

2018 California State Employee Total Compensation Report

For Bargaining Units 9, 10, 12, 16, and 19

Report to the Governor and Legislature

Published January 2020



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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. This 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. This is the reason that statutes require the California Department of Human Resources (CalHR) to compare state employee salaries and benefits with public and private-sector employers.

To meet this challenge, CalHR 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).



By using the Bureau's benchmark data and established methodology for calculating employee costs, the state is able to 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 a greater impact on total compensation compared with other employers. For example, when comparing median wages only, the state was below the market average for 9 of the 21 occupations examined in this report. However, when comparing total compensation, the number dropped to 5 of the 21 occupations. The table on the next page illustrates the details.

Summary of Report Findings

Table 1: Comparison of State Compensation to Market Average

 At or Above Market Average
  Below Market Average

Bargaining Unit	Occupation Title	MEDIAN WAGE ONLY	TOTAL COMPENSATION
9	Civil Engineers	+	+
9	Environmental Engineers	+	+
9	Electrical Engineers	-	+
10	Environmental Scientists and Specialists, Including Health	-	-
10	Epidemiologists	-	+
10	Chemists	-	+
12	Highway Maintenance Workers	-	-
12	Maintenance and Repair Workers, General	+	+
12	Stock Clerks and Order Fillers	+	+
12	Mobile Heavy Equipment Mechanics, Except Engines	-	-
12	Electricians	-	-
12	Landscaping and Groundskeeping Workers	+	+
16	Family and General Practitioners	+	+
16	Psychiatrists	+	+
16	Dentists, General	+	+
19	Clinical Psychologists	+	+
19	Healthcare Social Workers	+	+
19	Rehabilitation Counselors	+	+
19	Recreational Therapists	+	+
19	Pharmacists	-	-
19	Dietitians & Nutritionists	-	+

About This Report

The Bureau and the State of California’s Employment Development Department (EDD) provided most of the labor market data in this report. Wage data from the Bureau and EDD were combined with benefit data from the Bureau and the U.S. Office of Personnel Management (OPM) to find the total compensation for local government, private sector, and federal government.

The State Controller’s Office (SCO) provided the state employee wage and benefit data. CalHR staff combined and calculated the total compensation for each employer group. The table below 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
Local Government	OES Survey (see pg. 77)	NCS (see pg. 78)
Private Sector	OES Survey (see pg. 77)	NCS (see pg. 78)
Federal Government	OES Survey (see pg. 77)	OPM (see pg. 81)
State Government	SCO (see pg. 73)	SCO (see pg. 74)

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

The 2018 California State Employee Total Compensation Report uses salary and benefit data to compare the state’s compensation packages with three different employer groups:

- Local Government
- Private Sector
- Federal Government

About the 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.

This report also includes other information that can be used to evaluate the State of California's ability to recruit and retain employees in these occupations, such as turnover and vacancy data.

Authority and Background

According to Government Code section 19826 (a) and (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 CalHR must submit its findings to the parties meeting and conferring, and to the Legislature at least six months prior to the expiration of a Memorandum of Understanding (MOU). 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, Chapter 23, Statutes of 2019, Item 7501-001-0001, Provision 1, requires that in addition to salaries the report must include total compensation and geographic comparisons.

Mapping of State Jobs

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

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

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

Table 3: Example of a SOC Code

Civil Engineers (17-2051)			
Major Group	Minor Group	Broad Occupation	Detailed Occupation
17	20	5	1

Thanks to the mapping, the state is able to:

- Systematically categorize and measure a wide range of employee benefits and pay incentives
- Assess the competitiveness of its compensation packages with other employers in the labor market
- Compare its compensation packages among employees in different bargaining units
- Educate current and prospective employees about its compensation packages
- Analyze the growth of its compensation costs with other employers
- Inform policy makers and the public about compensation costs

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

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, CalHR began comparing “benchmark occupations,” because all Bureau wage and benefit data are reported by occupation.

This report includes benchmark occupations from the following five bargaining units:



This report covers 245 rank-and-file and related excluded classifications associated with the five bargaining units. They are mapped to 21 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. These comparisons include classifications from entry-level through journey-level, and in many occupations, related supervisors. Please refer to Appendix B for details on the specific classifications in each occupation.

Benchmark Selection Criteria

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

State classifications have duties and qualifications consistent with the SOC definition.

01

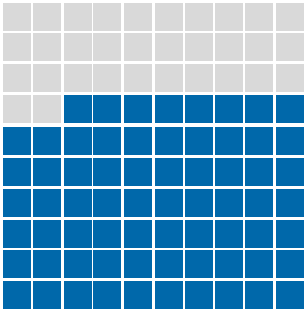
State classifications represent a significant portion of the bargaining unit.

02

About 23,000 full-time state employees are represented in the 21 occupations included in this report. Chart 1 (on the next page) illustrates the percentage of employees associated with each bargaining unit in this report.

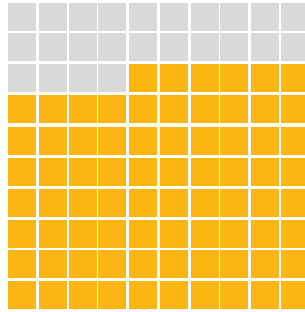
Chart 1: Full-Time State Employees in Bargaining Units 9, 10, 12, 16, & 19 included in this Report

68%



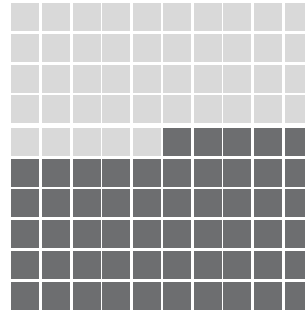
Bargaining Unit 9

76%



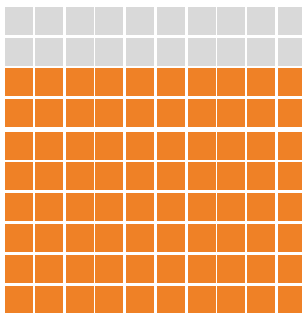
Bargaining Unit 10

55%



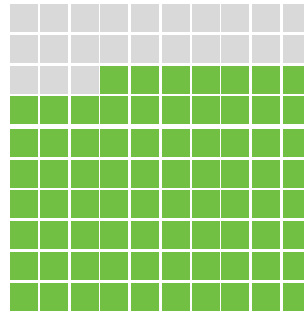
Bargaining Unit 12

80%



Bargaining Unit 16

77%



Bargaining Unit 19

Related excluded employees are included in the calculation of the percentage of employees 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 among state workers in different bargaining units. The table below displays the annual scheduled hours of work, and the average annual hours worked for all full-time rank-and-file employees in each bargaining unit. The total compensation numbers represent the employer's costs for employee compensation, which are the 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 for Benefit Percentages used for each occupation. Please refer to the Glossary of Terms for a detailed definition of Annual Scheduled Hours and Annual Hours Worked.

Table 4: Average Annual Total Compensation Costs for Full-Time Rank-and-File Employees by Unit in 2018

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Benefits		Total Compensation
				Other Benefits	Overtime	
9	2,080	1,806	\$107,313	\$71,804	\$3,234	\$182,351
10	2,080	1,791	\$79,523	\$52,228	\$711	\$132,462
12	2,080	1,908	\$56,485	\$40,106	\$5,762	\$102,353
16	2,080	1,832	\$267,534	\$137,318	\$6,773	\$411,625
19	2,080	1,803	\$92,529	\$50,914	\$1,410	\$144,853

Wages, Other Benefits, and Overtime may not equal Total Compensation due to rounding.

Survey Findings: Total Compensation

On the next two pages the state's total compensation for each occupation is compared with the combined OES, NCS, and 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 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. Dashes (–) are used where data is not available. 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 to be at or above the market. If the Market Average is negative, the state's compensation is considered to be 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

The table below displays where the state's total compensation leads the Market Average.

Table 5: 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
9	17-2051	Civil Engineers	4.8%	12.5%	23.2%	8.4%
9	17-2081	Environmental Engineers	11.0%	6.7%	12.2%	10.3%
9	17-2071	Electrical Engineers	-7.4%	2.5%	26.9%	2.8%
10	19-1041	Epidemiologists	10.8%	-2.9%	-	6.8%
10	19-2031	Chemists	-0.2%	10.4%	-18.2%	5.2%
12	49-9071	Maintenance and Repair Workers, General	14.9%	18.3%	3.9%	15.5%
12	43-5081	Stock Clerks and Order Fillers	6.9%	49.2%	14.1%	43.2%
12	37-3011	Landscaping and Groundskeeping Workers	3.4%	43.0%	-21.1%	12.9%
16	29-1062	Family and General Practitioners	43.4%	27.7%	-	39.4%
16	29-1066	Psychiatrists	4.1%	28.4%	-	7.1%
16	29-1021	Dentists, General	44.2%	47.8%	-	46.4%
19	19-3031	Clinical, Counseling, and School Psychologists	21.4%	24.6%	-	21.8%
19	21-1022	Healthcare Social Workers	11.9%	17.6%	-	15.5%
19	21-1015	Rehabilitation Counselors	14.6%	-	-	14.6%
19	29-1125	Recreational Therapists	17.8%	26.7%	7.4%	19.1%
19	29-1031	Dietitians & Nutritionists	6.5%	0.4%	-4.6%	1.6%

The Market Average column is a weighted average for all three employer groups based upon total compensation and employment estimates for each employer.

State Compensation Below Market

The table below displays where the state’s total compensation lags the Market Average.

Table 6: Occupations Where State Total Compensation is Below the Market Average

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
10	19-2041	Environmental Scientists and Specialists, Including Health	4.9%	-19.2%	-20.9%	-2.6%
12	47-4051	Highway Maintenance Workers	-3.9%	-	-	-3.9%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-20.8%	17.6%	9.6%	-4.2%
12	47-2111	Electricians	-19.9%	-1.3%	16.1%	-5.2%
19	29-1051	Pharmacists	-11.6%	-7.7%	3.3%	-7.7%

The Market Average column is a weighted average for all three employer groups based upon total compensation and employment estimates for each employer.

Changes in Lead/Lag from Previous Reports to Current Report

The table below compares the state's total compensation lead/lag from previous reports and the 2018 Total Compensation Report for occupations with employees in units 9, 10, 12, 16, and 19.

Table 7: Comparing Lead/Lag with previous reports

Bargaining Unit	SOC Code	Occupation Title	Previous Survey Market Average	2018 Market Average
9	17-2051	Civil Engineers	4.9%	8.4%
9	17-2081	Environmental Engineers	5.5%	10.3%
9	17-2071	Electrical Engineers	-14.7%	2.8%
10	19-2041	Environmental Scientists and Specialists, Including Health	-11.7%	-2.6%
10	19-1041	Epidemiologists	-6.7%	6.8%
10	19-2031	Chemists	1.4%	5.2%
12	47-4051	Highway Maintenance Workers	11.7%	-3.9%
12	49-9071	Maintenance and Repair Workers, General	17.5%	15.5%
12	43-5081	Stock Clerks and Order Fillers	40.3%	43.2%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	N/A	-4.2%
12	47-2111	Electricians	N/A	-5.2%
12	37-3011	Landscaping and Groundskeeping Workers	15.0%	12.9%
16	29-1062	Family and General Practitioners	30.6%	39.4%
16	29-1066	Psychiatrists	27.8%	7.1%
16	29-1021	Dentists, General	45.1%	46.4%
19	19-3031	Clinical, Counseling, and School Psychologists	22.3%	21.8%
19	21-1022	Healthcare Social Workers	N/A*	15.5%
19	21-1015	Rehabilitation Counselors	23.3%	14.6%
19	29-1125	Recreational Therapists	15.3%	19.1%
19	29-1051	Pharmacists	-5.5%	-7.7%
19	29-1031	Dietitians & Nutritionists	-4.6%	1.6%

The occupations that have an N/A listed were not included in a previous report. A market average was not included in the 2013 report, so CalHR calculated market average lead/lags for Unit 12 occupations using data from that report.

* The classifications in this occupation were previously mapped to the 21-1023 Mental Health and Substance Abuse Social Workers occupation.

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.¹ 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 21 benchmark occupations from five of these bargaining units. The state will be negotiating new MOUs with unions representing these bargaining units in 2020. Please refer to page 9 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 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.

¹ Government Code Chapter 10.3, Sections 3512 through 3524.



Bargaining Unit 9

Bargaining Unit 9 is made up of professional engineers. Three 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. The three occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 9

- Civil Engineers
- Environmental Engineers
- Electrical Engineers

Top 10 Departments with Bargaining Unit 9 Employees

Department Name	Count of Employees
California Department of Transportation	7,040
Water Resources Control Board	991
Air Resources Board	984
Department Of Water Resources	839
California Department of Industrial Relations	478
Department of General Services	351
California Department of Conservation	251
Department of Toxic Substances Control	239
Public Utilities Commission	226
Energy Resources Conservation and Development Commission	147

KEY STATISTICS FOR UNIT*

12,437

Full-Time Employees

250

State Classifications

36

Occupations

KEY STATISTICS IN REPORT*

8,413

Full-Time Employees

67.6%

of Unit 9

Full-Time Employees

70

Unit 9

Classifications

3

Unit 9

Occupations

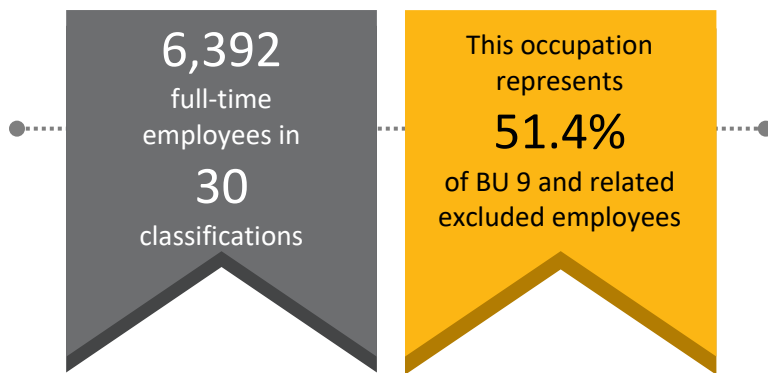
*Includes rank-and-file and related excluded employees as of March 2018.

Civil Engineers

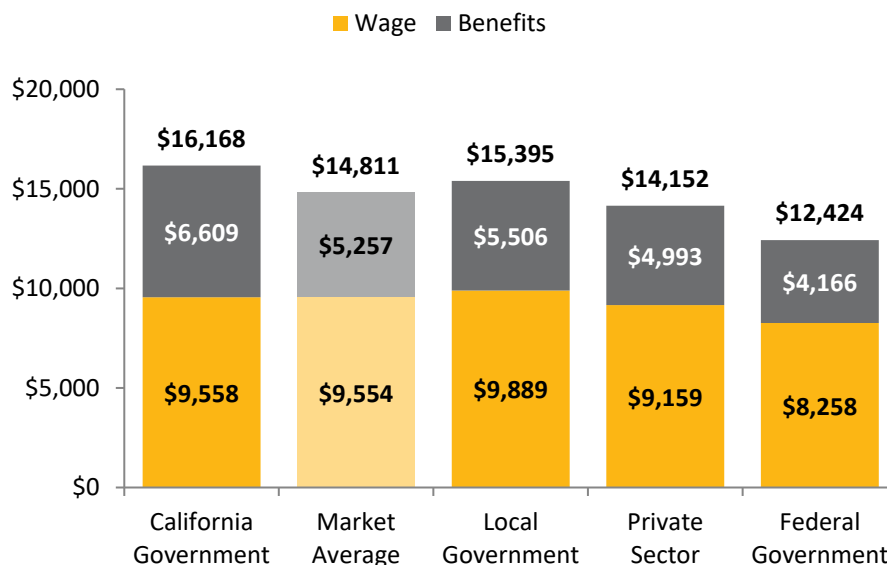
SOC Code: 17-2051

Federal Government Definition: Employees in this occupation perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems.

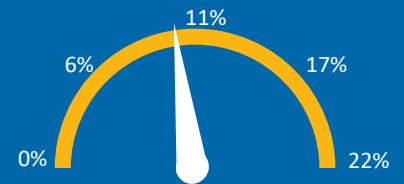
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Civil Engineers Occupation



Below Average Growth



10.4%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

8.4%

Local Government

4.8%

Private Sector

12.5%

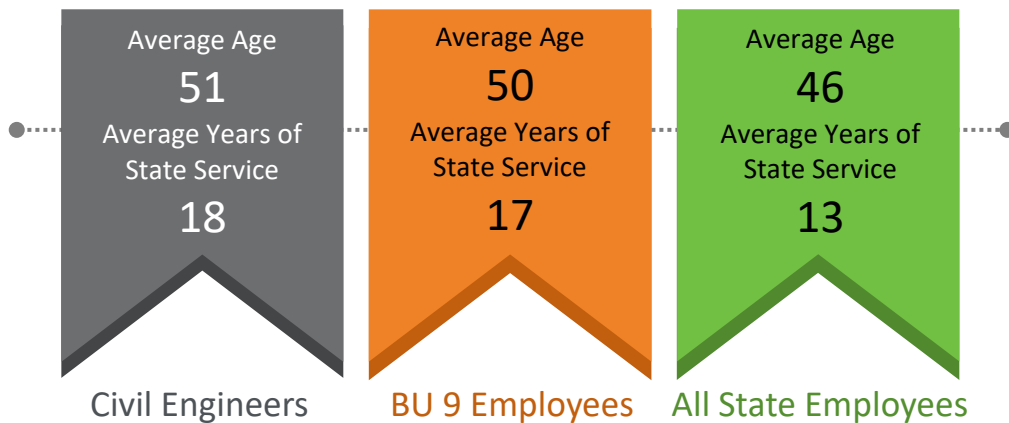
Federal Government

23.2%

The Market Average is a weighted average for all employer groups.

Civil Engineers

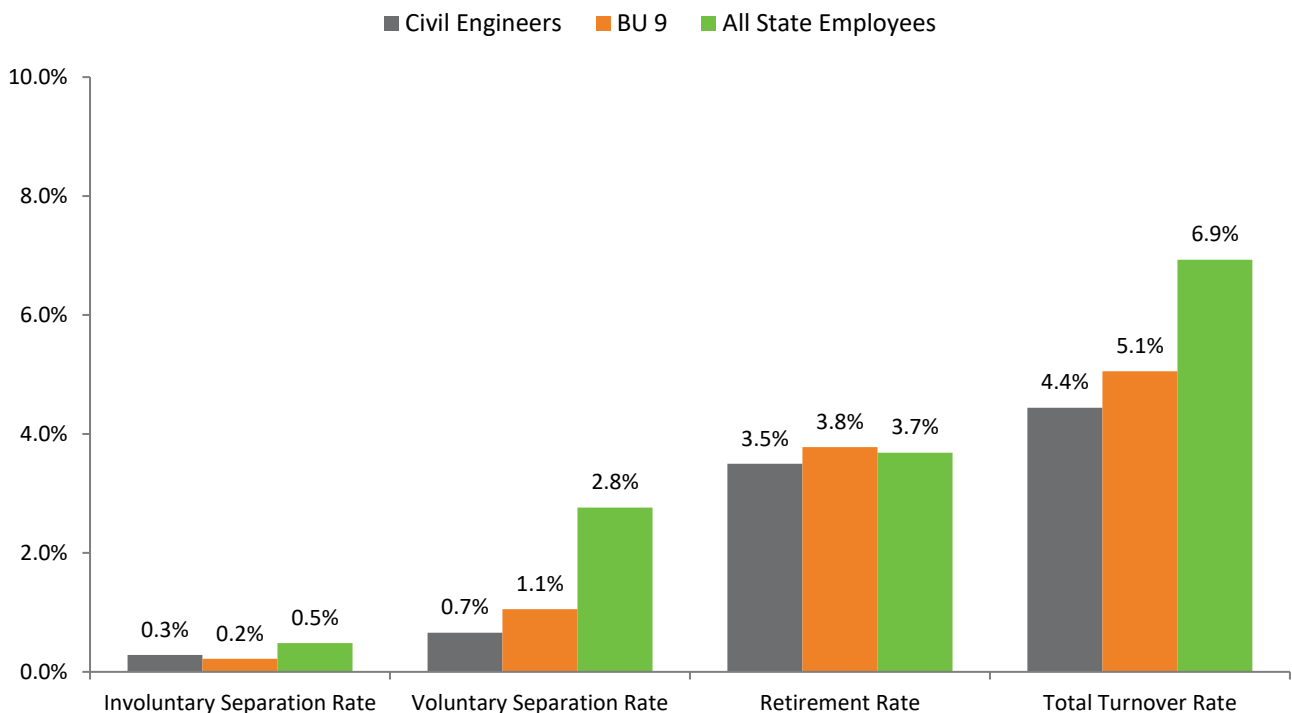
The following displays the average 2018 state employee workforce data for Civil Engineers, Bargaining Unit 9 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- Civil Engineers: 14.9%
- BU 9 Employees: 14.2%
- All State Employees: 14.1%

2018 Turnover Rate



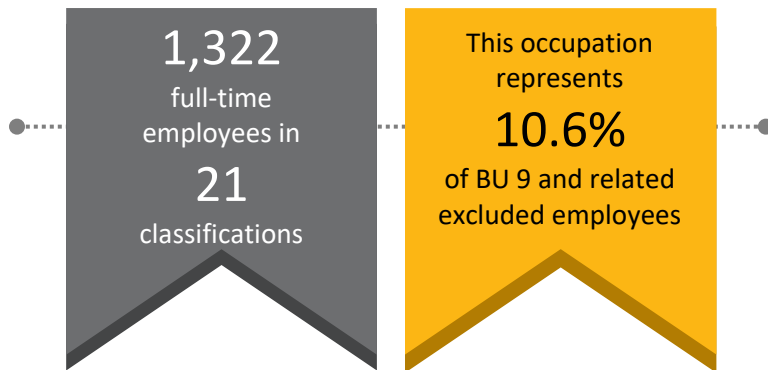
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Environmental Engineers

