS Published Areas, National Compensation Survey- Wages" *Bureau of Labor Statistics*,

² For a list of all localities: "NCS Published Areas, National Compensation Survey- Wages" *Bureau of Labor Statistics*, September 16, 2011, <http://www.bls.gov/ncs/ocs/compub.htm>

³ The NCS report is used for annual across-the-board salary adjustments for the base General Schedule pay under the provisions of 5 U.S.C. 5303.

⁴ "Comparing the Compensation of Federal and Private Sector Employees," *Congressional Budget Office*, January 2012, <https://www.cbo.gov/publication/42921>

⁵ The CBO was able to collect and compare federal employee wages and benefits using the Bureau's methodology with a few exceptions. Life and disability insurance for federal employees could not be included in the CBO's federal benefit estimate, but "account(s) for a small portion of compensation, on average," according to CBO analyst Justin Falk. Justin Falk, "Comparing Benefits and Total Compensation in the Federal Government and the Private Sector," *Congressional Budget Office* January 2012, https://www.cbo.gov/sites/default/files/cbofiles/attachments/2012-04FedBenefitsWP_0.pdf The CBO was also unable to obtain Supplemental Pay (bonuses and overtime) separate from wages for federal workers. To compensate for this, the Department obtained Supplemental Pay and Base Pay estimates from the federal Office of Personnel Management, and adjusted the Federal Benefit Percentages at the occupational level. Additionally, the CBO report included costs for retiree health for federal workers. Because the NCS/ECEC does not include a cost for retiree health, we removed this cost (\$2.20/hr.) from the hourly federal benefit total.

⁶ When state classifications in an occupation had different levels of education required, we weighted the percentage of state workers with each education requirement (for example, 60 percent bachelor's degree, and 40 percent master's degree) and assumed the same would be true for federal workers in the same occupation.

⁷ Estimate of annual hours worked for federal employees by education level provided by Justin Falk, Congressional Budget Office, September 8, 2014.

⁸ For several occupations associated with Unit 2 and 16, a comparison was provided using the average wage (or mean), because the OES survey does not produce median wage estimates above \$15,600 a month.

⁹ The state pays for a Group Term Life Insurance policy for Managers, Supervisors and Excluded employees. The cost for these employees was included in the state's total compensation whenever they were part of an occupation. In addition to these policies, all state employees enrolled in a CalPERS retirement plan are automatically covered in a Group Term Life Insurance plan. However, those policies are funded through retirement contributions.

Appendix A

Detailed Comparisons for Each Occupation

On the following pages you will find detailed comparisons of monthly wage and total compensation by employer group and labor market for each occupation.

State Employee Wage and Total Compensation Comparisons to the Market Average

Bargaining Unit	SOC Code	Occupation Title	Percent Above or Below Market Average Median Wage	Percent Above or Below Market Average Total Compensation
1	13-1111	Management Analysts	-35.7%	-24.6%
1	13-2011	Accountants and Auditors	-9.3%	0.5%
1	15-1121	Computer Systems Analysts	-28.2%	-14.3%
1	13-2081	Tax Examiners and Collectors, and Revenue Agents	-16.6%	-9.3%
1	13-1031	Claims Adjusters, Examiners, and Investigators	-4.1%	2.9%
1	15-1133	Software Developers, Systems Software	-40.0%	-23.3%
1	13-1141	Compensation, Benefits, and Job Analysis Specialists	-17.3%	-8.7%
1	15-1131	Computer Programmers	-15.0%	-1.8%
2	23-1011	Lawyers	-25.0%	-19.6%
2	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	-0.4%	5.5%
3	25-3011	Adult Basic, Secondary Education, Literacy Teachers and Instructors	22.9%	28.9%
3	25-1194	Vocational Education Teachers, Postsecondary	15.8%	22.3%
4	43-9061	Office Clerks, General	10.3%	16.0%
4	43-4031	Court, Municipal, and License Clerks	-6.3%	-3.3%
4	43-6012	Legal Secretaries	-27.1%	-21.3%
7	33-3021	Detectives and Criminal Investigators	-30.1%	-14.5%
7	43-5031	Police, Fire, and Ambulance Dispatchers	-7.3%	1.8%
7	33-3051	Police and Sheriff's Patrol Officers	-46.5%	-35.8%
7	19-4092	Forensic Science Technicians	-13.5%	3.1%
11	17-3022	Civil Engineering Technicians	-9.3%	2.3%
11	19-4093	Forest and Conservation Technicians	18.3%	12.6%
11	17-3011	Architectural and Civil Drafters	-19.3%	-6.4%
11	29-2012	Medical and Clinical Laboratory Technicians	-31.9%	-11.2%
13	51-8021	Stationary Engineers and Boiler Operators	-14.9%	-8.4%
13	51-8031	Water and Wastewater Treatment Plant and System Operators	9.7%	15.0%
14	51-5112	Printing Press Operators	2.8%	10.5%
14	27-1024	Graphic Designers	6.7%	21.0%
15	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5.4%	14.8%
15	35-2012	Cooks, Institution and Cafeteria	19.9%	28.6%
16	29-1066	Psychiatrists	30.5%	27.8%
16	29-1062	Family and General Practitioners	29.7%	30.6%
16	29-1021	Dentists, General	46.3%	45.1%
17	29-1141	Registered Nurses	-1.1%	11.8%
17	29-1171	Nurse Practitioners	-4.0%	10.2%
18	29-2053	Psychiatric Technicians	19.6%	35.6%
19	19-3031	Clinical, Counseling, and School Psychologists	21.3%	22.3%
19	21-1023	Mental Health and Substance Abuse Social Workers	32.2%	33.4%
19	21-1015	Rehabilitation Counselors	21.9%	23.3%
19	29-1125	Recreational Therapists	11.8%	15.3%
19	29-1051	Pharmacists	-12.5%	-5.5%
19	29-1031	Dietitians and Nutritionists	-11.5%	-4.6%
20	29-2061	Licensed Practical and Licensed Vocational Nurses	0.9%	17.2%
20	31-1014	Nursing Assistants	-8.6%	-0.3%
20	31-9091	Dental Assistants	24.5%	32.1%
20	29-2052	Pharmacy Technicians	-7.8%	11.2%
21	25-9031	Instructional Coordinators	11.1%	19.7%
21	25-4021	Librarians	-4.9%	5.5%

Bargaining Unit	SOC Code	Occupation Title	Percent Above or Below Market Average Mean Wage*	Percent Above or Below Market Average Total Compensation
2	23-1011	Lawyers	-40.1%	-34.0%
16	29-1066	Psychiatrists	28.2%	25.5%
16	29-1062	Family and General Practitioners	14.5%	15.9%

Please Note: A negative percentage indicates a lag for the state.

The Private Sector wages are from employers with 500 employees or more.

*The table at the top of the page (in blue) compares median wages (and total compensation using those wages). The table at the bottom of the page (in green) compares more detailed mean wages (and total compensation using those wages) for occupations where the median wage is capped at \$15,600 a month.

Summary Sheet for State of California

SOC Code: 13-1111 - Management Analysts

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,355	65.9%	\$8,886

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$7,268	-35.7%	\$11,071	-24.6%
Local Government	\$6,875	-28.4%	\$10,977	-23.5%
Private Sector (500+)	\$7,524	-40.5%	\$11,137	-25.3%
Federal Government	\$7,333	-36.9%	\$11,068	-24.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,122	-33.0%	\$11,372	-28.0%
Private Sector (500+)	\$6,931	-29.4%	\$10,259	-15.4%
Federal Government	\$6,191	-15.6%	\$9,345	-5.2%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,348	-37.2%	\$11,732	-32.0%
Private Sector (500+)	\$8,326	-55.5%	\$12,323	-38.7%
Federal Government	\$7,980	-49.0%	\$12,045	-35.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,037	-31.4%	\$11,236	-26.4%
Private Sector (500+)	\$7,014	-31.0%	\$10,382	-16.8%
Federal Government	\$6,980	-30.3%	\$10,535	-18.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,038	-12.7%	\$9,640	-8.5%
Private Sector (500+)	\$6,782	-26.7%	\$10,038	-13.0%
Federal Government	\$7,542	-40.8%	\$11,384	-28.1%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more.

Summary Sheet for State of California

SOC Code: 13-2011 - Accountants and Auditors

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,541	65.9%	\$9,196

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,059	-9.3%	\$9,152	0.5%
Local Government	\$5,517	0.4%	\$8,809	4.2%
Private Sector (500+)	\$6,156	-11.1%	\$9,112	0.9%
Federal Government	\$7,722	-39.4%	\$11,950	-30.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,476	1.2%	\$8,744	4.9%
Private Sector (500+)	\$5,939	-7.2%	\$8,791	4.4%
Federal Government	\$7,009	-26.5%	\$10,846	-17.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,978	-7.9%	\$9,546	-3.8%
Private Sector (500+)	\$6,397	-15.4%	\$9,468	-3.0%
Federal Government	\$8,676	-56.6%	\$13,426	-46.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,511	0.5%	\$8,800	4.3%
Private Sector (500+)	\$6,030	-8.8%	\$8,925	2.9%
Federal Government	\$7,856	-41.8%	\$12,158	-32.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,095	8.1%	\$8,135	11.5%
Private Sector (500+)	\$6,301	-13.7%	\$9,326	-1.4%
Federal Government	\$6,914	-24.8%	\$10,699	-16.3%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 15-1121 - Computer Systems Analysts

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,207	65.9%	\$10,299

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$7,957	-28.2%	\$11,769	-14.3%
Local Government	\$7,217	-16.3%	\$11,190	-8.7%
Private Sector (500+)	\$8,174	-31.7%	\$11,939	-15.9%
Federal Government	\$6,760	-8.9%	\$10,386	-0.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,458	-20.2%	\$11,565	-12.3%
Private Sector (500+)	\$6,876	-10.8%	\$10,044	2.5%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,198	-32.1%	\$12,713	-23.4%
Private Sector (500+)	\$9,036	-45.6%	\$13,199	-28.1%
Federal Government	\$6,760	-8.9%	\$10,386	-0.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,090	-14.2%	\$10,994	-6.7%
Private Sector (500+)	\$7,614	-22.7%	\$11,121	-8.0%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,915	-11.4%	\$10,722	-4.1%
Private Sector (500+)	\$7,088	-14.2%	\$10,353	-0.5%
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California
SOC Code: 13-2081 - Tax Examiners, Collectors, and Revenue Agents

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,627	65.9%	\$7,678

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,393	-16.6%	\$8,392	-9.3%
Local Government	\$4,839	-4.6%	\$7,727	-0.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$5,546	-19.9%	\$8,575	-11.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$6,391	-38.1%	\$9,883	-28.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,874	-26.9%	\$9,379	-22.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,522	-62.6%	\$11,631	-51.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,078	-9.8%	\$8,109	-5.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,080	-53.0%	\$10,947	-42.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,394	5.0%	\$7,017	8.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$6,599	-42.6%	\$10,203	-32.9%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 13-1031 - Claims Adjusters, Examiners, and Investigators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,411	65.9%	\$8,979

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,635	-4.1%	\$8,722	2.9%
Local Government	\$5,836	-7.9%	\$9,318	-3.8%
Private Sector (500+)	\$4,925	9.0%	\$7,289	18.8%
Federal Government	\$6,278	-16.0%	\$9,991	-11.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,295	2.1%	\$8,455	5.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$6,019	-11.2%	\$9,578	-6.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,726	-24.3%	\$10,739	-19.6%
Private Sector (500+)	\$6,790	-25.5%	\$10,050	-11.9%
Federal Government	\$6,847	-26.5%	\$10,896	-21.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,799	-7.2%	\$9,259	-3.1%
Private Sector (500+)	\$4,775	11.7%	\$7,068	21.3%
Federal Government	\$6,264	-15.8%	\$9,969	-11.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,722	-24.2%	\$10,734	-19.5%
Private Sector (500+)	\$4,436	18.0%	\$6,565	26.9%
Federal Government	\$5,594	-3.4%	\$8,902	0.9%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 15-1133 - Software Developers, Systems Software

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,318	65.9%	\$12,144

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$10,246	-40.0%	\$14,971	-23.3%
Local Government	\$9,139	-24.9%	\$14,171	-16.7%
Private Sector (500+)	\$10,253	-40.1%	\$14,975	-23.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,003	-23.0%	\$13,960	-15.0%
Private Sector (500+)	\$10,673	-45.8%	\$15,589	-28.4%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,188	-25.6%	\$14,248	-17.3%
Private Sector (500+)	\$9,870	-34.9%	\$14,417	-18.7%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	\$9,510	-30.0%	\$13,891	-14.4%
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 13-1141 - Compensation, Benefits, and Job Analysis Specialists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,971	65.9%	\$8,250

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,832	-17.3%	\$8,967	-8.7%
Local Government	\$5,611	-12.9%	\$8,959	-8.6%
Private Sector (500+)	\$6,065	-22.0%	\$8,976	-8.8%
Federal Government	\$5,922	-19.1%	\$8,951	-8.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,788	3.7%	\$7,646	7.3%
Private Sector (500+)	\$5,180	-4.2%	\$7,667	7.1%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,891	-18.5%	\$9,407	-14.0%
Private Sector (500+)	\$7,124	-43.3%	\$10,544	-27.8%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,670	-14.1%	\$9,053	-9.7%
Private Sector (500+)	\$5,480	-10.2%	\$8,111	1.7%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,298	-6.6%	\$8,459	-2.5%
Private Sector (500+)	\$5,611	-12.9%	\$8,304	-0.7%
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 15-1131 - Computer Programmers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,676	65.9%	\$11,078

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$7,680	-15.0%	\$11,274	-1.8%
Local Government	\$7,238	-8.4%	\$11,223	-1.3%
Private Sector (500+)	\$7,722	-15.7%	\$11,279	-1.8%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,616	-14.1%	\$11,809	-6.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,451	-11.6%	\$11,553	-4.3%
Private Sector (500+)	\$8,116	-21.6%	\$11,855	-7.0%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,540	-12.9%	\$11,693	-5.5%
Private Sector (500+)	\$7,650	-14.6%	\$11,174	-0.9%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,112	8.4%	\$9,478	14.4%
Private Sector (500+)	\$6,202	7.1%	\$9,059	18.2%
Federal Government	-	-	-	-

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 23-1011 - Lawyers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$9,873	58.3%	\$15,630

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$12,345	-25.0%	\$18,697	-19.6%
Local Government	\$11,248	-13.9%	\$17,442	-11.6%
Private Sector (500+)	\$15,600	-58.0%	\$23,065	-47.6%
Federal Government	\$11,352	-15.0%	\$16,470	-5.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,720	-18.7%	\$18,174	-16.3%
Private Sector (500+)	\$10,450	-5.8%	\$15,450	1.2%
Federal Government	\$10,472	-6.1%	\$15,194	2.8%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$13,191	-33.6%	\$20,454	-30.9%
Private Sector (500+)	\$15,600	-58.0%	\$23,065	-47.6%
Federal Government	\$11,902	-20.6%	\$17,268	-10.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,116	-12.6%	\$17,237	-10.3%
Private Sector (500+)	\$14,730	-49.2%	\$21,779	-39.3%
Federal Government	\$10,686	-8.2%	\$15,504	0.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,033	-11.8%	\$17,109	-9.5%
Private Sector (500+)	\$15,097	-52.9%	\$22,321	-42.8%
Federal Government	\$11,528	-16.8%	\$16,725	-7.0%

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 23-1011 - Lawyers

State Mean Mo. Wage	State Average Mo. Benefits	State Mean Mo. Total Comp
\$9,088	58.3%	\$14,388

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Market Average	\$12,737	-40.1%	\$19,283	-34.0%
Local Government	\$11,403	-25.5%	\$17,681	-22.9%
Private Sector (500+)	\$16,930	-86.3%	\$25,031	-74.0%
Federal Government	\$11,131	-22.5%	\$16,150	-12.2%

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$12,013	-32.2%	\$18,628	-29.5%
Private Sector (500+)	\$11,605	-27.7%	\$17,158	-19.2%
Federal Government	\$10,341	-13.8%	\$15,003	-4.3%

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$13,412	-47.6%	\$20,798	-44.6%
Private Sector (500+)	\$18,241	-100.7%	\$26,969	-87.4%
Federal Government	\$11,604	-27.7%	\$16,835	-17.0%

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$11,011	-21.2%	\$17,074	-18.7%
Private Sector (500+)	\$15,422	-69.7%	\$22,801	-58.5%
Federal Government	\$10,888	-19.8%	\$15,797	-9.8%

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$10,683	-17.5%	\$16,565	-15.1%
Private Sector (500+)	\$15,916	-75.1%	\$23,532	-63.6%
Federal Government	\$11,159	-22.8%	\$16,190	-12.5%

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$9,953	58.3%	\$15,757

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$9,990	-0.4%	\$14,898	5.5%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,990	-0.4%	\$14,898	5.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,890	0.6%	\$14,748	6.4%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$11,561	-16.2%	\$17,240	-9.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$10,140	-1.9%	\$15,122	4.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$8,255	17.1%	\$12,310	21.9%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 25-3011 - Adult Basic and Secondary Education and Literacy Teachers and Instructors

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,864	53.7%	\$12,086

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,059	22.9%	\$8,597	28.9%
Local Government	\$6,120	22.2%	\$8,700	28.0%
Private Sector (500+)	\$4,885	37.9%	\$6,612	45.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,612	15.9%	\$9,400	22.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,866	25.4%	\$8,339	31.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,595	16.1%	\$9,376	22.4%
Private Sector (500+)	\$4,887	37.8%	\$6,615	45.3%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,891	25.1%	\$8,375	30.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 25-1194 - Vocational Education Teachers, Postsecondary

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,081	54.1%	\$10,911

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,960	15.8%	\$8,473	22.3%
Local Government	\$5,960	15.8%	\$8,473	22.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,442	9.0%	\$9,158	16.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,459	22.9%	\$7,761	28.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,892	2.7%	\$9,798	10.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 43-9061 - Office Clerks, General

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,234	74.1%	\$5,631

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$2,899	10.3%	\$4,732	16.0%
Local Government	\$3,057	5.5%	\$5,171	8.2%
Private Sector (500+)	\$2,674	17.3%	\$4,154	26.2%
Federal Government	\$3,450	-6.7%	\$5,239	7.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,011	6.9%	\$5,093	9.6%
Private Sector (500+)	\$3,217	0.5%	\$4,999	11.2%
Federal Government	\$3,364	-4.0%	\$5,109	9.3%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,612	-11.7%	\$6,110	-8.5%
Private Sector (500+)	\$3,473	-7.4%	\$5,396	4.2%
Federal Government	\$3,962	-22.5%	\$6,018	-6.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,025	6.5%	\$5,117	9.1%
Private Sector (500+)	\$2,347	27.4%	\$3,647	35.2%
Federal Government	\$3,533	-9.2%	\$5,365	4.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,043	5.9%	\$5,146	8.6%
Private Sector (500+)	\$2,612	19.2%	\$4,058	27.9%
Federal Government	\$3,162	2.2%	\$4,803	14.7%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 43-4031 - Court, Municipal, and License Clerks

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,585	74.1%	\$6,243

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,812	-6.3%	\$6,448	-3.3%
Local Government	\$3,812	-6.3%	\$6,448	-3.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,839	-7.1%	\$6,493	-4.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,357	-21.5%	\$7,370	-18.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,722	-3.8%	\$6,295	-0.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,497	-25.4%	\$7,607	-21.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 43-6012 - Legal Secretaries

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,826	74.1%	\$6,662

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$4,862	-27.1%	\$8,080	-21.3%
Local Government	\$4,582	-19.8%	\$7,750	-16.3%
Private Sector (500+)	\$6,272	-63.9%	\$9,744	-46.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,750	2.0%	\$6,343	4.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,522	-44.3%	\$9,339	-40.2%
Private Sector (500+)	\$6,689	-74.8%	\$10,392	-56.0%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,532	-44.6%	\$9,357	-40.5%
Private Sector (500+)	\$5,461	-42.8%	\$8,485	-27.4%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,785	1.1%	\$6,402	3.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 33-3021 - Detectives and Criminal Investigators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,479	82.8%	\$11,846

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$8,430	-30.1%	\$13,567	-14.5%
Local Government	\$8,516	-31.4%	\$14,507	-22.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,381	-29.4%	\$13,024	-9.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,172	-10.7%	\$12,217	-3.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,051	-55.1%	\$15,619	-31.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,448	-45.8%	\$16,096	-35.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,845	-67.4%	\$16,853	-42.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,691	-34.1%	\$14,806	-25.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$9,118	-40.7%	\$14,170	-19.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,136	-10.1%	\$12,156	-2.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,381	-29.4%	\$13,024	-9.9%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 43-5031 - Police, Fire, and Ambulance Dispatchers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,712	83.9%	\$8,667

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,056	-7.3%	\$8,508	1.8%
Local Government	\$5,119	-8.6%	\$8,658	0.1%
Private Sector (500+)	\$4,282	9.1%	\$6,653	23.2%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,774	-1.3%	\$8,075	6.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,086	-29.2%	\$10,294	-18.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,910	-4.2%	\$8,304	4.2%
Private Sector (500+)	\$5,085	-7.9%	\$7,900	8.9%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,222	-10.8%	\$8,832	-1.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 33-3051 - Police and Sheriff's Patrol Officers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,911	83.9%	\$9,034

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$7,195	-46.5%	\$12,269	-35.8%
Local Government	\$7,251	-47.6%	\$12,353	-36.7%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,430	9.8%	\$8,129	10.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,839	-39.2%	\$11,650	-29.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,035	-63.6%	\$13,688	-51.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,707	4.2%	\$8,637	4.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,237	-47.4%	\$12,329	-36.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,419	10.0%	\$8,109	10.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,401	-30.3%	\$10,904	-20.7%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,299	12.5%	\$7,889	12.7%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 19-4092 - Forensic Science Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,345	81.6%	\$9,706

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,064	-13.5%	\$9,403	3.1%
Local Government	\$6,064	-13.5%	\$9,403	3.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,378	-19.3%	\$9,890	-1.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,686	-25.1%	\$10,367	-6.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,172	-15.5%	\$9,571	1.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,853	9.2%	\$7,525	22.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 17-3022 - Civil Engineering Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,329	73.5%	\$9,245

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,827	-9.3%	\$9,033	2.3%
Local Government	\$5,887	-10.5%	\$9,129	1.3%
Private Sector (500+)	\$4,646	12.8%	\$7,157	22.6%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,708	-7.1%	\$8,851	4.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,787	-27.4%	\$10,524	-13.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,786	-8.6%	\$8,971	3.0%
Private Sector (500+)	\$4,082	23.4%	\$6,289	32.0%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,737	-7.7%	\$8,896	3.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 19-4093 - Forest and Conservation Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,667	73.5%	\$6,363

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$2,996	18.3%	\$5,563	12.6%
Local Government	\$2,724	25.7%	\$4,223	33.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,007	18.0%	\$5,619	11.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$2,921	20.3%	\$5,458	14.2%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,565	2.8%	\$6,661	-4.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,836	22.7%	\$4,398	30.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,350	8.6%	\$6,260	1.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,239	11.7%	\$6,051	4.9%

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 17-3011 - Architectural and Civil Drafters

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,815	73.5%	\$8,354

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,743	-19.3%	\$8,888	-6.4%
Local Government	\$6,183	-28.4%	\$9,588	-14.8%
Private Sector (500+)	\$4,893	-1.6%	\$7,538	9.8%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,407	-53.8%	\$11,486	-37.5%
Private Sector (500+)	\$4,798	0.4%	\$7,391	11.5%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,856	-42.4%	\$10,631	-27.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-2012 - Medical and Clinical Laboratory Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$2,881	73.5%	\$4,999

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,799	-31.9%	\$5,559	-11.2%
Local Government	\$4,116	-42.8%	\$6,382	-27.7%
Private Sector (500+)	\$3,752	-30.2%	\$5,421	-8.4%
Federal Government	\$3,913	-35.8%	\$6,220	-24.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	\$4,598	-59.6%	\$6,643	-32.9%
Federal Government	\$3,673	-27.5%	\$5,838	-16.8%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,681	-62.5%	\$7,259	-45.2%
Private Sector (500+)	\$4,720	-63.8%	\$6,819	-36.4%
Federal Government	\$4,220	-46.5%	\$6,708	-34.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,097	-7.5%	\$4,802	3.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,607	-25.2%	\$5,733	-14.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,644	-26.5%	\$5,651	-13.0%
Private Sector (500+)	\$3,903	-35.5%	\$5,638	-12.8%
Federal Government	\$4,152	-44.1%	\$6,599	-32.0%

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 51-8021 - Stationary Engineers and Boiler Operators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,434	72.1%	\$9,352

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,245	-14.9%	\$10,143	-8.4%
Local Government	\$5,994	-10.3%	\$9,703	-3.8%
Private Sector (500+)	\$6,556	-20.6%	\$10,620	-13.6%
Federal Government	\$5,059	6.9%	\$9,492	-1.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	\$7,074	-30.2%	\$11,460	-22.5%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,070	-11.7%	\$9,828	-5.1%
Private Sector (500+)	\$7,166	-31.9%	\$11,608	-24.1%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,854	-7.7%	\$9,478	-1.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,602	-3.1%	\$9,070	3.0%
Private Sector (500+)	\$6,384	-17.5%	\$10,342	-10.6%
Federal Government	-	-	-	-

Please Note:

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The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 51-8031 - Water and Wastewater Treatment Plant and System Operators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,955	72.1%	\$10,249

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,376	9.7%	\$8,710	15.0%
Local Government	\$5,405	9.2%	\$8,750	14.6%
Private Sector (500+)	\$4,743	20.4%	\$7,683	25.0%
Federal Government	\$4,410	25.9%	\$7,696	24.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,511	7.5%	\$8,923	12.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,403	-7.5%	\$10,366	-1.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,708	4.2%	\$9,240	9.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$4,222	29.1%	\$7,368	28.1%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 51-5112 - Printing Press Operators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,679	75.9%	\$6,472

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,576	2.8%	\$5,792	10.5%
Local Government	\$3,862	-5.0%	\$6,253	3.4%
Private Sector (500+)	\$3,383	8.0%	\$5,481	15.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,780	-2.7%	\$6,119	5.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,440	-20.7%	\$7,189	-11.1%
Private Sector (500+)	\$3,860	-4.9%	\$6,253	3.4%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,869	-5.2%	\$6,263	3.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,853	-4.7%	\$6,238	3.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 27-1024 - Graphic Designers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,470	76.3%	\$9,641

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,104	6.7%	\$7,618	21.0%
Local Government	\$4,902	10.4%	\$7,601	21.2%
Private Sector (500+)	\$5,086	7.0%	\$7,519	22.0%
Federal Government	\$6,649	-21.6%	\$10,254	-6.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,650	15.0%	\$7,211	25.2%
Private Sector (500+)	\$3,882	29.0%	\$5,739	40.5%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,314	2.9%	\$8,240	14.5%
Private Sector (500+)	\$6,126	-12.0%	\$9,058	6.1%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,977	9.0%	\$7,717	20.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,903	10.4%	\$7,602	21.1%
Private Sector (500+)	\$4,978	9.0%	\$7,360	23.7%
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$2,635	87.2%	\$4,934