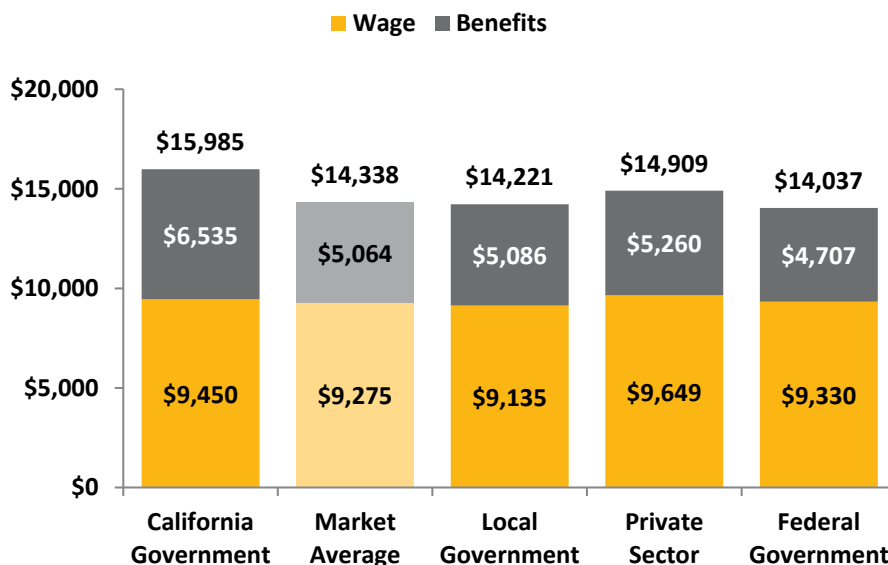
SOC Code: 17-2081

Federal Government Definition: Employees in this occupation research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

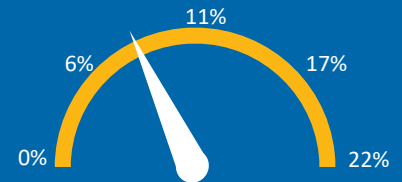
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Environmental Engineers Occupation



Below Average Growth



8.1%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
10.3%

Local Government

11.0%

Private Sector

6.7%

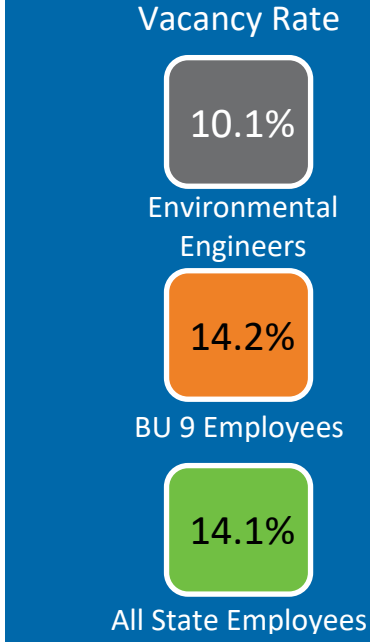
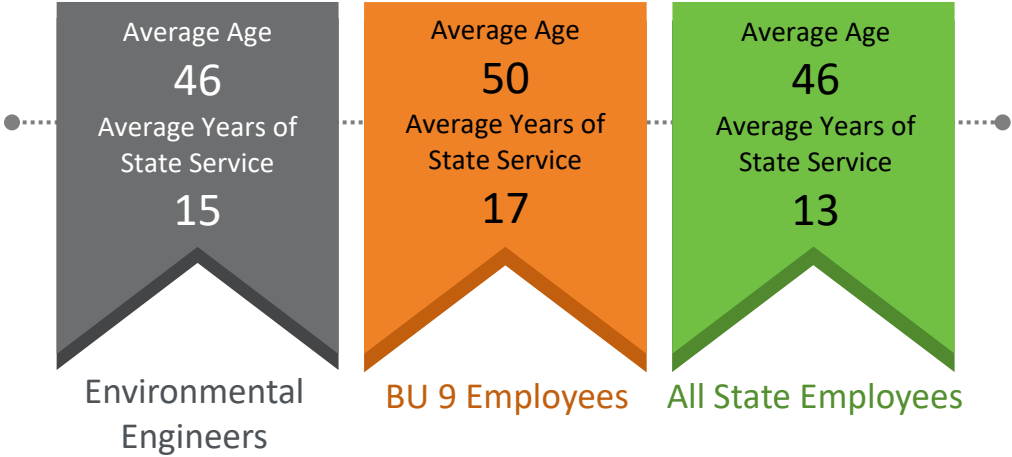
Federal Government

12.2%

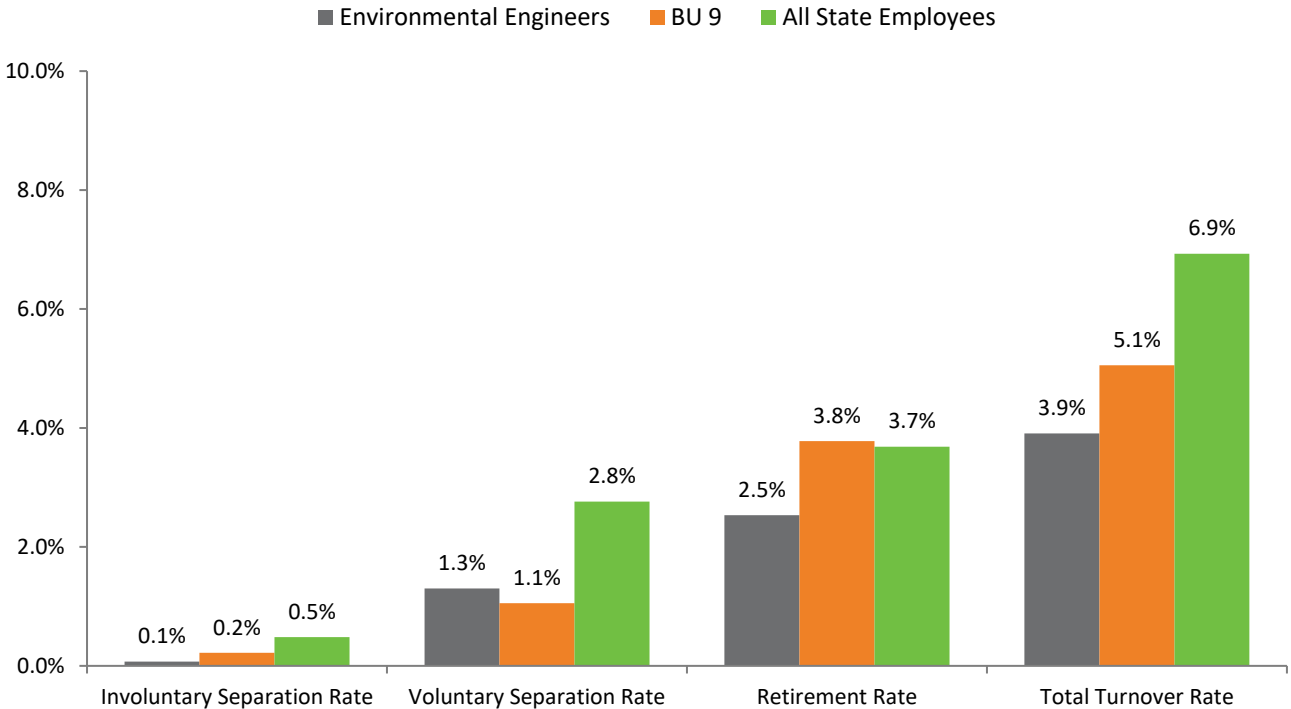
The Market Average is a weighted average for all employer groups.

Environmental Engineers

The following displays the average 2018 state employee workforce data for Environmental Engineers, Bargaining Unit 9 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



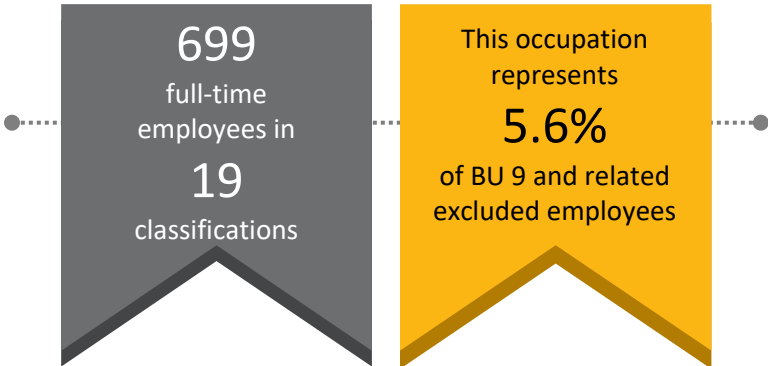
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Electrical Engineers

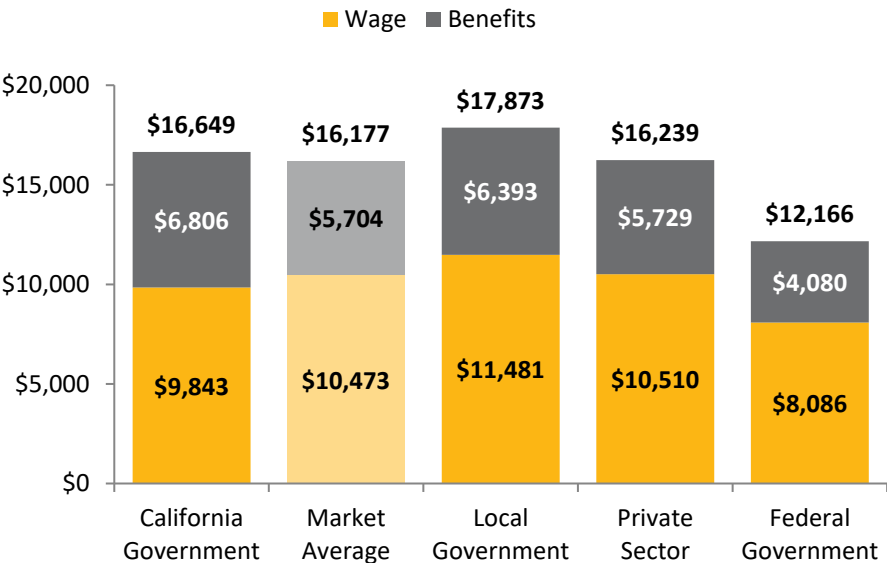
SOC Code: 17-2071

Federal Government Definition: Employees in this occupation research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Electrical Engineers Occupation



Above Average Growth



12.1%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
2.8%

Local Government

-7.4%

Private Sector

2.5%

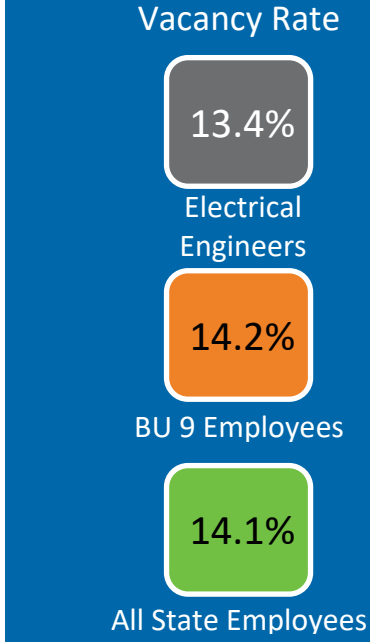
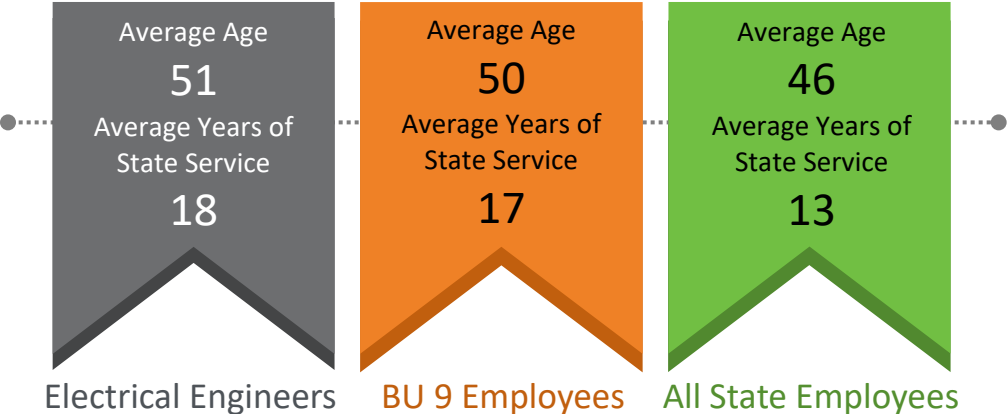
Federal Government

26.9%

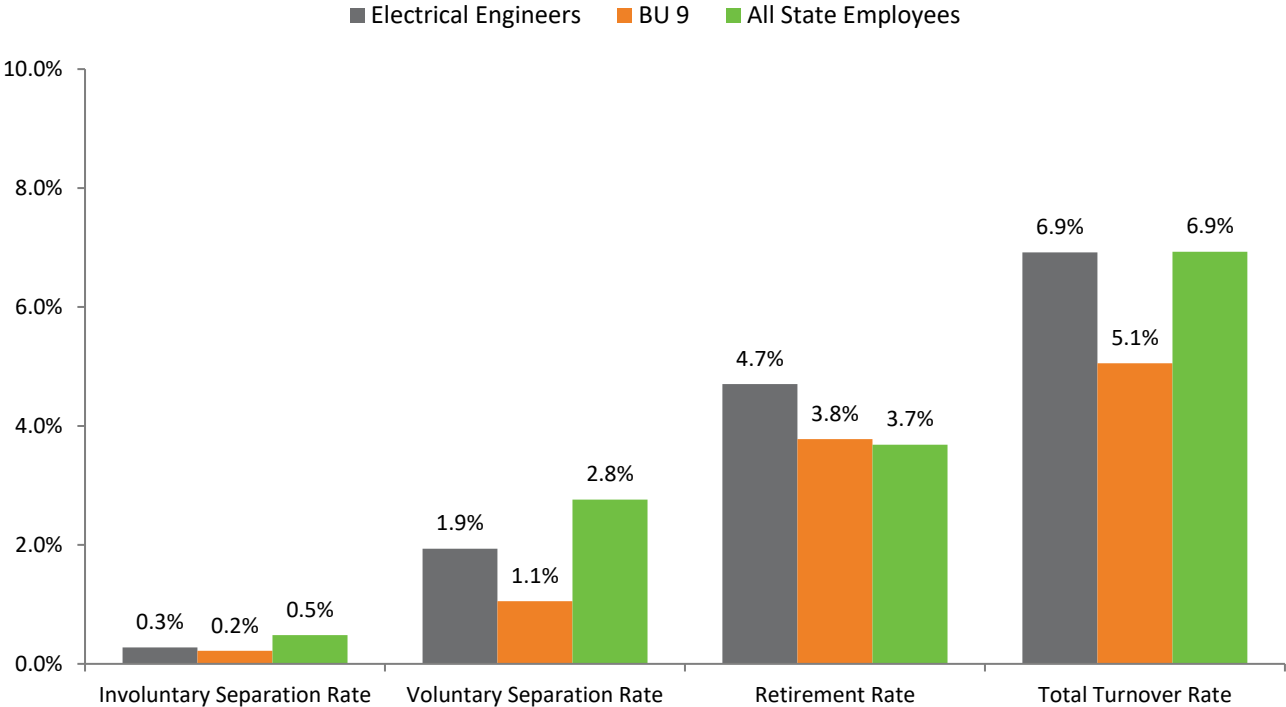
The Market Average is a weighted average for all employer groups.

Electrical Engineers

The following displays the average 2018 state employee workforce data for Electrical Engineers, Bargaining Unit 9 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

10

Bargaining Unit 10

Bargaining Unit 10 is made up of professional scientists. Three 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. The three occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 10

- Environmental Scientists and Specialists, Including Health
- Epidemiologists
- Chemists

Top 10 Departments with Bargaining Unit 10 Employees

Department Name	Count of Employees
California Department of Fish and Wildlife	805
California Department of Public Health	534
California Department of Food and Agriculture	373
Water Resources Control Board	364
Department Of Water Resources	264
Department of Toxic Substances Control	261
California Department of Pesticide Regulation	218
California's Department of Resources Recycling and Recovery	211
Energy Resources Conservation and Development Commission	202
California Department of State Parks and Recreation	104

KEY STATISTICS FOR UNIT*

3,722

Full-Time Employees

191

State Classifications

29

Occupations

KEY STATISTICS IN REPORT*

2,829

Full-Time Employees

76.0%

of Unit 10
Full-Time Employees

41

Unit 10
Classifications

3

Unit 10
Occupations

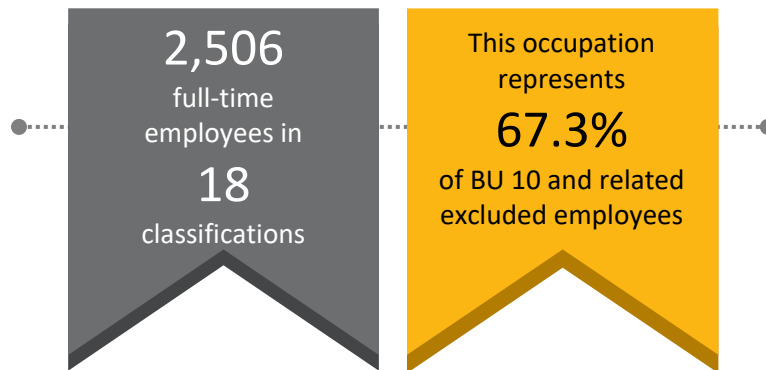
*Includes rank-and-file and related excluded employees as of March 2018.

Environmental Scientists and Specialists, Including Health

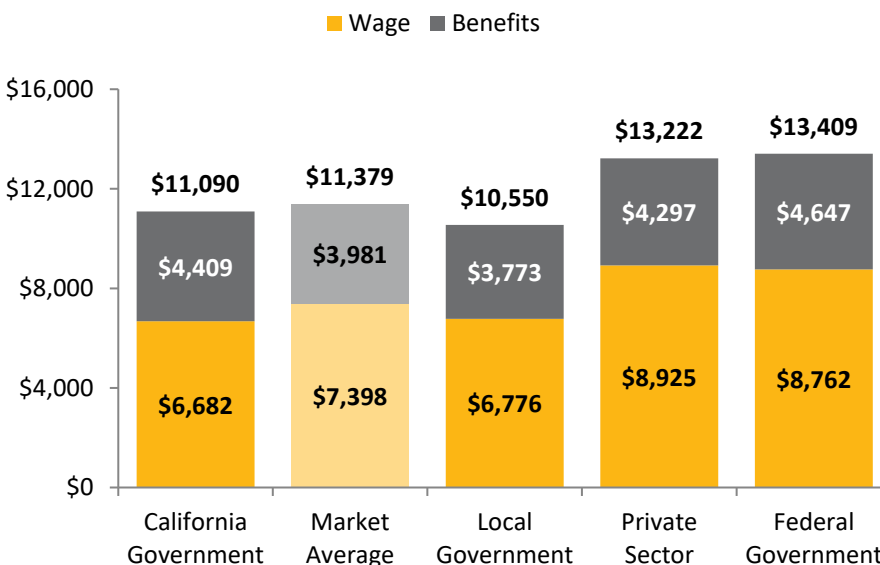
SOC Code: 19-2041

Federal Government Definition: Employees in this occupation conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or the health of the population.

The State Employs:

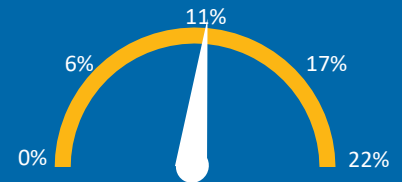


Statewide Monthly Median Total Compensation Comparison for the Environmental Scientists and Specialists Occupation



10

Average Growth



11.8%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

-2.6%

Local Government

4.9%

Private Sector

-19.2%

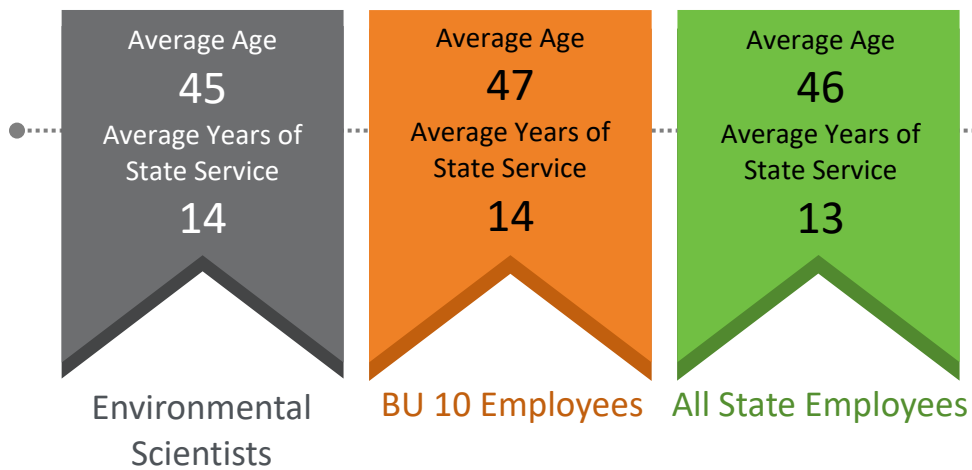
Federal Government

-20.9%

The Market Average is a weighted average for all employer groups.