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$2,494	5.4%	\$4,206	14.8%
Local Government	\$3,097	-17.5%	\$5,260	-6.6%
Private Sector (500+)	\$1,892	28.2%	\$3,170	35.8%
Federal Government	\$3,838	-45.6%	\$6,245	-26.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,881	-9.3%	\$4,894	0.8%
Private Sector (500+)	\$2,091	20.7%	\$3,504	29.0%
Federal Government	\$4,350	-65.0%	\$7,078	-43.4%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,375	-28.1%	\$5,732	-16.2%
Private Sector (500+)	\$1,914	27.4%	\$3,206	35.0%
Federal Government	\$3,839	-45.7%	\$6,247	-26.6%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,227	-22.5%	\$5,482	-11.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,753	-42.4%	\$6,107	-23.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,902	-10.1%	\$4,929	0.1%
Private Sector (500+)	\$1,947	26.1%	\$3,263	33.9%
Federal Government	\$2,963	-12.4%	\$4,821	2.3%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 35-2012 - Cooks, Institution and Cafeteria

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,282	87.2%	\$6,145

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$2,629	19.9%	\$4,385	28.6%
Local Government	\$2,565	21.8%	\$4,357	29.1%
Private Sector (500+)	\$2,700	17.7%	\$4,369	28.9%
Federal Government	\$3,506	-6.8%	\$5,689	7.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,511	23.5%	\$4,266	30.6%
Private Sector (500+)	\$2,840	13.5%	\$4,596	25.2%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,029	7.7%	\$5,145	16.3%
Private Sector (500+)	\$3,271	0.3%	\$5,293	13.9%
Federal Government	\$3,926	-19.6%	\$6,370	-3.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,526	23.0%	\$4,291	30.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,236	1.4%	\$5,250	14.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,648	19.3%	\$4,497	26.8%
Private Sector (500+)	\$2,427	26.0%	\$3,928	36.1%
Federal Government	\$3,478	-6.0%	\$5,643	8.2%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1066 - Psychiatrists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$22,437	49.4%	\$33,513

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$15,600	30.5%	\$24,190	27.8%
Local Government	\$15,600	30.5%	\$24,190	27.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$15,600	30.5%	\$24,190	27.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$15,090	32.7%	\$23,400	30.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1066 - Psychiatrists

State Mean Mo. Wage	State Average Mo. Benefits	State Mean Mo. Total Comp
\$22,427	49.4%	\$33,498

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Market Average	\$16,104	28.2%	\$24,972	25.5%
Local Government	\$16,104	28.2%	\$24,972	25.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$17,037	24.0%	\$26,419	21.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$15,210	32.2%	\$23,585	29.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1062 - Family and General Practitioners

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$21,718	49.3%	\$32,428

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$15,274	29.7%	\$22,494	30.6%
Local Government	\$14,436	33.5%	\$22,385	31.0%
Private Sector (500+)	\$15,600	28.2%	\$22,536	30.5%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$14,621	32.7%	\$22,672	30.1%
Private Sector (500+)	\$15,600	28.2%	\$22,536	30.5%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$15,060	30.7%	\$23,352	28.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1062 - Family and General Practitioners

State Mean Mo. Wage	State Average Mo. Benefits	State Mean Mo. Total Comp
\$20,083	49.3%	\$29,986

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Market Average	\$17,161	14.5%	\$25,224	15.9%
Local Government	\$14,530	27.7%	\$22,530	24.9%
Private Sector (500+)	\$18,187	9.4%	\$26,273	12.4%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$14,398	28.3%	\$22,326	25.5%
Private Sector (500+)	\$21,178	-5.5%	\$30,595	-2.0%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	\$16,283	18.9%	\$25,250	15.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1021 - Dentists, General

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$21,310	48.9%	\$31,730

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$11,444	46.3%	\$17,424	45.1%
Local Government	\$11,472	46.2%	\$17,789	43.9%
Private Sector (500+)	\$11,365	46.7%	\$16,419	48.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$12,189	42.8%	\$18,901	40.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,005	48.4%	\$17,065	46.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1141 - Registered Nurses

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$8,287	68.6%	\$13,971

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$8,380	-1.1%	\$12,316	11.8%
Local Government	\$7,677	7.4%	\$11,905	14.8%
Private Sector (500+)	\$8,544	-3.1%	\$12,342	11.7%
Federal Government	\$8,603	-3.8%	\$14,017	-0.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,559	8.8%	\$11,721	16.1%
Private Sector (500+)	\$9,537	-15.1%	\$13,777	1.4%
Federal Government	\$8,893	-7.3%	\$14,490	-3.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$10,382	-25.3%	\$16,099	-15.2%
Private Sector (500+)	\$11,182	-34.9%	\$16,153	-15.6%
Federal Government	\$9,659	-16.5%	\$15,737	-12.6%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,176	13.4%	\$11,127	20.4%
Private Sector (500+)	\$7,912	4.5%	\$11,430	18.2%
Federal Government	\$7,958	4.0%	\$12,966	7.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,878	17.0%	\$10,665	23.7%
Private Sector (500+)	\$7,001	15.5%	\$10,114	27.6%
Federal Government	\$8,432	-1.7%	\$13,739	1.7%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1171 - Nurse Practitioners

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$9,765	70.6%	\$16,661

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$10,159	-4.0%	\$14,963	10.2%
Local Government	\$9,774	-0.1%	\$15,157	9.0%
Private Sector (500+)	\$10,306	-5.5%	\$14,889	10.6%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,645	-19.3%	\$18,057	-8.4%
Private Sector (500+)	\$11,751	-20.3%	\$16,975	-1.9%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,550	2.2%	\$14,809	11.1%
Private Sector (500+)	\$9,690	0.8%	\$13,998	16.0%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-2053 - Psychiatric Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,828	88.8%	\$9,113

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,882	19.6%	\$5,870	35.6%
Local Government	\$3,895	19.3%	\$6,040	33.7%
Private Sector (500+)	\$3,860	20.0%	\$5,577	38.8%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,121	14.6%	\$6,391	29.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,745	22.4%	\$5,807	36.3%
Private Sector (500+)	\$3,626	24.9%	\$5,238	42.5%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 19-3031 - Clinical, Counseling, and School Psychologists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$9,398	56.2%	\$14,676

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$7,396	21.3%	\$11,402	22.3%
Local Government	\$7,321	22.1%	\$11,353	22.6%
Private Sector (500+)	\$7,967	15.2%	\$11,779	19.7%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,366	32.3%	\$9,872	32.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,158	23.8%	\$11,099	24.4%
Private Sector (500+)	\$8,900	5.3%	\$13,158	10.3%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,410	21.1%	\$11,491	21.7%
Private Sector (500+)	\$7,949	15.4%	\$11,752	19.9%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,460	20.6%	\$11,568	21.2%
Private Sector (500+)	\$7,717	17.9%	\$11,410	22.3%
Federal Government	-	-	-	-

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 21-1023 - Mental Health and Substance Abuse Social Workers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,241	56.2%	\$11,308

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$4,908	32.2%	\$7,531	33.4%
Local Government	\$5,052	30.2%	\$7,834	30.7%
Private Sector (500+)	\$4,468	38.3%	\$6,606	41.6%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,774	47.9%	\$5,852	48.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,839	5.5%	\$10,606	6.2%
Private Sector (500+)	\$6,666	7.9%	\$9,856	12.8%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,982	31.2%	\$7,726	31.7%
Private Sector (500+)	\$3,777	47.8%	\$5,584	50.6%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 21-1015 - Rehabilitation Counselors

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,159	56.2%	\$8,057

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$4,029	21.9%	\$6,177	23.3%
Local Government	\$4,464	13.5%	\$6,922	14.1%
Private Sector (500+)	\$3,091	40.1%	\$4,569	43.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,352	-23.1%	\$9,850	-22.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,224	18.1%	\$6,550	18.7%
Private Sector (500+)	\$4,161	19.4%	\$6,152	23.6%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,749	27.3%	\$5,813	27.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1125 - Recreational Therapists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,383	56.2%	\$9,969

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,633	11.8%	\$8,445	15.3%
Local Government	\$5,445	14.7%	\$8,443	15.3%
Private Sector (500+)	\$5,474	14.2%	\$7,908	20.7%
Federal Government	\$6,216	2.6%	\$9,469	5.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,628	11.8%	\$8,727	12.5%
Private Sector (500+)	\$5,917	7.3%	\$8,548	14.3%
Federal Government	\$6,433	-0.8%	\$9,799	1.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,584	12.5%	\$8,658	13.2%
Private Sector (500+)	\$5,236	18.0%	\$7,565	24.1%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1051 - Pharmacists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$10,302	56.2%	\$16,089

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$11,592	-12.5%	\$16,975	-5.5%
Local Government	\$11,257	-9.3%	\$17,456	-8.5%
Private Sector (500+)	\$11,731	-13.9%	\$16,947	-5.3%
Federal Government	\$10,671	-3.6%	\$16,426	-2.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	\$11,770	-14.2%	\$17,003	-5.7%
Federal Government	\$10,502	-1.9%	\$16,166	-0.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,423	-10.9%	\$17,712	-10.1%
Private Sector (500+)	\$11,841	-14.9%	\$17,106	-6.3%
Federal Government	\$10,502	-1.9%	\$16,165	-0.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$10,762	-4.5%	\$16,687	-3.7%
Private Sector (500+)	\$11,740	-14.0%	\$16,961	-5.4%
Federal Government	\$10,840	-5.2%	\$16,686	-3.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$11,753	-14.1%	\$18,224	-13.3%
Private Sector (500+)	\$11,343	-10.1%	\$16,386	-1.8%
Federal Government	\$10,501	-1.9%	\$16,164	-0.5%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-1031 - Dietitians and Nutritionists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,617	56.2%	\$8,773

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,262	-11.5%	\$9,177	-4.6%
Local Government	\$5,890	-4.8%	\$9,133	-4.1%
Private Sector (500+)	\$6,358	-13.2%	\$9,185	-4.7%
Federal Government	\$6,156	-9.6%	\$9,226	-5.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,195	-10.3%	\$9,606	-9.5%
Private Sector (500+)	\$7,150	-27.3%	\$10,330	-17.7%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,379	-13.6%	\$9,892	-12.8%
Private Sector (500+)	\$7,489	-33.3%	\$10,819	-23.3%
Federal Government	\$6,685	-19.0%	\$10,018	-14.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,705	-1.6%	\$8,847	-0.8%
Private Sector (500+)	\$6,173	-9.9%	\$8,917	-1.6%
Federal Government	\$5,929	-5.6%	\$8,887	-1.3%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,704	-1.5%	\$8,845	-0.8%
Private Sector (500+)	\$5,757	-2.5%	\$8,317	5.2%
Federal Government	\$6,142	-9.3%	\$9,205	-4.9%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-2061 - Licensed Practical and Licensed Vocational Nurses

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,409	78.2%	\$7,857

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$4,368	0.9%	\$6,502	17.2%
Local Government	\$3,913	11.2%	\$6,068	22.8%
Private Sector (500+)	\$4,592	-4.2%	\$6,634	15.6%
Federal Government	\$4,124	6.5%	\$6,818	13.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,557	-3.4%	\$7,066	10.1%
Private Sector (500+)	\$4,948	-12.2%	\$7,148	9.0%
Federal Government	\$4,553	-3.3%	\$7,527	4.2%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,641	-5.3%	\$7,197	8.4%
Private Sector (500+)	\$5,192	-17.8%	\$7,501	4.5%
Federal Government	\$4,639	-5.2%	\$7,670	2.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,703	16.0%	\$5,742	26.9%
Private Sector (500+)	\$4,232	4.0%	\$6,114	22.2%
Federal Government	\$3,867	12.3%	\$6,393	18.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,249	3.6%	\$6,588	16.2%
Private Sector (500+)	\$3,879	12.0%	\$5,603	28.7%
Federal Government	\$4,037	8.4%	\$6,675	15.0%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 31-1014 - Nursing Assistants

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$2,565	78.2%	\$4,572

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$2,785	-8.6%	\$4,584	-0.3%
Local Government	\$2,544	0.8%	\$4,321	5.5%
Private Sector (500+)	\$2,828	-10.2%	\$4,576	-0.1%
Federal Government	\$3,515	-37.0%	\$6,460	-41.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,890	-12.7%	\$4,909	-7.4%
Private Sector (500+)	\$3,038	-18.4%	\$4,917	-7.5%
Federal Government	\$3,001	-17.0%	\$5,516	-20.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,525	-37.4%	\$5,988	-31.0%
Private Sector (500+)	\$3,756	-46.4%	\$6,077	-32.9%
Federal Government	\$3,736	-45.6%	\$6,866	-50.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,490	2.9%	\$4,230	7.5%
Private Sector (500+)	\$2,755	-7.4%	\$4,459	2.5%
Federal Government	\$3,417	-33.2%	\$6,279	-37.4%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$2,343	8.7%	\$3,980	12.9%
Private Sector (500+)	\$2,446	4.7%	\$3,958	13.4%
Federal Government	\$3,050	-18.9%	\$5,605	-22.6%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 31-9091 - Dental Assistants

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,262	77.6%	\$7,569

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,218	24.5%	\$5,136	32.1%
Local Government	\$3,357	21.2%	\$5,702	24.7%
Private Sector (500+)	\$2,976	30.2%	\$4,816	36.4%
Federal Government	\$3,337	21.7%	\$5,037	33.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,779	11.4%	\$6,418	15.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,165	2.3%	\$6,287	16.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,160	25.9%	\$5,367	29.1%
Private Sector (500+)	\$2,960	30.6%	\$4,790	36.7%
Federal Government	\$3,809	10.6%	\$5,749	24.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,147	26.2%	\$4,750	37.2%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 29-2052 - Pharmacy Technicians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,589	78.2%	\$6,396

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$3,870	-7.8%	\$5,681	11.2%
Local Government	\$3,864	-7.7%	\$5,992	6.3%
Private Sector (500+)	\$3,874	-8.0%	\$5,597	12.5%
Federal Government	\$3,825	-6.6%	\$5,973	6.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector (500+)	\$4,386	-22.2%	\$6,337	0.9%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,501	-25.4%	\$6,980	-9.1%
Private Sector (500+)	\$4,567	-27.2%	\$6,597	-3.1%
Federal Government	\$4,064	-13.2%	\$6,348	0.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,517	2.0%	\$5,454	14.7%
Private Sector (500+)	\$3,730	-3.9%	\$5,388	15.8%
Federal Government	\$3,855	-7.4%	\$6,020	5.9%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,619	-0.9%	\$5,612	12.3%
Private Sector (500+)	\$3,497	2.6%	\$5,052	21.0%
Federal Government	\$3,732	-4.0%	\$5,830	8.9%

Please Note:

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A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 25-9031 - Instructional Coordinators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,169	57.1%	\$11,263

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$6,372	11.1%	\$9,044	19.7%
Local Government	\$6,405	10.7%	\$9,106	19.2%
Private Sector (500+)	\$5,668	20.9%	\$7,671	31.9%
Federal Government	\$7,109	0.8%	\$10,676	5.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,143	14.3%	\$8,734	22.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,850	18.4%	\$8,317	26.2%
Private Sector (500+)	\$6,571	8.3%	\$8,894	21.0%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,856	4.4%	\$9,747	13.5%
Private Sector (500+)	\$5,522	23.0%	\$7,475	33.6%
Federal Government	\$7,109	0.8%	\$10,676	5.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,587	8.1%	\$9,365	16.9%
Private Sector (500+)	\$5,872	18.1%	\$7,947	29.4%
Federal Government	\$7,153	0.2%	\$10,742	4.6%

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

SOC Code: 25-4021 - Librarians

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,718	57.1%	\$8,983

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Market Average	\$5,995	-4.9%	\$8,489	5.5%
Local Government	\$6,005	-5.0%	\$8,537	5.0%
Private Sector (500+)	\$5,793	-1.3%	\$7,840	12.7%
Federal Government	\$7,096	-24.1%	\$10,661	-18.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,128	-7.2%	\$8,712	3.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,175	-8.0%	\$8,779	2.3%
Private Sector (500+)	\$6,016	-5.2%	\$8,142	9.4%
Federal Government	\$7,326	-28.1%	\$11,006	-22.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,026	-5.4%	\$8,567	4.6%
Private Sector (500+)	\$5,698	0.3%	\$7,712	14.1%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,544	3.0%	\$7,882	12.3%
Private Sector (500+)	\$5,817	-1.7%	\$7,874	12.3%
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Appendix B

Detailed Lists of State Classes in Each Occupation

On the following pages you will find a complete list of State of California classifications mapped to each occupation.

Management Analysts

SOC Code: 13-1111

CBID	Class Code	Class Title
R01	0355	PROGRAM SPECIALIST, FEED, FERTILIZER AND LIVESTOCK DRUGS
R01	0381	PROGRAM SPECIALIST, PEST MANAGEMENT
R01	1068	PARK AND RECREATION SPECIALIST
S01	1084	RECREATION AND WILDLIFE RESOURCES ADVISOR
S01	1088	STAFF PARK AND RECREATION SPECIALIST
R01	1089	ASSOCIATE PARK AND RECREATION SPECIALIST
R01	1805	POLITICAL REFORM CONSULTANT I, FAIR POLITICAL PRACTICES COMMISSION
R01	1816	POLITICAL REFORM CONSULTANT II, FAIR POLITICAL PRACTICES COMMISSION
R01	1822	POLITICAL REFORM PROGRAM SPECIALIST
R01	1824	POLITICAL REFORM PROGRAM SENIOR SPECIALIST
S01	1826	POLITICAL REFORM PROGRAM ADMINISTRATOR
U01	1863	MEDICAL RECORD CONSULTANT
R01	4413	ASSISTANT MEDI-CAL ELIGIBILITY ANALYST
R01	4414	ASSOCIATE MEDI-CAL ELIGIBILITY ANALYST
R01	4465	TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES
R01	4513	TRANSPORTATION ANALYST
R01	4535	ASSOCIATE TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES
R01	4592	PUBLIC UTILITIES REGULATORY ANALYST I
R01	4593	PUBLIC UTILITIES REGULATORY ANALYST II
R01	4611	PUBLIC UTILITIES REGULATORY ANALYST III
R01	4615	PUBLIC UTILITIES REGULATORY ANALYST IV
R01	4616	PUBLIC UTILITIES REGULATORY ANALYST V
R01	4648	HEALTH PLANNING SPECIALIST II
R01	4652	SENIOR CONSULTANT, STUDENT LOAN AND GRANT PROGRAMS, CALIFORNIA STUDENT AID COMMISSION
S01	4661	NEW PROGRAM CONSULTANT
R01	4663	ASSOCIATE HEALTH PLANNING ANALYST
R01	4666	HEALTH PLANNING SPECIALIST I
R01	4672	HEALTH ANALYST
R01	4742	ASSOCIATE BUSINESS MANAGEMENT ANALYST
S01	4800	STAFF SERVICES MANAGER I
S01	4801	STAFF SERVICES MANAGER II (SUPERVISORY)
R01	4901	ASSOCIATE MATERIALS ANALYST
R01	5152	LEGISLATIVE COORDINATOR, SECRETARY OF STATE'S OFFICE
R01	5156	JUNIOR STAFF ANALYST (GENERAL)
R01	5157	STAFF SERVICES ANALYST (GENERAL)
R01	5246	ASSOCIATE MANAGEMENT ANALYST
R01	5250	RECORDS MANAGEMENT ANALYST I
R01	5265	RECORDS MANAGEMENT ANALYST II (SPECIALIST)
S01	5302	SENIOR ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
S01	5303	STAFF ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5304	ASSOCIATE ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5306	ASSISTANT ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5307	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST, FAIR POLITICAL PRACTICES COMMISSION
R01	5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5335	STAFF OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5346	SENIOR OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5354	ELECTIONS SPECIALIST
R01	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST
R01	5424	PROJECT MANAGER I, LITTLE HOOVER COMMISSION
R01	5431	PROJECT MANAGER II, LITTLE HOOVER COMMISSION
R01	5639	ASSISTANT CRIMINAL JUSTICE SPECIALIST
R01	5640	CRIMINAL JUSTICE SPECIALIST I
R01	5641	CRIMINAL JUSTICE SPECIALIST II (TECHNICAL)
R01	5648	MOTION PICTURE PRODUCTION ANALYST
R01	5697	STAFF SERVICES ANALYST, FAIR POLITICAL PRACTICES COMMISSION
R01	6271	STAFF DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
R01	6275	ASSISTANT DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
R01	6276	ASSOCIATE DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
S01	6306	STAFF DEVELOPMENT SPECIALIST (SUPERVISORY), CALIFORNIA TRADE AND COMMERCE AGENCY

Management Analysts (Continued)

SOC Code: 13-1111

CBID	Class Code	Class Title
S01	6307	SENIOR DEVELOPMENT SUPERVISOR, CALIFORNIA TRADE AND COMMERCE AGENCY
S01	8328	STANDARDS COMPLIANCE COORDINATOR
R01	8336	HEALTH PROGRAM SPECIALIST II
R01	8337	ASSOCIATE HEALTH PROGRAM ADVISER
R01	8338	HEALTH PROGRAM SPECIALIST I
S01	8427	HEALTH PROGRAM MANAGER I
S01	8428	HEALTH PROGRAM MANAGER II
S01	8747	MANAGER TRAINEE, DEPARTMENT OF MOTOR VEHICLES
R01	9204	EMPLOYMENT DEVELOPMENT SPECIALIST I
R01	9216	EMPLOYMENT DEVELOPMENT SPECIALIST II
R01	9218	DISABILITY INSURANCE SPECIALIST I
R01	9227	DISABILITY INSURANCE SPECIALIST II

Total Classes: 71

Accountants and Auditors

SOC Code: 13-2011

CBID	Class Code	Class Title
R01	4026	FRAUD PREVENTION SPECIALIST
S01	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I
R01	4057	PROGRAM AUDITOR, CALPERS
R01	4059	ASSOCIATE PROGRAM AUDITOR, CALPERS
R01	4061	STAFF PROGRAM AUDITOR, CALPERS
S01	4062	SENIOR PROGRAM AUDITOR, CALPERS
R01	4085	STAFF PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS
S01	4086	SENIOR PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS
E97	4088	AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS
E97	4089	AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS
E97	4092	SENIOR AUDITOR EVALUATOR, BUREAU OF STATE AUDITS
E97	4093	SENIOR AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS
E97	4098	AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (ELECTRONIC DATA PROCESSING)
E98	4099	AUDITOR SPECIALIST II, BUREAU OF STATE AUDITS (ELECTRONIC DATA PROCESING)
E98	4105	SENIOR AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS
E98	4111	SENIOR AUDITOR EVALUATOR III, BUREAU OF STATE AUDITS
E97	4112	AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)
E98	4113	AUDITOR SPECIALIST II, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)
E98	4114	AUDITOR SPECIALIST III, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)
S01	4115	MINERAL AND LAND AUDITOR SPECIALIST IV (SUPERVISORY)
R01	4134	MINERAL AND LAND AUDITOR SPECIALIST II
R01	4135	MINERAL AND LAND AUDITOR SPECIALIST III
R01	4137	MINERAL AND LAND AUDITOR SPECIALIST IV (SPECIALIST)
S01	4140	SUPERVISING GOVERNMENTAL AUDITOR II
S01	4142	SUPERVISING GOVERNMENTAL AUDITOR I
R01	4155	STAFF MANAGEMENT AUDITOR (SPECIALIST), STATE CONTROLLER'S OFFICE
R01	4159	ASSOCIATE MANAGEMENT AUDITOR
S01	4160	STAFF MANAGEMENT AUDITOR
S01	4161	SENIOR MANAGEMENT AUDITOR
R01	4175	AUDITOR I
R01	4177	ACCOUNTANT I (SPECIALIST)
R01	4179	ACCOUNTANT TRAINEE
S01	4180	ACCOUNTANT I (SUPERVISOR)
R01	4203	INVESTIGATIVE AUDITOR II, DEPARTMENT OF JUSTICE
R01	4215	INVESTIGATIVE AUDITOR III, DEPARTMENT OF JUSTICE
S01	4217	SUPERVISING AUDITOR I, MILK MARKETING
S01	4218	SUPERVISING AUDITOR II, MILK MARKETING
R01	4224	INVESTIGATIVE AUDITOR IV (SPECIALIST), DEPARTMENT OF JUSTICE
S01	4226	INVESTIGATIVE AUDITOR IV (SUPERVISOR), DEPARTMENT OF JUSTICE
S01	4247	HEALTH PROGRAM AUDIT MANAGER I, DEPARTMENT OF HEALTH SERVICES
S01	4248	HEALTH PROGRAM AUDIT MANAGER II, DEPARTMENT OF HEALTH SERVICES
R01	4249	HEALTH PROGRAM AUDITOR IV, DEPARTMENT OF HEALTH SERVICES
R01	4252	HEALTH PROGRAM AUDITOR III, DEPARTMENT OF HEALTH SERVICES
R01	4254	HEALTH PROGRAM AUDITOR II, DEPARTMENT OF HEALTH SERVICES
R01	4267	TAX AUDITOR, BOARD OF EQUALIZATION
S01	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION
S01	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION
S01	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION
R01	4281	ASSOCIATE TAX AUDITOR, BOARD OF EQUALIZATION
R01	4285	GENERAL AUDITOR III
R01	4287	GENERAL AUDITOR II
S01	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT
R01	4361	ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOARD
R01	4362	TAX AUDITOR, FRANCHISE TAX BOARD
R01	4364	PROGRAM SPECIALIST I, FRANCHISE TAX BOARD
R01	4365	PROGRAM SPECIALIST II, FRANCHISE TAX BOARD
R01	4366	PROGRAM SPECIALIST III, FRANCHISE TAX BOARD
R01	4378	BUSINESS TAXES SPECIALIST III, BOARD OF EQUALIZATION
R01	4379	BUSINESS TAXES SPECIALIST II, BOARD OF EQUALIZATION

Accountants and Auditors (Continued)

SOC Code: 13-2011

CBID	Class Code	Class Title
R01	4380	BUSINESS TAXES SPECIALIST I, BOARD OF EQUALIZATION
S01	4491	SUPERVISING AUDITOR I, DEPARTMENT OF REAL ESTATE
S01	4493	SUPERVISING AUDITOR II, DEPARTMENT OF REAL ESTATE
S01	4542	ACCOUNTING ADMINISTRATOR II
R01	4546	ACCOUNTING OFFICER (SPECIALIST)
S01	4549	ACCOUNTING ADMINISTRATOR I (SUPERVISOR)
R01	4552	ACCOUNTING ADMINISTRATOR I (SPECIALIST)
S01	4563	ACCOUNTING OFFICER (SUPERVISOR)
R01	4567	SENIOR ACCOUNTING OFFICER (SPECIALIST)
S01	4569	SENIOR ACCOUNTING OFFICER (SUPERVISOR)
R01	4582	ACCOUNTING ANALYST
R01	4588	ASSOCIATE ACCOUNTING ANALYST
E97	5426	FINANCIAL AND PERFORMANCE EVALUATOR II, DEPARTMENT OF FINANCE
E97	5427	FINANCIAL AND PERFORMANCE EVALUATOR III, DEPARTMENT OF FINANCE
E98	5428	SUPERVISOR-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE
E97	5432	FINANCIAL AND PERFORMANCE EVALUATOR I, DEPARTMENT OF FINANCE
R01	5841	STAFF SERVICES MANAGEMENT AUDITOR
R01	6612	INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT
S01	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT
R01	9070	INVESTIGATIVE AUDITOR II, DEPARTMENT OF FOOD AND AGRICULTURE
R01	9071	INVESTIGATIVE AUDITOR III, DEPARTMENT OF FOOD AND AGRICULTURE
S01	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE
R01	9323	WORKERS' COMPENSATION PAYROLL AUDITOR
R01	9324	SENIOR WORKERS' COMPENSATION PAYROLL AUDITOR
Total Classes: 83		