Environmental Scientists and Specialists, Including Health

The following displays the average 2018 state employee workforce data for Environmental Scientists, Bargaining Unit 10 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



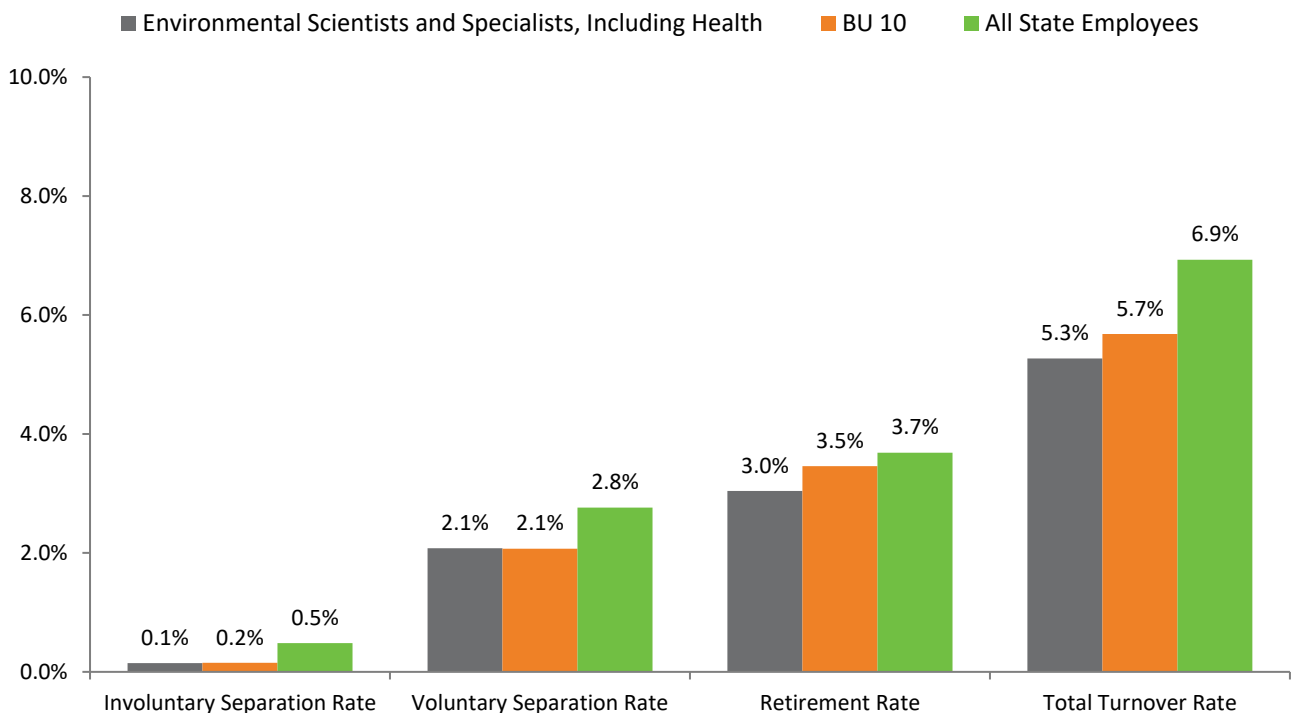
Vacancy Rate

14.4%
Environmental Scientists

17.8%
BU 10 Employees

14.1%
All State Employees

2018 Turnover Rate



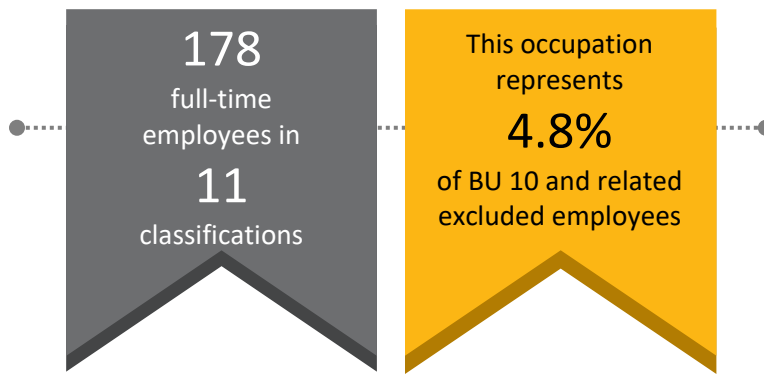
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Epidemiologists

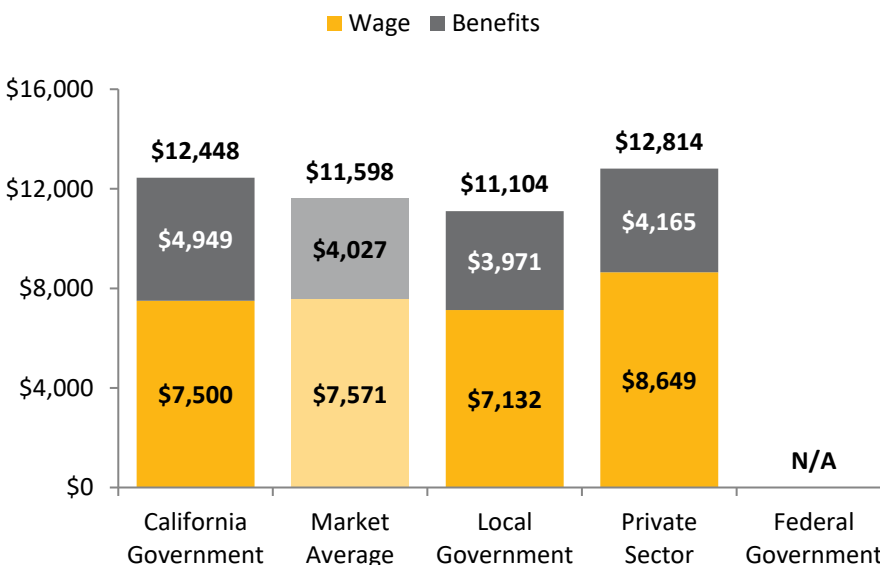
SOC Code: 19-1041

Federal Government Definition: Employees in this occupation investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.

The State Employs:

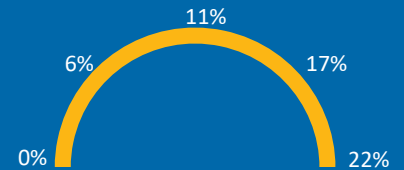


Statewide Monthly Median Total Compensation Comparison for the Epidemiologists Occupation



10

No Projection Available



No employment projection is available for this occupation.

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

Market Average
6.8%

Local Government

10.8%

Private Sector

-2.9%

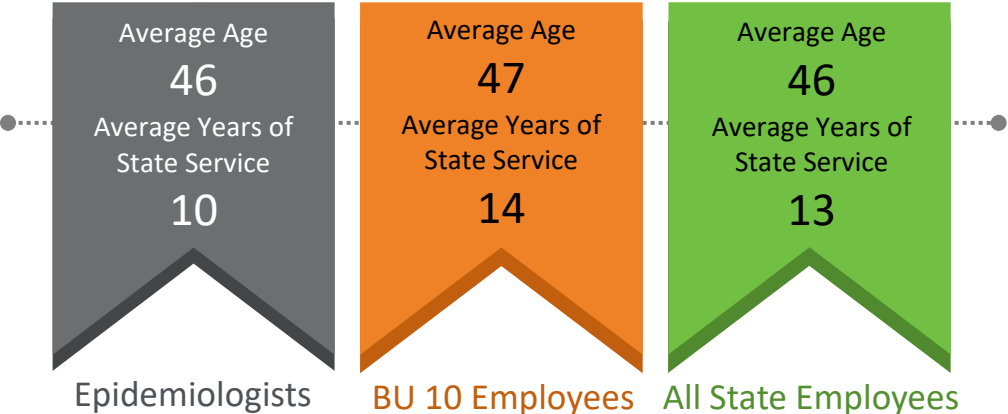
Federal Government

N/A

The Market Average is a weighted average for all employer groups.

Epidemiologists

The following displays the average 2018 state employee workforce data for Epidemiologists, Bargaining Unit 10 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

15.4%

Epidemiologists

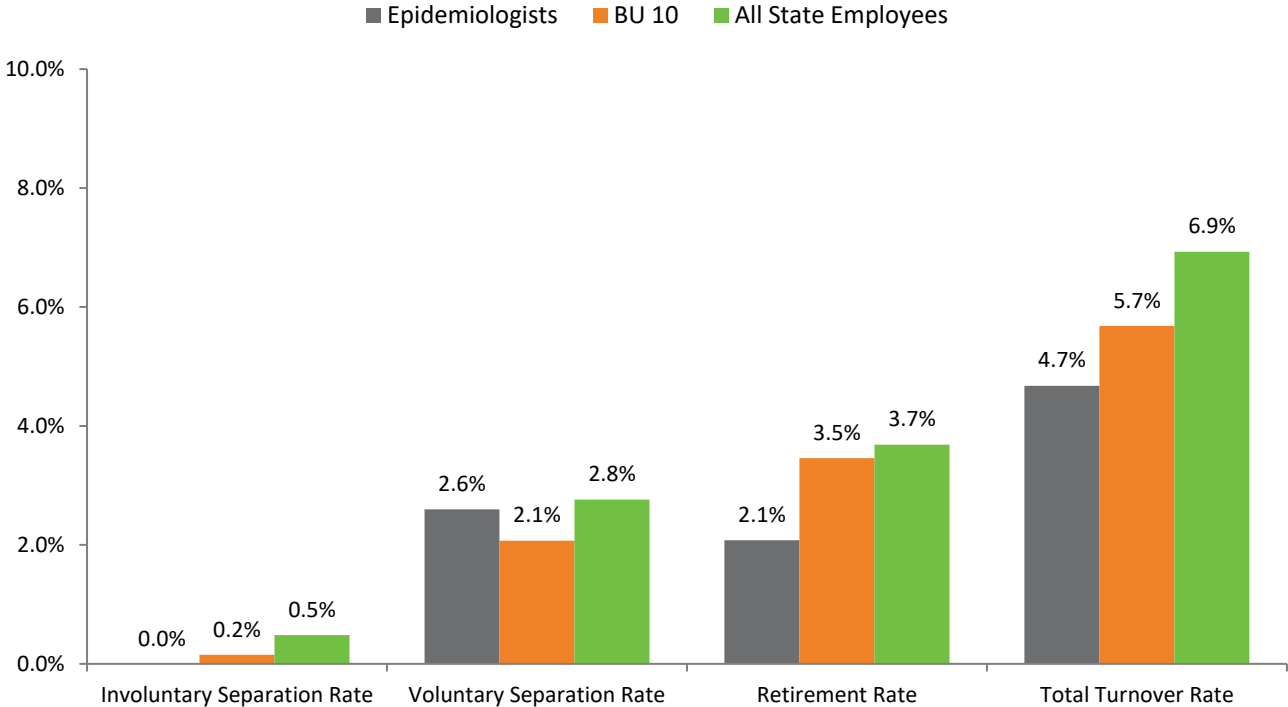
17.8%

BU 10 Employees

14.1%

All State Employees

2018 Turnover Rate



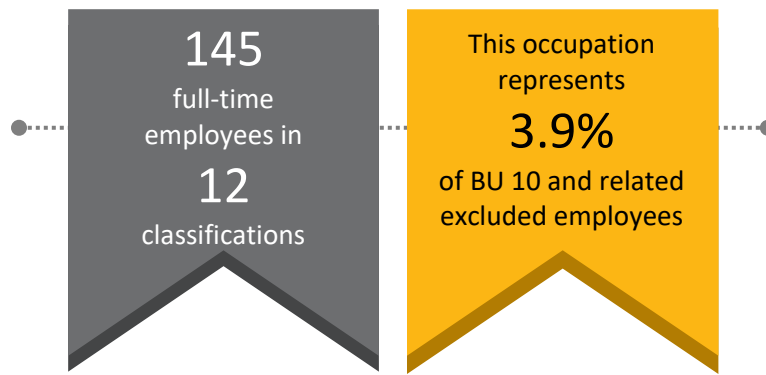
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Chemists

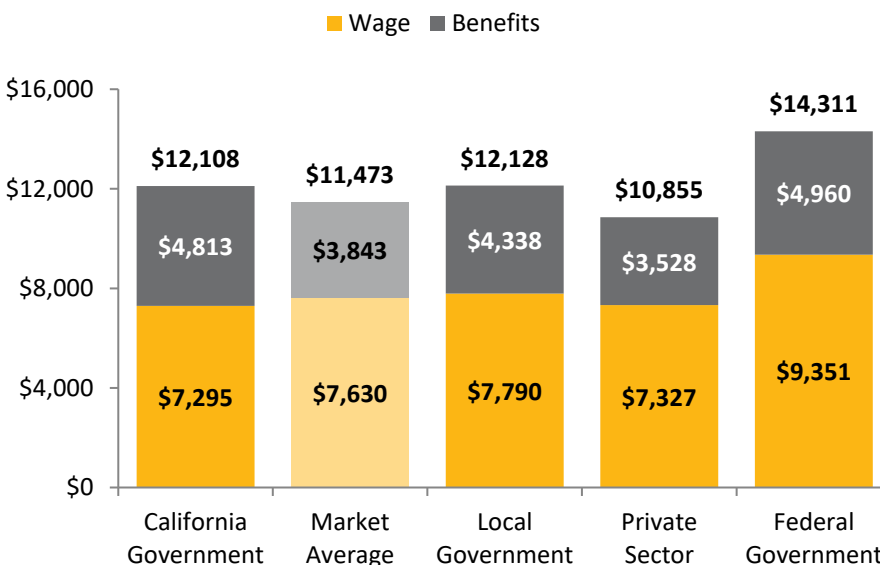
SOC Code: 19-2031

Federal Government Definition: Employees in this occupation conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge.

The State Employs:

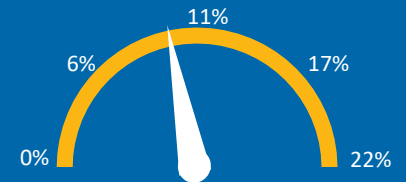


Statewide Monthly Median Total Compensation Comparison for the Chemists Occupation



10

Below Average Growth



10.1%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

5.2%

Local Government

-0.2%

Private Sector

10.4%

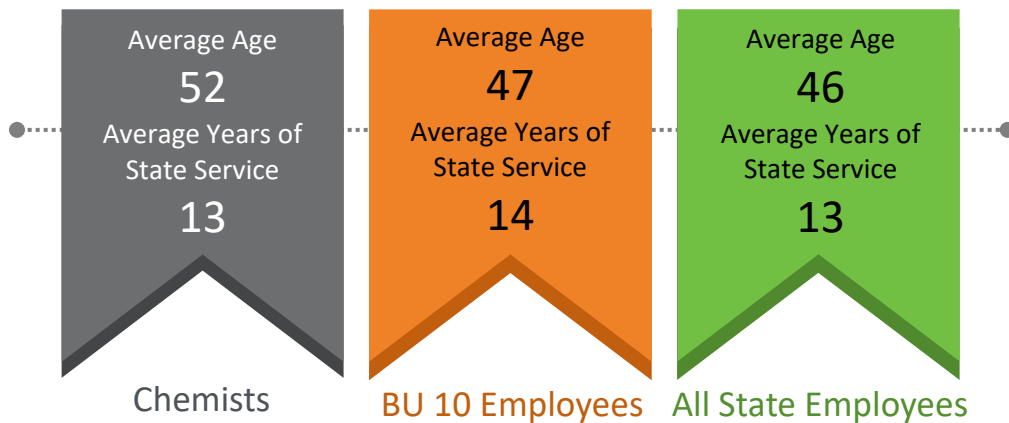
Federal Government

-18.2%

The Market Average is a weighted average for all employer groups.

Chemists

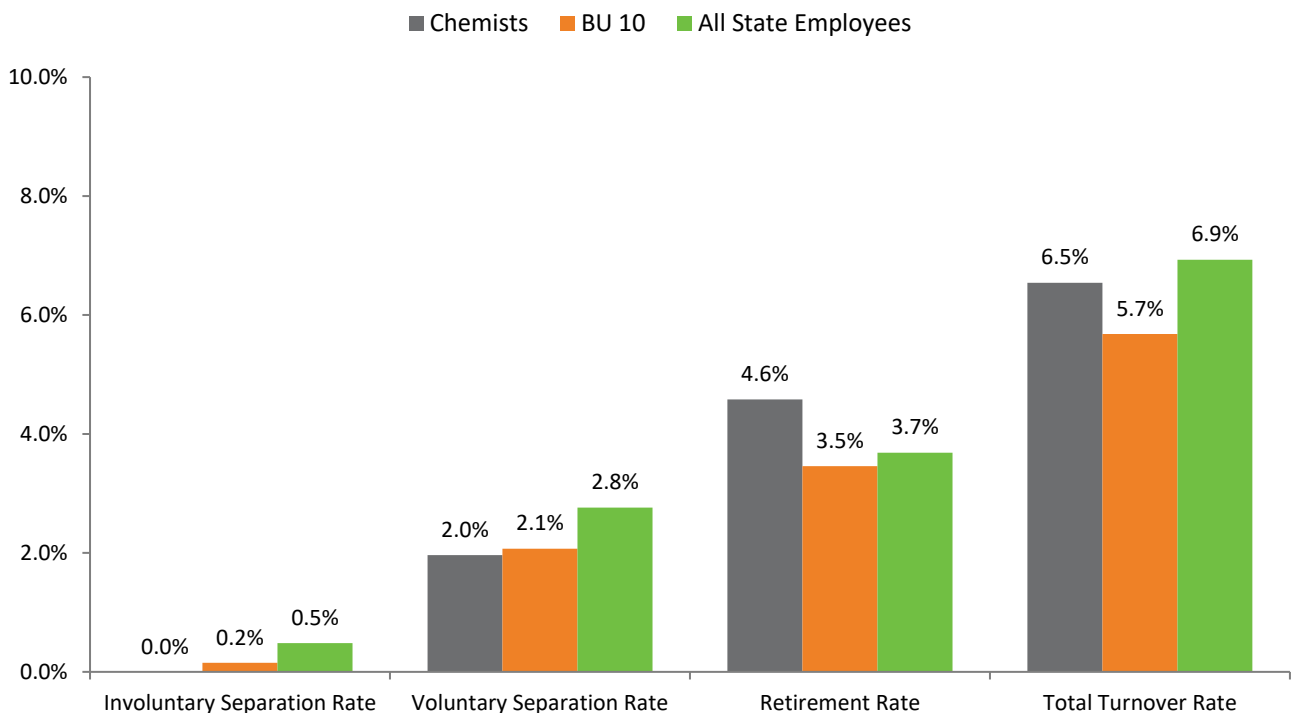
The following displays the average 2018 state employee workforce data for Chemists, Bargaining Unit 10 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 19.0% Chemists
- 17.8% BU 10 Employees
- 14.1% All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

12

Bargaining Unit 12

Bargaining Unit 12 is made up of craft and maintenance workers. 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. All six occupations consist of only rank-and-file employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 12

- Highway Maintenance Workers
- Maintenance and Repair Workers, General
- Stock Clerks and Order Filers
- Mobile Heavy Equipment Mechanics, Except Engines
- Electricians
- Landscaping and Groundskeeping Workers

Top 10 Departments with Bargaining Unit 12 Employees

Department Name	Count of Employees
California Department of Transportation	5,293
California Department of Corrections and Rehabilitation**	2,713
Department Of Water Resources	717
California Highway Patrol	544
California Department of State Parks and Recreation	443
Department of State Hospitals	318
Department of General Services	315
Office of Emergency Services	171
Department of Veterans Affairs	149
Department of Developmental Services	147

**The California Department of Corrections and Rehabilitation count includes employees working at the California Correctional Health Care Services.

KEY STATISTICS FOR UNIT*

11,450

Full-Time Employees

316

State Classifications

90

Occupations

KEY STATISTICS IN REPORT*

6,327

Full-Time Employees

55.3%

of Unit 12

Full-Time Employees

47

Unit 12

Classifications

6

Unit 12

Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

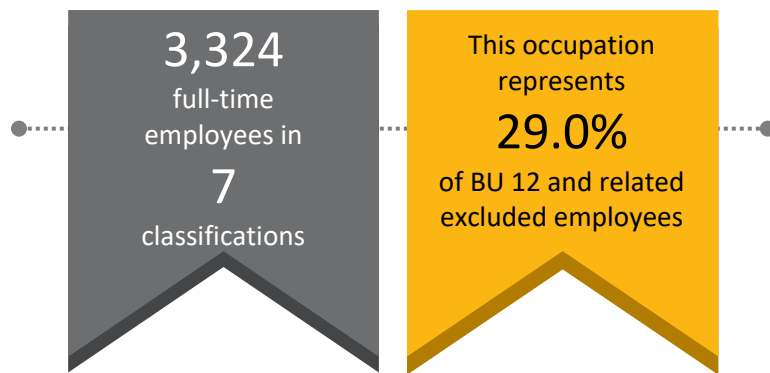
12

Highway Maintenance Workers

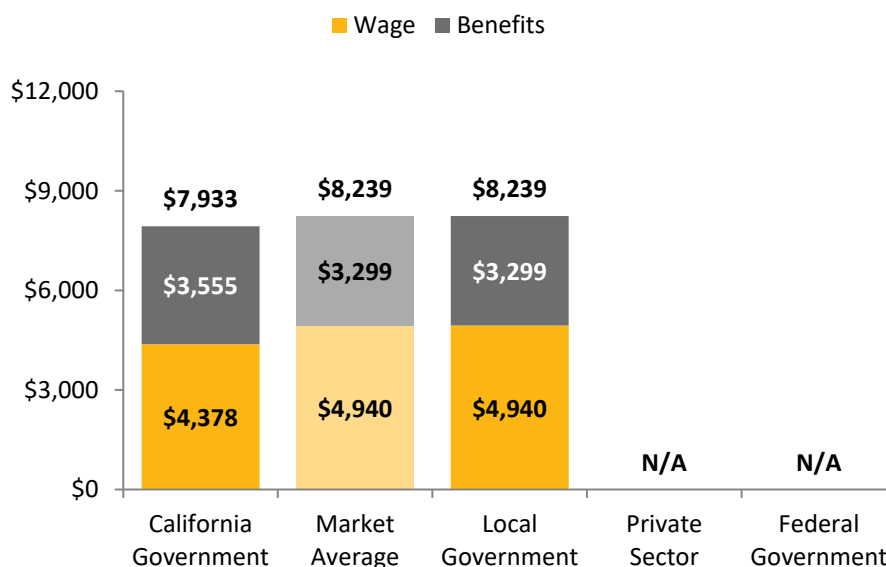
SOC Code: 47-4051

Federal Government Definition: Employees in this occupation maintain highways, municipal and rural roads, airport runways, and rights-of-way. Duties include patching broken or eroded pavement, repairing guard rails, highway markers, and snow fences. May also mow or clear brush from along the road or plow snow from the roadway.

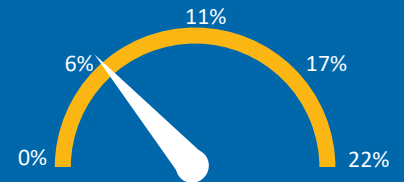
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Highway Maintenance Workers Occupation



Below Average Growth



6.5%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

-3.9%

Local Government

-3.9%

Private Sector

N/A

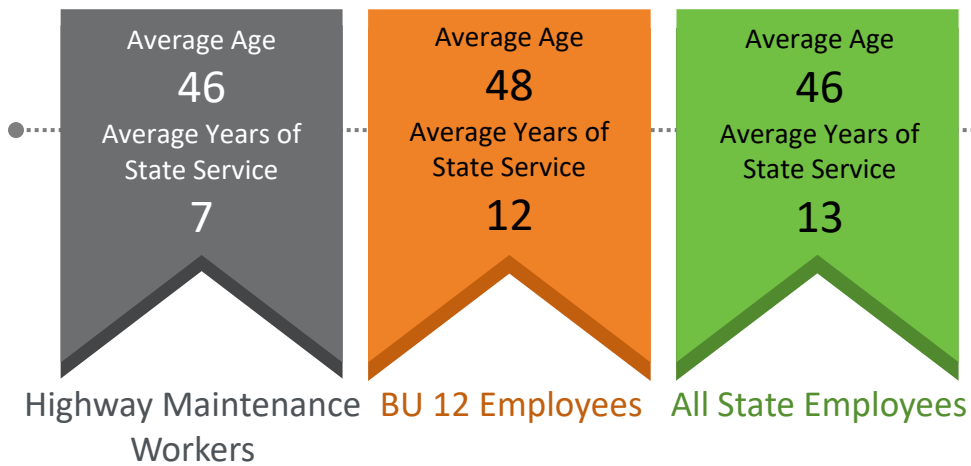
Federal Government

N/A

The Market Average is a weighted average for all employer groups.

Highway Maintenance Workers

The following displays the average 2018 state employee workforce data for Highway Maintenance Workers, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

18.0%

Highway Maintenance Workers

16.6%

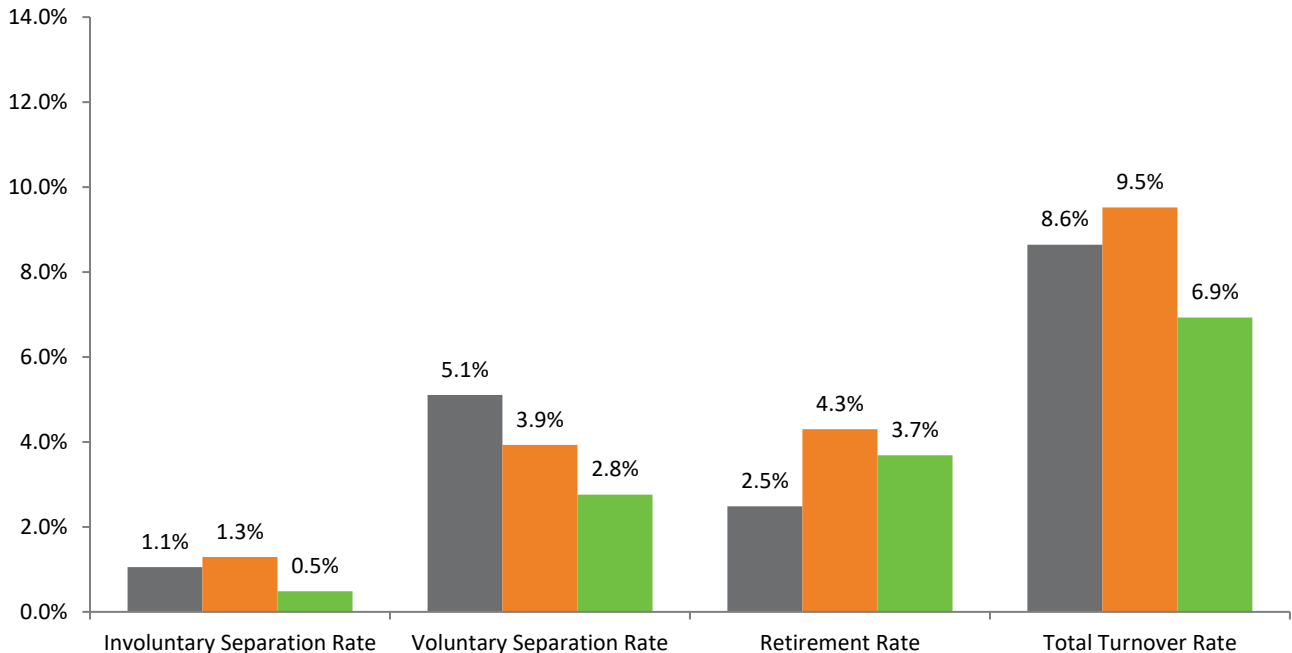
BU 12 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Highway Maintenance Workers ■ BU 12 ■ All State Employees



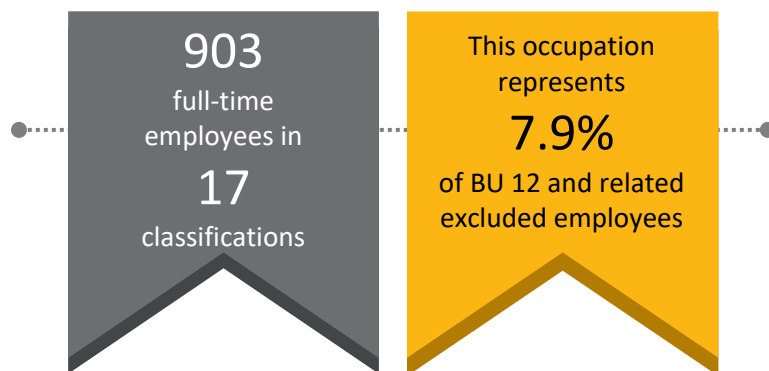
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Maintenance and Repair Workers, General

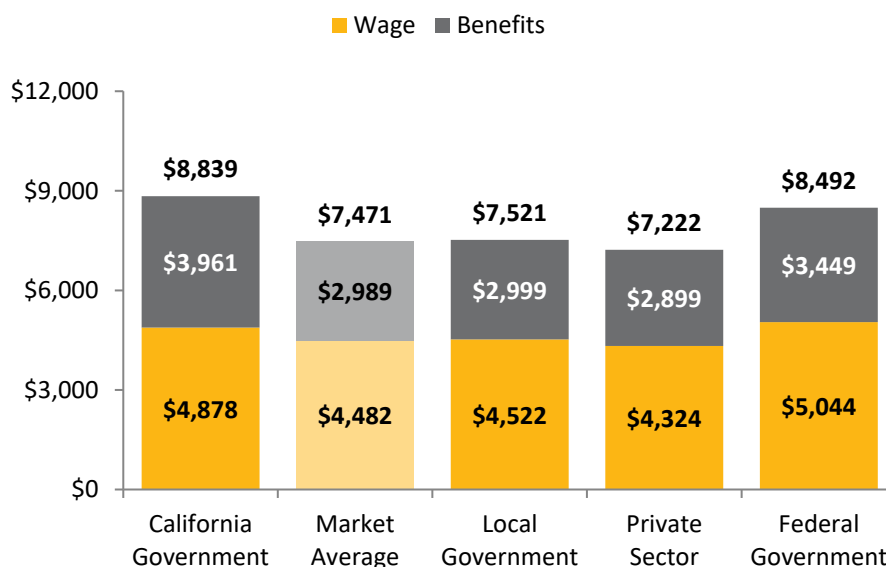
SOC Code: 49-9071

Federal Government Definition: Employees in this occupation perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair.

The State Employs:

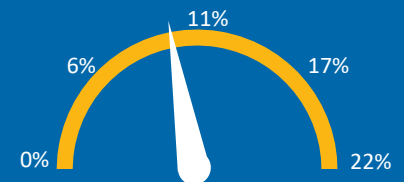


Statewide Monthly Median Total Compensation Comparison for the Maintenance and Repair Workers, General Occupation



12

Below Average Growth



10.0%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

15.5%

Local Government

14.9%

Private Sector

18.3%

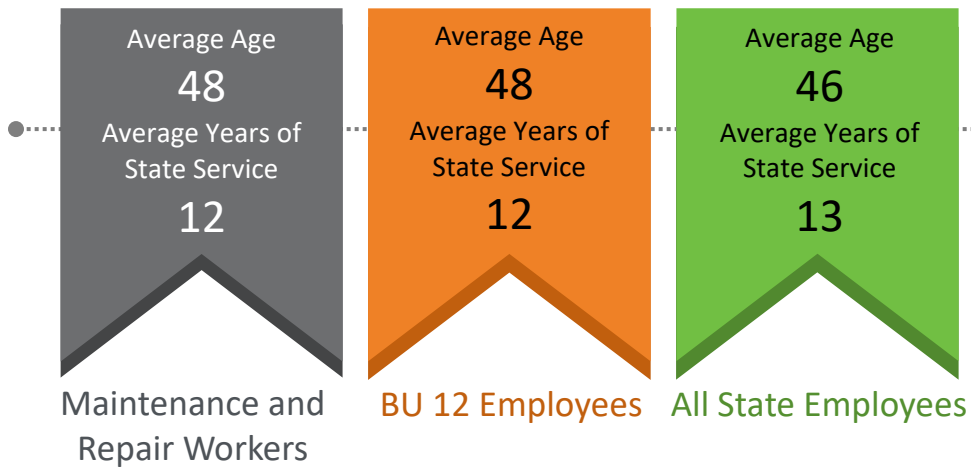
Federal Government

3.9%

The Market Average is a weighted average for all employer groups.

Maintenance and Repair Workers, General

The following displays the average 2018 state employee workforce data for Maintenance and Repair Workers, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

17.3%

Maintenance and Repair Workers

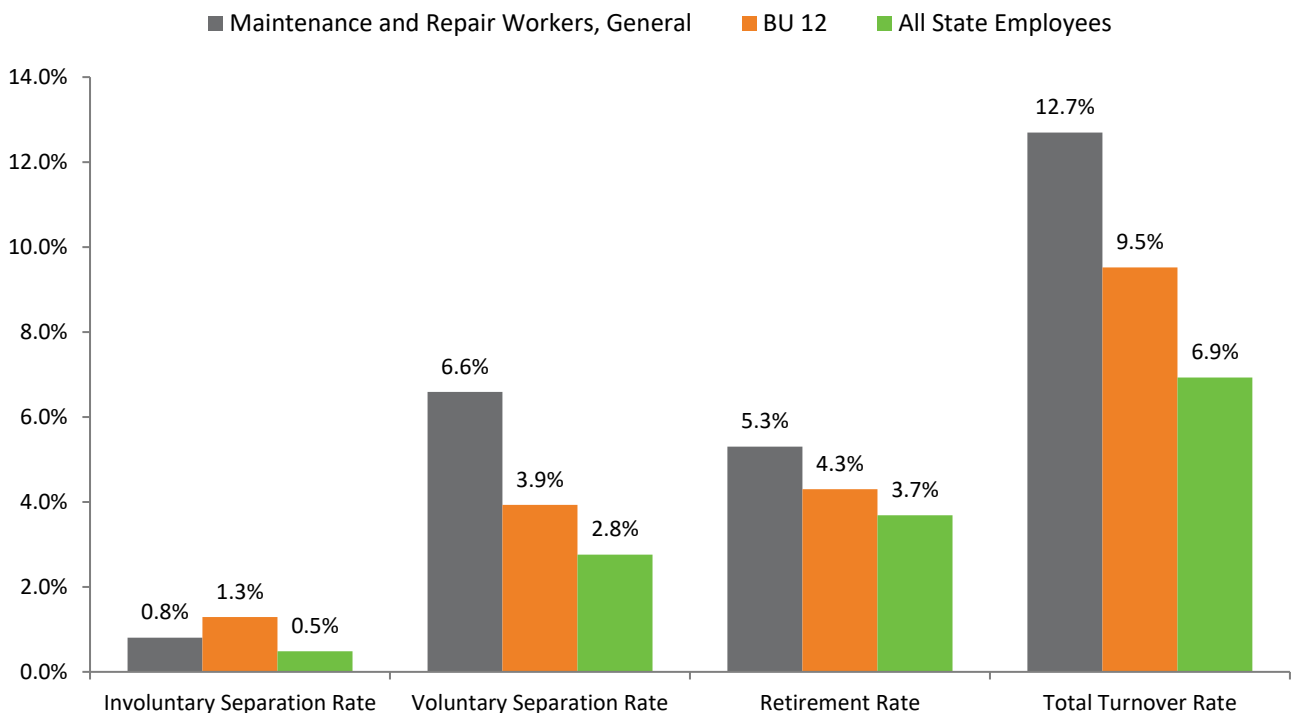
16.6%

BU 12 Employees

14.1%

All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

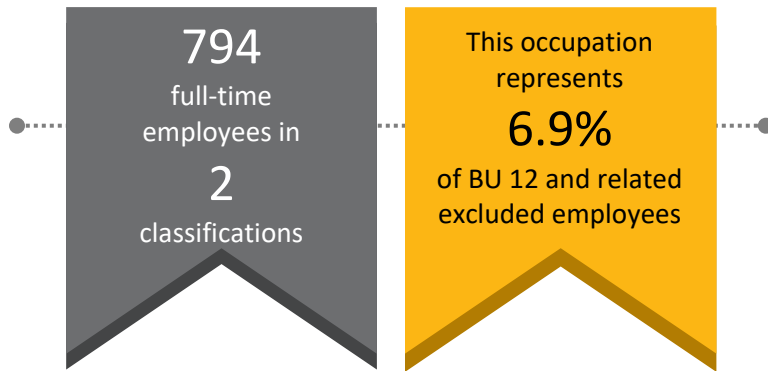
12

Stock Clerks and Order Fillers

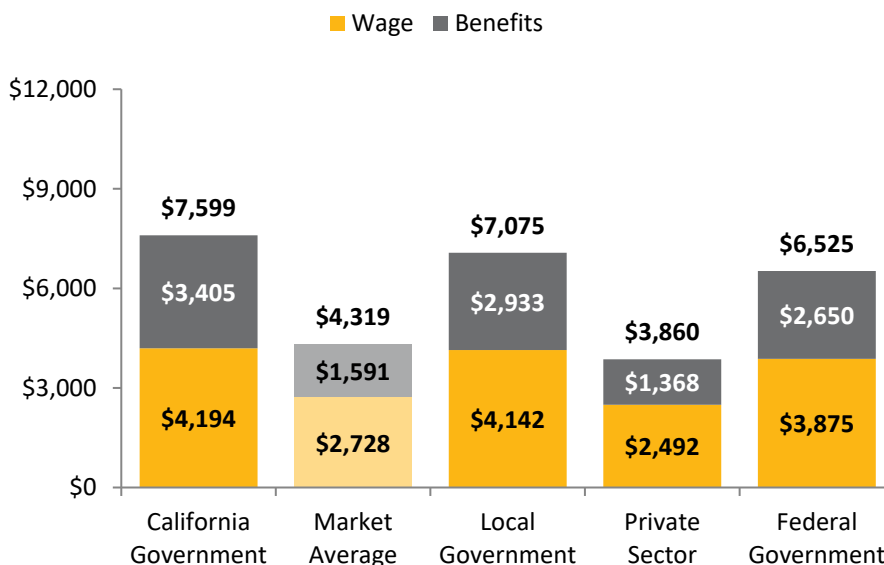
SOC Code: 43-5081

Federal Government Definition: Employees in this occupation receive, store, and issue sales floor merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers' orders. May mark prices on merchandise and set up sales displays.

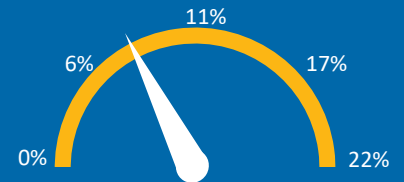
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Stock Clerks and Order Fillers Occupation



Below Average Growth



8.6%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

43.2%

Local Government

6.9%

Private Sector

49.2%

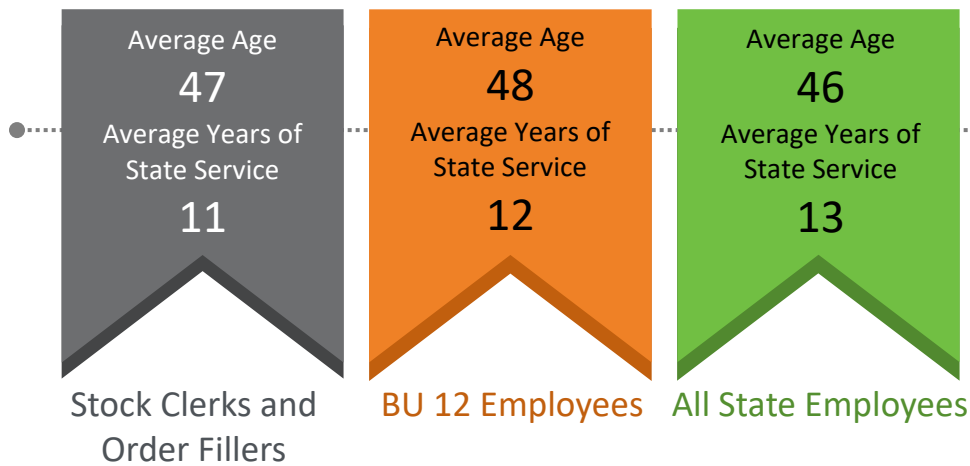
Federal Government

14.1%

The Market Average is a weighted average for all employer groups.

Stock Clerks and Order Fillers

The following displays the average 2018 state employee workforce data for Stock Clerks and Order Fillers, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

13.4%

Stock Clerks and Order Fillers

16.6%

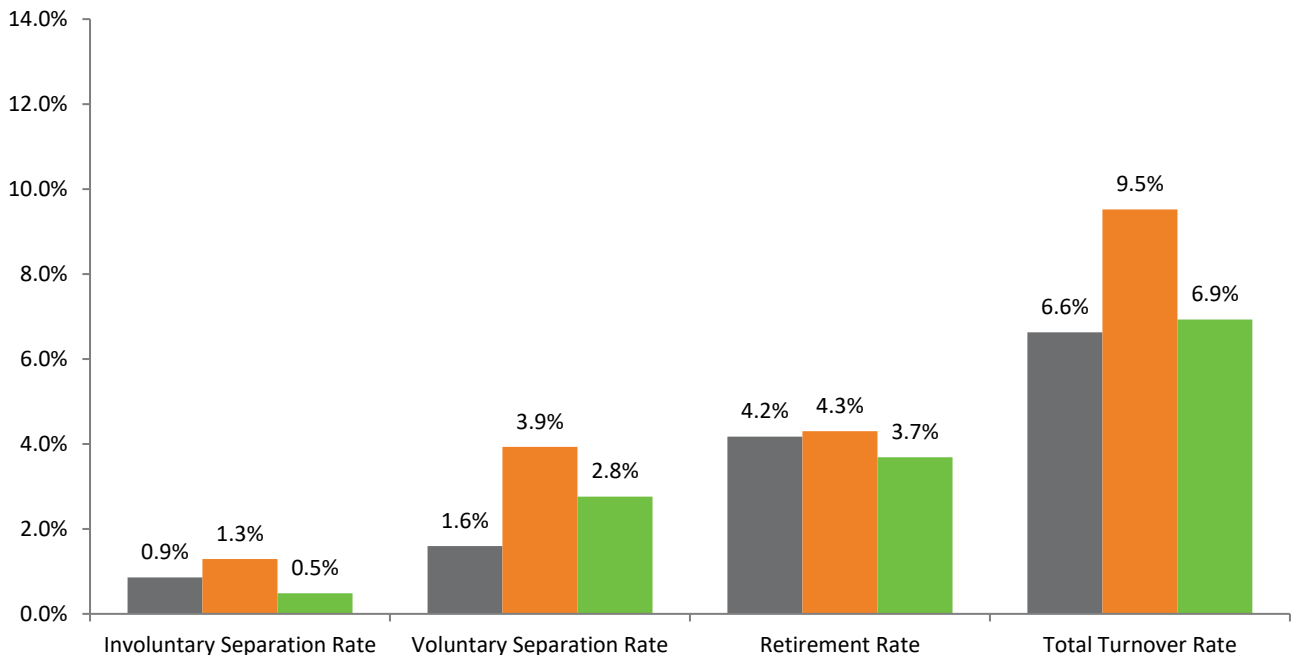
BU 12 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Stock Clerks and Order Fillers ■ BU 12 ■ All State Employees



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

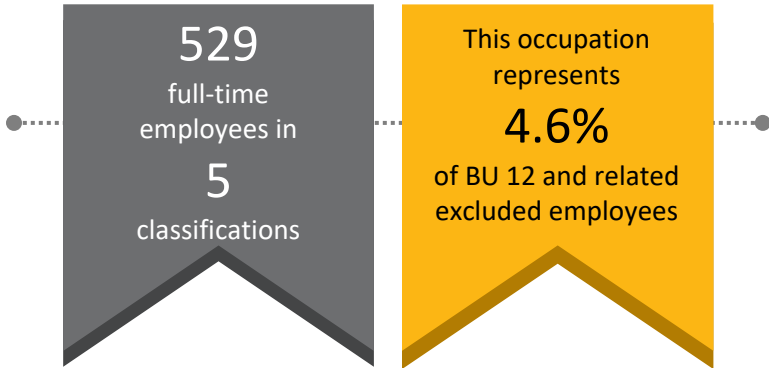
12

Mobile Heavy Equipment Mechanics, Except Engines

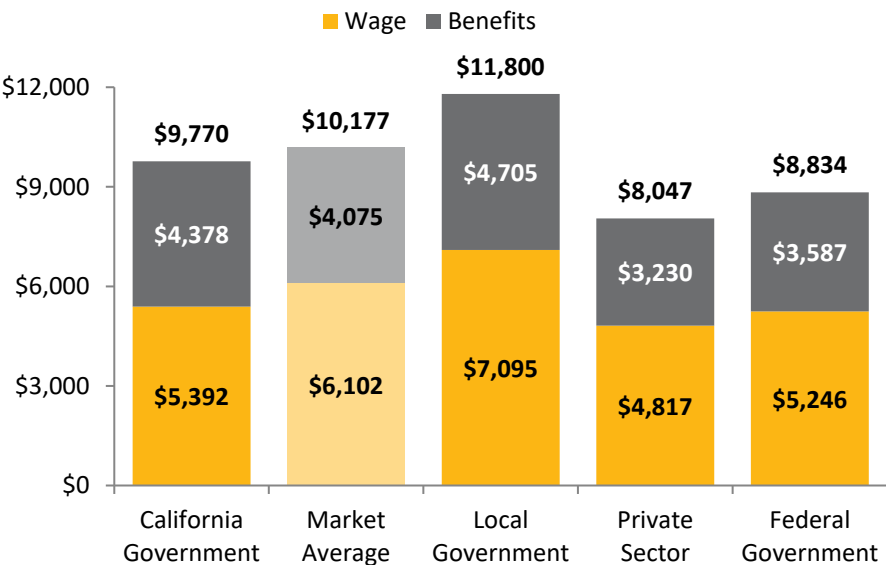
SOC Code: 49-3042

Federal Government Definition: Employees in this occupation diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and surface mining.