Computer Systems Analysts

SOC Code: 15-1121

CBID	Class Code	Class Title
R01	1312	STAFF INFORMATION SYSTEMS ANALYST (SPECIALIST)
S01	1316	STAFF INFORMATION SYSTEMS ANALYST (SUPERVISOR)
R01	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)
S01	1340	SENIOR INFORMATION SYSTEMS ANALYST (SUPERVISOR)
S01	1381	DATA PROCESSING MANAGER I
S01	1384	DATA PROCESSING MANAGER II
R01	1470	ASSOCIATE INFORMATION SYSTEMS ANALYST (SPECIALIST)
S01	1471	ASSOCIATE INFORMATION SYSTEMS ANALYST (SUPERVISOR)
R01	1479	ASSISTANT INFORMATION SYSTEMS ANALYST
R01	4084	PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS
R01	7736	PROGRAM SYSTEMS ANALYST
R01	7737	ASSOCIATE PROGRAM SYSTEMS ANALYST
R01	7738	STAFF PROGRAM SYSTEMS ANALYST (SPECIALIST)
S01	7739	STAFF PROGRAM SYSTEMS ANALYST (SUPERVISOR)
R01	7740	SENIOR PROGRAM SYSTEMS ANALYST (SPECIALIST)
S01	7741	SENIOR PROGRAM SYSTEMS ANALYST (SUPERVISOR)
Total Classes: 16		

Tax Examiners, Collectors, and Revenue Agents

SOC Code: 13-2081

CBID	Class Code	Class Title
S01	1008	CUSTOMER SERVICE SUPERVISOR, FRANCHISE TAX BOARD
R01	1009	CUSTOMER SERVICE SPECIALIST, FRANCHISE TAX BOARD
S01	4331	BUSINESS TAXES ADMINISTRATOR II, BOARD OF EQUALIZATION
S01	4332	TAX ADMINISTRATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT
S01	4333	TAX ADMINISTRATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT
S01	4335	BUSINESS TAXES ADMINISTRATOR I, BOARD OF EQUALIZATION
R01	4336	TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT
R01	4339	ASSOCIATE TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT
R01	4341	STAFF TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT
S01	4426	BUSINESS TAXES COMPLIANCE SUPERVISOR III
R01	4488	INHERITANCE AND GIFT TAX EXAMINER III
R01	7505	TAX TECHNICIAN, FRANCHISE TAX BOARD
R01	8619	COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD
R01	8620	SENIOR COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD
R01	8622	PRINCIPAL COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD
R01	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)
S01	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)
R01	8690	BUSINESS TAXES REPRESENTATIVE
R01	8694	BUSINESS TAXES COMPLIANCE SPECIALIST
R01	8695	TAX COMPLIANCE REPRESENTATIVE
S01	8698	BUSINESS TAXES COMPLIANCE SUPERVISOR II
Total Classes: 21		

Claims Adjusters, Examiners, and Investigators

SOC Code: 13-1031

CBID	Class Code	Class Title
R01	4417	INSURANCE CLAIMS SPECIALIST
R01	5365	DISABILITY EVALUATION ANALYST
R01	5367	DISABILITY EVALUATION ANALYST III
R01	8392	DISABILITY EVALUATION ANALYST II
S01	8424	DISABILITY EVALUATION SERVICES ADMINISTRATOR I
S01	8425	DISABILITY EVALUATION SERVICES ADMINISTRATOR II
R01	9210	WORKERS' COMPENSATION CONSULTANT
S01	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT
S01	9310	MANAGER I STATE COMPENSATION INSURANCE FUND
R01	9325	WORKERS' COMPENSATION CLAIMS ADJUSTER
R01	9326	SENIOR WORKERS' COMPENSATION CLAIMS ADJUSTER
S01	9334	WORKERS' COMPENSATION INSURANCE SUPERVISOR I
S01	9335	WORKERS' COMPENSATION INSURANCE SUPERVISOR II
R01	9491	WORKERS' COMPENSATION ASSISTANT

Total Classes: 14

Software Developers, Systems Software

SOC Code: 15-1133

CBID	Class Code	Class Title
R01	1367	SYSTEMS SOFTWARE SPECIALIST III (TECHNICAL)
R01	1373	SYSTEMS SOFTWARE SPECIALIST II (TECHNICAL)
S01	1558	SYSTEMS SOFTWARE SPECIALIST II (SUPERVISORY)
S01	1559	SYSTEMS SOFTWARE SPECIALIST III (SUPERVISORY)
R01	1585	ASSOCIATE SYSTEMS SOFTWARE SPECIALIST (TECHNICAL)
R01	1587	SYSTEMS SOFTWARE SPECIALIST I (TECHNICAL)

Total Classes: 6

Compensation, Benefits, and Job Analysis Specialists

SOC Code: 13-1141

CBID	Class Code	Class Title
S01	4864	PENSION PROGRAM MANAGER I
S01	4865	PENSION PROGRAM MANAGER II
R01	5103	PENSION PROGRAM ANALYST
R01	5104	ASSOCIATE PENSION PROGRAM ANALYST
S01	5105	PENSION PROGRAM SUPERVISOR
R01	5142	ASSOCIATE PERSONNEL ANALYST
S01	5144	PERSONNEL SELECTION CONSULTANT I
R01	5155	ASSOCIATE PERSONNEL ANALYST, FAIR POLITICAL PRACTICES COMMISSION
S01	5165	PERSONNEL SELECTION CONSULTANT II
R01	5168	TEST VALIDATION AND DEVELOPMENT SPECIALIST II
R01	5183	TEST VALIDATION AND DEVELOPMENT SPECIALIST I
R01	5188	RETIREMENT PROGRAM SPECIALIST II (TECHNICAL)
S01	5201	RETIREMENT PROGRAM SPECIALIST II (SUPERVISOR)
R01	5203	RETIREMENT PROGRAM SPECIALIST I
E97	5312	PERSONNEL PROGRAM ANALYST
E98	5313	STAFF PERSONNEL PROGRAM ANALYST
Total Classes: 16		

Computer Programmers

SOC Code: 15-1131

CBID	Class Code	Class Title
R01	1382	PROGRAMMER I
R01	1383	PROGRAMMER II
R01	1396	PROGRAMMER APPRENTICE
R01	1579	ASSOCIATE PROGRAMMER ANALYST (SPECIALIST)
R01	1581	STAFF PROGRAMMER ANALYST (SPECIALIST)
S01	1582	STAFF PROGRAMMER ANALYST (SUPERVISOR)
R01	1583	SENIOR PROGRAMMER ANALYST (SPECIALIST)
S01	1584	SENIOR PROGRAMMER ANALYST (SUPERVISOR)

Total Classes: 8

Lawyers

SOC Code: 23-1011

CBID	Class Code	Class Title
R02	4051	ASSISTANT GENERAL COUNSEL I, AGRICULTURAL LABOR RELATIONS BOARD
R02	4052	ASSISTANT GENERAL COUNSEL II, AGRICULTURAL LABOR RELATIONS BOARD
S02	5536	REAL ESTATE COUNSEL III (SUPERVISOR)
R02	5537	REAL ESTATE COUNSEL III (SPECIALIST)
R02	5538	REAL ESTATE COUNSEL II
R02	5539	REAL ESTATE COUNSEL I
R02	5699	PUBLIC UTILITIES COUNSEL IV, PUBLIC UTILITIES COMMISSION
S02	5703	SUPERVISING DEPUTY ATTORNEY GENERAL
R02	5705	DEPUTY ATTORNEY GENERAL IV
R02	5706	DEPUTY ATTORNEY GENERAL III
R02	5730	DEPUTY ATTORNEY GENERAL
S02	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER
E98	5749	PRINCIPAL DEPUTY LEGISLATIVE COUNSEL I
E97	5750	DEPUTY LEGISLATIVE COUNSEL IV
E97	5751	DEPUTY LEGISLATIVE COUNSEL III
E97	5753	DEPUTY LEGISLATIVE COUNSEL
R02	5763	DEPUTY STATE PUBLIC DEFENDER
U02	5772	SENIOR DEPUTY STATE PUBLIC DEFENDER
R02	5778	ATTORNEY
R02	5779	DEPUTY ATTORNEY, CALTRANS
R02	5780	ATTORNEY IV
S02	5786	ASSISTANT CHIEF LEGAL DIVISION DEPARTMENT OF TRANSPORTATION
R02	5788	DEPUTY ATTORNEY IV, CALTRANS
R02	5789	DEPUTY ATTORNEY III, CALTRANS
R02	5795	ATTORNEY III
R02	5798	LEGAL COUNSEL
R02	5812	PUBLIC UTILITIES COUNSEL III, PUBLIC UTILITIES COMMISSION
R02	5813	PUBLIC UTILITIES COUNSEL II, PUBLIC UTILITIES COMMISSION
S02	5815	SUPERVISING ATTORNEY
R02	5816	PUBLIC UTILITIES COUNSEL I, PUBLIC UTILITIES COMMISSION
R02	5977	INDUSTRIAL RELATIONS COUNSEL II
R02	5978	INDUSTRIAL RELATIONS COUNSEL I
R02	5981	INDUSTRIAL RELATIONS COUNSEL IV
E97	6039	SPECIAL ASSISTANT INSPECTOR GENERAL
E98	6040	SENIOR ASSISTANT INSPECTOR GENERAL
E97	6092	LABOR RELATIONS COUNSEL I
E97	6093	LABOR RELATIONS COUNSEL II
E97	6094	LABOR RELATIONS COUNSEL III
R02	6110	FAIR EMPLOYMENT AND HOUSING COUNSEL
R02	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)
E97	6147	LABOR RELATIONS COUNSEL IV
R02	6180	INDUSTRIAL RELATIONS COUNSEL III (SPECIALIST)
S02	6181	INDUSTRIAL RELATIONS COUNSEL III (SUPERVISOR)
E97	6182	SENIOR PUBLIC EMPLOYMENT RELATIONS COUNSEL
E97	6184	PUBLIC EMPLOYMENT RELATIONS COUNSEL
R02	6185	FAIR POLITICAL PRACTICES COMMISSION COUNSEL
R02	6186	FAIR POLITICAL PRACTICES COMMISSION COUNSEL-ENFORCEMENT
R02	6187	CORPORATIONS COUNSEL
R02	6188	SENIOR CORPORATIONS COUNSEL (SPECIALIST)
R02	6204	SENIOR COMMISSION COUNSEL (SPECIALIST), FAIR POLITICAL PRACTICES COMMISSION
S02	6205	SENIOR COMMISSION COUNSEL (SUPERVISOR), FAIR POLITICAL PRACTICES COMMISSION
R02	6272	BOARD COUNSEL I, ALRB
R02	6273	BOARD COUNSEL II, ALRB
R02	6274	SENIOR BOARD COUNSEL, ALRB
R02	6722	TAX COUNSEL IV
R02	6728	TAX COUNSEL
R02	6733	TAX COUNSEL III (SPECIALIST)
S02	6734	TAX COUNSEL III (SUPERVISOR)

Total Classes: 58

Administrative Law Judges, Adjudicators, and Hearing Officers

SOC Code: 23-1021

CBID	Class Code	Class Title
R02	6048	HEARING ADVISER I, CALIFORNIA ENERGY COMMISSION
R02	6051	HEARING ADVISER II, CALIFORNIA ENERGY COMMISSION
R02	6067	ADMINISTRATIVE LAW JUDGE II, UNEMPLOYMENT INSURANCE APPEALS BOARD
R02	6068	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), OFFICE OF ADMINISTRATIVE HEARINGS
R02	6071	ADMINISTRATIVE LAW JUDGE I, OFFICE OF ADMINISTRATIVE HEARINGS
R02	6072	HEARING OFFICER I, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD
S02	6073	HEARING OFFICER II, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD
S02	6088	PRESIDING ADMINISTRATIVE LAW JUDGE, UNEMPLOYMENT INSURANCE APPEALS BOARD
R02	6091	ADMINISTRATIVE LAW JUDGE I, UNEMPLOYMENT INSURANCE APPEALS BOARD
R02	6095	ADMINISTRATIVE LAW JUDGE I, BOARD OF PAROLE HEARINGS
S02	6096	ADMINISTRATIVE LAW JUDGE II, BOARD OF PAROLE HEARINGS
R02	6102	ADMINISTRATIVE LAW JUDGE II, PUBLIC UTILITIES COMMISSION
R02	6103	ADMINISTRATIVE LAW JUDGE I, PUBLIC UTILITIES COMMISSION
R02	6116	WORKERS' COMPENSATION JUDGE
S02	6117	PRESIDING WORKERS' COMPENSATION JUDGE
R02	6118	ADMINISTRATIVE LAW JUDGE I, STATE PERSONNEL BOARD
S02	6119	ADMINISTRATIVE LAW JUDGE II (SUPERVISOR), STATE PERSONNEL BOARD
R02	6120	HEARING OFFICER I, AGRICULTURAL LABOR RELATIONS BOARD
S02	6121	HEARING OFFICER II, AGRICULTURAL LABOR RELATIONS BOARD
E97	6122	ADMINISTRATIVE LAW JUDGE I, PUBLIC EMPLOYMENT RELATIONS BOARD
E97	6123	ADMINISTRATIVE LAW JUDGE II, PUBLIC EMPLOYMENT RELATIONS BOARD
R02	6124	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), STATE PERSONNEL BOARD
R02	6125	ADMINISTRATIVE LAW JUDGE I, NEW MOTOR VEHICLE BOARD
R02	6126	ADMINISTRATIVE LAW JUDGE II, NEW MOTOR VEHICLE BOARD
R02	6130	ADMINISTRATIVE LAW JUDGE, DEPARTMENT OF HEALTH SERVICES
S02	6133	PRESIDING ADMINISTRATIVE LAW JUDGE, OFFICE OF ADMINISTRATIVE HEARINGS
R02	6134	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF INSURANCE
S02	6136	ADMINISTRATIVE LAW JUDGE II, DEPARTMENT OF INSURANCE
R02	6177	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF SOCIAL SERVICES
R02	6178	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), DEPARTMENT OF SOCIAL SERVICES
S02	6179	ADMINISTRATIVE LAW JUDGE II (SUPERVISOR), DEPARTMENT OF SOCIAL SERVICES
R02	6332	HEARING OFFICER I, FAIR EMPLOYMENT AND HOUSING COMMISSION
R02	7363	ADMINISTRATIVE LAW JUDGE I, AIR RESOURCES BOARD
S02	7364	ADMINISTRATIVE LAW JUDGE II, AIR RESOURCES BOARD
R02	9710	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), ALCOHOLIC BEVERAGE CONTROL
R02	9711	ADMINISTRATIVE LAW JUDGE I, ALCOHOLIC BEVERAGE CONTROL
R02	9743	DEPUTY COMMISSIONER, BOARD OF PAROLE HEARINGS

Total Classes: 37

Adult Basic, Secondary Education, Literacy Teachers and Instructors

SOC Code: 25-3011

CBID	Class Code	Class Title
R03	2275	TEACHER, STATE HOSPITAL (ADULT EDUCATION)
R03	2287	TEACHER (ELEMENTARY-MULTIPLE SUBJECTS) (CORRECTIONAL FACILITY)
R03	2290	TEACHER (HIGH SCHOOL-GENERAL EDUCATION) (CORRECTIONAL FACILITY)
R03	2294	TEACHER (HIGH SCHOOL-MUSIC) (CORRECTIONAL FACILITY)
R03	2295	TEACHER (HIGH SCHOOL-PHYSICAL EDUCATION) (CORRECTIONAL FACILITY)
R03	2298	TEACHER -LIBRARIAN- -CORRECTIONAL FACILITY-
R03	2326	TEACHER -MENTALLY RETARDED DEAF CHILDREN-
R03	2340	TEACHER -BUSINESS EDUCATION-
R03	2376	TEACHER -HOME ECONOMICS-
R03	2496	TEACHER -RECREATION AND PHYSICAL EDUCATION-
R03	2840	INSTRUCTOR, MILITARY DEPARTMENT
R03	2859	TEACHER (HIGH SCHOOL-INDUSTRIAL ARTS) (CORRECTIONAL FACILITY)
R03	3074	TEACHER (HIGH SCHOOL-ENGLISH/LANGUAGE ARTS) (CORRECTIONAL FACILITY)
R03	3075	TEACHER (ENGLISH LANGUAGE DEVELOPMENT) (CORRECTIONAL FACILITY)
R03	3076	TEACHER (HIGH SCHOOL-FOREIGN LANGUAGE) (CORRECTIONAL FACILITY)
R03	3077	TEACHER (HIGH SCHOOL-MATHEMATICS) (CORRECTIONAL FACILITY)
R03	3078	TEACHER (HIGH SCHOOL-SCIENCE) (CORRECTIONAL FACILITY)
R03	3079	TEACHER (HIGH SCHOOL-SOCIAL SCIENCE) (CORRECTIONAL FACILITY)
Total Classes: 18		

Vocational Education Teachers, Postsecondary

SOC Code: 25-1194

CBID	Class Code	Class Title
S03	2370	SUPERVISOR OF VOCATIONAL INSTRUCTION
R03	2372	VOCATIONAL INSTRUCTOR -INDUSTRIAL ARTS-
R03	2396	VOCATIONAL INSTRUCTOR -AUTO BODY AND FENDER REPAIR- -CORRECTIONAL FACILITY-
R03	2398	VOCATIONAL INSTRUCTOR -AUTO MECHANICS- -CORRECTIONAL FACILITY-
R03	2407	VOCATIONAL INSTRUCTOR (UPHOLSTERING-SAFETY)
R03	2417	VOCATIONAL INSTRUCTOR -CARPENTRY- -CORRECTIONAL FACILITY-
R03	2420	VOCATIONAL INSTRUCTOR -COSMETOLOGY- -CORRECTIONAL FACILITY-
R03	2422	VOCATIONAL INSTRUCTOR -CULINARY ARTS- -CORRECTIONAL FACILITY-
R03	2423	VOCATIONAL INSTRUCTOR -DOG GROOMING AND HANDLING- -CORRECTIONAL FACILITY-
R03	2425	VOCATIONAL INSTRUCTOR -DRY CLEANING WORK- -CORRECTIONAL FACILITY-
R03	2426	VOCATIONAL INSTRUCTOR -ELECTRICAL WORK- -CORRECTIONAL FACILITY-
R03	2428	VOCATIONAL INSTRUCTOR -ELECTRONICS- -CORRECTIONAL FACILITY-
R03	2436	VOCATIONAL INSTRUCTOR (LANDSCAPE GARDENING-SAFETY)
R03	2441	VOCATIONAL INSTRUCTOR (BARBERSHOP PRACTICES) (CORRECTIONAL FACILITY)
R03	2597	VOCATIONAL INSTRUCTOR -HOUSEHOLD APPLIANCE REPAIR- -CORRECTIONAL FACILITY-
R03	2600	VOCATIONAL INSTRUCTOR -JANITORIAL SERVICE- -CORRECTIONAL FACILITY-
R03	2601	VOCATIONAL INSTRUCTOR -LANDSCAPE GARDENING- -CORRECTIONAL FACILITY-
R03	2614	VOCATIONAL INSTRUCTOR -MACHINE SHOP PRACTICES- -CORRECTIONAL FACILITY-
R03	2615	VOCATIONAL INSTRUCTOR -MASONRY- -CORRECTIONAL FACILITY-
R03	2630	VOCATIONAL INSTRUCTOR -MILL AND CABINET WORK- -CORRECTIONAL FACILITY-
R03	2644	VOCATIONAL INSTRUCTOR -PAINTING- -CORRECTIONAL FACILITY-
R03	2645	VOCATIONAL INSTRUCTOR -PLASTERING- -CORRECTIONAL FACILITY-
R03	2661	VOCATIONAL INSTRUCTOR -PLUMBING- -CORRECTIONAL FACILITY-
R03	2668	VOCATIONAL INSTRUCTOR -REFRIGERATION AND AIR CONDITIONING REPAIR- -CORRECTIONAL FACILITY-
R03	2670	VOCATIONAL INSTRUCTOR -SHEET METAL WORK- -CORRECTIONAL FACILITY-
R03	2673	VOCATIONAL INSTRUCTOR -STOCKKEEPING AND WAREHOUSING- -CORRECTIONAL FACILITY-
R03	2674	VOCATIONAL INSTRUCTOR (OFFICE MACHINE REPAIR) (CORRECTIONAL FACILITY)
R03	2675	VOCATIONAL INSTRUCTOR -UPHOLSTERING- -CORRECTIONAL FACILITY-
R03	2677	VOCATIONAL INSTRUCTOR -WELDING- -CORRECTIONAL FACILITY-
R03	2688	VOCATIONAL INSTRUCTOR -EYEWEAR MANUFACTURING- -CORRECTIONAL FACILITY-
R03	2849	VOCATIONAL INSTRUCTOR (OFFICE SERVICES AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)
R03	2850	VOCATIONAL INSTRUCTOR (ROOFER) (CORRECTIONAL FACILITY)
R03	2851	VOCATIONAL INSTRUCTOR (SMALL ENGINE REPAIR) (CORRECTIONAL FACILITY)
R03	2852	VOCATIONAL INSTRUCTOR (PRINTING GRAPHIC ARTS) (CORRECTIONAL FACILITY)
R03	2854	VOCATIONAL INSTRUCTOR (BUILDING MAINTENANCE) (CORRECTIONAL FACILITY)
R03	2855	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)
R03	2856	VOCATIONAL INSTRUCTOR (DIESEL MECHANIC) (CORRECTIONAL FACILITY)
R03	2857	VOCATIONAL INSTRUCTOR (DRYWALL INSTALLER/TAPER) (CORRECTIONAL FACILITY)
R03	2858	VOCATIONAL INSTRUCTOR (FLOOR COVER LAYER) (CORRECTIONAL FACILITY)
R03	2878	VOCATIONAL INSTRUCTOR (MACHINE SHOP-AUTOMOTIVE) (CORRECTIONAL FACILITY)
R03	7585	VOCATIONAL INSTRUCTOR (CARPENTRY)
R03	7586	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES)
R03	7587	VOCATIONAL INSTRUCTOR (CULINARY ARTS)
R03	7590	VOCATIONAL INSTRUCTOR (MILL AND CABINET WORK)
R03	7592	VOCATIONAL INSTRUCTOR (PRINTING/GRAPHIC ARTS)
R03	7593	VOCATIONAL INSTRUCTOR (CARPENTRY-SAFETY)

Total Classes: 46

Office Clerks, General

SOC Code: 43-9061

CBID	Class Code	Class Title
R04	1107	OFFICE OCCUPATIONS CLERK
R04	1120	SEASONAL CLERK
R04	1123	ASSISTANT CLERK
R04	1138	OFFICE TECHNICIAN (GENERAL)
R04	1139	OFFICE TECHNICIAN (TYPING)
R04	1242	OFFICE OCCUPATIONS TRAINEE
R04	1323	LEGISLATIVE CLERK
R04	1379	OFFICE ASSISTANT (TYPING)
R04	1441	OFFICE ASSISTANT (GENERAL)
R04	1461	SERVICE ASSISTANT (SOCIAL SERVICES)
R04	1803	TECHNICAL ASSISTANT I, POLITICAL PRACTICES COMMISSION
R04	1804	TECHNICAL ASSISTANT II, POLITICAL PRACTICES COMMISSION
R04	1844	SERVICE ASSISTANT (DMV OPERATIONS)
R04	9927	PROGRAM TECHNICIAN
R04	9928	PROGRAM TECHNICIAN II
R04	9929	PROGRAM TECHNICIAN III

Total Classes: 16

Court, Municipal, and License Clerks

SOC Code: 43-4031

CBID	Class Code	Class Title
R04	1831	APPEALS ASSISTANT
R04	1890	SENIOR MOTOR VEHICLE TECHNICIAN
R04	1897	MOTOR VEHICLE REPRESENTATIVE
R04	1920	RACING LICENSE TECHNICIAN I
R04	1921	RACING LICENSE TECHNICIAN II
Total Classes: 5		

Legal Secretaries

SOC Code: 43-6012

CBID	Class Code	Class Title
R04	1282	LEGAL SECRETARY
R04	3224	SENIOR LEGAL TYPIST
Total Classes: 2		

Detectives and Criminal Investigators

SOC Code: 33-3021

CBID	Class Code	Class Title
R07	1012	AGENT TRAINEE, ALCOHOLIC BEVERAGE CONTROL
R07	1013	AGENT, ALCOHOLIC BEVERAGE CONTROL
E97	4095	FRAUD INVESTIGATOR I, BUREAU OF STATE AUDITS
E98	4096	FRAUD INVESTIGATOR II, BUREAU OF STATE AUDITS
E97	4236	ASSISTANT OPERATIONS SECURITY OFFICER
R07	8482	SPECIAL AGENT, DEPARTMENT OF JUSTICE
R07	8514	SPECIAL AGENT TRAINEE, DEPARTMENT OF JUSTICE
R07	8524	SPECIAL AGENT SUPERVISOR, DEPARTMENT OF JUSTICE
R07	8570	CORPORATIONS INVESTIGATOR
R07	8571	ASSOCIATE CORPORATIONS INVESTIGATOR
R07	8591	INVESTIGATION SPECIALIST II (TECHNICAL), FRANCHISE TAX BOARD
R07	8593	INVESTIGATION SPECIALIST I, FRANCHISE TAX BOARD
R07	8594	INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS
R07	8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS
R07	8602	LOTTERY AGENT
R07	8609	INVESTIGATOR ASSISTANT
R07	8610	INVESTIGATOR
R07	8611	SPECIAL INVESTIGATOR ASSISTANT
R07	8612	SPECIAL INVESTIGATOR
R07	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD
R07	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD
E97	9704	ASSOCIATE DEPUTY INSPECTOR GENERAL
E97	9705	DEPUTY INSPECTOR GENERAL
Total Classes: 23		

Police, Fire, and Ambulance Dispatchers

SOC Code: 43-5031

CBID	Class Code	Class Title
R07	1663	PUBLIC SAFETY DISPATCHER, CALIFORNIA HIGHWAY PATROL
R07	1664	PUBLIC SAFETY OPERATOR, CALIFORNIA HIGHWAY PATROL
R07	1670	COMMUNICATIONS OPERATOR

Total Classes: 3

Police and Sheriff's Patrol Officers

SOC Code: 33-3051

CBID	Class Code	Class Title
R07	0983	STATE PARK PEACE OFFICER (RANGER)
R07	0992	STATE PARK PEACE OFFICER (LIFEGUARD)
R07	1915	STATE PARK PEACE OFFICER CADET (RANGER)
R07	1916	STATE PARK PEACE OFFICER CADET (LIFEGUARD)
R07	1937	HOSPITAL POLICE OFFICER
R07	1945	STATE FAIR POLICE OFFICER
R07	1946	SERGEANT, STATE FAIR POLICE
R07	1949	STATE FAIR POLICE OFFICER (SEASONAL)
R07	1954	PEACE OFFICER I, DEVELOPMENTAL CENTER

Total Classes: 9

Forensic Science Technicians

SOC Code: 19-4092

CBID	Class Code	Class Title
S07	8436	CRIMINAL IDENTIFICATION AND INTELLIGENCE SUPERVISOR
R07	8439	CRIMINAL INTELLIGENCE SPECIALIST III
R07	8440	CRIMINAL INTELLIGENCE SPECIALIST II
R07	8443	CRIMINAL INTELLIGENCE SPECIALIST I
S07	8454	CRIMINAL IDENTIFICATION SPECIALIST III
R07	8456	CRIMINAL IDENTIFICATION SPECIALIST II
R07	8460	LATENT PRINT ANALYST I
R07	8462	CRIMINAL IDENTIFICATION SPECIALIST I
R07	8466	CRIMINALIST
R07	8471	CRIMINAL IDENTIFICATION AND INTELLIGENCE ASSISTANT
R07	8472	LATENT PRINT ANALYST II
S07	8473	LATENT PRINT SUPERVISOR
S07	8477	CRIMINALIST SUPERVISOR
R07	8478	SENIOR CRIMINALIST