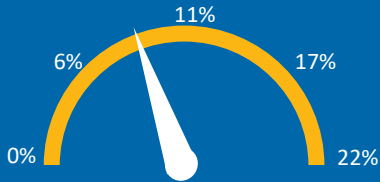
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Mobile Heavy Equipment Mechanics, Except Engines Occupation



Below Average Growth



9.3%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
-4.2%

Local Government

-20.8%

Private Sector

17.6%

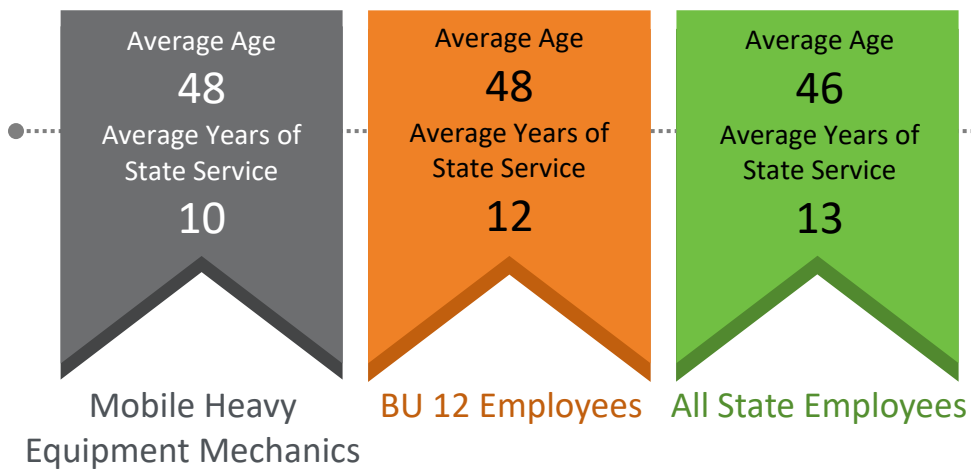
Federal Government

9.6%

The Market Average is a weighted average for all employer groups.

Mobile Heavy Equipment Mechanics, Except Engines

The following displays the average 2018 state employee workforce data for Mobile Heavy Equipment Mechanics, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

10.2%

Mobile Heavy Equipment Mechanics

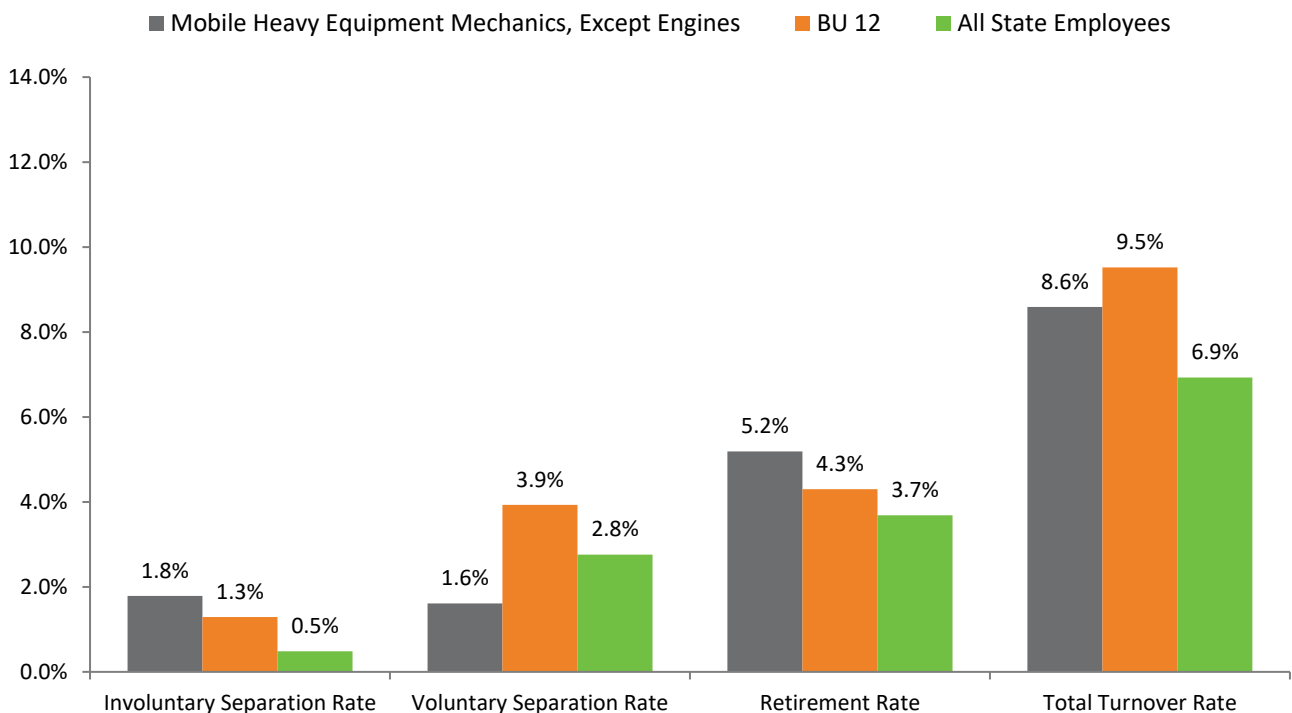
16.6%

BU 12 Employees

14.1%

All State Employees

2018 Turnover Rate



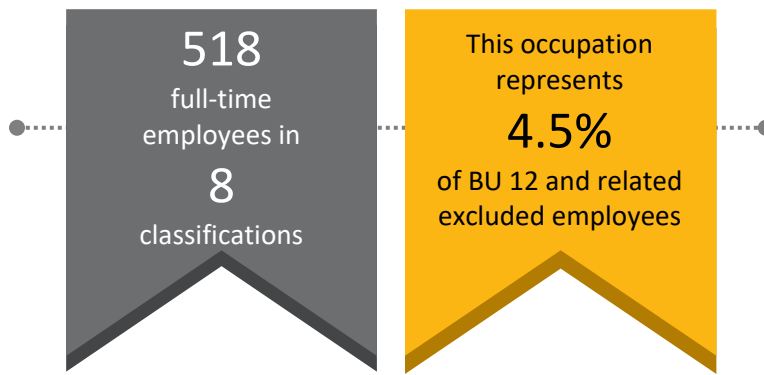
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Electricians

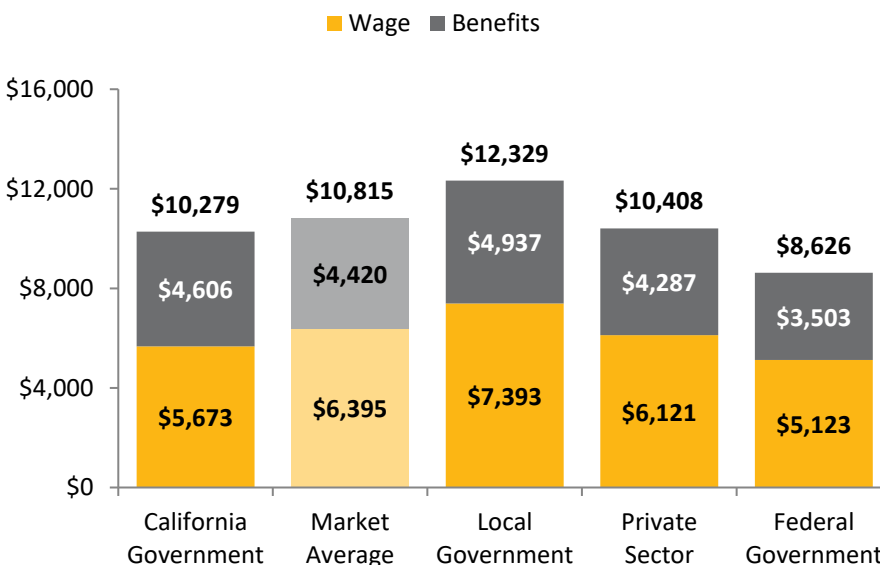
SOC Code: 47-2111

Federal Government Definition: Employees in this occupation install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Electricians Occupation



12

Above Average Growth



13.3%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

-5.2%

Local Government

-19.9%

Private Sector

-1.3%

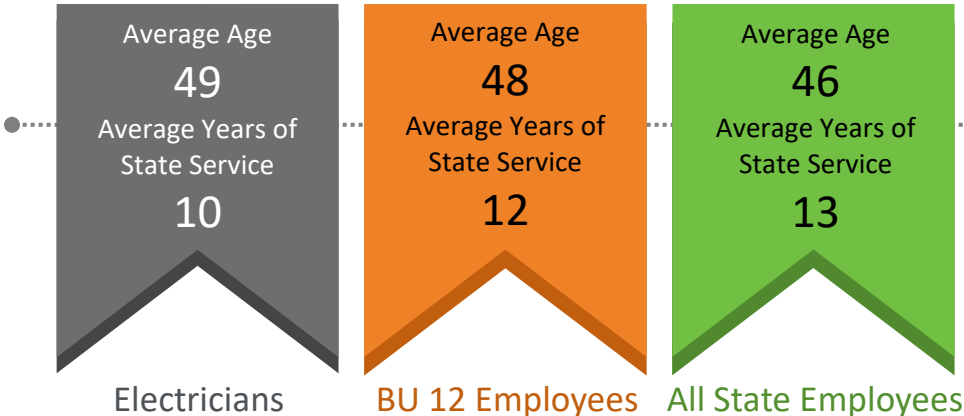
Federal Government

16.1%

The Market Average is a weighted average for all employer groups.

Electricians

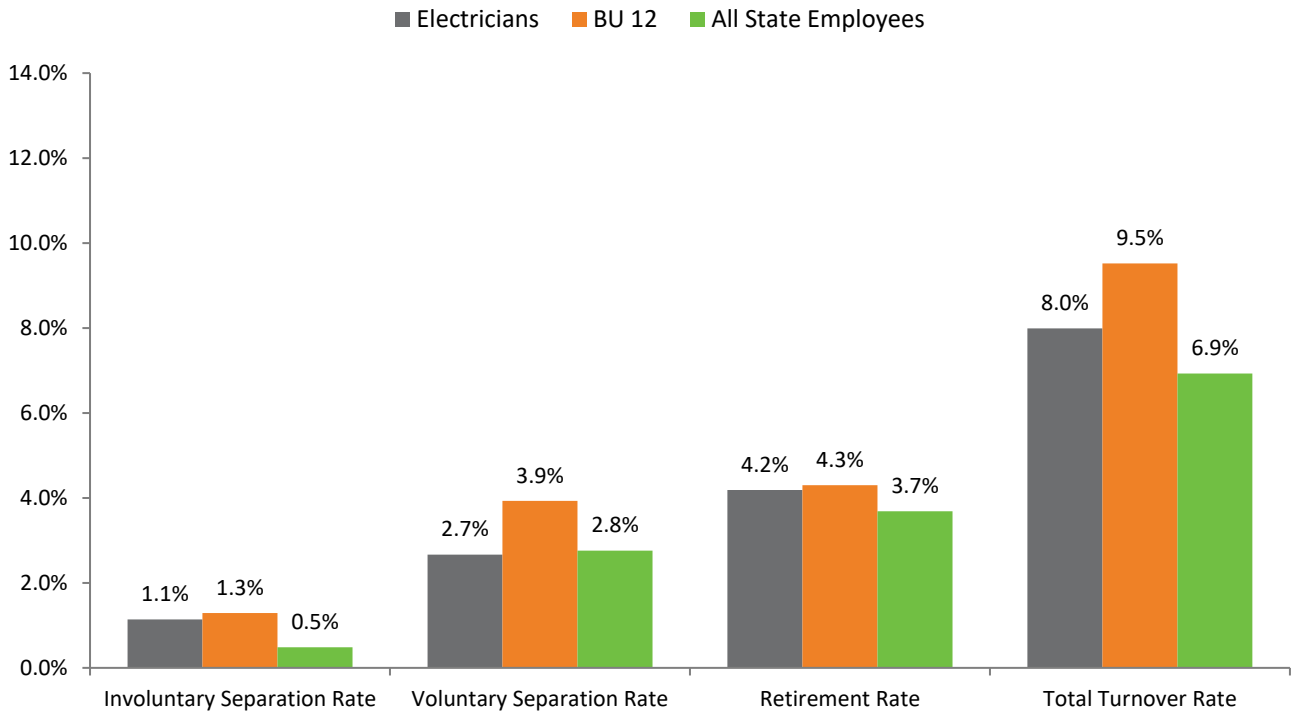
The following displays the average 2018 state employee workforce data for Electricians, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 18.2% Electricians
- 16.6% BU 12 Employees
- 14.1% All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

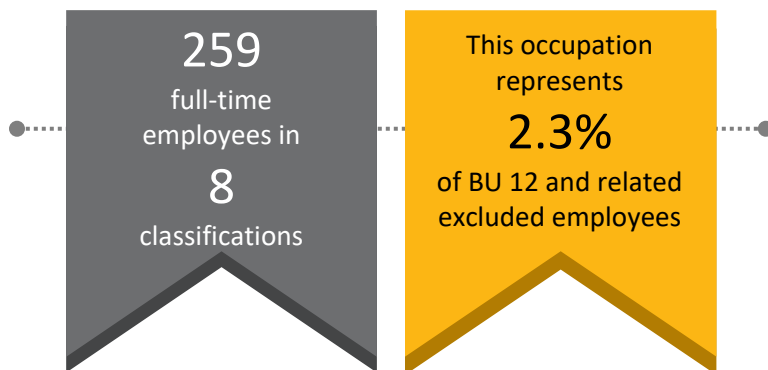
12

Landscaping and Groundskeeping Workers

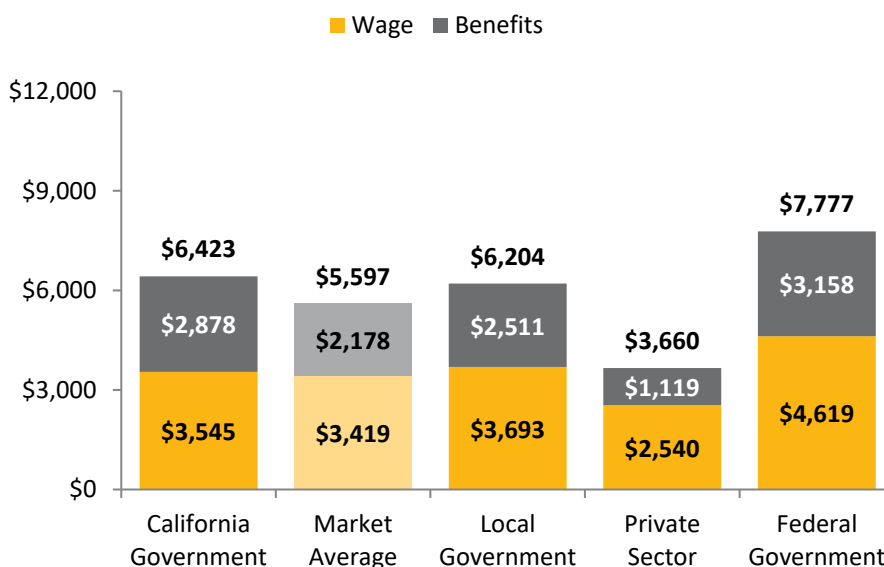
SOC Code: 37-3011

Federal Government Definition: Employees in this occupation landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.

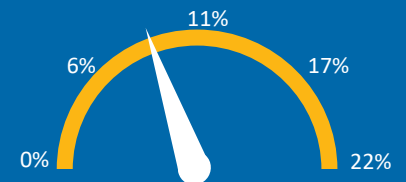
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Landscaping and Groundskeeping Workers Occupation



Below Average Growth



9.6%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
12.9%

Local Government

3.4%

Private Sector

43.0%

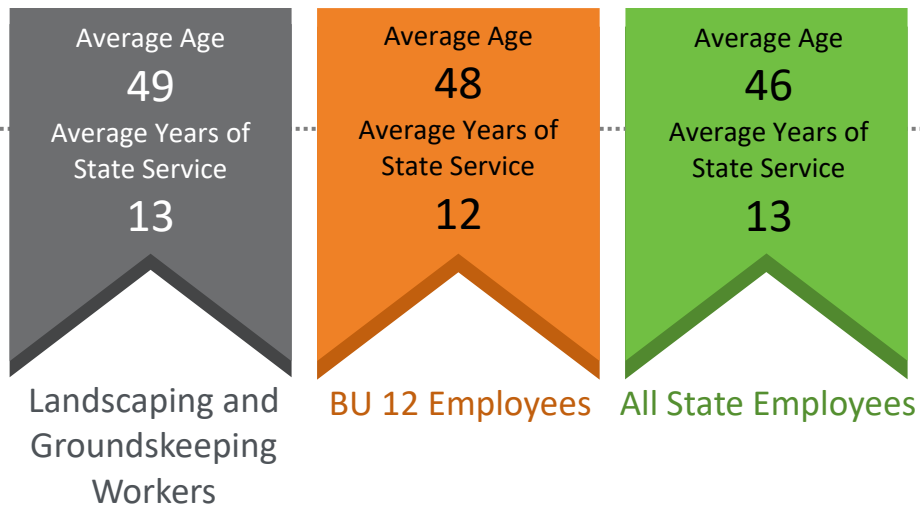
Federal Government

-21.1%

The Market Average is a weighted average for all employer groups.

Landscaping and Groundskeeping Workers

The following displays the average 2018 state employee workforce data for Landscaping and Groundskeeping Workers, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

26.1%

Landscaping and Groundskeeping Workers

16.6%

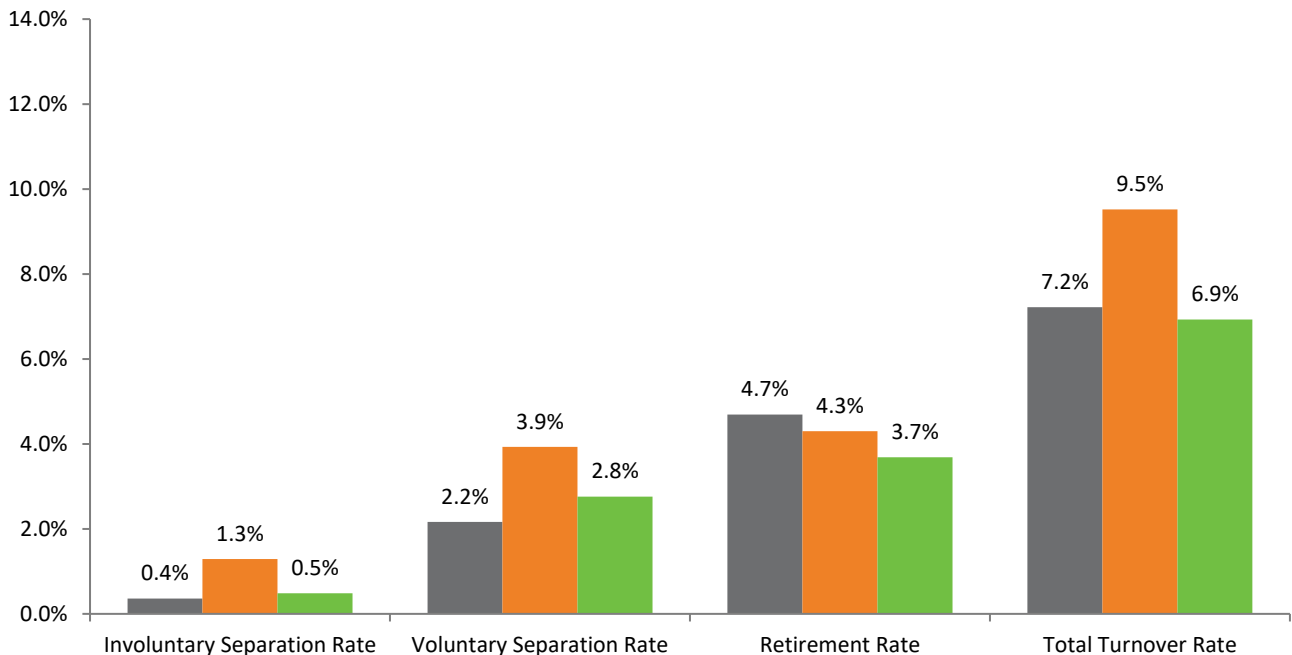
BU 12 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Landscaping and Groundskeeping Workers ■ BU 12 ■ All State Employees



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

16

Bargaining Unit 16

Bargaining Unit 16 is made up of medical staff responsible for diagnosis, evaluation, and treatment of patients within state institutions. Three 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. All three occupations consist of both rank-and-file and related excluded employees. For these occupations labor market median wages were not available, so the mean wage was used. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 16

- Family and General Practitioners
- Psychiatrists
- Dentists, General

Top 10 Departments with Bargaining Unit 16 Employees

Department Name	Count of Employees
California Department of Corrections and Rehabilitation**	926
Department of State Hospitals	292
California Department of Social Services	72
Department of Health Care Services	58
California Department of Public Health	36
Department of Developmental Services	36
Department of Veterans Affairs	17
California Public Employees' Retirement System	3
California Department of Consumer Affairs	2
Office of Environmental Health Hazard Assessment	2

**The California Department of Corrections and Rehabilitation count includes employees working at the California Correctional Health Care Services.

KEY STATISTICS FOR UNIT*

1,456

Full-Time Employees

59

State Classifications

11

Occupations

KEY STATISTICS IN REPORT*

1,165

Full-Time Employees

80.0%

of Unit 16
Full-Time Employees

22

Unit 16
Classifications

3

Unit 16
Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

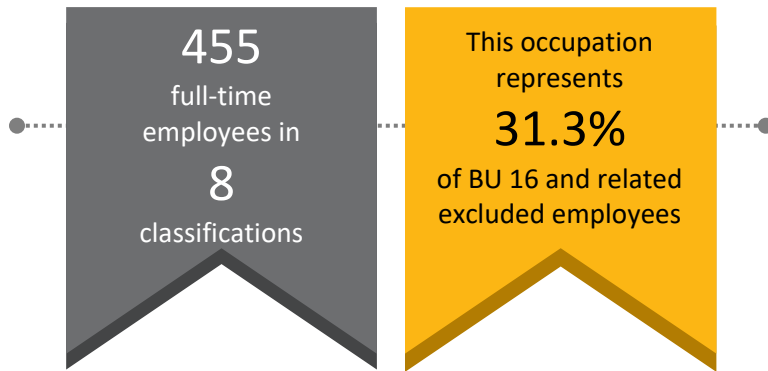
16

Family and General Practitioners

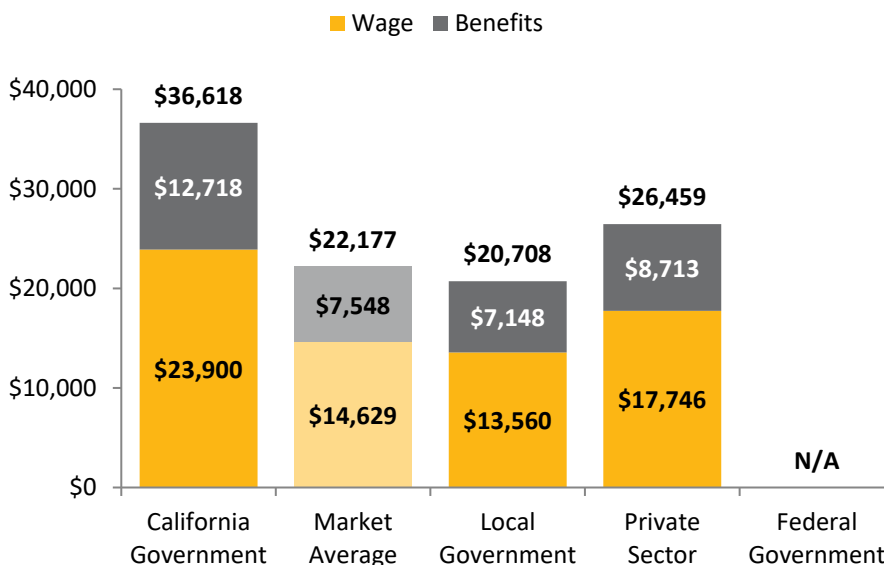
SOC Code: 29-1062

Federal Government Definition: Employees in this occupation are 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:



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



Above Average Growth



12.0%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

39.4%

Local Government

43.4%

Private Sector

27.7%

Federal Government

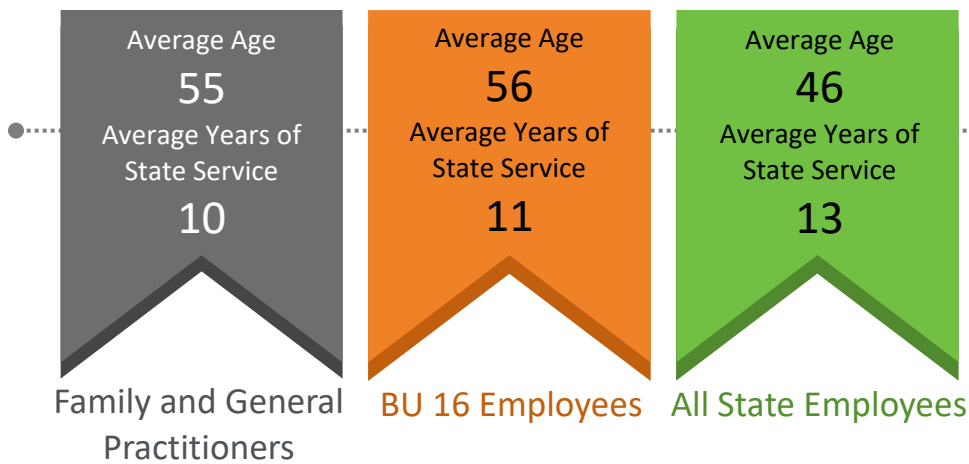
N/A

The Market Average is a weighted average for all employer groups.

16

Family and General Practitioners

The following displays the average 2018 state employee workforce data for Family and General Practitioners, Bargaining Unit 16 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

20.2%

Family and General Practitioners

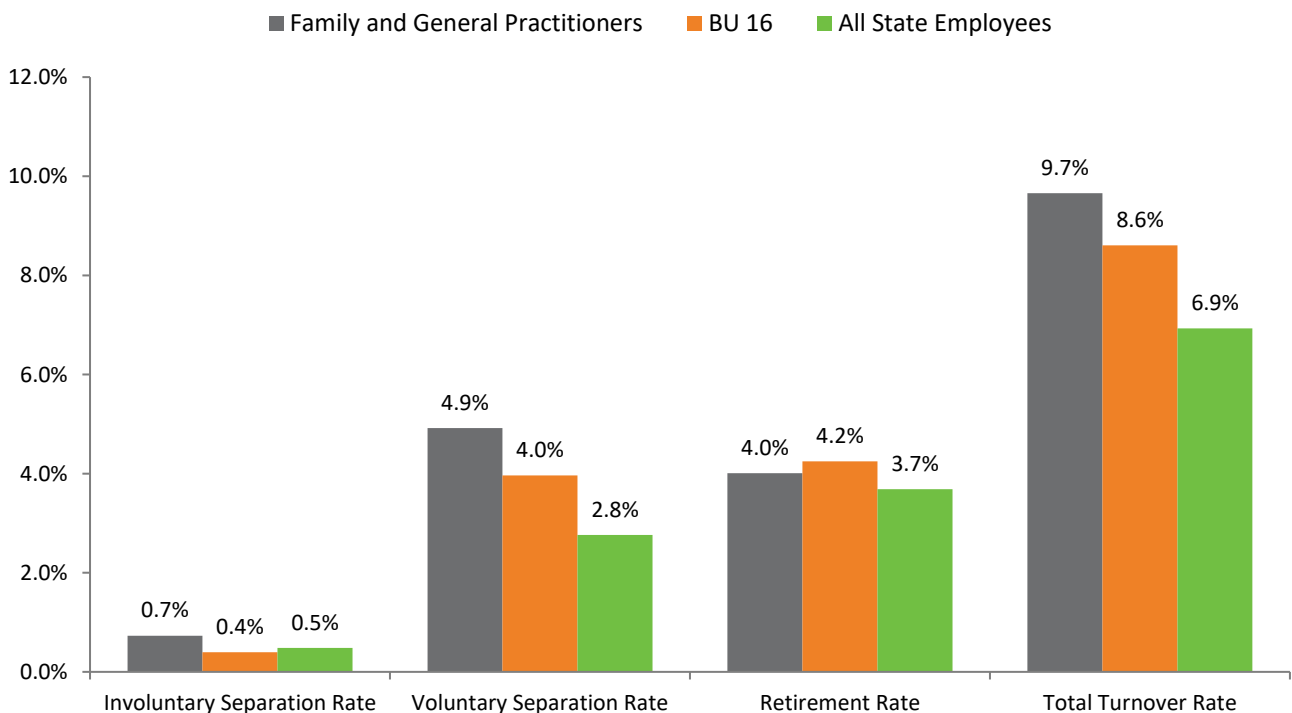
24.6%

BU 16 Employees

14.1%

All State Employees

2018 Turnover Rate



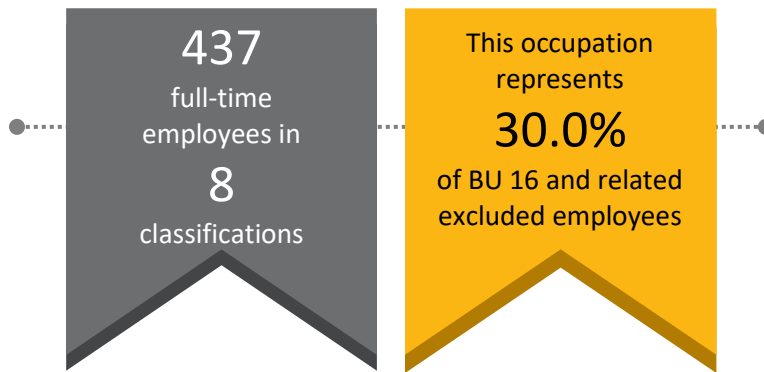
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Psychiatrists

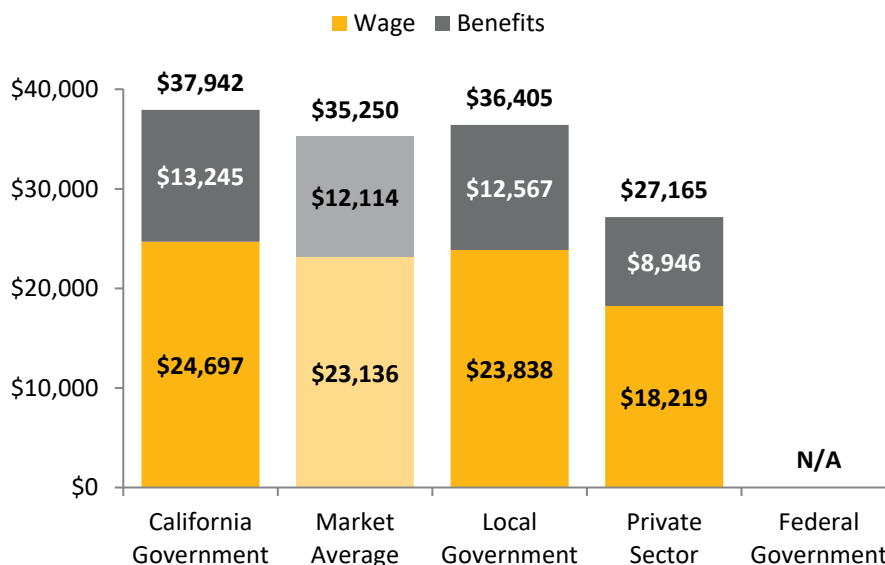
SOC Code: 29-1066

Federal Government Definition: Employees in this occupation are physicians who diagnose, treat, and help prevent disorders of the mind.

The State Employs:

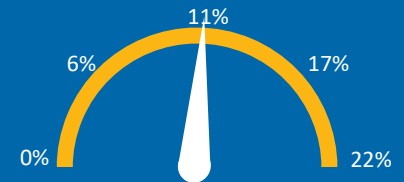


Statewide Monthly Mean Total Compensation Comparison for the Psychiatrists Occupation



16

Average Growth



11.1%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

7.1%

Local Government

4.1%

Private Sector

28.4%

Federal Government

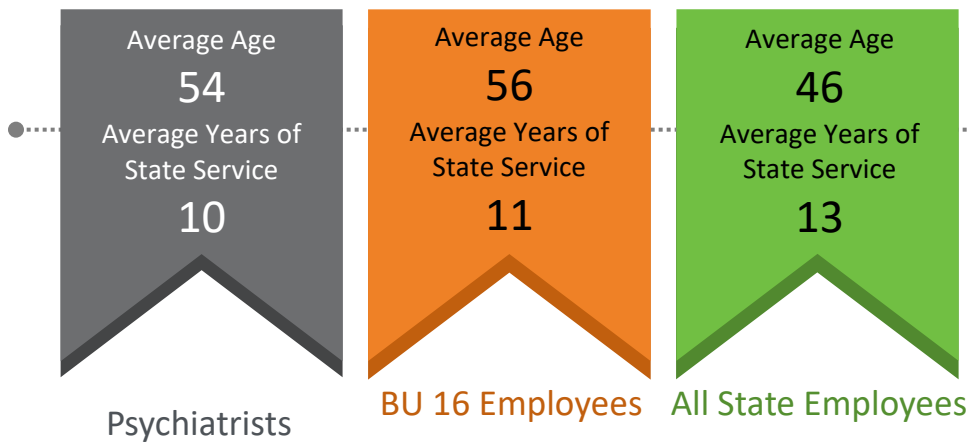
N/A

The Market Average is a weighted average for all employer groups.

16

Psychiatrists

The following displays the average 2018 state employee workforce data for Psychiatrists, Bargaining Unit 16 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

38.8%

Psychiatrists

24.6%

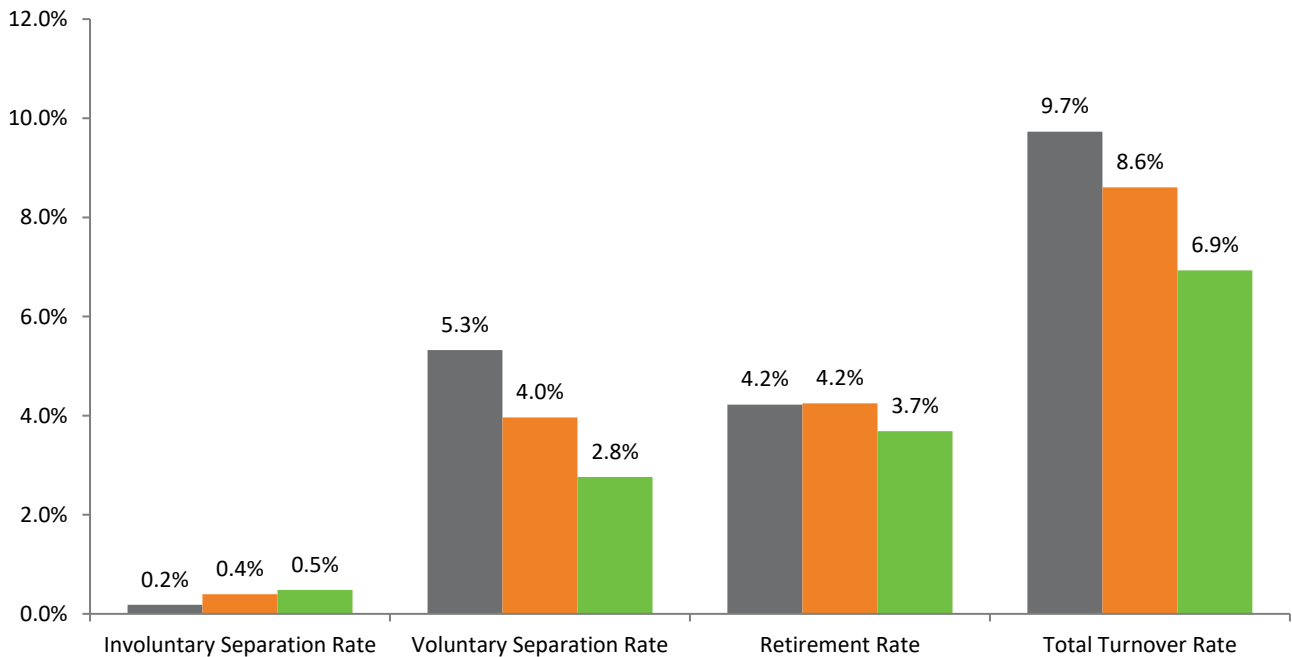
BU 16 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Psychiatrists ■ BU 16 ■ All State Employees



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

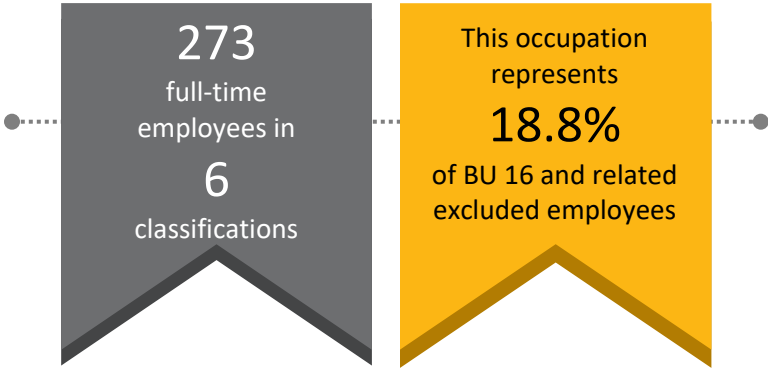
16

Dentists, General

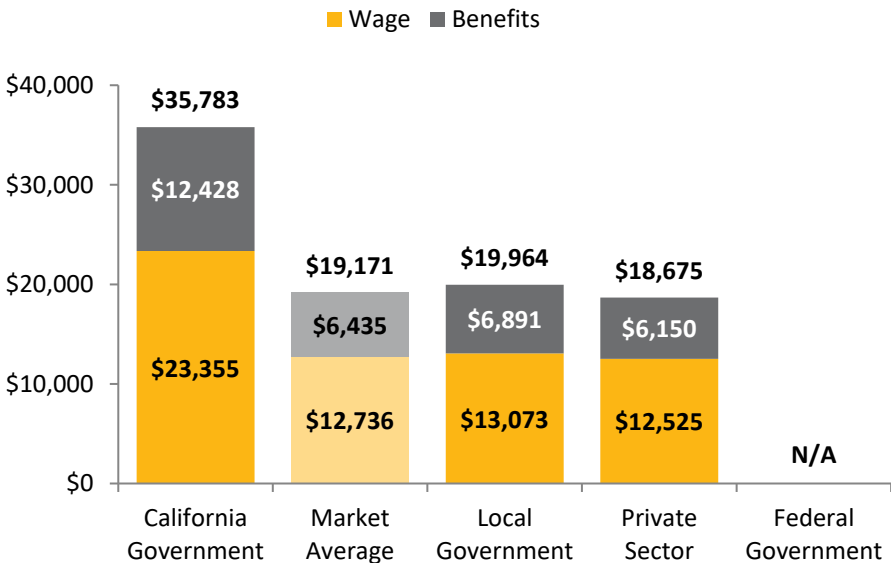
SOC Code: 29-1021

Federal Government Definition: Employees in this occupation 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.

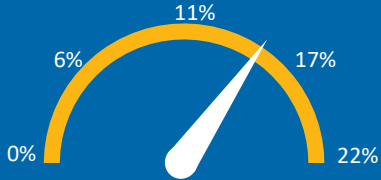
The State Employs:



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



Above Average Growth



15.9%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
46.4%

Local Government

44.2%

Private Sector

47.8%

Federal Government

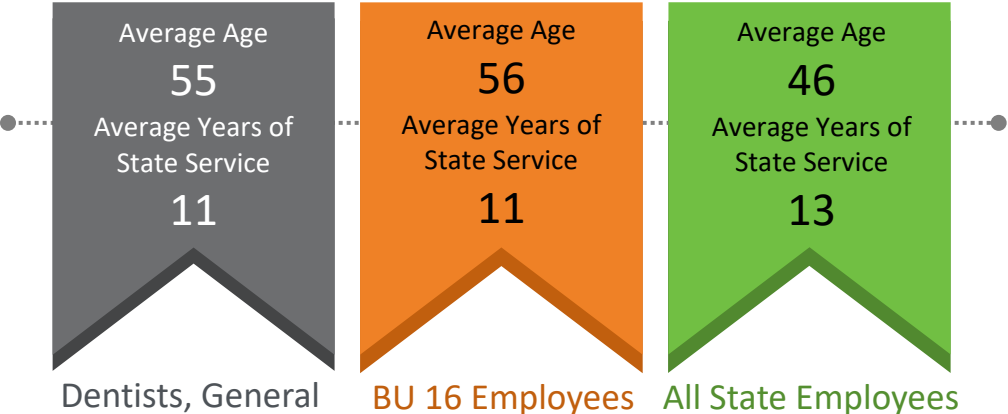
N/A

The Market Average is a weighted average for all employer groups.

16

Dentists, General

The following displays the average 2018 state employee workforce data for Dentists, General, Bargaining Unit 16 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

4.3%

Dentists, General

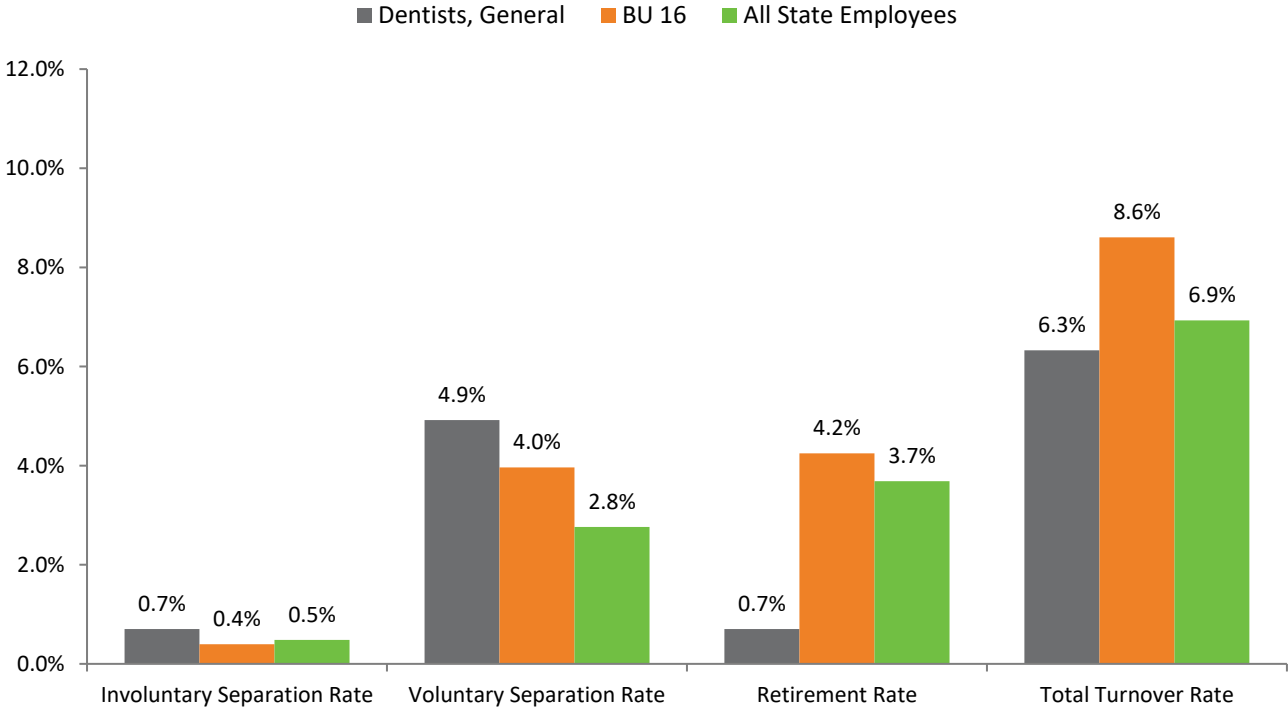
24.6%

BU 16 Employees

14.1%

All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

19

Bargaining Unit 19

Bargaining Unit 19 is made up of health and social services workers, primarily within state institutions. 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. All six occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 19

- Clinical Psychologists
- Healthcare Social Workers
- Recreational Therapists
- Rehabilitation Counselors
- Pharmacists
- Dietitians & Nutritionists

Top 10 Departments with Bargaining Unit 19 Employees

Department Name	Count of Employees
California Department of Corrections and Rehabilitation**	2,552
Department of State Hospitals	1,099
California Department of Social Services	761
Department of Rehabilitation	570
Department of Developmental Services	183
Department of Veterans Affairs	142
Department of Health Care Services	90
Department of Education	71
California Department of Public Health	64
California Department of Consumer Affairs	45

**The California Department of Corrections and Rehabilitation count includes employees working at the California Correctional Health Care Services.