Total Classes: 14

Civil Engineering Technicians

SOC Code: 17-3022

CBID	Class Code	Class Title
R11	3008	JUNIOR ENGINEERING TECHNICIAN
R11	3042	WATER RESOURCES ENGINEERING ASSOCIATE (SPECIALIST)
R11	3043	WATER RESOURCES TECHNICIAN II
R11	3044	WATER RESOURCES TECHNICIAN I
S11	3045	WATER SERVICES SUPERVISOR
S11	3046	WATER RESOURCES ENGINEERING ASSOCIATE (SUPERVISOR)
R11	3124	CIVIL ENGINEERING ASSOCIATE
R11	3129	CIVIL ENGINEERING TECHNICIAN II
R11	3175	TRANSPORTATION ENGINEERING TECHNICIAN

Total Classes: 9

Forest and Conservation Technicians

SOC Code: 19-4093

CBID	Class Code	Class Title
R11	0777	FISH HABITAT SPECIALIST
R11	0780	FISH HABITAT ASSISTANT
R11	0835	FISH AND WILDLIFE SCIENTIFIC AID
S11	0902	WILDLIFE HABITAT SUPERVISOR II
R11	0903	WILDLIFE HABITAT SUPERVISOR I
R11	0904	WILDLIFE HABITAT ASSISTANT
R11	0916	FISH AND WILDLIFE TECHNICIAN

Total Classes: 7

Architectural and Civil Drafters

SOC Code: 17-3011

CBID	Class Code	Class Title
R11	1769	LANDSCAPE TECHNICIAN
S11	3020	SUPERVISOR OF DRAFTING SERVICES
R11	3023	SENIOR DELINEATOR
R11	3026	DELINEATOR
S11	3033	DRAFTING SERVICES MANAGER
R11	3036	STRUCTURAL DESIGN TECHNICIAN III
R11	3037	STRUCTURAL DESIGN TECHNICIAN II
R11	3038	STRUCTURAL DESIGN TECHNICIAN I
R11	3202	BRIDGE ARCHITECTURAL ASSOCIATE
R11	3203	BRIDGE ARCHITECTURAL ASSISTANT
R11	3204	BRIDGE ARCHITECTURAL TRAINEE
R11	4009	ARCHITECTURAL ASSOCIATE
R11	4012	ARCHITECTURAL ASSISTANT

Total Classes: 13

Medical and Clinical Laboratory Technicians

SOC Code: 29-2012

CBID	Class Code	Class Title
R11	7875	PATHOLOGY ASSISTANT
R11	7878	SENIOR LABORATORY ASSISTANT
R11	7884	LABORATORY ASSISTANT
S11	7889	SUPERVISING LABORATORY ASSISTANT II
R11	7890	SUPERVISING LABORATORY ASSISTANT I
R11	9265	LABORATORY ASSISTANT, CORRECTIONAL FACILITY
R11	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY

Total Classes: 7

Stationary Engineers and Boiler Operators

SOC Code: 51-8021

CBID	Class Code	Class Title
R13	6698	CHIEF ENGINEER I
R13	6712	STATIONARY ENGINEER
R13	6713	STATIONARY ENGINEER (CORRECTIONAL FACILITY)
R13	6717	STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)
R13	6718	STATIONARY ENGINEER APPRENTICE (FOUR YEAR PROGRAM)(CORRECTIONAL FACILITY)
Total Classes: 5		

Water and Wastewater Treatment Plant and System Operators

SOC Code: 51-8031

CBID	Class Code	Class Title
R13	5067	WATER AND SEWAGE PLANT SUPERVISOR (ANGEL ISLAND)
R13	6191	WATER AND SEWAGE PLANT OPERATOR, DEPARTMENT OF FORESTRY AND FIRE PROTECTION (SAFETY)
R13	6723	WATER AND SEWAGE PLANT SUPERVISOR
R13	6724	WATER AND SEWAGE PLANT SUPERVISOR -CORRECTIONAL FACILITY-
Total Classes: 4		

Printing Press Operators

SOC Code: 51-5112

CBID	Class Code	Class Title
R14	1411	DIGITAL PRINT OPERATOR I
R14	1412	DIGITAL PRINT OPERATOR II
R14	1473	PRINTING TRADES PRODUCTION COORDINATOR
R14	1485	PRINTING TRADES SPECIALIST TRAINEE (GENERAL)
R14	1487	PRINTING TRADES SPECIALIST I (GENERAL)
R14	1511	PRINTING TRADES SPECIALIST III (GENERAL)
R14	7233	PRINTING OPERATIONS ASSISTANT
R14	7322	WEBFED OFFSET PRESS OPERATOR I
R14	7323	SHEETFED OFFSET PRESS OPERATOR I
R14	7324	SHEETFED OFFSET PRESS OPERATOR II
R14	7327	SHEETFED OFFSET PRESS OPERATOR III
R14	7329	SHEETFED OFFSET PRESS OPERATOR IV
R14	7330	SHEETFED OFFSET PRESS OPERATOR V
R14	7331	WEBFED OFFSET PRESS OPERATOR II
R14	7332	WEBFED OFFSET PRESS OPERATOR III
R14	7333	WEBFED OFFSET PRESS OPERATOR IV
R14	7335	OFFSET PRESS ASSISTANT
R14	7441	PRINTER II, STATE COMPENSATION INSURANCE FUND
R14	7442	PRINTER I, STATE COMPENSATION INSURANCE FUND
Total Classes: 19		

Graphic Designers

SOC Code: 27-1024

CBID	Class Code	Class Title
S14	2817	GRAPHIC SERVICES SUPERVISOR
R14	2884	GRAPHIC DESIGNER I
R14	2885	GRAPHIC DESIGNER II
R14	2886	GRAPHIC DESIGNER III

Total Classes: 4

Janitors and Cleaners, Except Maids and Housekeeping Cleaners

SOC Code: 37-2011

CBID	Class Code	Class Title
R15	1950	ARMORY CUSTODIAN III
R15	1953	ARMORY CUSTODIAN II
R15	1956	ARMORY CUSTODIAN I
R15	2003	LEAD CUSTODIAN
R15	2005	LEAD CUSTODIAN (CORRECTIONAL FACILITY)
R15	2006	CUSTODIAN (CORRECTIONAL FACILITY)
R15	2011	CUSTODIAN
R15	2016	SERVICE ASSISTANT (CUSTODIAN)
R15	2042	MUSEUM CUSTODIAN

Total Classes: 9

Cooks, Institution and Cafeteria

SOC Code: 35-2012

CBID	Class Code	Class Title
R15	2184	COOK SPECIALIST II
R15	2185	COOK SPECIALIST I
R15	2186	COOK SPECIALIST II (CORRECTIONAL FACILITY)
R15	2187	COOK SPECIALIST I (CORRECTIONAL FACILITY)
R15	2189	COOK, CALIFORNIA CONSERVATION CORPS
R15	2202	FORESTRY COOK II
R15	2203	FORESTRY COOK I

Total Classes: 7

Psychiatrists

SOC Code: 29-1066

CBID	Class Code	Class Title
S16	7609	SENIOR PSYCHIATRIST (SUPERVISOR)
R16	7616	SENIOR PSYCHIATRIST (SPECIALIST)
R16	7618	STAFF PSYCHIATRIST
R16	7619	STAFF PSYCHIATRIST (SAFETY)
R16	7652	STAFF PSYCHIATRIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
R16	9758	STAFF PSYCHIATRIST, CORRECTIONAL AND REHABILITATIVE SERVICES(SAFETY)
R16	9759	SENIOR PSYCHIATRIST (SPECIALIST), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)
S16	9761	SENIOR PSYCHIATRIST (SUPERVISOR), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)

Total Classes: 8

Family and General Practitioners

SOC Code: 29-1062

CBID	Class Code	Class Title
R16	7551	PHYSICIAN AND SURGEON
R16	7552	PHYSICIAN AND SURGEON (SAFETY)
M16	7561	CHIEF PHYSICIAN AND SURGEON
R16	7565	PHYSICIAN AND SURGEON -INTERMITTENT-
R16	7644	PHYSICIAN AND SURGEON, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
R16	9263	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY (INTERNAL MEDICINE/FAMILY PRACTICE)
M16	9267	CHIEF PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY
R16	9269	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY

Total Classes: 8

Dentists, General

SOC Code: 29-1021

CBID	Class Code	Class Title
R16	7655	DENTIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
M16	7830	CHIEF DENTIST
R16	7831	DENTIST
R16	9268	DENTIST, CORRECTIONAL FACILITY
M16	9344	CHIEF DENTIST, CORRECTIONAL FACILITY
S16	9371	SUPERVISING DENTIST, CORRECTIONAL FACILITY

Total Classes: 6

Registered Nurses

SOC Code: 29-1141

CBID	Class Code	Class Title
R17	8094	REGISTERED NURSE (SAFETY)
S17	8096	SUPERVISING REGISTERED NURSE (SAFETY)
S17	8101	NURSING COORDINATOR (SAFETY)
S17	8126	SUPERVISING NURSE III
S17	8129	SUPERVISING NURSE II
R17	8130	SURGICAL NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
S17	8132	ASSISTANT COORDINATOR OF NURSING SERVICES
R17	8140	PRE-REGISTERED NURSE
R17	8144	NURSE EVALUATOR II, HEALTH SERVICES
S17	8145	NURSE EVALUATOR III, HEALTH SERVICES
S17	8149	NURSE EVALUATOR IV, HEALTH SERVICES
S17	8156	NURSING COORDINATOR
R17	8160	HEALTH SERVICES SPECIALIST
S17	8161	SUPERVISING REGISTERED NURSE
R17	8165	REGISTERED NURSE
R17	8170	PRE-REGISTERED NURSE, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
S17	8179	NURSE CONSULTANT III (SUPERVISOR)
R17	8181	NURSE CONSULTANT III (SPECIALIST)
R17	8195	NURSE CONSULTANT II
R17	8197	NURSE CONSULTANT I
S17	8209	PUBLIC HEALTH NURSE III
R17	8210	PUBLIC HEALTH NURSE II
S17	8211	PUBLIC HEALTH NURSE IV
R17	8213	PUBLIC HEALTH NURSE I
R17	8297	PUBLIC HEALTH NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
S17	8327	NURSING CONSULTANT, PROGRAM REVIEW
R17	9274	PUBLIC HEALTH NURSE I, CORRECTIONAL FACILITY
R17	9275	REGISTERED NURSE, CORRECTIONAL FACILITY
R17	9277	SURGICAL NURSE I, CORRECTIONAL FACILITY
S17	9317	SUPERVISING REGISTERED NURSE I, CORRECTIONAL FACILITY
S17	9318	SUPERVISING REGISTERED NURSE II, CORRECTIONAL FACILITY
S17	9319	SUPERVISING REGISTERED NURSE III, CORRECTIONAL FACILITY
R17	9329	SURGICAL NURSE II, CORRECTIONAL FACILITY
R17	9345	PUBLIC HEALTH NURSE II, CORRECTIONAL FACILITY
S17	9356	PUBLIC HEALTH NURSE III, CORRECTIONAL FACILITY
R17	9699	HEALTH SERVICES SPECIALIST (SAFETY)
Total Classes: 36		

Nurse Practitioners

SOC Code: 29-1171

CBID	Class Code	Class Title
R17	8212	NURSE PRACTITIONER
R17	8227	NURSE PRACTITIONER, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
R17	9278	NURSE PRACTITIONER, CORRECTIONAL FACILITY
R17	9700	NURSE PRACTITIONER (SAFETY)
Total Classes: 4		

Psychiatric Technicians

SOC Code: 29-2053

CBID	Class Code	Class Title
R18	7425	PSYCHIATRIC TECHNICIAN APPRENTICE
S18	8104	UNIT SUPERVISOR (SAFETY)
R18	8226	PSYCHIATRIC TECHNICIAN INSTRUCTOR
R18	8229	PSYCHIATRIC TECHNICIAN APPRENTICE
R18	8231	SENIOR PSYCHIATRIC TECHNICIAN
R18	8232	PSYCHIATRIC TECHNICIAN
R18	8233	PRE-LICENSED PSYCHIATRIC TECHNICIAN
R18	8235	PSYCHIATRIC TECHNICIAN TRAINEE
R18	8236	PSYCHIATRIC TECHNICIAN ASSISTANT (SAFETY)
R18	8237	PSYCHIATRIC TECHNICIAN TRAINING CANDIDATE
R18	8238	PSYCHIATRIC TECHNICIAN TRAINEE (SAFETY)
R18	8248	DEVELOPMENTAL SPECIALIST (SAFETY)
R18	8252	SENIOR PSYCHIATRIC TECHNICIAN (SAFETY)
R18	8253	PSYCHIATRIC TECHNICIAN (SAFETY)
R18	8254	PRE-LICENSED PSYCHIATRIC TECHNICIAN (SAFETY)
Total Classes: 15		

Clinical, Counseling, and School Psychologists

SOC Code: 19-3031

CBID	Class Code	Class Title
R19	7648	CONSULTING PSYCHOLOGIST, VICTIMS OF CRIME
R19	9252	PSYCHOLOGIST, STATE PERSONNEL BOARD
R19	9283	PSYCHOLOGIST-CLINICAL, CORRECTIONAL FACILITY
R19	9284	PSYCHOLOGY ASSOCIATE, CORRECTIONAL FACILITY
R19	9287	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)
S19	9288	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)
U19	9289	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY
R19	9290	STAFF PSYCHOLOGIST-CLINICAL, CORRECTIONAL FACILITY
R19	9354	PSYCHOLOGY INTERNSHIP DIRECTOR, CORRECTIONAL FACILITY
S19	9831	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR)
R19	9833	PSYCHOLOGIST (HEALTH FACILITY-EXPERIMENTAL)
R19	9834	PSYCHOLOGIST (HEALTH FACILITY-EXPERIMENTAL-SAFETY)
R19	9838	PSYCHOLOGIST (HEALTH FACILITY-COUNSELING)
R19	9839	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPECIALIST)
U19	9840	SENIOR PSYCHOLOGIST
R19	9841	PSYCHOLOGIST (HEALTH FACILITY-EDUCATIONAL)
R19	9842	PSYCHOLOGY INTERNSHIP DIRECTOR
R19	9843	PSYCHOLOGIST (HEALTH FACILITY-COUNSELING-SAFETY)
R19	9844	PSYCHOLOGIST (HEALTH FACILITY-EDUCATIONAL-SAFETY)
R19	9847	STAFF PSYCHOLOGIST -CLINICAL-
R19	9849	PSYCHOLOGIST (CLINICAL)
R19	9850	PSYCHOLOGY ASSOCIATE
R19	9851	CLINICAL PSYCHOLOGY INTERN
R19	9853	VOCATIONAL PSYCHOLOGIST
R19	9858	PSYCHOLOGIST (HEALTH FACILITY-SOCIAL)
S19	9859	CHIEF PSYCHOLOGIST, CORRECTIONAL FACILITY
R19	9860	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL)
R19	9864	PSYCHOLOGIST (HEALTH FACILITY-SOCIAL-SAFETY)
R19	9873	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL-SAFETY)
R19	9878	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), DEPARTMENTS OF MENTAL HEALTH AND DDS
Total Classes: 30		

Mental Health & Substance Abuse Social Workers

SOC Code: 21-1023

CBID	Class Code	Class Title
S19	9291	SUPERVISING PSYCHIATRIC SOCIAL WORKER I, CORRECTIONAL FACILITY
S19	9292	SUPERVISING PSYCHIATRIC SOCIAL WORKER II, CORRECTIONAL FACILITY
S19	9867	SUPERVISING PSYCHIATRIC SOCIAL WORKER I
R19	9870	PSYCHIATRIC SOCIAL WORKER
R19	9872	CLINICAL SOCIAL WORKER (HEALTH/CORRECTIONAL FACILITY)-SAFETY
R19	9877	CLINICAL SOCIAL WORKER (HEALTH FACILITY)
Total Classes: 6		

Rehabilitation Counselors

SOC Code: 21-1015

CBID	Class Code	Class Title
S19	8380	CHIEF, RESTORATIVE CARE SERVICE
S19	9783	REHABILITATION SUPERVISOR
R19	9794	REHABILITATION SPECIALIST
R19	9806	SENIOR VOCATIONAL REHABILITATION COUNSELOR
R19	9813	VOCATIONAL REHABILITATION COUNSELOR -BLIND-
R19	9815	SENIOR VOCATIONAL REHABILITATION COUNSELOR (SAFETY)
R19	9818	SENIOR VOCATIONAL REHABILITATION COUNSELOR, QUALIFIED REHABILITATION PROFESSIONAL
S19	9825	SUPERVISOR, VOCATIONAL SERVICES

Total Classes: 8

Recreational Therapists

SOC Code: 29-1125

CBID	Class Code	Class Title
R19	8311	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC)
R19	8312	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION)
S19	8316	SUPERVISING REHABILITATION THERAPIST
R19	8317	RECREATION THERAPIST
R19	8321	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC-SAFETY)
R19	8324	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION-SAFETY)
R19	8414	REHABILITATION THERAPIST, STATE FACILITIES (ART)
R19	8420	REHABILITATION THERAPIST, STATE FACILITIES (ART-SAFETY)
R19	8422	REHABILITATION THERAPIST, STATE FACILITIES (DANCE-SAFETY)
R19	8423	REHABILITATION THERAPIST, STATE FACILITIES (DANCE)
R19	9286	RECREATION THERAPIST, CORRECTIONAL FACILITY

Total Classes: 11

Pharmacists

SOC Code: 29-1051

CBID	Class Code	Class Title
R19	7659	PHARMACIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
S19	7963	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SUPERVISORY)
S19	7964	PHARMACEUTICAL PROGRAM CONSULTANT, DEPARTMENT OF HEALTH SERVICES
R19	7975	PHARMACEUTICAL CONSULTANT I, DEPARTMENT OF HEALTH SERVICES
S19	7981	PHARMACIST II
R19	7982	PHARMACIST I
S19	7983	EXECUTIVE SECRETARY RESEARCH ADVISORY PANEL
R19	7994	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SPECIALIST)
S19	7996	PHARMACY SERVICES MANAGER
S19	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY
R19	8876	INSPECTOR BOARD OF PHARMACY
R19	9313	PRE-LICENSED PHARMACIST
Total Classes: 12		

Dietitians and Nutritionists

SOC Code: 29-1031

CBID	Class Code	Class Title
S19	2146	DIRECTOR OF DIETETICS
S19	2154	CHILD NUTRITION SUPERVISOR I
S19	2155	ASSISTANT DIRECTOR OF DIETETICS
S19	2157	CHILD NUTRITION SUPERVISOR II
R19	2159	CHILD NUTRITION ASSISTANT
R19	2160	CHILD NUTRITION CONSULTANT
S19	2161	PUBLIC HEALTH NUTRITION CONSULTANT III (SUPERVISORY)
R19	2162	PUBLIC HEALTH NUTRITION CONSULTANT II
R19	2163	PUBLIC HEALTH NUTRITION CONSULTANT I
R19	2166	PUBLIC HEALTH NUTRITION CONSULTANT III (SPECIALIST)
R19	2167	REGISTERED DIETITIAN
R19	2168	PRE-REGISTERED DIETITIAN
R19	2172	REGISTERED DIETITIAN (SAFETY)
R19	9279	REGISTERED DIETITIAN, CORRECTIONAL FACILITY
Total Classes: 14		

Licensed Practical and Licensed Vocational Nurses

SOC Code: 29-2061

CBID	Class Code	Class Title
R20	8249	LICENSED VOCATIONAL NURSE
R20	8257	LICENSED VOCATIONAL NURSE, CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION
R20	8274	LICENSED VOCATIONAL NURSE (SAFETY)
R20	8286	LICENSED VOCATIONAL NURSE, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
Total Classes: 4		

Nursing Assistants

SOC Code: 31-1014

CBID	Class Code	Class Title
R20	8182	CERTIFIED NURSING ASSISTANT, CORRECTIONAL FACILITY
R20	8185	CERTIFIED NURSING ASSISTANT
Total Classes: 2		

Dental Assistants

SOC Code: 31-9091

CBID	Class Code	Class Title
R20	7656	DENTAL ASSISTANT, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
R20	7911	DENTAL ASSISTANT
R20	7914	DENTAL ASSISTANT (SAFETY)
S20	9255	SUPERVISING DENTAL ASSISTANT, CORRECTIONAL FACILITY
R20	9296	DENTAL ASSISTANT, CORRECTIONAL FACILITY
Total Classes: 5		

Pharmacy Technicians

SOC Code: 29-2052

CBID	Class Code	Class Title
R20	7658	PHARMACY TECHNICIAN, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES
R20	7979	PHARMACY TECHNICIAN
Total Classes: 2		

Instructional Coordinators

SOC Code: 25-9031

CBID	Class Code	Class Title
R21	2260	NUTRITION EDUCATION ASSISTANT
R21	2261	NUTRITION EDUCATION CONSULTANT
S21	2263	NUTRITION EDUCATION ADMINISTRATOR
S21	2512	AGRICULTURAL EDUCATION ADMINISTRATOR I
R21	2513	AGRICULTURAL EDUCATION CONSULTANT
R21	2514	HEALTH CAREERS EDUCATION CONSULTANT
R21	2617	ASSISTANT CONSULTANT IN TEACHER PREPARATION
R21	2618	CONSULTANT IN TEACHER PREPARATION (EXAMINATIONS AND RESEARCH)
R21	2635	CONSULTANT IN TEACHER PREPARATION (PROGRAM EVALUATION AND RESEARCH)
S21	2636	TEACHER PREPARATION ADMINISTRATOR I (EXAMINATIONS AND RESEARCH)
S21	2637	TEACHER PREPARATION ADMINISTRATOR I (PROGRAM EVALUATION AND RESEARCH)
R21	2655	EDUCATION PROGRAMS ASSISTANT
R21	2656	EDUCATION PROGRAMS CONSULTANT
S21	2657	EDUCATION ADMINISTRATOR I
S21	2679	SUPERVISING TRANSPORTATION PROGRAMS CONSULTANT, DEPARTMENT OF EDUCATION
R21	2719	AMERICAN INDIAN EDUCATION CONSULTANT
R21	2742	PRIVATE POSTSECONDARY EDUCATION SPECIALIST
R21	2743	PRIVATE POSTSECONDARY EDUCATION SENIOR SPECIALIST
S21	2744	PRIVATE POSTSECONDARY EDUCATION ADMINISTRATOR
R21	2754	SPECIAL EDUCATION ASSISTANT
S21	2757	BILINGUAL/MIGRANT EDUCATION ADMINISTRATOR I
R21	2758	BILINGUAL/MIGRANT EDUCATION CONSULTANT
R21	2764	SPECIAL EDUCATION CONSULTANT
R21	2772	SCHOOL HEALTH EDUCATION CONSULTANT
R21	2834	CHILD DEVELOPMENT CONSULTANT
S21	8245	SUPERVISING NURSING EDUCATION CONSULTANT
Total Classes: 26		

Librarians

SOC Code: 25-4021

CBID	Class Code	Class Title
S21	2917	PRINCIPAL LIBRARIAN
S21	2935	SUPERVISING LIBRARIAN II
R21	2943	SENIOR LIBRARIAN
S21	2944	SUPERVISING LIBRARIAN I
R21	2951	LIBRARIAN
R21	2958	LIBRARY PROGRAMS CONSULTANT
S21	2959	LIBRARY PROGRAMS ADMINISTRATOR

Total Classes: 7

Appendix C

Benefit Percentages

On the following page you will find a table displaying a detailed summary of benefit percentages for state government workers associated with each bargaining unit. The remaining pages display charts with benefit percentages used for each occupation.

State Employee Benefit Percentage Table
for Rank-and-File Employees in Each Bargaining Unit
 Comparing the Average Value of Each Benefit to the Average Wage

Bargaining Unit	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
	Overtime	Other Pay					
1	1.6%	0.9%	15.8%	21.6%	10.6%	15.7%	66.2%
2	0.0%	0.4%	11.6%	22.0%	9.0%	15.5%	58.6%
3	0.0%	2.1%	12.6%	19.5%	5.3%	14.0%	53.7%
4	1.7%	1.3%	23.2%	19.9%	12.3%	15.8%	74.1%
7	10.7%	3.6%	21.9%	26.0%	5.2%	16.5%	83.9%
11	3.8%	1.0%	18.7%	23.1%	11.1%	16.3%	74.0%
13	9.6%	1.7%	18.0%	20.1%	7.6%	15.1%	72.1%
14	3.2%	3.8%	18.2%	22.1%	11.5%	17.1%	75.9%
15	10.7%	1.8%	27.1%	20.3%	11.9%	15.3%	87.2%
16	2.1%	4.3%	6.2%	19.9%	2.8%	14.5%	49.9%
17	15.0%	1.5%	14.4%	19.2%	5.4%	15.2%	70.6%
18	22.4%	1.3%	25.4%	19.5%	7.2%	15.3%	91.2%
19	1.0%	0.6%	14.8%	19.8%	6.3%	14.1%	56.7%
20	14.1%	2.2%	20.3%	18.8%	8.0%	14.8%	78.2%
21	0.0%	0.6%	11.5%	21.1%	9.3%	14.9%	57.3%

Total Benefit Percentages may not equal sum total of individual benefits due to rounding.