KEY STATISTICS FOR UNIT*

5,605

Full-Time Employees

134

State Classifications

29

Occupations

KEY STATISTICS IN REPORT*

4,311

Full-Time Employees

76.9%

of Unit 19
Full-Time Employees

65

Unit 19
Classifications

6

Unit 19
Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

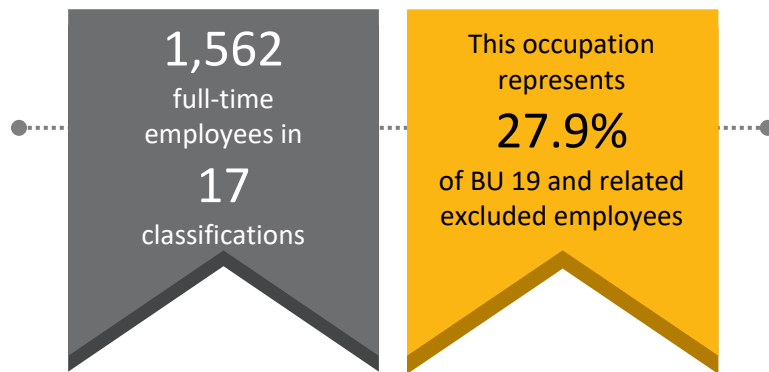
19

Clinical, Counseling, and School Psychologists

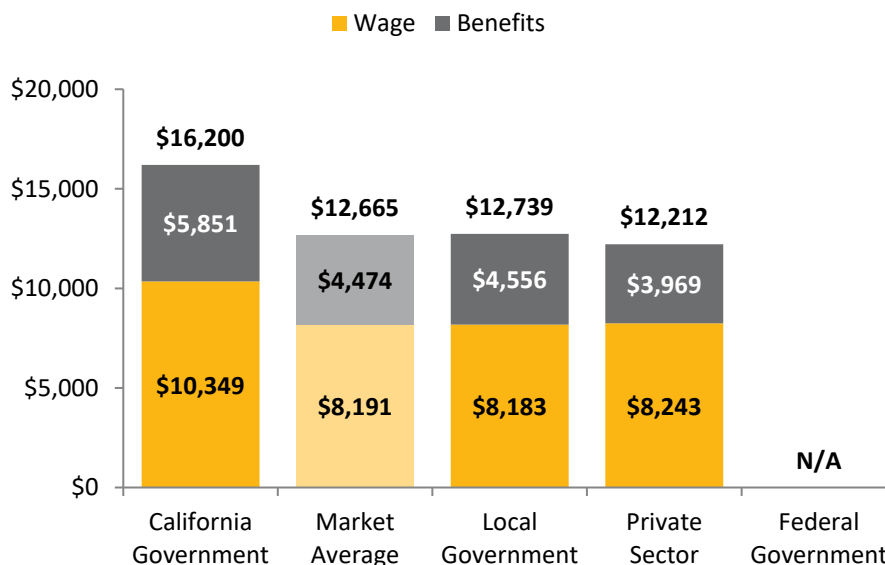
SOC Code: 19-3031

Federal Government Definition: Employees in this occupation 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.

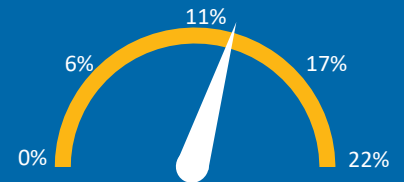
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Clinical Psychologists Occupation



Above Average Growth



12.5%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

21.8%

Local Government

21.4%

Private Sector

24.6%

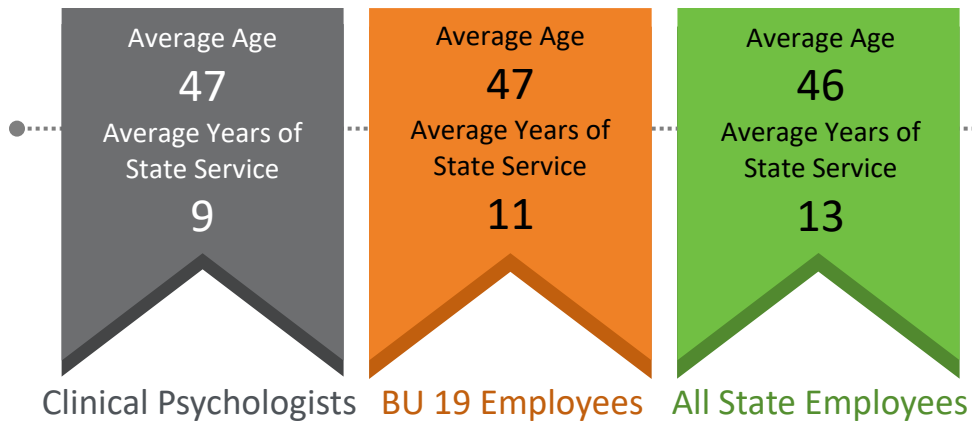
Federal Government

N/A

The Market Average is a weighted average for all employer groups.

Clinical, Counseling, and School Psychologists

The following displays the average 2018 state employee workforce data for Clinical Psychologists, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

15.5%

Clinical Psychologists

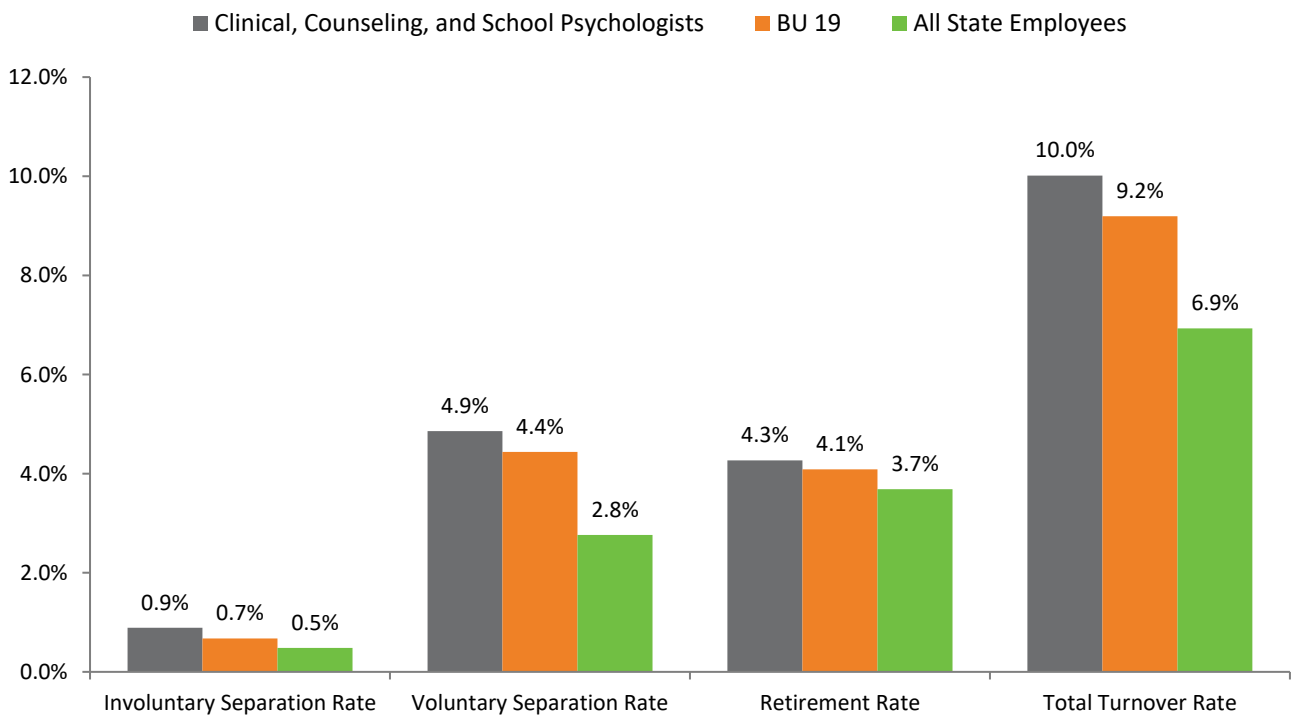
13.3%

BU 19 Employees

14.1%

All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

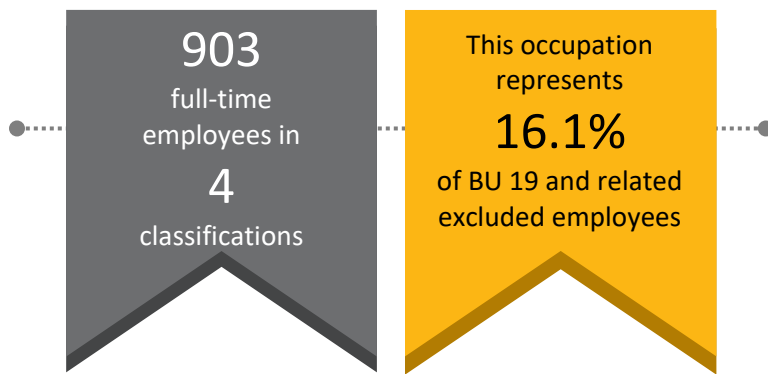
19

Healthcare Social Workers

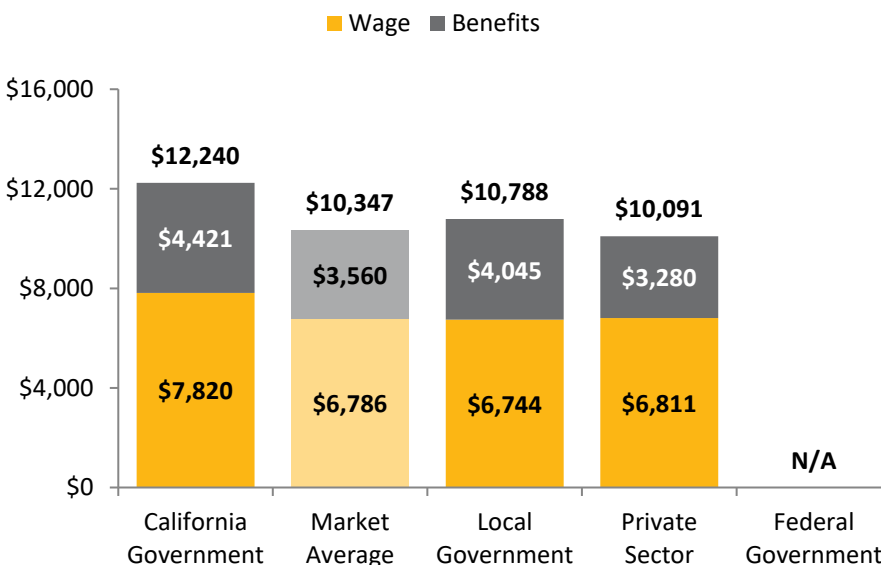
SOC Code: 21-1022

Federal Government Definition: Employees in this occupation provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and making referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

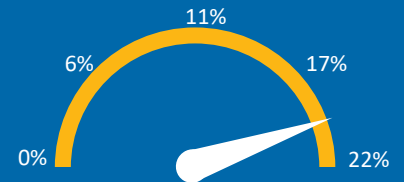
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Healthcare Social Workers Occupation



Above Average Growth



20.9%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
15.5%

Local Government

11.9%

Private Sector

17.6%

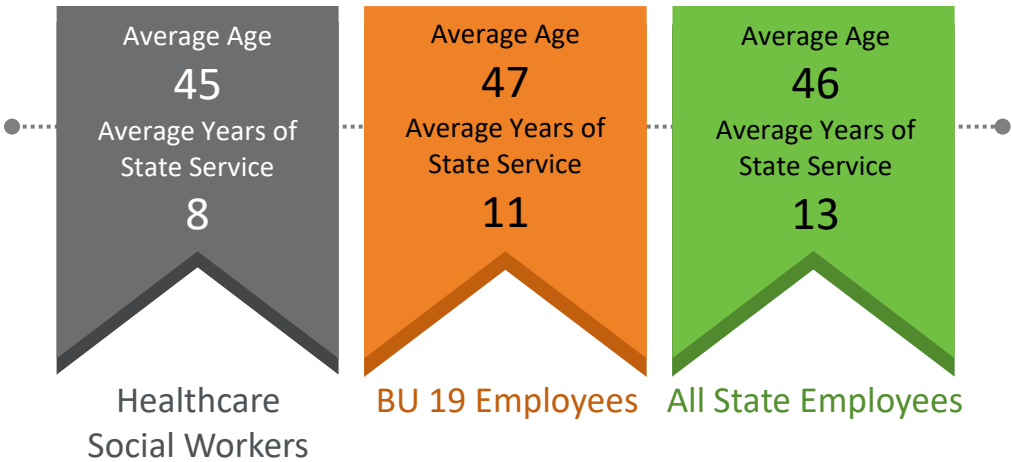
Federal Government

N/A

The Market Average is a weighted average for all three employer groups.

Healthcare Social Workers

The following displays the average 2018 state employee workforce data for Healthcare Social Workers, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

12.5%

Healthcare Social Workers

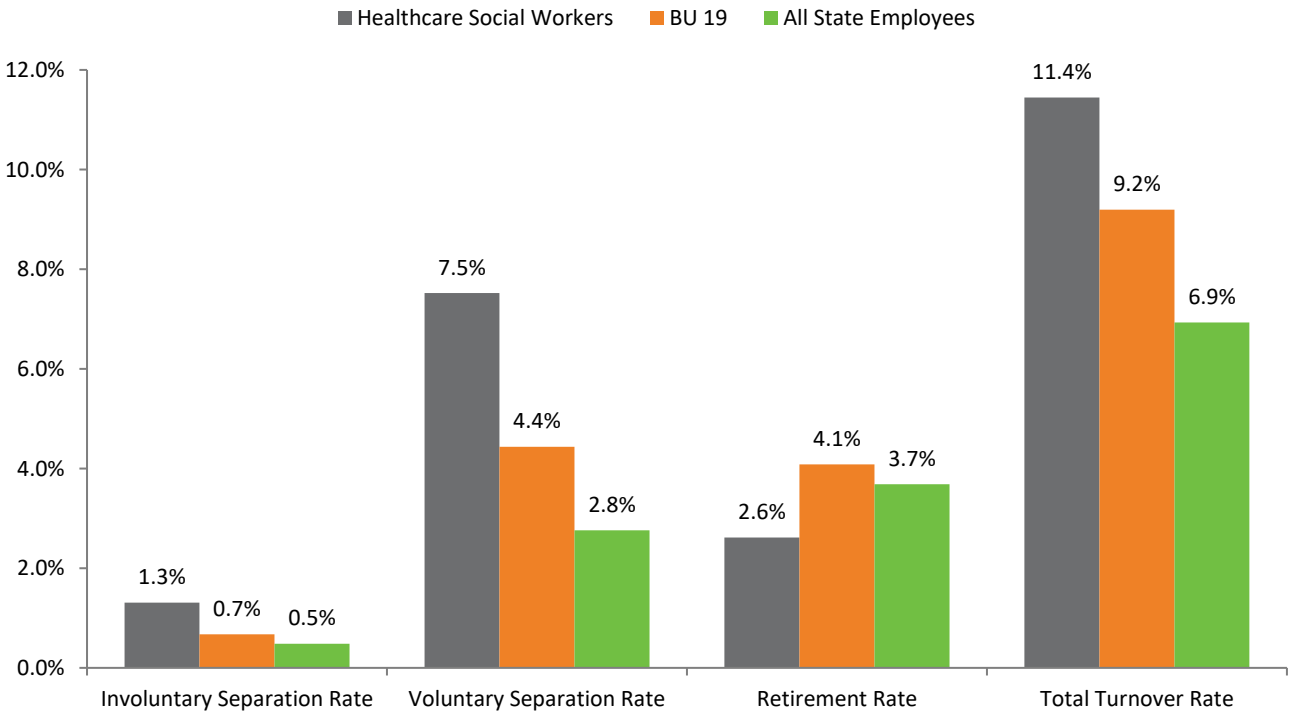
13.3%

BU 19 Employees

14.1%

All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

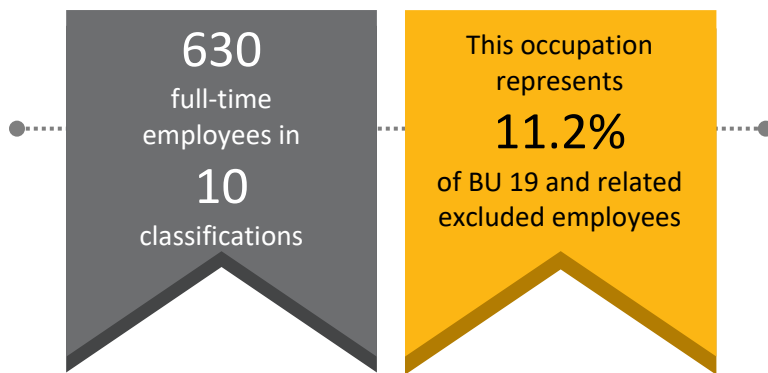
19

Recreational Therapists

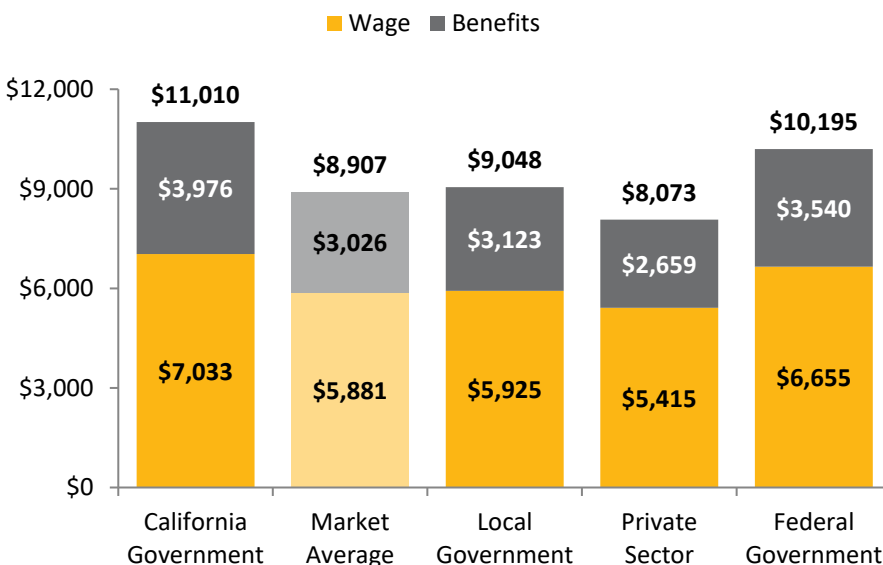
SOC Code: 29-1125

Federal Government Definition: Employees in this occupation 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.

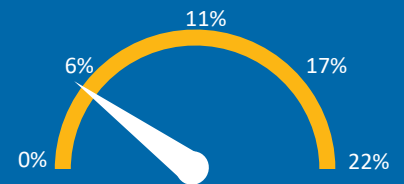
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Recreational Therapists Occupation



Below Average Growth



5.6%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
19.1%

Local Government

17.8%

Private Sector

26.7%

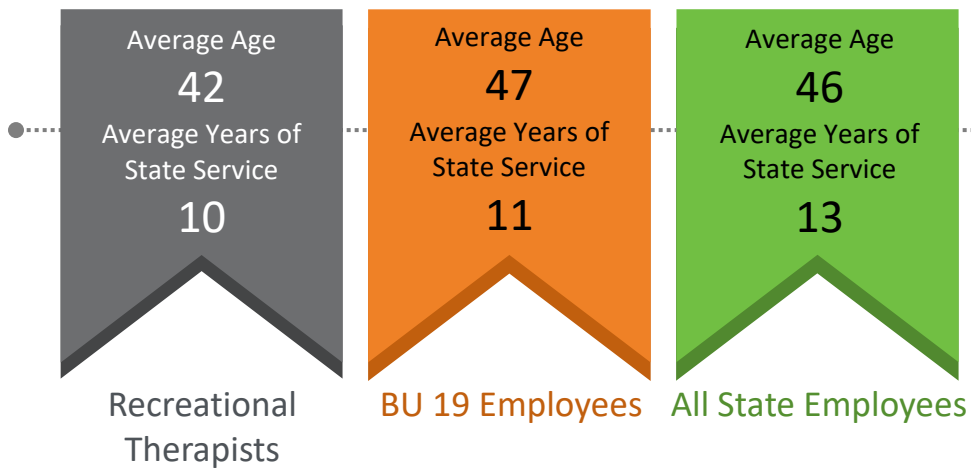
Federal Government

7.4%

The Market Average is a weighted average for all three employer groups.