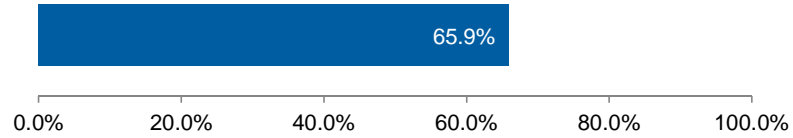
Benefit Percentage Summary Sheet

SOC Code: 13-1111 - Management Analysts

■ Benefit Percentage

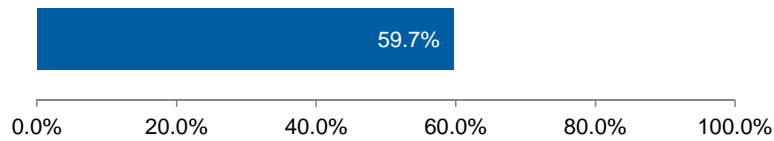
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



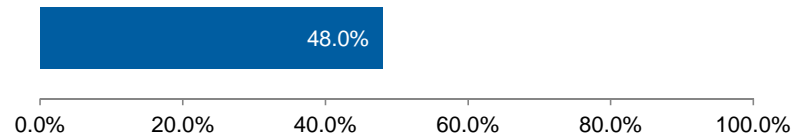
Local Government

Management, Professional and Related High Level Group



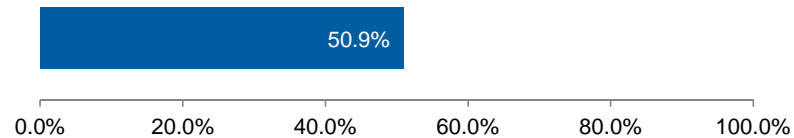
Private Sector (500+ Employees)

Business and Financial Operations Major Group



Federal Government

Weighted Education Level Used: 2.4% High School Diploma or Less, 0.6% Some College, 93.4% Bachelor's Degree, 3.6% Master's Degree



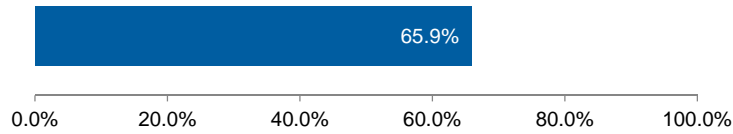
Benefit Percentage Summary Sheet

SOC Code: 13-2011 - Accountants and Auditors

■ Benefit Percentage

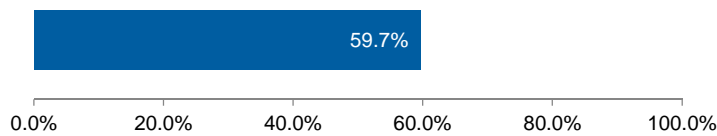
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



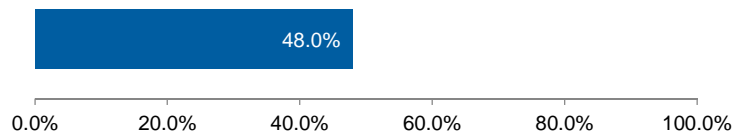
Local Government

Management, Professional and Related High Level Group



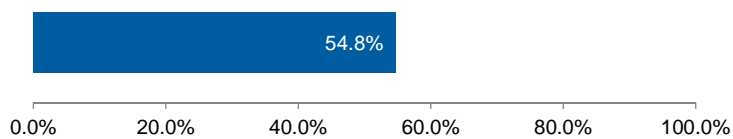
Private Sector (500+ Employees)

Business and Financial Operations Major Group



Federal Government

Weighted Education Level Used: 0.2% High School Diploma or Less, 85.5% Some College, 14.3% Bachelor's Degree



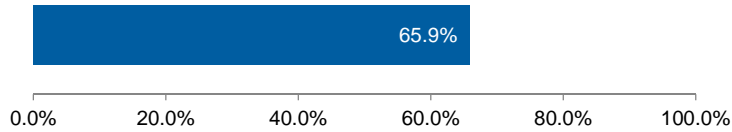
Benefit Percentage Summary Sheet

SOC Code: 15-1121 - Computer Systems Analysts

■ Benefit Percentage

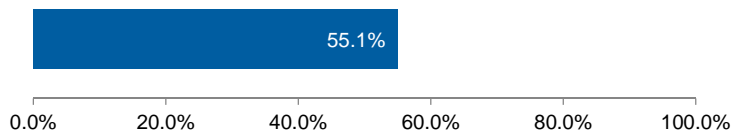
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



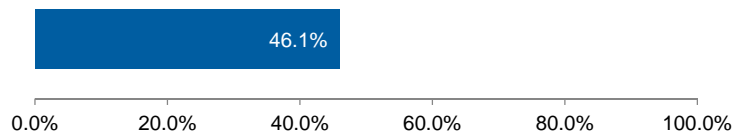
Local Government

Professional and Related High Level Group



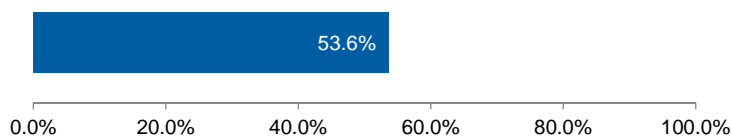
Private Sector (500+ Employees)

Computer and Mathematical Major Group



Federal Government

Weighted Education Level Used: 61.2% Some College, 38.8% Bachelor's Degree



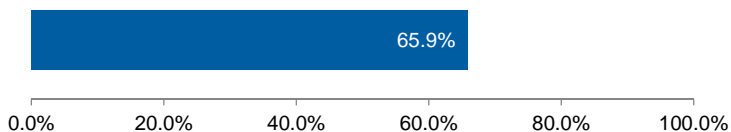
Benefit Percentage Summary Sheet

SOC Code: 13-2081 - Tax Examiners, Collectors, and Revenue Agents

■ Benefit Percentage

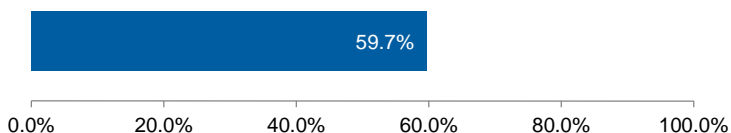
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



Local Government

Management, Professional and Related High Level Group

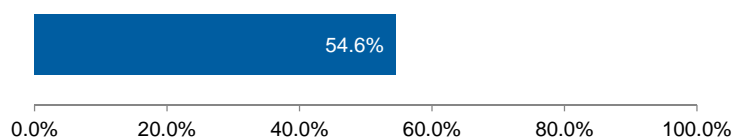


Private Sector (500+ Employees)

N/A

Federal Government

Weighted Education Level Used: 5.1% High School Diploma or Less, 84.9% Some College, 10.0% Bachelor's Degree



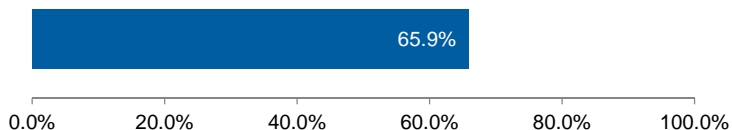
Benefit Percentage Summary Sheet

SOC Code: 13-1031 - Claims Adjusters, Examiners, and Investigators

■ Benefit Percentage

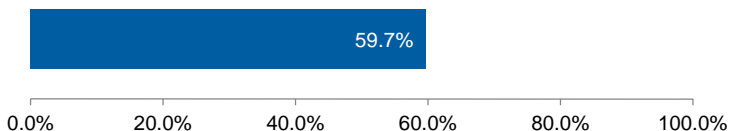
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



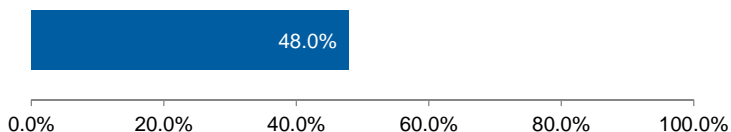
Local Government

Management, Professional and Related High Level Group



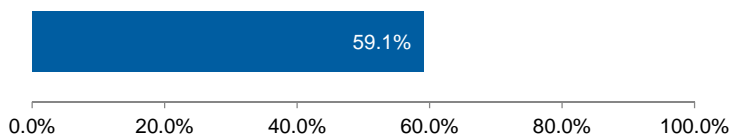
Private Sector (500+ Employees)

Business and Financial Operations Major Group



Federal Government

Weighted Education Level Used: 54.9% High School Diploma or Less, 0.5% Some College, 44.6% Bachelor's Degree



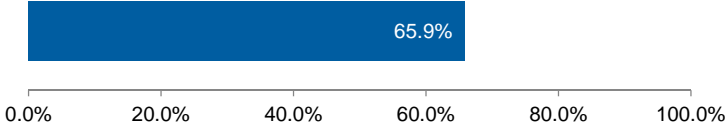
Benefit Percentage Summary Sheet

SOC Code: 15-1133 - Software Developers, Systems Software

■ Benefit Percentage

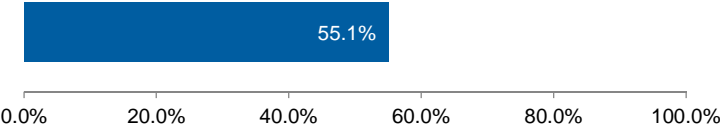
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



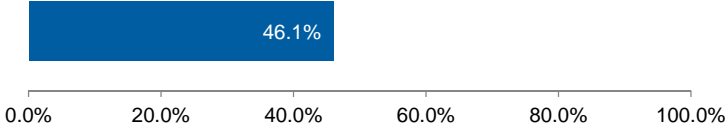
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Computer and Mathematical Major Group



Federal Government

N/A

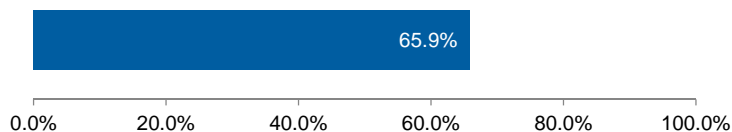
Benefit Percentage Summary Sheet

SOC Code: 13-1141 - Compensation, Benefits, and Job Analysis Specialists

■ Benefit Percentage

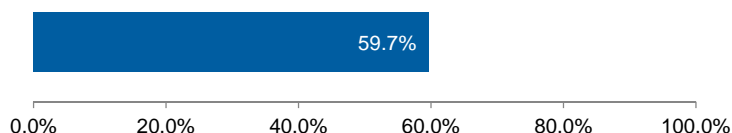
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



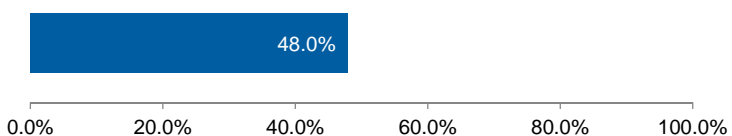
Local Government

Management, Professional and Related High Level Group



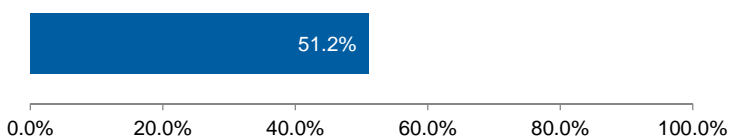
Private Sector (500+ Employees)

Business and Financial Operations Major Group



Federal Government

Weighted Education Level Used: 94.9% High School Diploma or Less, 5.1% Bachelor's Degree



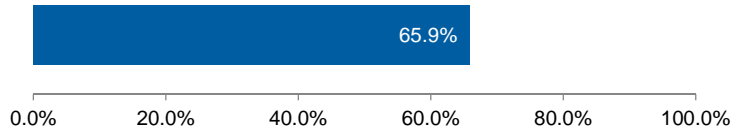
Benefit Percentage Summary Sheet

SOC Code: 15-1131 - Computer Programmers

■ Benefit Percentage

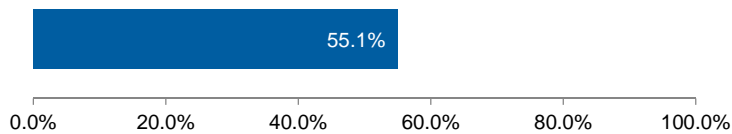
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



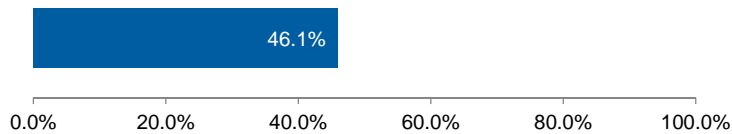
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Computer and Mathematical Major Group



Federal Government

N/A

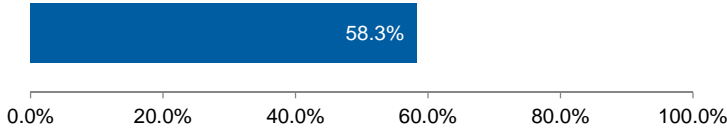
Benefit Percentage Summary Sheet

SOC Code: 23-1011 - Lawyers

■ Benefit Percentage

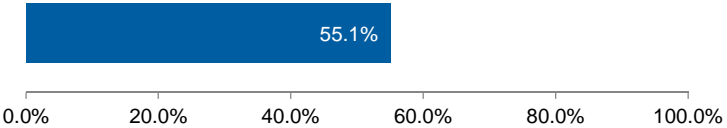
State of California

Average of all rank-and-file and supervisory employees associated with Unit 2



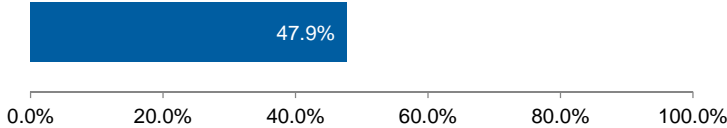
Local Government

Professional and Related High Level Group



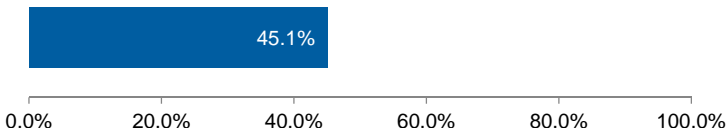
Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

Weighted Education Level Used: 100% Professional/Doctorate Degree



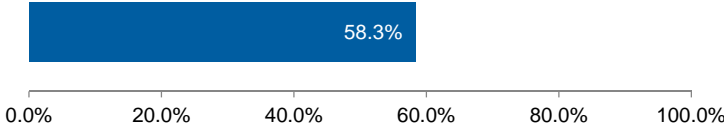
Benefit Percentage Summary Sheet

SOC Code: 23-1021 - Administrative Law Judges, Adjudicators, and Hearing Officers

■ Benefit Percentage

State of California

Average of all rank-and-file and supervisory employees associated with Unit 2



Local Government

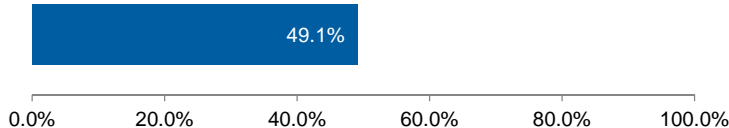
N/A

Private Sector (500+ Employees)

N/A

Federal Government

Weighted Education Level Used: 6.3% Bachelor's Degree, 93.7% Professional/Doctorate Degree



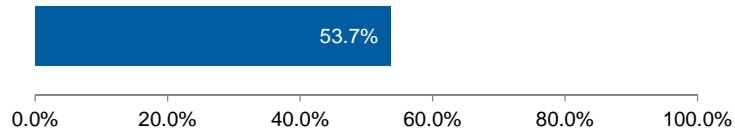
Benefit Percentage Summary Sheet

SOC Code: 25-3011 - Adult Basic and Secondary Education and Literacy Teachers and Instructors

■ Benefit Percentage

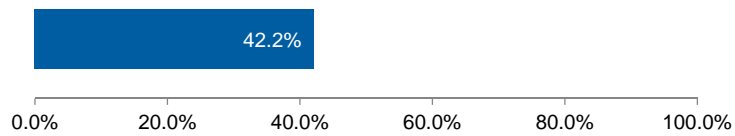
State of California

Average of all rank-and-file employees associated with Unit 3



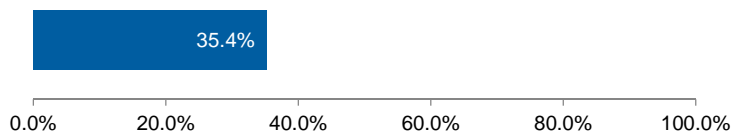
Local Government

Education, Training, and Library Major Group



Private Sector (500+ Employees)

Education, Training, and Library Major Group



Federal Government

N/A

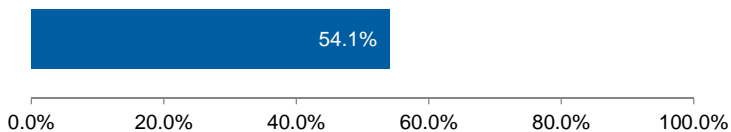
Benefit Percentage Summary Sheet

SOC Code: 25-1194 - Vocational Education Teachers, Postsecondary

■ Benefit Percentage

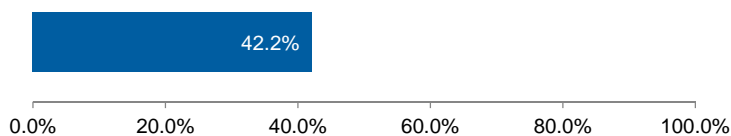
State of California

Average of all rank-and-file and supervisory employees associated with Unit 3



Local Government

Education, Training, and Library Major Group



Private Sector (500+ Employees)

N/A

Federal Government

N/A

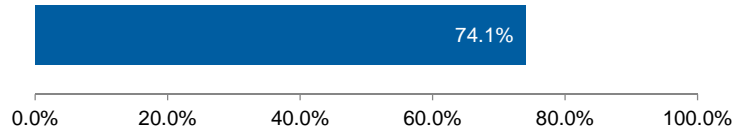
Benefit Percentage Summary Sheet

SOC Code: 43-9061 - Office Clerks, General

■ Benefit Percentage

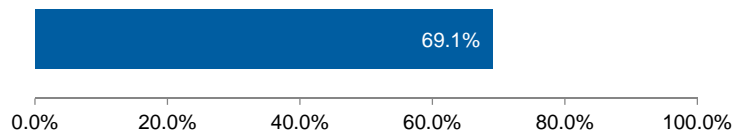
State of California

Average of all rank-and-file employees in Unit 4



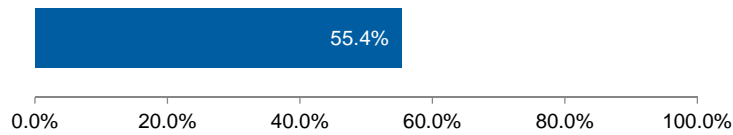
Local Government

Office and Administrative Support Major Group



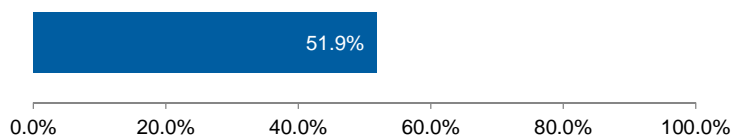
Private Sector (500+ Employees)

Office and Administrative Support Major Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



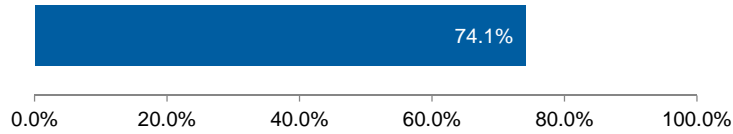
Benefit Percentage Summary Sheet

SOC Code: 43-4031 - Court, Municipal, and License Clerks

■ Benefit Percentage

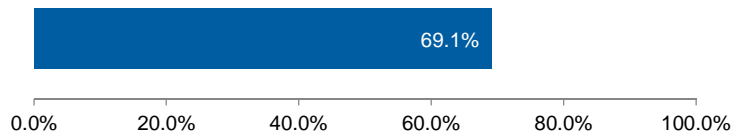
State of California

Average of all rank-and-file employees in Unit 4



Local Government

Office and Administrative Support Major Group



Private Sector (500+ Employees)

N/A

Federal Government

N/A

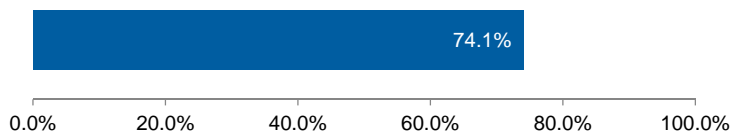
Benefit Percentage Summary Sheet

SOC Code: 43-6012 - Legal Secretaries

■ Benefit Percentage

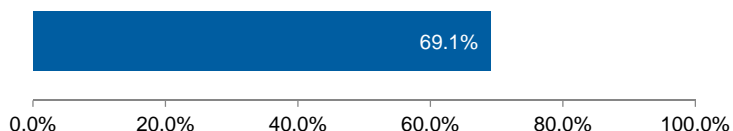
State of California

Average of all rank-and-file employees in Unit 4



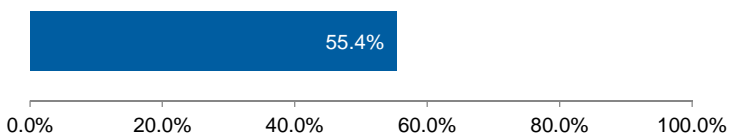
Local Government

Office and Administrative Support Major Group



Private Sector (500+ Employees)

Office and Administrative Support Major Group



Federal Government

N/A

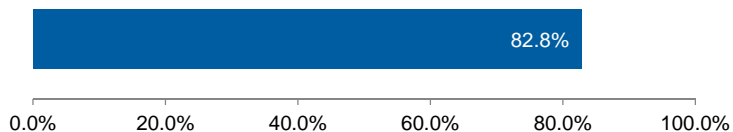
Benefit Percentage Summary Sheet

SOC Code: 33-3021 - Detectives and Criminal Investigators

■ Benefit Percentage

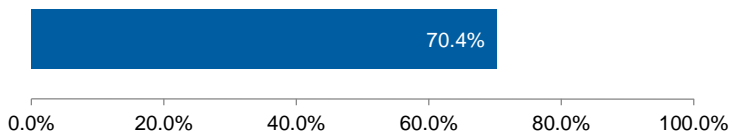
State of California

Average of all rank-and-file and excluded employees associated with Unit 7



Local Government

Protective Service Major Group

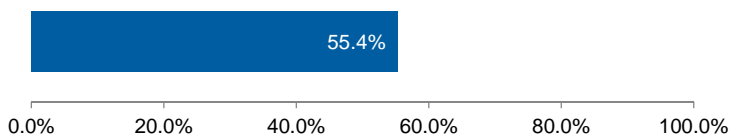


Private Sector (500+ Employees)

N/A

Federal Government

Weighted Education Level Used: 7.5% High School Diploma or Less, 91.7% Some College, 0.8% Bachelor's Degree



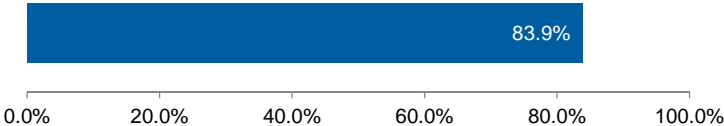
Benefit Percentage Summary Sheet

SOC Code: 43-5031 - Police, Fire, and Ambulance Dispatchers

■ Benefit Percentage

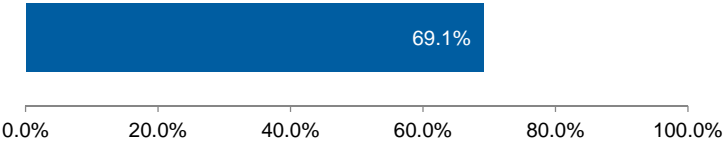
State of California

Average of all rank-and-file employees in Unit 7



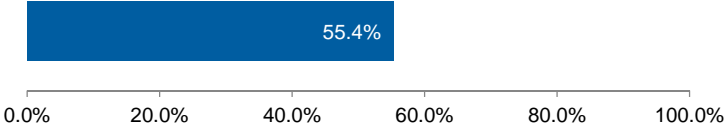
Local Government

Office and Administrative Support Major Group



Private Sector (500+ Employees)

Office and Administrative Support Major Group



Federal Government

N/A

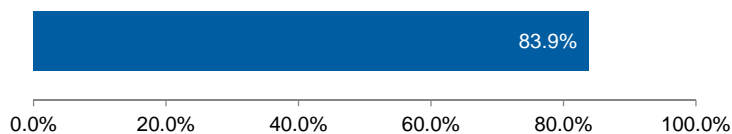
Benefit Percentage Summary Sheet

SOC Code: 33-3051 - Police and Sheriff's Patrol Officers

■ Benefit Percentage

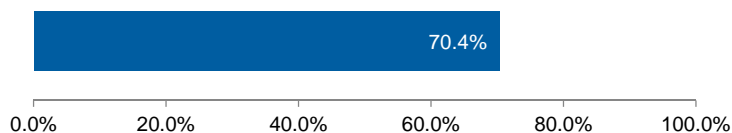
State of California

Average of all rank-and-file employees in Unit 7



Local Government

Protective Service Major Group

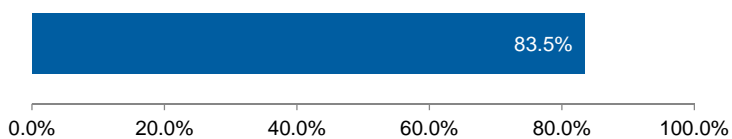


Private Sector (500+ Employees)

N/A

Federal Government

Weighted Education Level Used: 59.3% High School Diploma or Less, 40.7% Some College



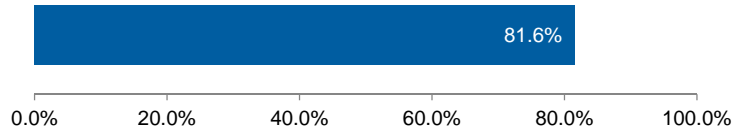
Benefit Percentage Summary Sheet

SOC Code: 19-4092 - Forensic Science Technicians

■ Benefit Percentage

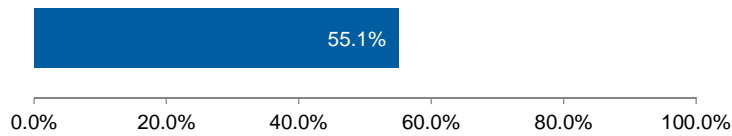
State of California

Average of all rank-and-file and supervisory employees associated with Unit 7



Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

N/A

Federal Government

N/A

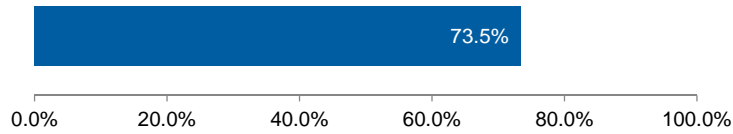
Benefit Percentage Summary Sheet

SOC Code: 17-3022 - Civil Engineering Technicians

■ Benefit Percentage

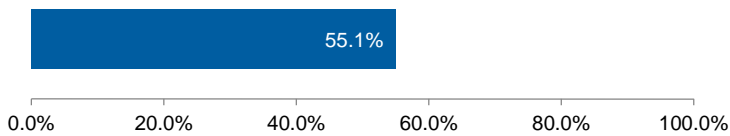
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



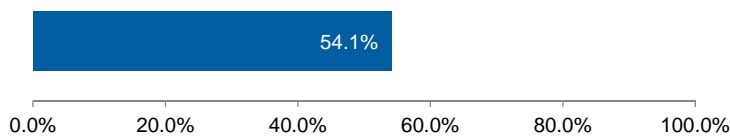
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Architecture and Engineering Major Group



Federal Government

N/A

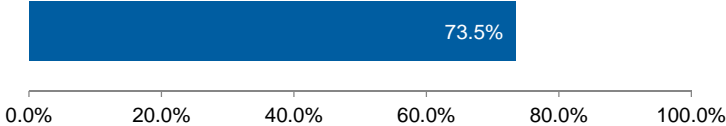
Benefit Percentage Summary Sheet

SOC Code: 19-4093 - Forest and Conservation Technicians

■ Benefit Percentage

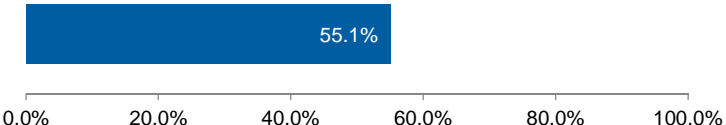
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



Local Government

Professional and Related High Level Group

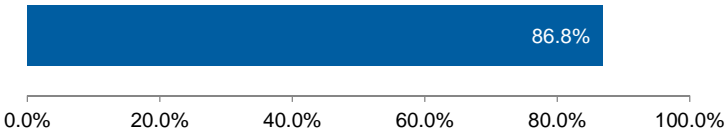


Private Sector (500+ Employees)

N/A

Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



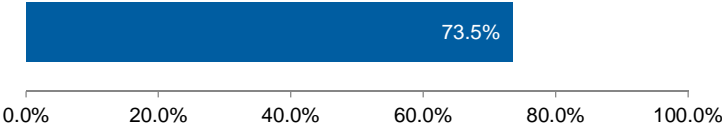
Benefit Percentage Summary Sheet

SOC Code: 17-3011 - Architectural and Civil Drafters

■ Benefit Percentage

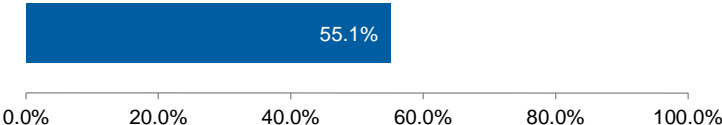
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



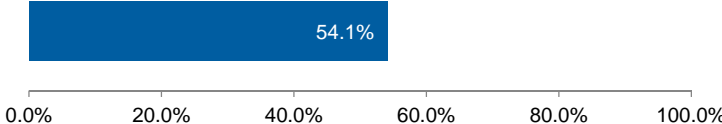
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Architecture and Engineering Major Group



Federal Government

N/A

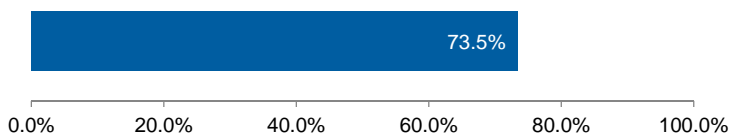
Benefit Percentage Summary Sheet

SOC Code: 29-2012 - Medical and Clinical Laboratory Technicians

■ Benefit Percentage

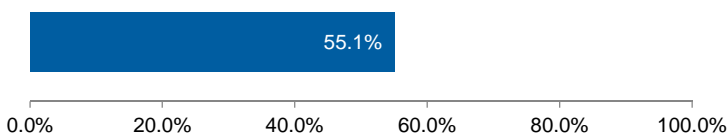
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



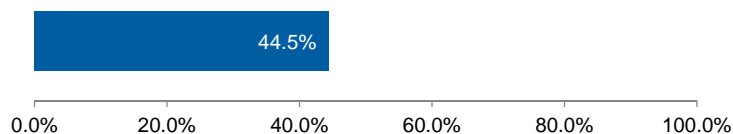
Local Government

Professional and Related High Level Group



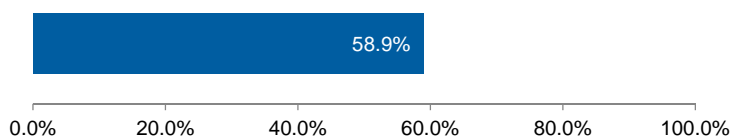
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 30% High School Diploma or Less, 70% Some College



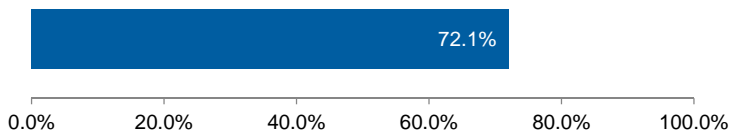
Benefit Percentage Summary Sheet

SOC Code: 51-8021 - Stationary Engineers and Boiler Operators

■ Benefit Percentage

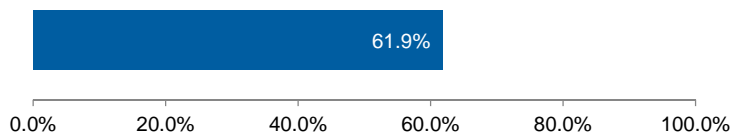
State of California

Average of all rank-and-file employees in Unit 13



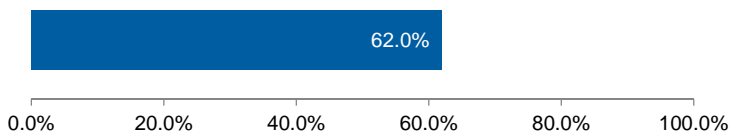
Local Government

All Local Government Workers (excluding education workers)



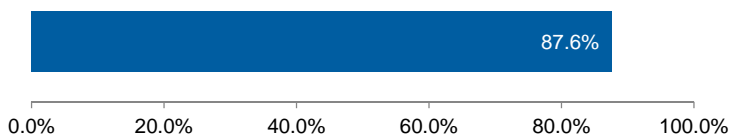
Private Sector (500+ Employees)

Production Major Group



Federal Government

Weighted Education Level Used: 100% Some College



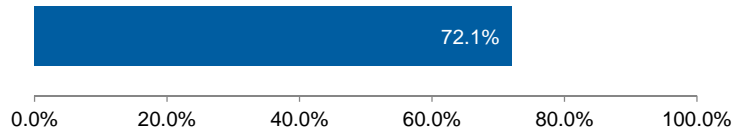
Benefit Percentage Summary Sheet

SOC Code: 51-8031 - Water and Wastewater Treatment Plant and System Operators

■ Benefit Percentage

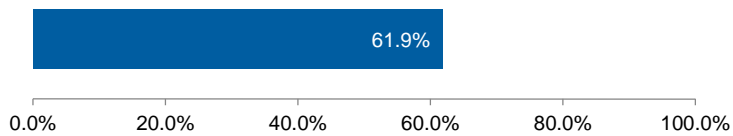
State of California

Average of all rank-and-file employees in Unit 13



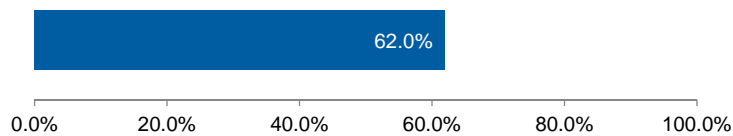
Local Government

All Local Government Workers (excluding education workers)



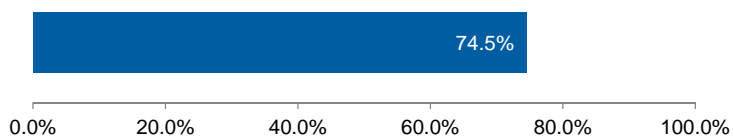
Private Sector (500+ Employees)

Production Major Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



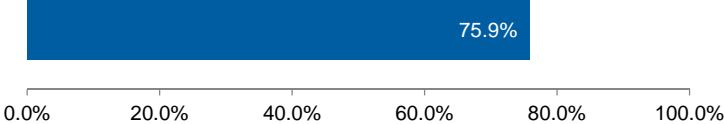
Benefit Percentage Summary Sheet

SOC Code: 51-5112 - Printing Press Operators

■ Benefit Percentage

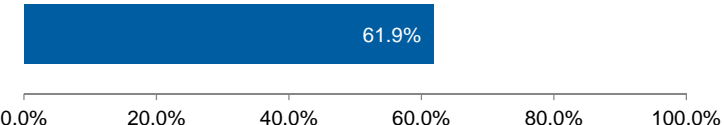
State of California

Average of all rank-and-file employees in Unit 14



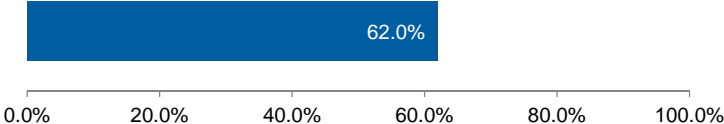
Local Government

All Local Government Workers (excluding education workers)



Private Sector (500+ Employees)

Production Major Group



Federal Government

N/A

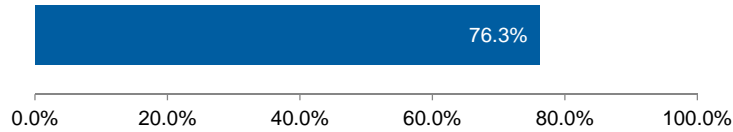
Benefit Percentage Summary Sheet

SOC Code: 27-1024 - Graphic Designers

■ Benefit Percentage

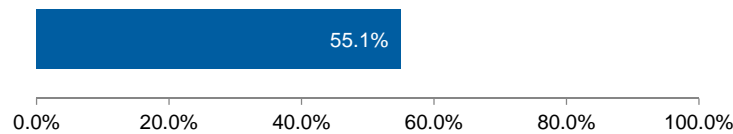
State of California

Average of all rank-and-file and supervisory employees associated with Unit 14



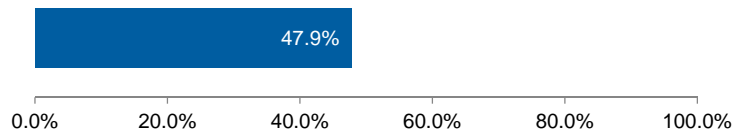
Local Government

Professional and Related High Level Group



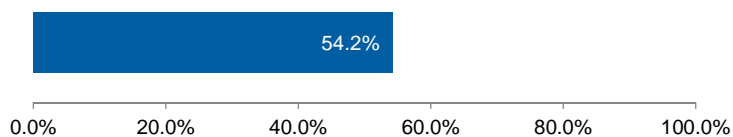
Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

Weighted Education Level Used: 3.7% High School Diploma or Less, 96.3% Some College



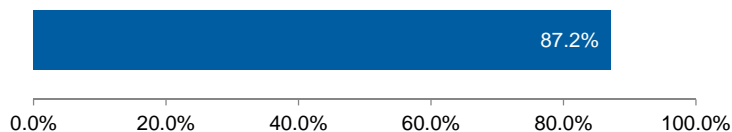
Benefit Percentage Summary Sheet

SOC Code: 37-2011 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners

■ Benefit Percentage

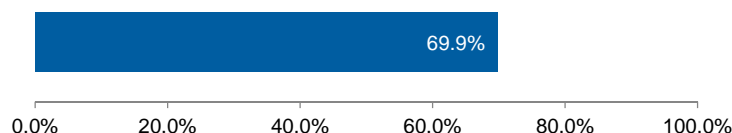
State of California

Average of all rank-and-file employees in Unit 15



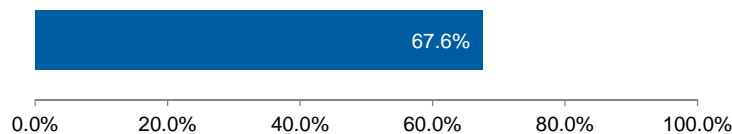
Local Government

Service High Level Group



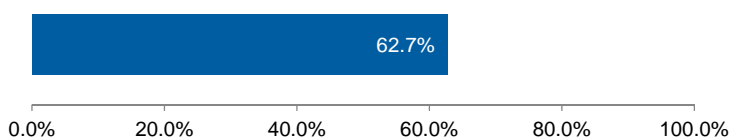
Private Sector (500+ Employees)

Building and Grounds Cleaning and Maintenance Major Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



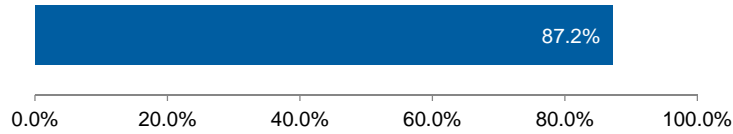
Benefit Percentage Summary Sheet

SOC Code: 35-2012 - Cooks, Institution and Cafeteria

■ Benefit Percentage

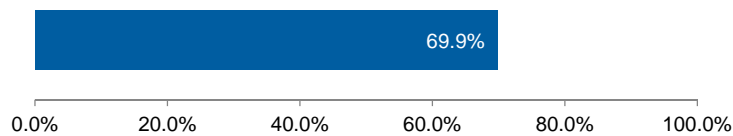
State of California

Average of all rank-and-file employees in Unit 15



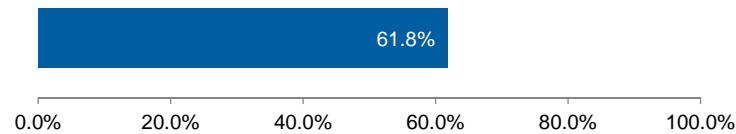
Local Government

Service High Level Group



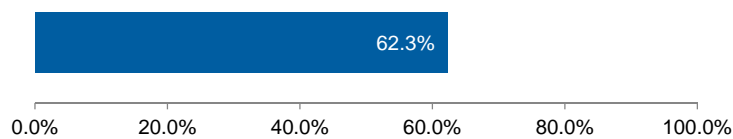
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



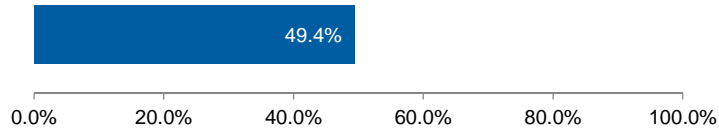
Benefit Percentage Summary Sheet

SOC Code: 29-1066 - Psychiatrists

■ Benefit Percentage

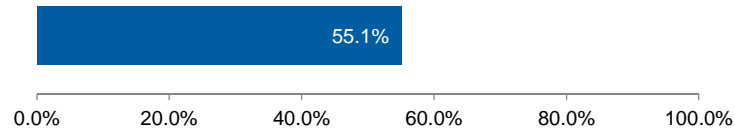
State of California

Average of all rank-and-file and supervisory employees associated with Unit 16



Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

N/A

Federal Government

N/A

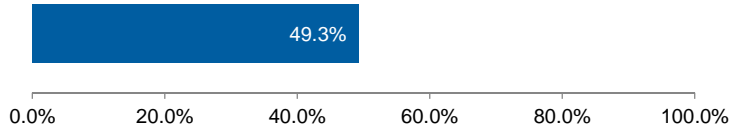
Benefit Percentage Summary Sheet

SOC Code: 29-1062 - Family and General Practitioners

■ Benefit Percentage

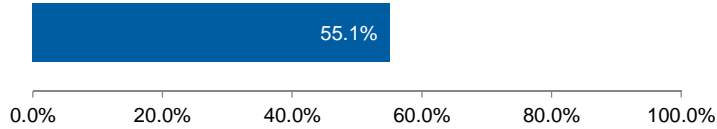
State of California

Average of all rank-and-file and managerial employees associated with Unit 16



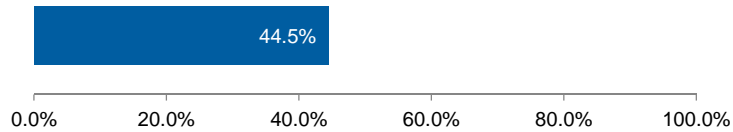
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

N/A

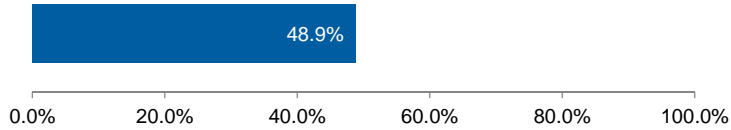
Benefit Percentage Summary Sheet

SOC Code: 29-1021 - Dentists, General

■ Benefit Percentage

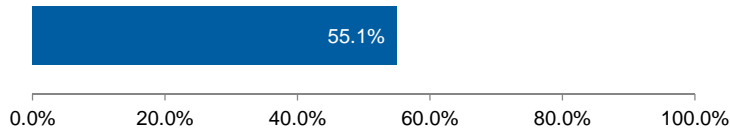
State of California

Average of all rank-and-file, supervisory, and managerial employees associated with Unit 16



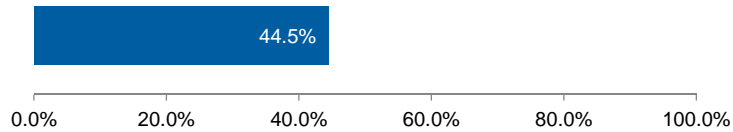
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

N/A

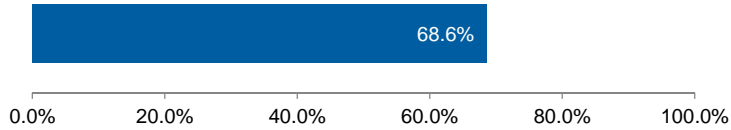
Benefit Percentage Summary Sheet

SOC Code: 29-1141 - Registered Nurses

■ Benefit Percentage

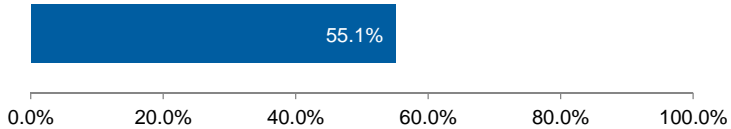
State of California

Average of all rank-and-file and supervisory employees associated with Unit 17



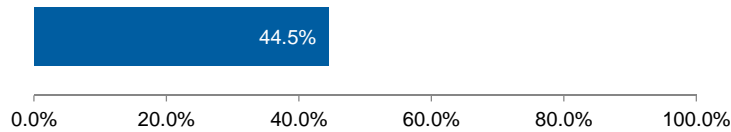
Local Government

Professional and Related High Level Group



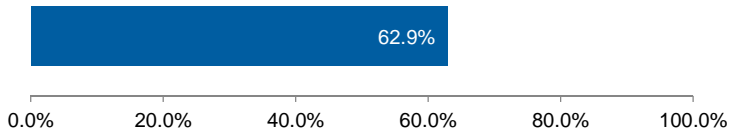
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 75.9% Some College, 21.6% Bachelor's Degree, 2.5% Master's Degree



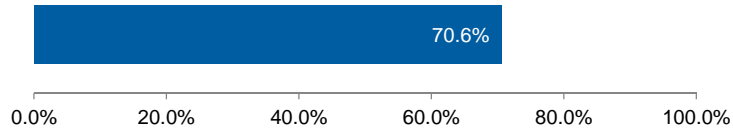
Benefit Percentage Summary Sheet

SOC Code: 29-1171 - Nurse Practitioners

■ Benefit Percentage

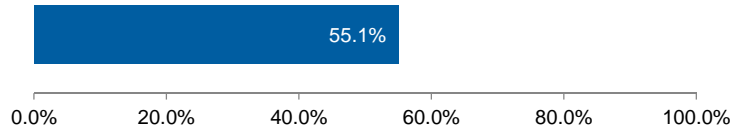
State of California

Average of all rank-and-file employees in Unit 17



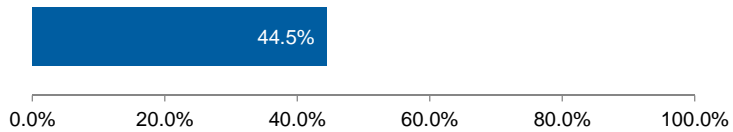
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

N/A

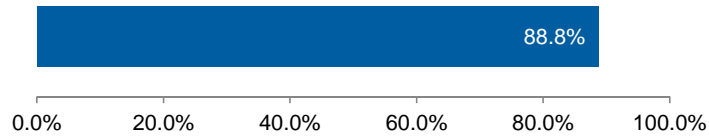
Benefit Percentage Summary Sheet

SOC Code: 29-2053 - Psychiatric Technicians

■ Benefit Percentage

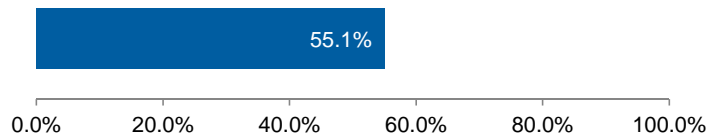
State of California

Average of all rank-and-file and supervisory employees associated with Unit 18



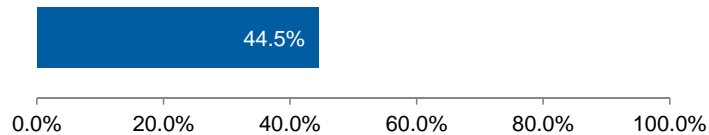
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

N/A

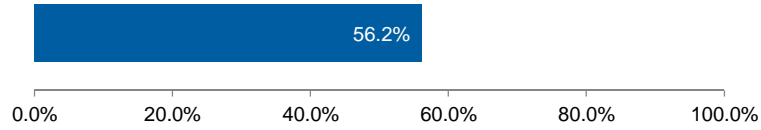
Benefit Percentage Summary Sheet

SOC Code: 19-3031 - Clinical, Counseling, and School Psychologists

■ Benefit Percentage

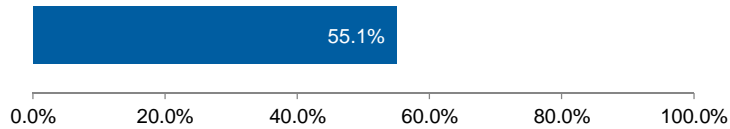
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



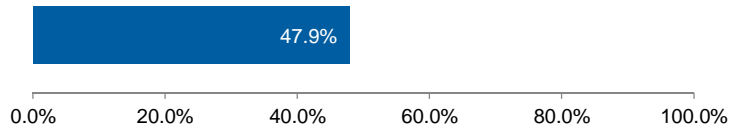
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

N/A

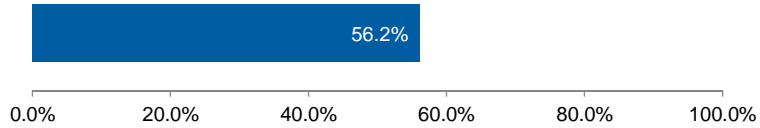
Benefit Percentage Summary Sheet

SOC Code: 21-1023 - Mental Health and Substance Abuse Social Workers

■ Benefit Percentage

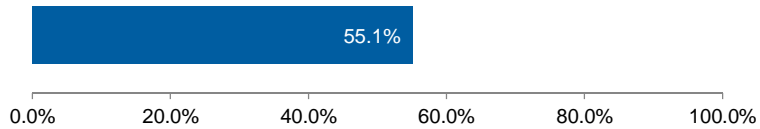
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



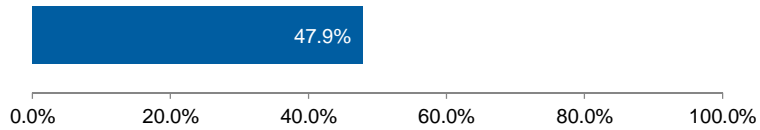
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

Weighted Education Level Used: 100% Master's Degree

N/A

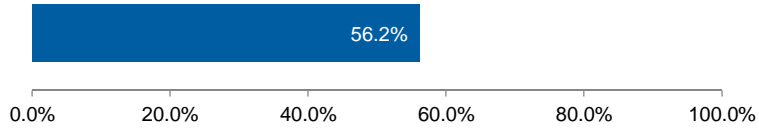
Benefit Percentage Summary Sheet

SOC Code: 21-1015 - Rehabilitation Counselors

■ Benefit Percentage

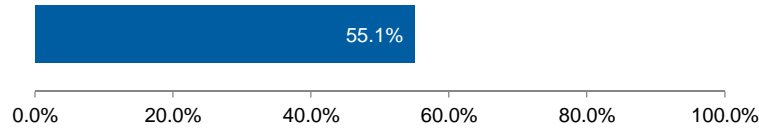
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



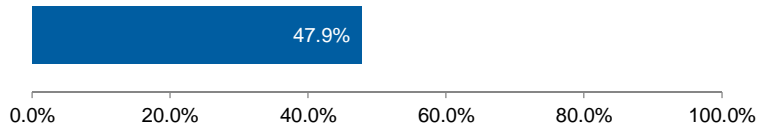
Local Government

Professional and Related High Level Group



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

N/A

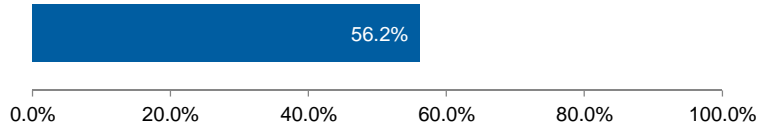
Benefit Percentage Summary Sheet

SOC Code: 29-1125 - Recreational Therapists

■ Benefit Percentage

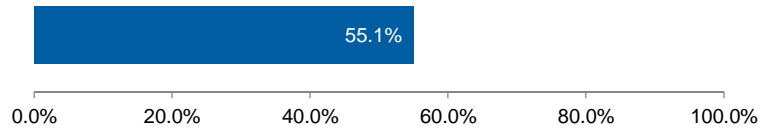
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



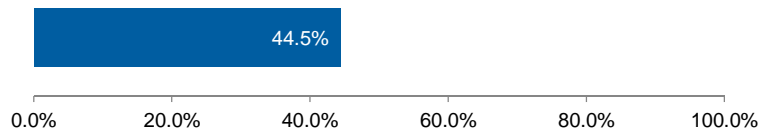
Local Government

Professional and Related High Level Group



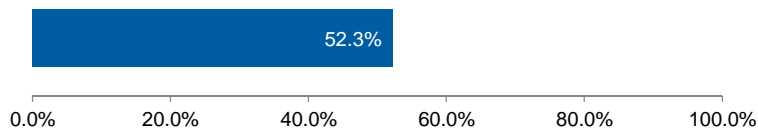
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 87.1% Bachelor's Degree, 12.9% Master's Degree



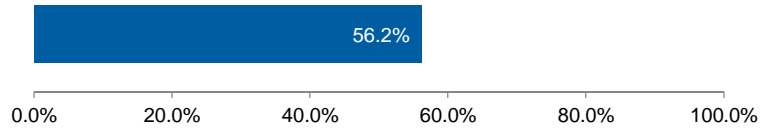
Benefit Percentage Summary Sheet

SOC Code: 29-1051 - Pharmacists

■ Benefit Percentage

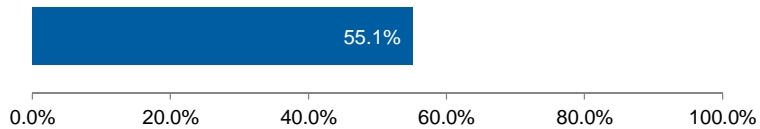
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



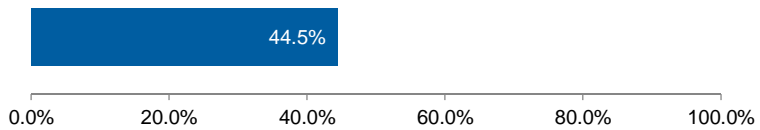
Local Government

Professional and Related High Level Group



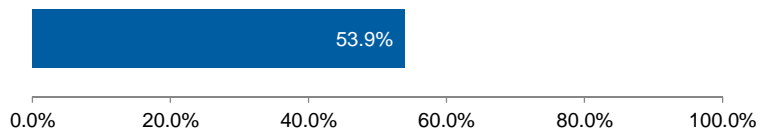
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 100% Bachelor's Degree



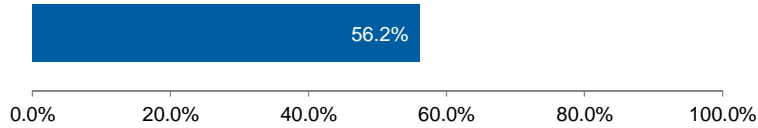
Benefit Percentage Summary Sheet

SOC Code: 29-1031 - Dietitians and Nutritionists

■ Benefit Percentage

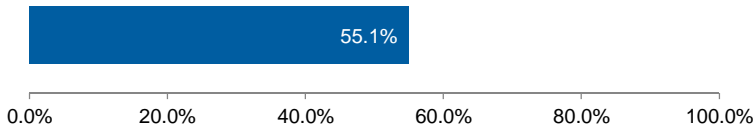
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



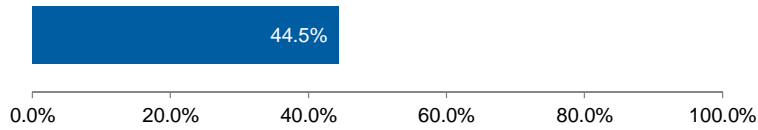
Local Government

Professional and Related High Level Group



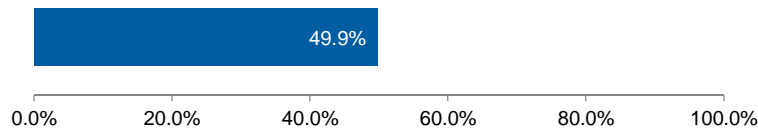
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 45.5% Bachelor's Degree, 54.5% Master's Degree



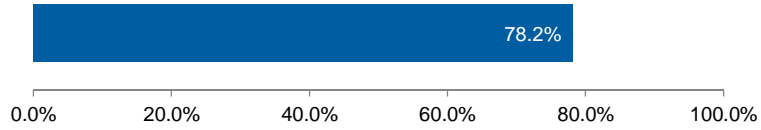
Benefit Percentage Summary Sheet

SOC Code: 29-2061 - Licensed Practical and Licensed Vocational Nurses

■ Benefit Percentage

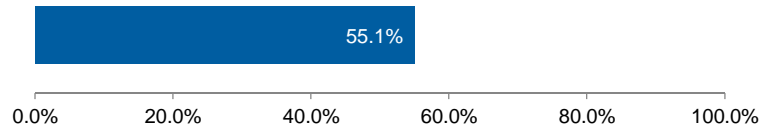
State of California

Average of all rank-and-file employees in Unit 20



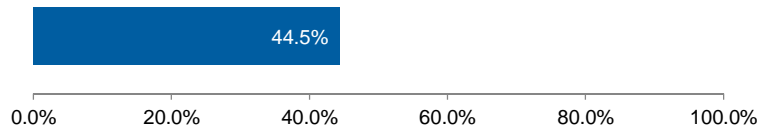
Local Government

Professional and Related High Level Group



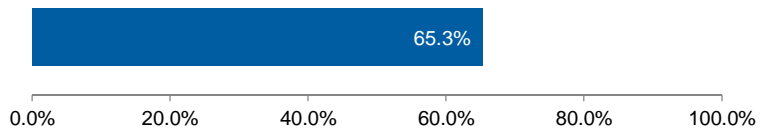
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 100% Some College



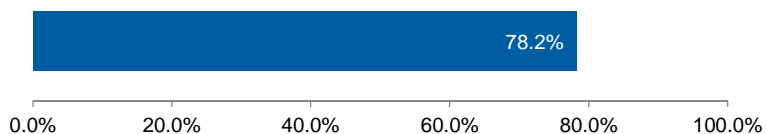
Benefit Percentage Summary Sheet

SOC Code: 31-1014 - Nursing Assistants

■ Benefit Percentage

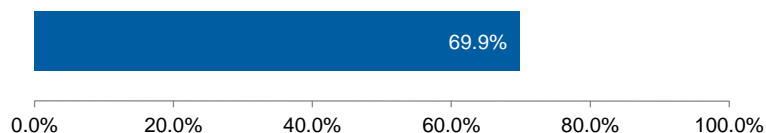
State of California

Average of all rank-and-file employees in Unit 20



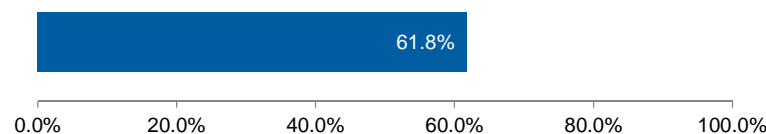
Local Government

Service High Level Group



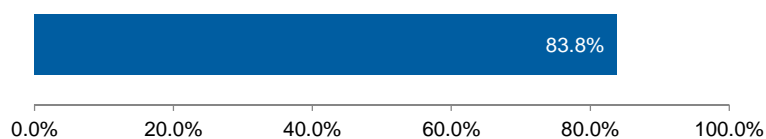
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Weighted Education Level Used: 100% Some College



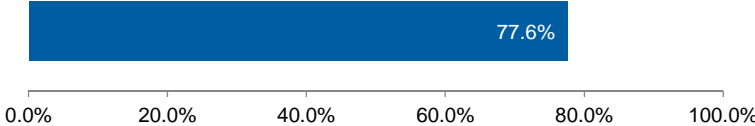
Benefit Percentage Summary Sheet

SOC Code: 31-9091 - Dental Assistants

■ Benefit Percentage

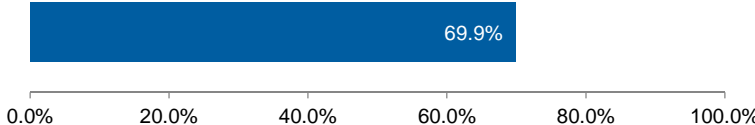
State of California

Average of all rank-and-file and supervisory employees associated with Unit 20



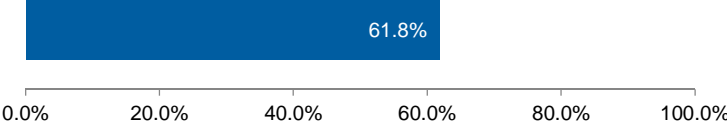
Local Government

Service High Level Group



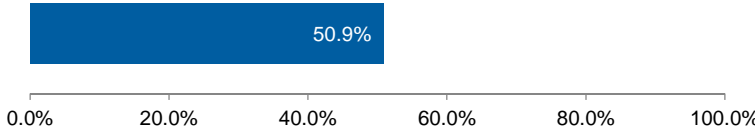
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



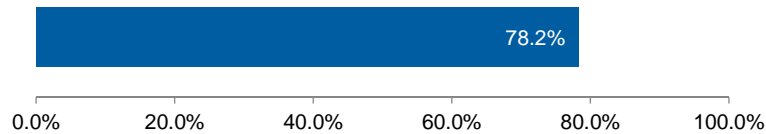
Benefit Percentage Summary Sheet

SOC Code: 29-2052 - Pharmacy Technicians

■ Benefit Percentage

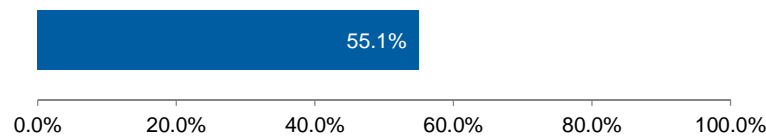
State of California

Average of all rank-and-file employees in Unit 20



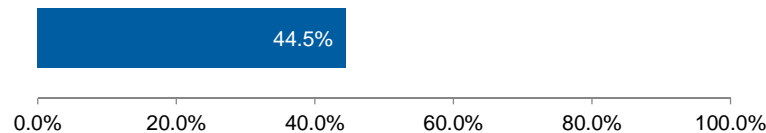
Local Government

Professional and Related High Level Group



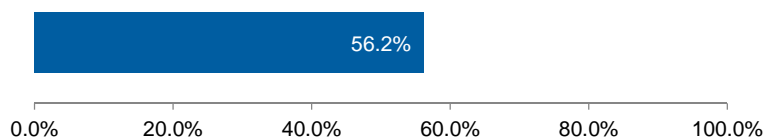
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Major Group



Federal Government

Weighted Education Level Used: 100% High School Diploma or Less



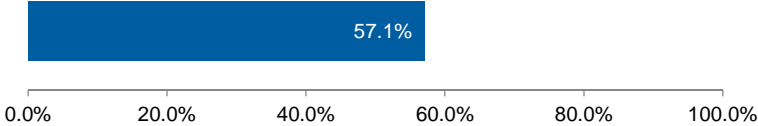
Benefit Percentage Summary Sheet

SOC Code: 25-9031 - Instructional Coordinators

■ Benefit Percentage

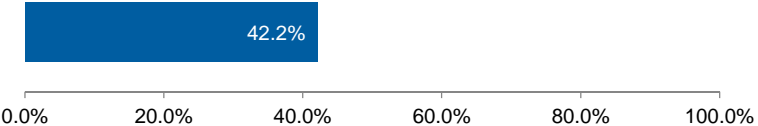
State of California

Average of all rank-and-file and supervisory employees associated with Unit 21



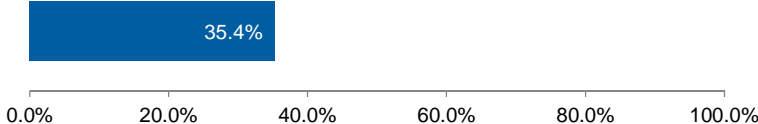
Local Government

Education, Training, and Library High Level Group



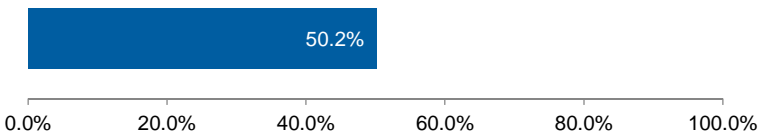
Private Sector (500+ Employees)

Education, Training, and Library Major Group



Federal Government

Weighted Education Level Used: 100% Bachelor's Degree



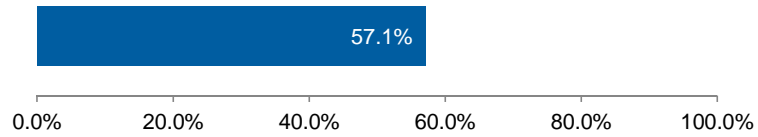
Benefit Percentage Summary Sheet

SOC Code: 25-4021 - Librarians

■ Benefit Percentage

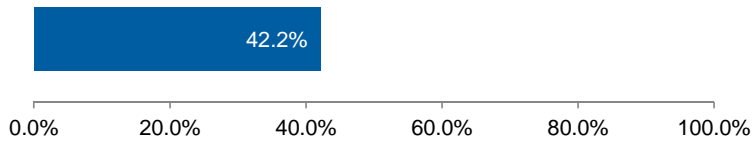
State of California

Average of all rank-and-file and supervisory employees associated with Unit 21



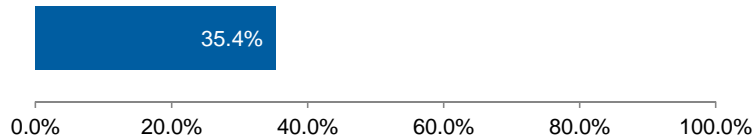
Local Government

Education, Training, and Library High Level Group



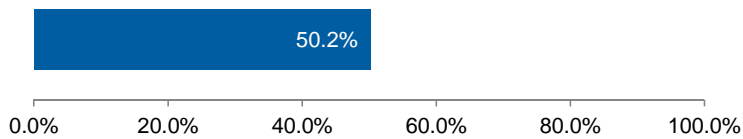
Private Sector (500+ Employees)

Education, Training, and Library Major Group



Federal Government

Weighted Education Level Used: 100% Bachelor's Degree



Appendix D

Other Information Related to this Report

On the following pages you will find additional information relevant to this report.

Geographic Differences: Federal Locality Pay

The federal government recognizes that wages and the cost of living are higher in four geographic regions in California, and pays its employees more to work there than other communities in the state. Although federal employees earn more in Sacramento than in rural communities, locality pay is higher in the other three regions.

Comparing Federal Locality Pay
in Four Regions in California

Metro Area	Percent Higher Than Sacramento
Greater Los Angeles Area	4.06%
San Francisco Bay Area	10.60%
San Diego County	1.63%

Source: 2015 Federal Government Locality Pay Charts¹

¹ 2015 General Schedule (GS) Locality Pay Tables: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/general-schedule/> The GS classification and pay system covers the majority of civilian white-collar Federal employees (about 1.5 million worldwide) in professional, technical, administrative, and clerical positions. Different wage rates apply to federal blue-collar workers.

Size of Employer Groups in Labor Market

This report compares the total compensation for state workers with federal and local government workers, as well as workers at large private sector firms (employing 500 or more employees). EDD also produces a Quarterly Census of Employment and Wages, which estimates the number of workers for these employer groups.² The table below compares the number of workers in each group with 15 million Californians working in nonfarm jobs in 2014.³

Number of Workers by Employer Group in California

Employer	Number of Workers	Percent of Nonfarm Workers
Private Sector (500+ workers) ⁴	2,019,800	12.9%
Local Government	1,672,000	10.7%
State Government ⁵	221,835	1.4%
Federal Government ⁶	183,900	1.2%

Number of Local Government Workers in More Detail

Employer	Number of Workers	Percent of Nonfarm Workers
Local Government Education	905,700	5.8%
Counties	330,500	2.1%
Cities	256,900	1.6%
Special Districts	120,300	0.8%
Indian Tribal Government	58,600	0.4%

² Source: <http://www.labormarketinfo.edd.ca.gov/cqi/dataanalysis/AreaSelection.asp?tableName=ces>

³ 15,645,100 nonfarm jobs in 2014, according to EDD's Industry Employment & Labor Force - by Annual Average

⁴ Private Sector (500+) employment estimate is from the OES survey file using 2013 estimates.

⁵ State Government employment estimate is from the State Controller's Office Unit Profiles of all state employees, excluding Judicial Branch and CSU employees.

⁶ Does not include Department of Defense employees.

Number of Workers Employed in Each Occupation by Employer Group

Using data provided by the EDD and the State Controller's Office, the table below displays the number of workers employed in each occupation by employer group, which provides some perspective on the size of the state's workforce in the labor market.

Number of Workers by Occupation and Employer Group in California

BU	SOC Code	Occupation Title	State of CA Workers ⁷	Local Govt. Workers	Private Sector Workers (500+)	Federal Govt. Workers ⁸
1	13-1111	Management Analysts	16,292	8,400	12,100	3,040
1	13-2011	Accountants and Auditors	7,171	9,740	27,100	1,580
1	15-1121	Computer Systems Analysts	5,586	6,080	21,110	60
1	13-2081	Tax Examiners, Collectors and Revenue Agents	3,347	1,140	-	4,140
1	13-1031	Claims Adjusters, Examiners, and Investigators	2,550	590	4,010	4,250
1	15-1133	Software Developers, Systems Software	2,093	230	40,100	-
1	13-1141	Compensation, Benefits, and Job Analysis Specialists	1,606	2,210	2,080	40
1	15-1131	Computer Programmers	1,454	760	8,100	-
2	23-1011	Lawyers	3,080	9,700	3,990	2,360
2	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	646	-	-	480
3	25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	685	10,020	520	-
3	25-1194	Vocational Education Teachers, Postsecondary	276	4,840	-	-
4	43-9061	Office Clerks, General	11,262	48,320	38,280	1,790
4	43-4031	Court, Municipal, and License Clerks	3,895	7,320	-	-
4	43-6012	Legal Secretaries	1,019	1,560	310	-
7	33-3021	Detectives and Criminal Investigators	1,455	3,630	-	6,280
7	43-5031	Police, Fire, & Ambulance Dispatchers	986	4,810	390	-
7	33-3051	Police and Sheriff's Patrol Officers	873	59,720	-	1,210
7	19-4092	Forensic Science Technicians	536	1,620	-	-
11	17-3022	Civil Engineering Technicians	806	1,950	100	-
11	19-4093	Forest & Conservation Technicians	205	220	-	5,210

⁷ Count of full-time equivalent State of California employees working in each occupation associated with the bargaining unit. Please refer to Appendix B for a complete list of state classifications included in each occupation.

⁸ The employment estimate counts for the three labor markets were pulled from the OES survey file using 2013 estimates.

Number of Workers Employed in Each Occupation by Employer Group (Continued)

Number of Workers by Occupation and Employer Group in California

BU	SOC Code	Occupation Title	State of CA Workers	Local Govt. Workers	Private Sector Workers (500+)	Federal Govt. Workers
11	17-3011	Architectural and Civil Drafters	205	540	280	-
11	29-2012	Medical and Clinical Laboratory Technicians	148	810	6,100	270
13	51-8021	Stationary Engineers and Boiler Operators	677	1,110	1,090	50
13	51-8031	Water and Wastewater Treatment Plant and System Operators	142	7,750	210	90
14	51-5112	Printing Press Operators	148	290	430	-
14	27-1024	Graphic Designers	108	420	2,050	80
15	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,011	37,620	43,420	2,610
15	35-2012	Cooks, Institution and Cafeteria	210	4,970	2,720	140
16	29-1066	Psychiatrists	456	810	-	-
16	29-1062	Family and General Practitioners	442	530	1,360	-
16	29-1021	Dentists, General	277	220	80	-
17	29-1141	Registered Nurses	4,969	32,190	130,740	5,800
17	29-1171	Nurse Practitioners	87	790	2,070	-
18	29-2053	Psychiatric Technicians	5,745	550	320	-
19	19-3031	Clinical, Counseling, and School Psychologists	1,333	7,000	910	-
19	21-1023	Mental Health and Substance Abuse Social Workers	794	2,590	850	-
19	21-1015	Rehabilitation Counselors	634	540	250	-
19	29-1125	Recreational Therapists	506	150	190	100
19	29-1051	Pharmacists	410	1,140	6,950	640
19	29-1031	Dietitians and Nutritionists	218	640	2,670	170
20	29-2061	Licensed Practical and Licensed Vocational Nurses	1,957	3,900	9,440	1,410
20	31-1014	Nursing Assistants	718	6,210	18,630	950
20	31-9091	Dental Assistants	529	230	300	340
20	29-2052	Pharmacy Technicians	381	1,170	5,730	400
21	25-9031	Instructional Coordinators	377	10,380	590	100
21	25-4021	Librarians	61	5,690	650	70

Estimated OPEB Costs by Employer Group

Retiree health insurance coverage is a valuable benefit offered to some employees, but it is not included in the NCS. This benefit is often called Other Post-Employment Benefits, or OPEB. Government employers typically offer OPEB, while private industry employers typically do not.⁹ Because the NCS does not collect or report employer costs for retiree health, it could not be included in the total compensation comparison.

However, using different sources of data, the Department produced an estimated cost for government employer groups offering this benefit in California, which is displayed in the table below. The local government estimated cost is based upon data from 450 agencies participating in the California Employer's Retiree Benefit Trust Fund managed by CalPERS. The state's estimated cost is based upon the 2014 OPEB Actuarial Valuation produced for the State Controller's Office.¹⁰ The federal government's estimated cost is based upon the CBO report.¹¹

Estimated Average Annual OPEB Costs Per Retiree
for Government Employers in California in 2014

Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$7,007
State Government	\$9,761
Federal Government	\$7,932

⁹ According to the NCS, nationwide 71 percent of state and local government workers have access to retiree health prior to age 65. By contrast, only 38 percent of workers at large private industry firms (500 or more employees) have access to retiree health prior to age 65. Source: Table 42, Health-related benefits: Access, National Compensation Survey, March 2014

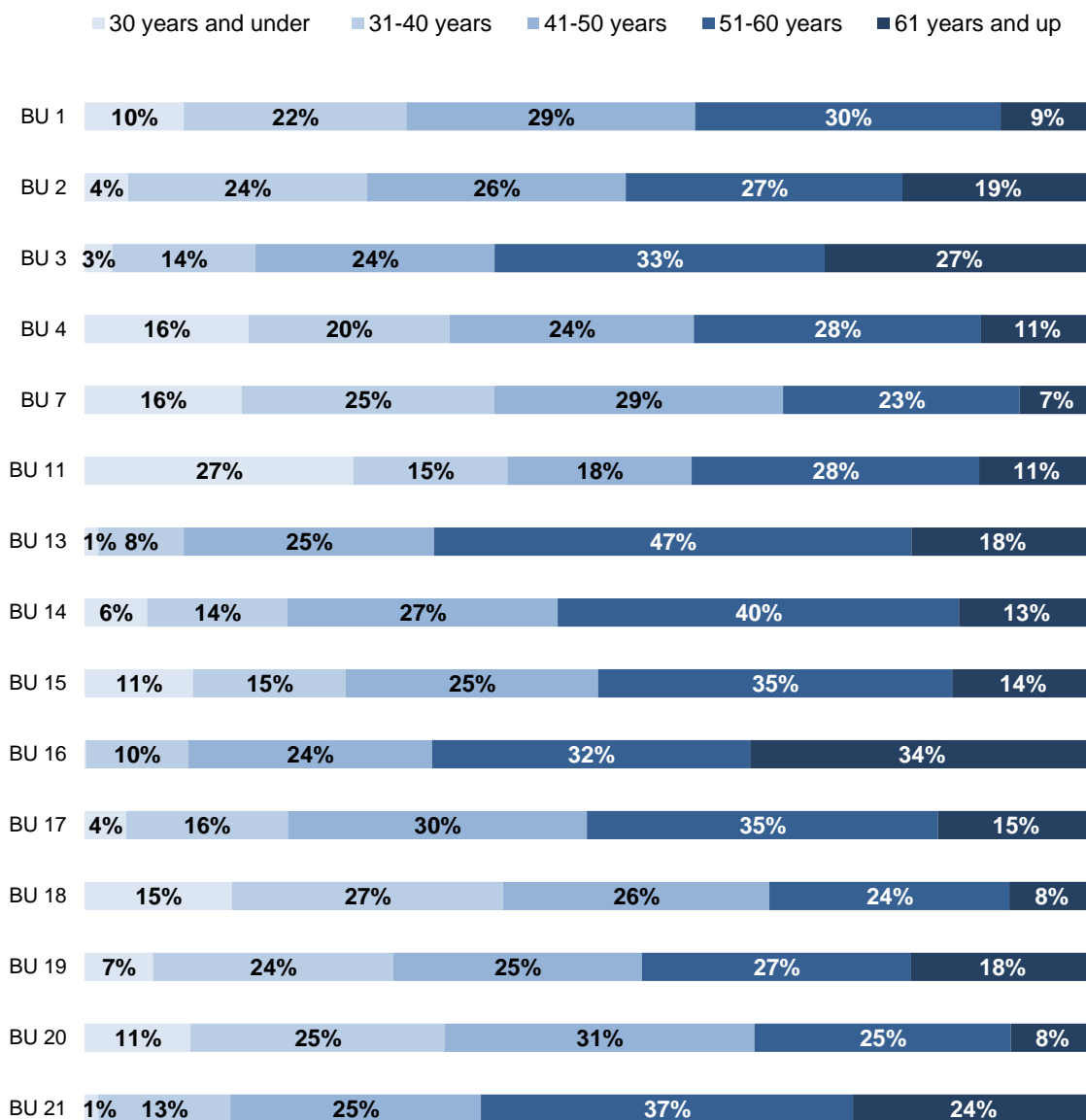
¹⁰ Source: *State of California Retiree Health Benefits Program, GASB Nos. 43 and 45 Actuarial Valuation Report, as of June 30, 2014* pgs. 24 and 25.

¹¹ According to the CBO Working Paper *Comparing Benefits and Total Compensation in the Federal Government and the Private Sector*, the Federal Government was spending \$6,776 per retiree for OPEB in 2010. Health insurance premium costs have increased 17.06 percent (California Blue shield employee family premiums) for the Federal Government since 2010, so we increased the 2010 costs to account for the health premium increases.

Demographics:

Age of State Employees

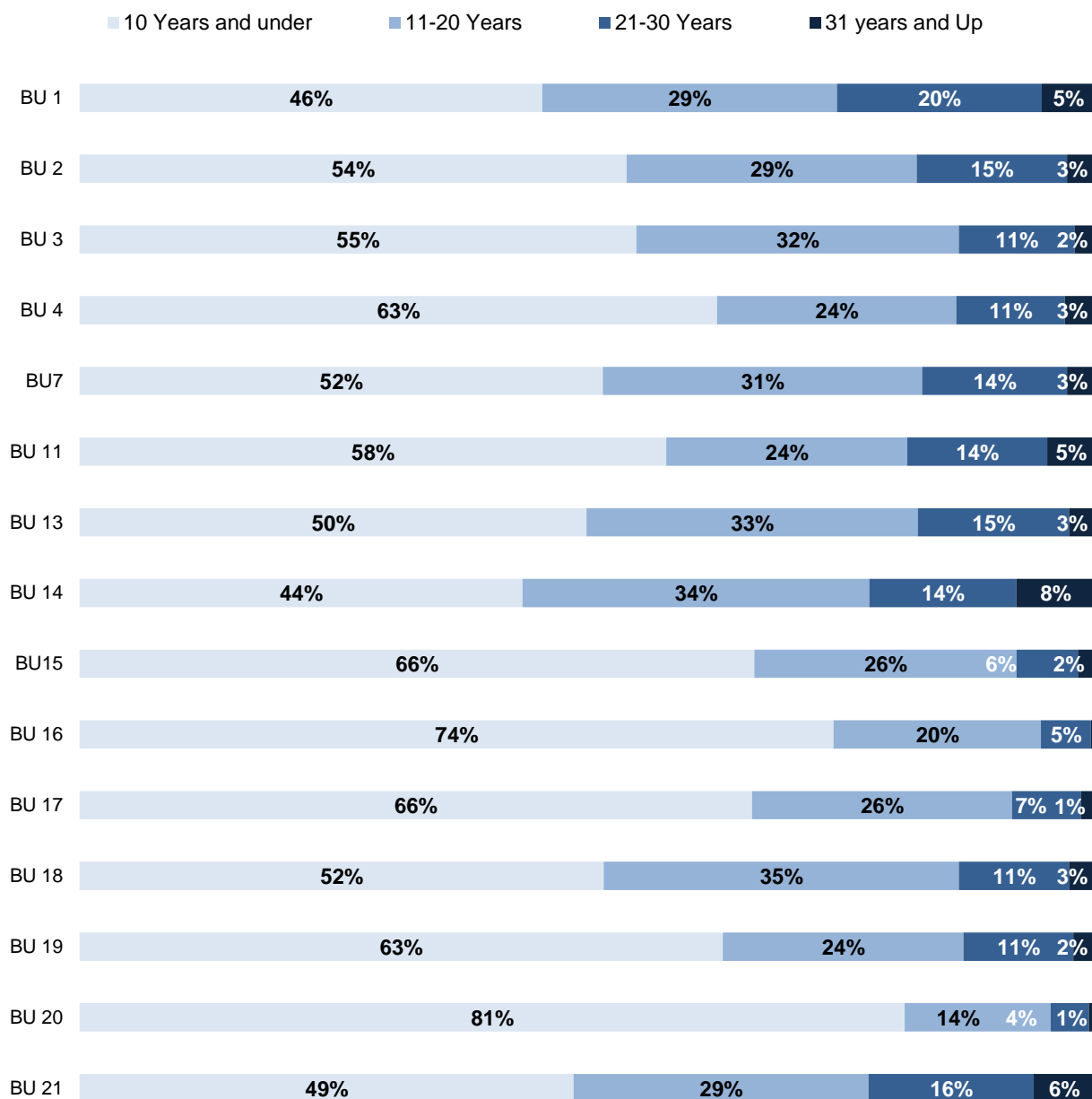
Percent of State Employees Associated With Each Bargaining Unit
(Rank-and-File and Related Excluded) by Age Group as of December 2014



* State employee data are derived from the CA State Controller's Office.

Demographics: Length of State Service

Percent of State Employees Associated With Each Bargaining Unit
(Rank-and-File and Related Excluded) by Length of State Service as of December 2014

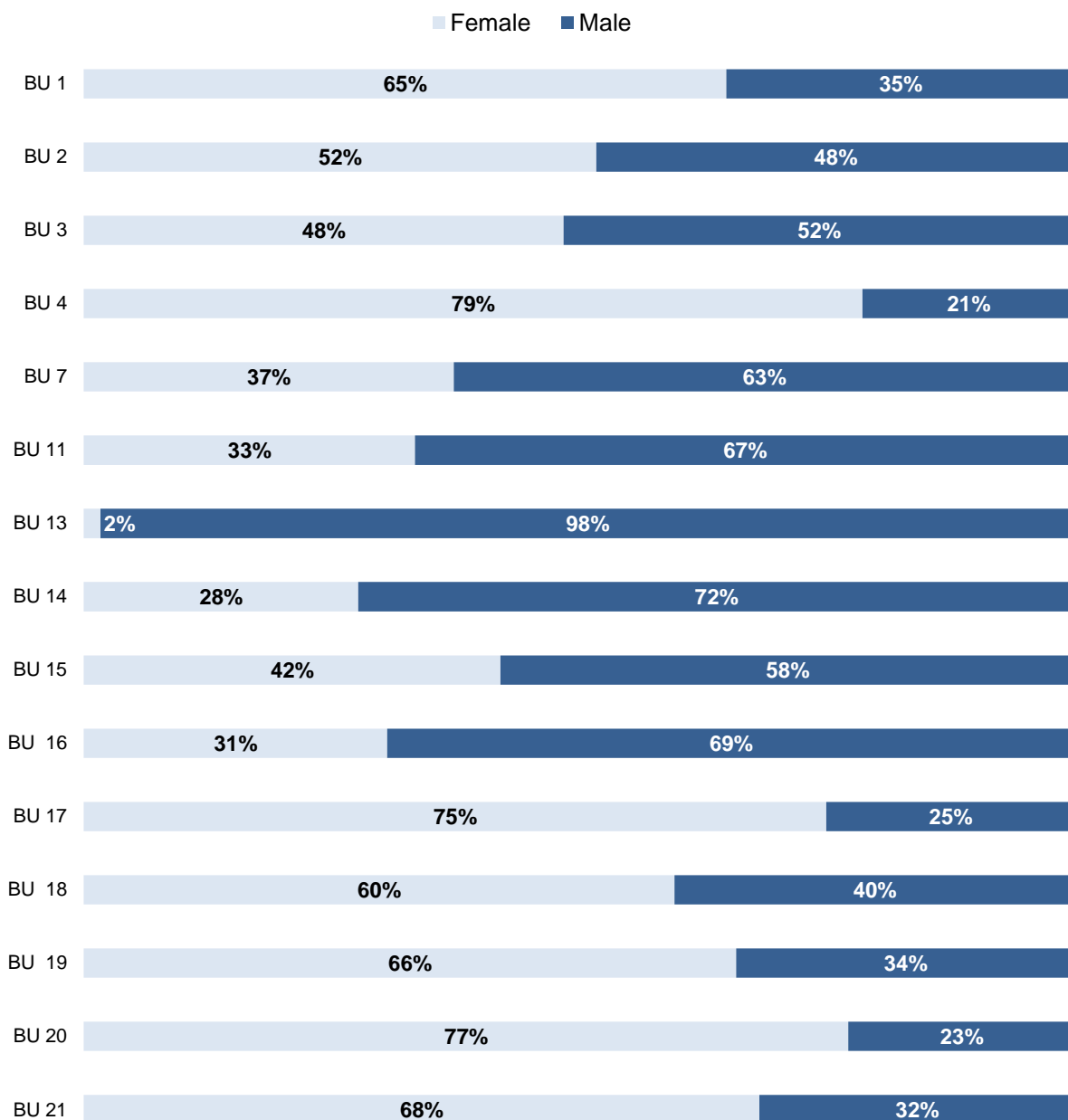


* State employee data are derived from the CA State Controller's Office.

Demographics:

Gender of State Employees

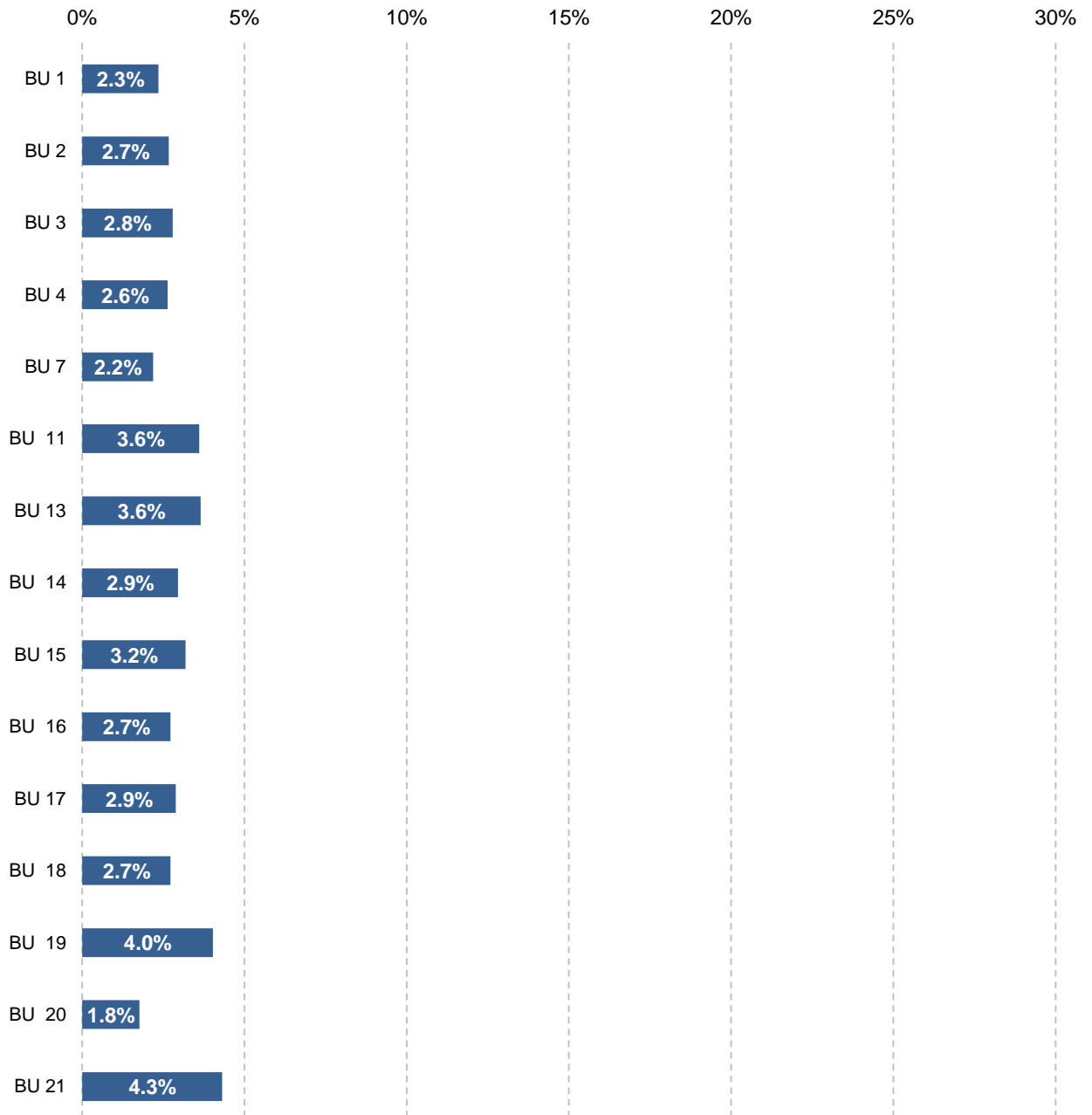
Percent of State Employees Associated With Each Bargaining Unit
(Rank-and-File and Related Excluded) by Gender as of December 2014



* State employee data are derived from the CA State Controller's Office.

Workforce Data: Retirement Rate

Percent of Service Retirements Compared to Established Positions
Associated with Each Bargaining Unit (Rank-and-File and Related Excluded) in 2014



*State employee data are derived from the CA State Controller's Office.

Workforce Data: Average Age and Years of State Service at Retirement

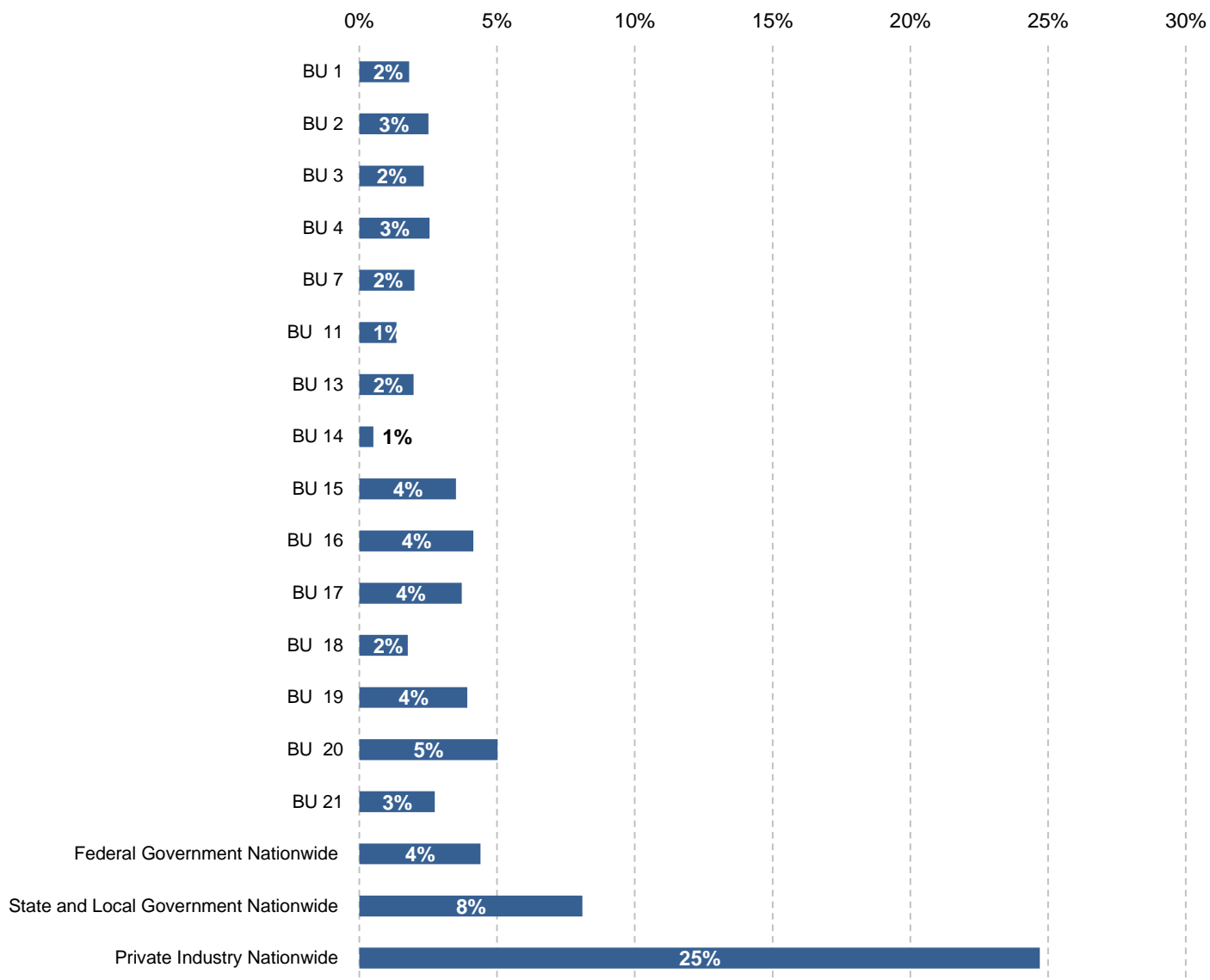
Average Age and Years of State Service at Retirement for Employees
Associated with Each Bargaining Unit (Rank-and-File and Related Excluded) in 2014

Bargaining Unit	Age	Years of State Service
1	59	29
2	63	20
3	61	20
4	60	24
7	57	23
11	60	26
13	60	18
14	58	24
15	60	20
16	68	15
17	60	18
18	59	26
19	62	20
20	60	19
21	63	25

*State employee data are derived from the CA State Controller's Office.

Workforce Data: Voluntary Separation Rate

Percent of Voluntary Separations Associated with Each Bargaining Unit (Rank-and-File and Related Excluded) and Compared to Separation Rates for Federal Government, State and Local Government,¹² and Private Sector Workers Nationwide in 2014

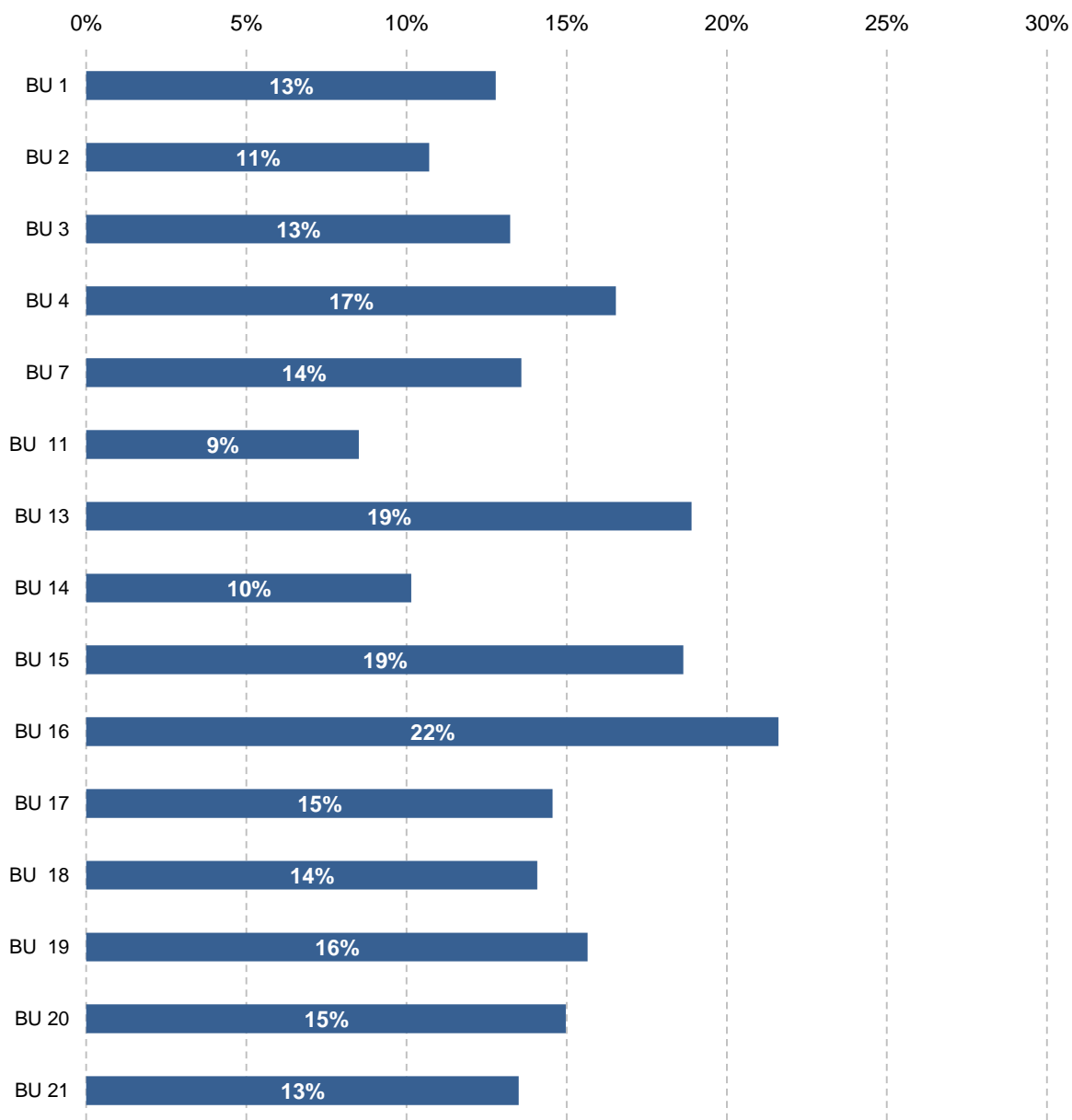


¹² As a benchmark for comparison, voluntary separations, or the “quits rate,” for all state and local government, federal, and private sector workers nationwide is included from the Bureau’s Job Openings and Labor Turnover Survey from January- December 2014. The quits rate is the number of voluntary separations initiated by the employee, not including retirements, as a percent of total employment. <http://www.bls.gov/news.release/jolts.t10.htm>

*State employee data are derived from the CA State Controller’s Office. Voluntary separations were compared to the total number of full-time filled positions.

Workforce Data: Vacancy Rate by Bargaining Unit

Percent of Vacant Positions Compared to Full-Time Established Positions
Associated With Each Bargaining Unit (Rank-and-File and Related Excluded) in 2014



*State employee data are derived from the CA State Controller's Office.

Percent of Employees That Earn Maximum Salary

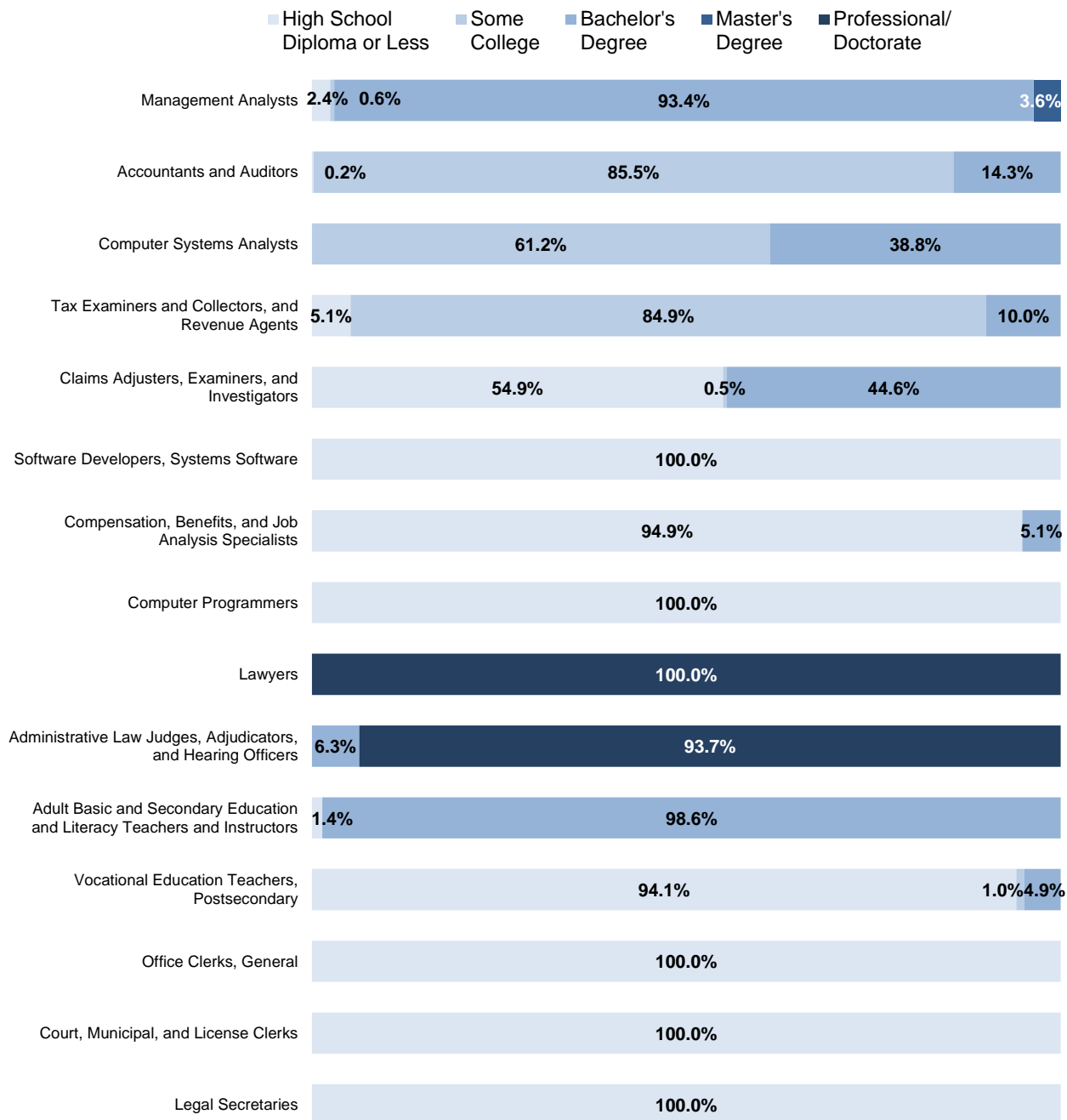
Percent of State Employees Associated With Each Bargaining Unit
(Rank-and-File and Related Excluded) That Earn Maximum Salary as of December 2014

Bargaining Unit	Percentage at Max. Salary
1	48%
2	57%
3	23%
4	58%
7	55%
11	48%
13	88%
14	73%
15	61%
16	75%
17	66%
18	74%
19	66%
20	68%
21	65%

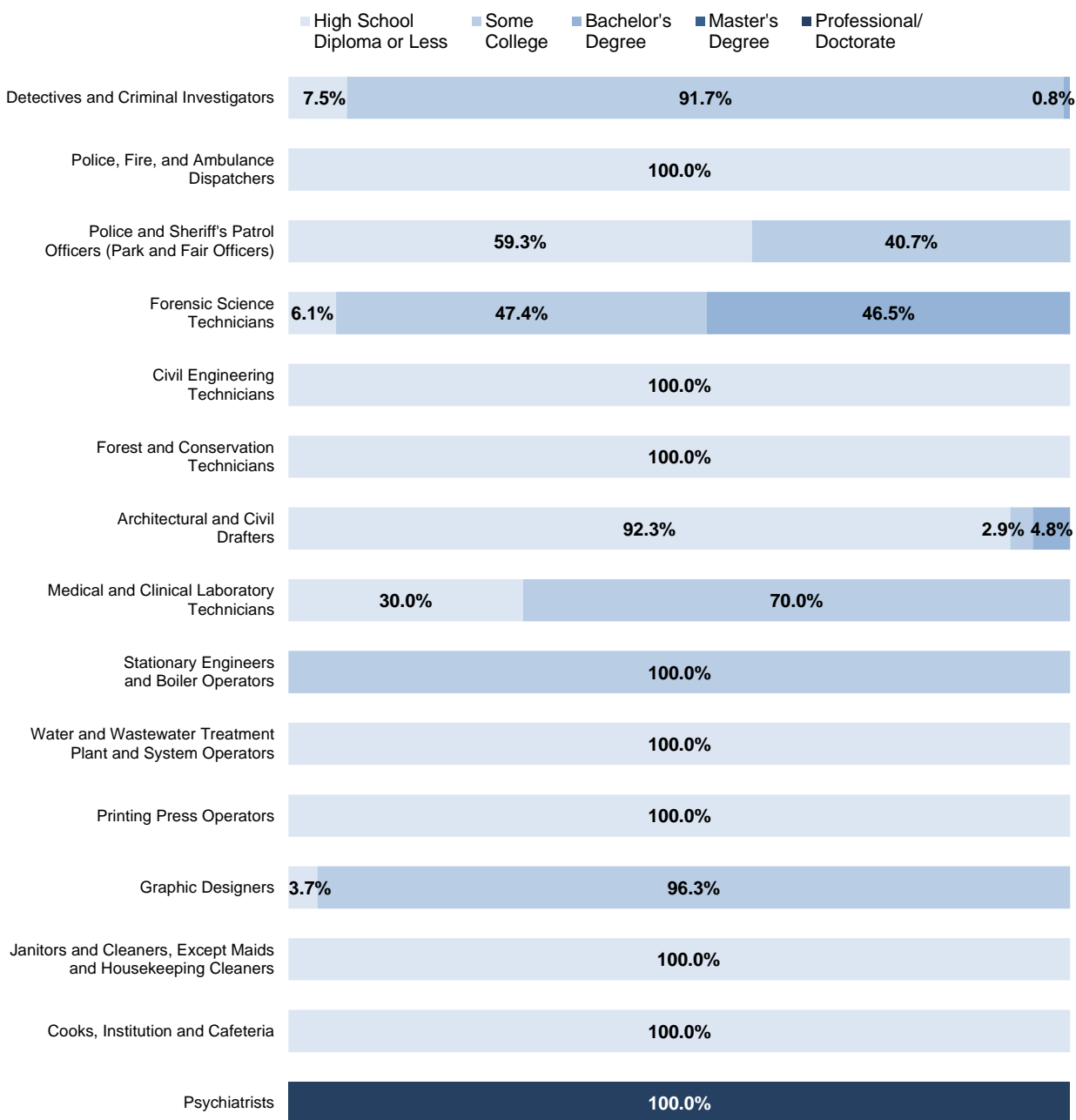
* State employee data derived from CA State Controller's Office.

Required Levels of Education for Occupations

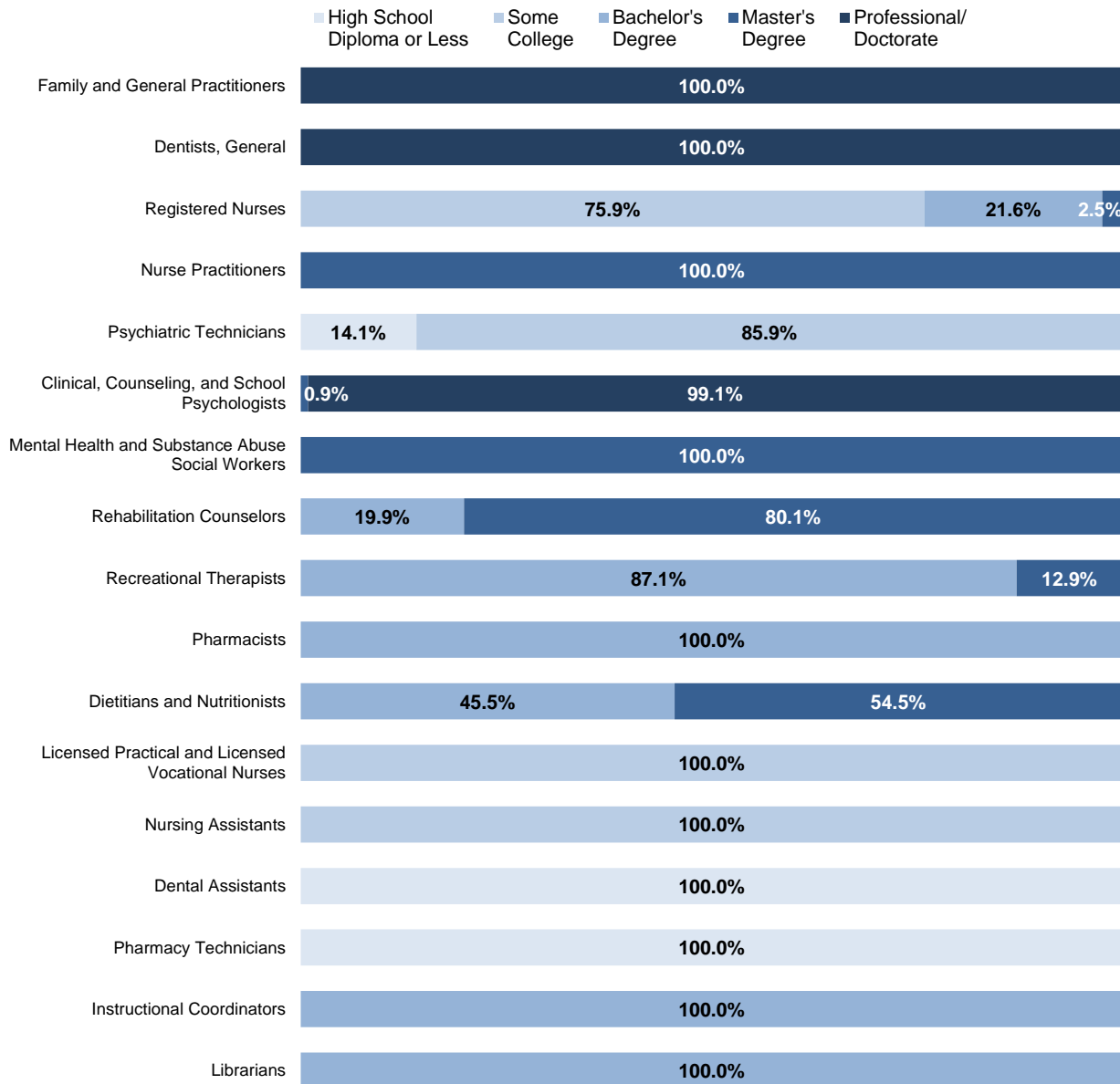
Percentages Based Upon Minimum Required Levels of Education
for State Classifications Mapped to Occupations as of January 2015



Required Levels of Education for Occupations (Continued)



Required Levels of Education for Occupations (Continued)



*The number of employees required to attain some college and no degree were combined with those with an Associate's degree. The table represents minimum education requirement for classifications in each occupation using the outside qualifying pattern. The level of education percentage was weighted based on the number of incumbents in the classifications included in each occupation.