Recreational Therapists

The following displays the average 2018 state employee workforce data for Recreational Therapists, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

17.4%

Recreational Therapists

13.3%

BU 19 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Recreational Therapists ■ BU 19 ■ All State Employees



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

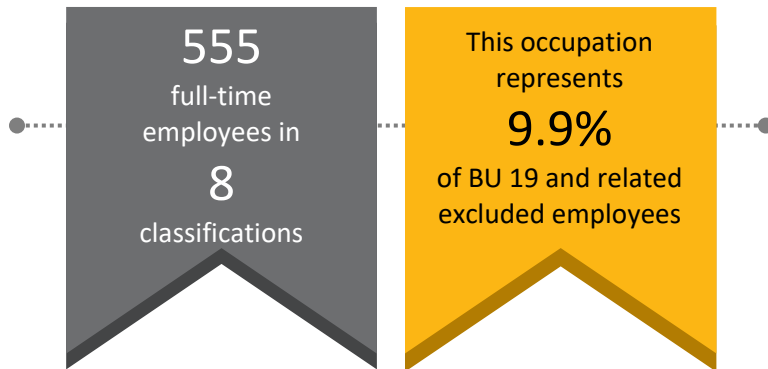
19

Rehabilitation Counselors

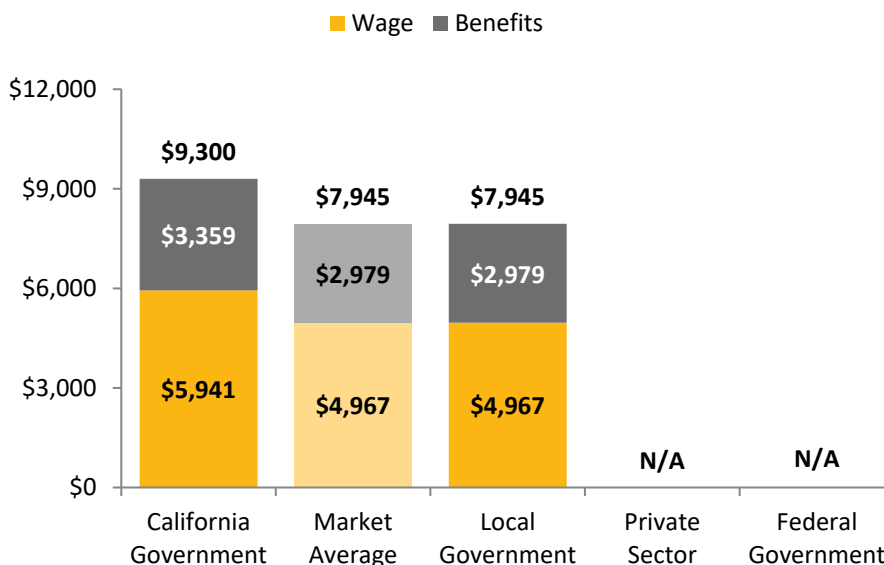
SOC Code: 21-1015

Federal Government Definition: Employees in this occupation 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. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement.

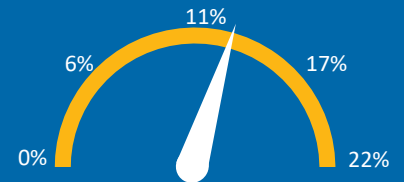
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Rehabilitation Counselors Occupation



Above Average Growth



12.1%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

14.6%

Local Government

14.6%

Private Sector

N/A

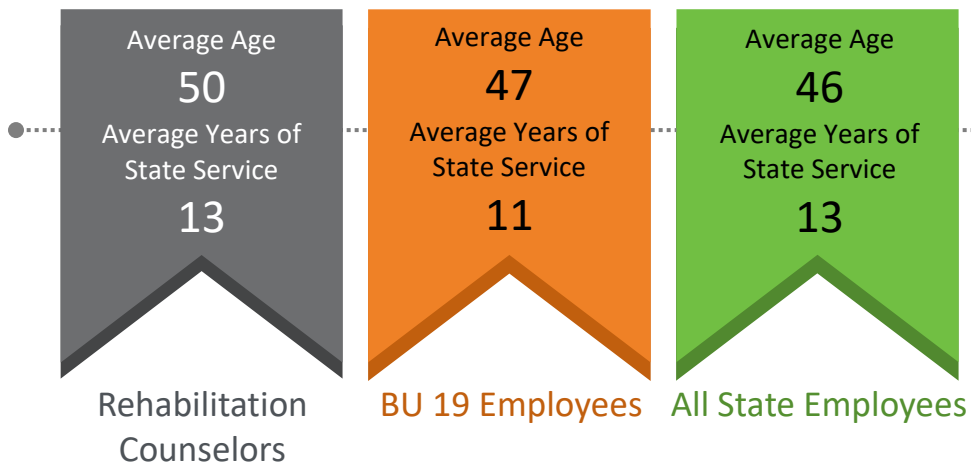
Federal Government

N/A

The Market Average is a weighted average for all three employer groups.

Rehabilitation Counselors

The following displays the average 2018 state employee workforce data for Rehabilitation Counselors, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

6.6%

Rehabilitation Counselors

13.3%

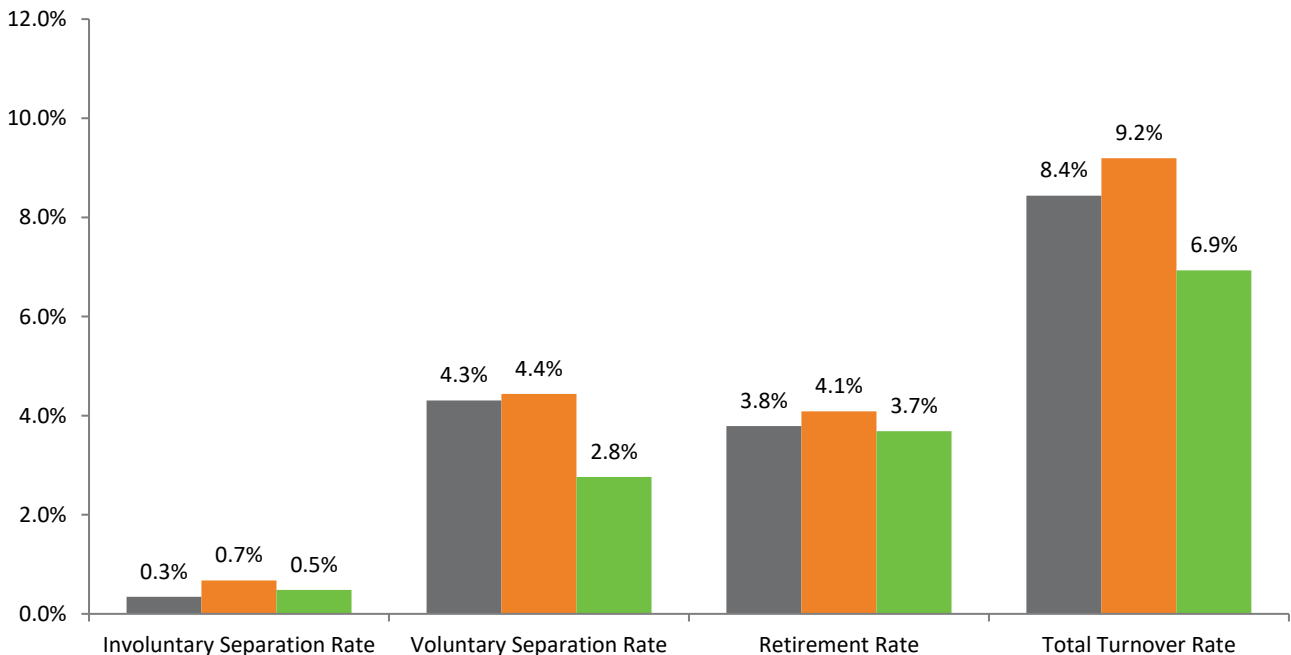
BU 19 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Rehabilitation Counselors ■ BU 19 ■ All State Employees



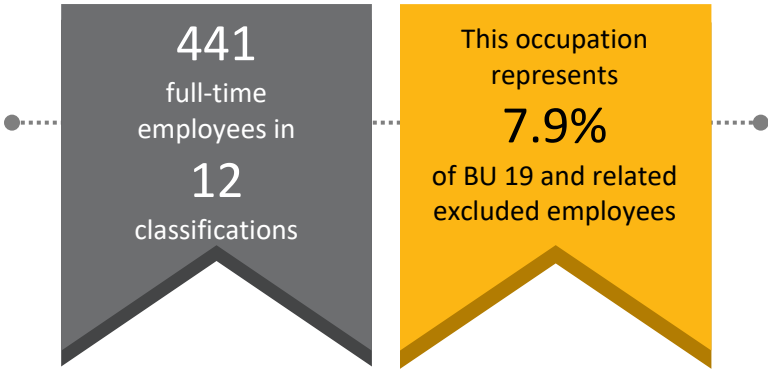
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Pharmacists

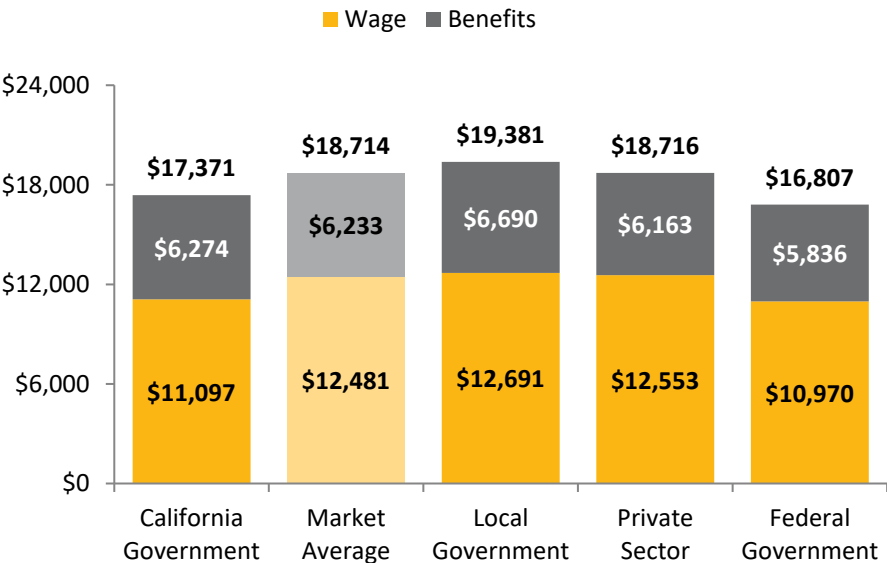
SOC Code: 29-1051

Federal Government Definition: Employees in this occupation 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.

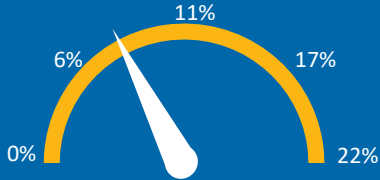
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Pharmacists Occupation



Below Average Growth



8.2%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
-7.7%

Local Government

-11.6%

Private Sector

-7.7%

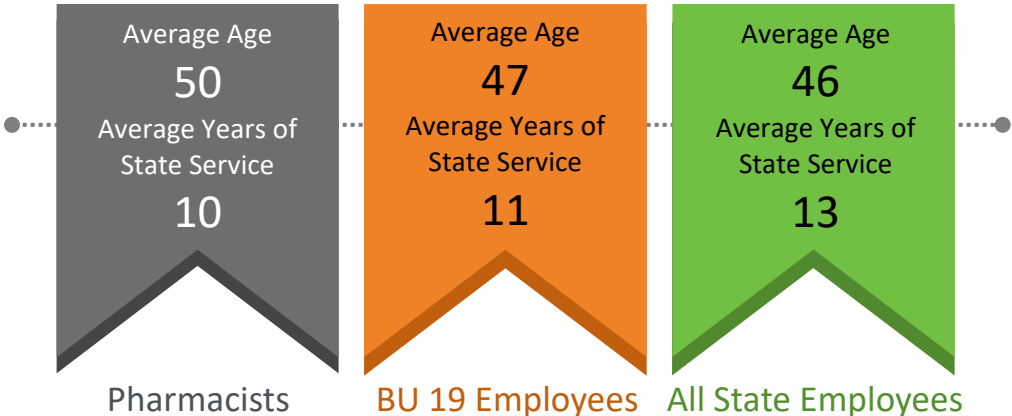
Federal Government

3.3%

The Market Average is a weighted average for all three employer groups.

Pharmacists

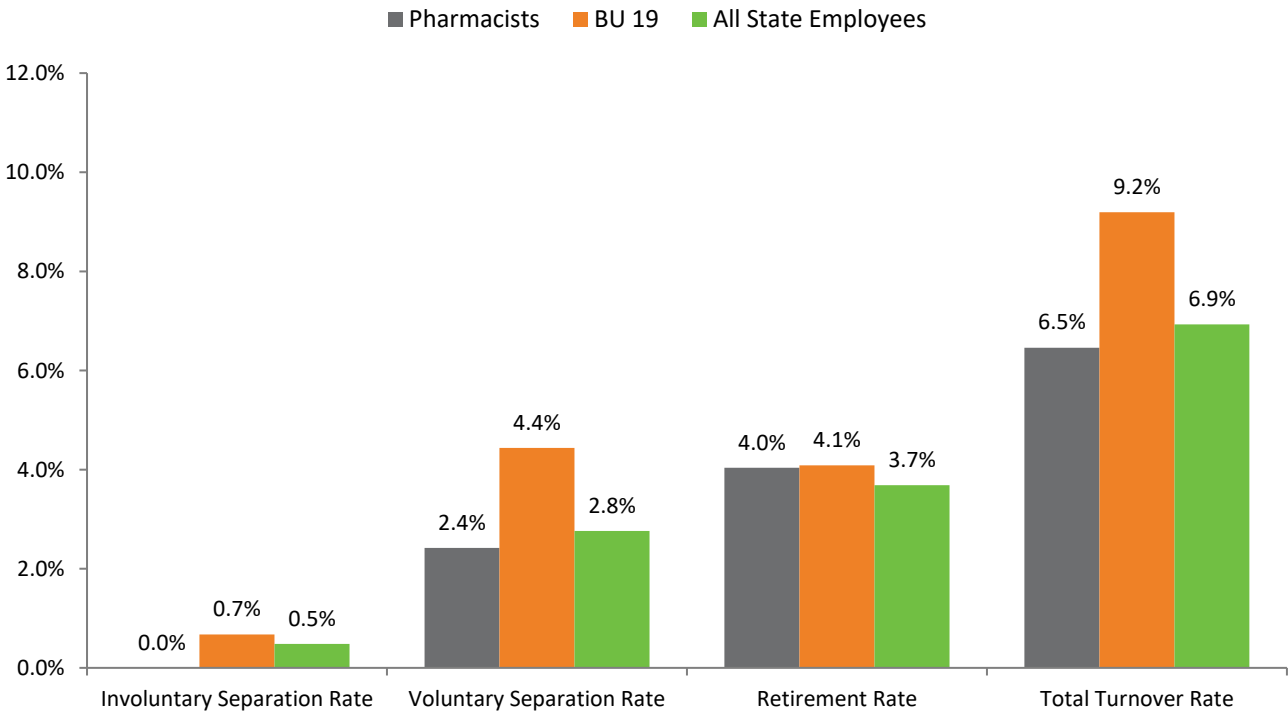
The following displays the average 2018 state employee workforce data for Pharmacists, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 10.2% Pharmacists
- 13.3% BU 19 Employees
- 14.1% All State Employees

2018 Turnover Rate



The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

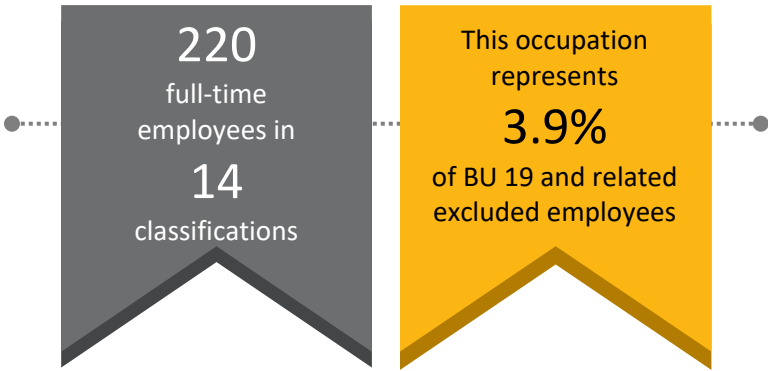
19

Dietitians & Nutritionists

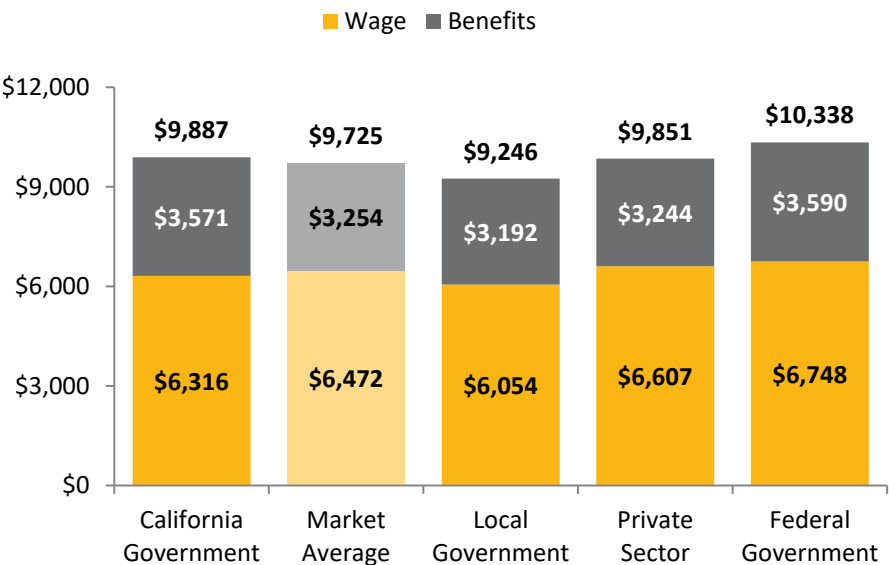
SOC Code: 29-1031

Federal Government Definition: Employees in this occupation 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.

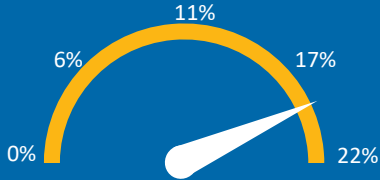
The State Employs:



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



Above Average Growth



19.8%

Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
1.6%

Local Government

6.5%

Private Sector

0.4%

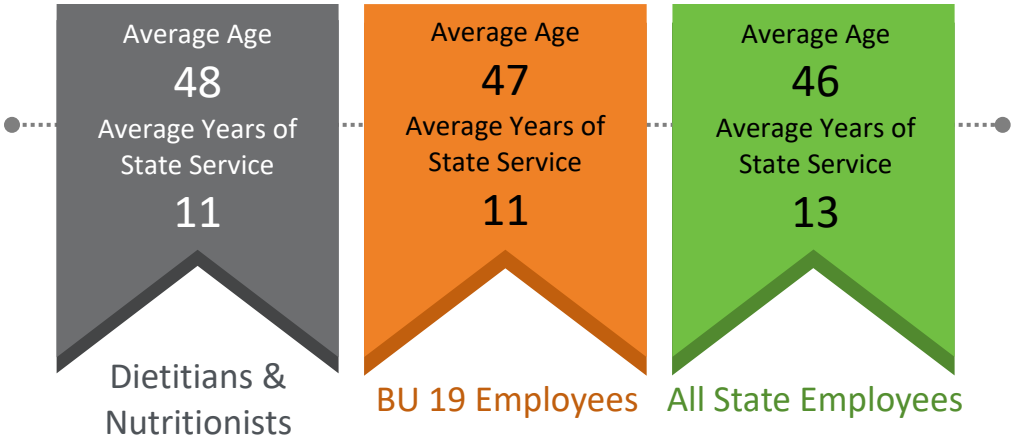
Federal Government

-4.6%

The Market Average is a weighted average for all three employer groups.

Dietitians & Nutritionists

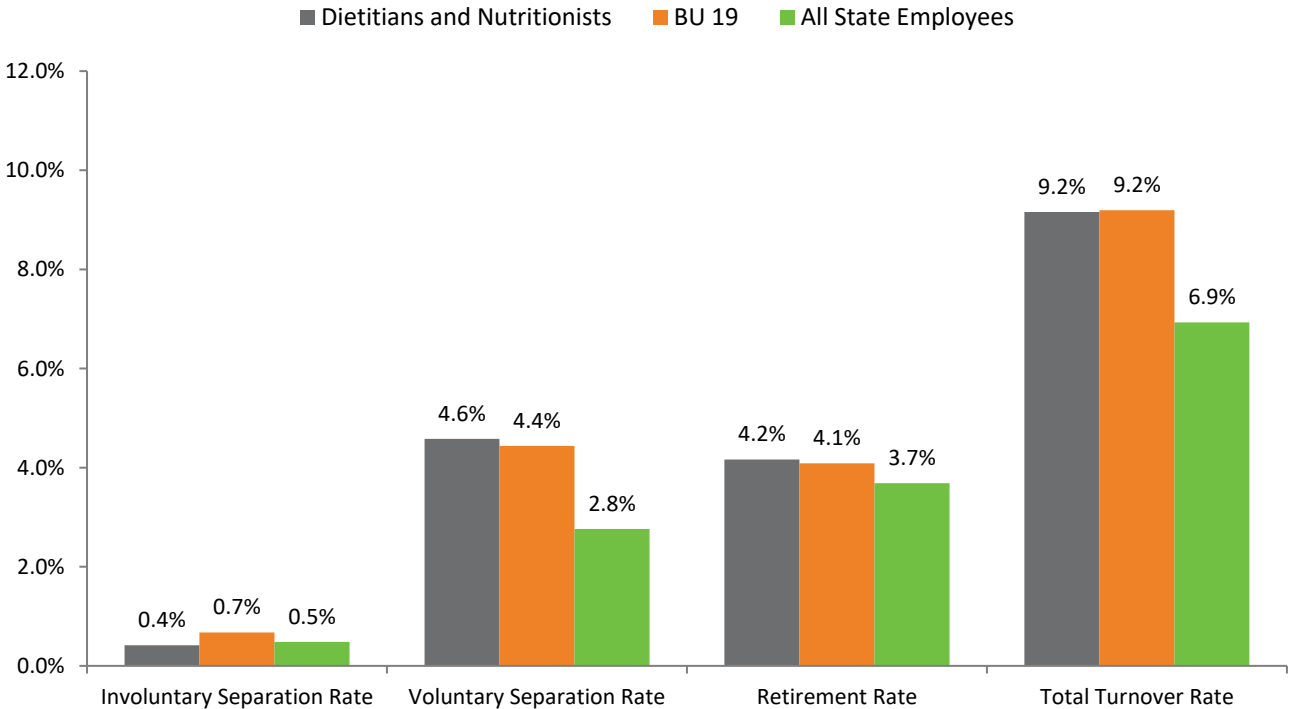
The following displays the average 2018 state employee workforce data for Dietitians & Nutritionists, Bargaining Unit 19 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- Dietitians & Nutritionists: 18.1%
- BU 19 Employees: 13.3%
- All State Employees: 14.1%

2018 Turnover Rate

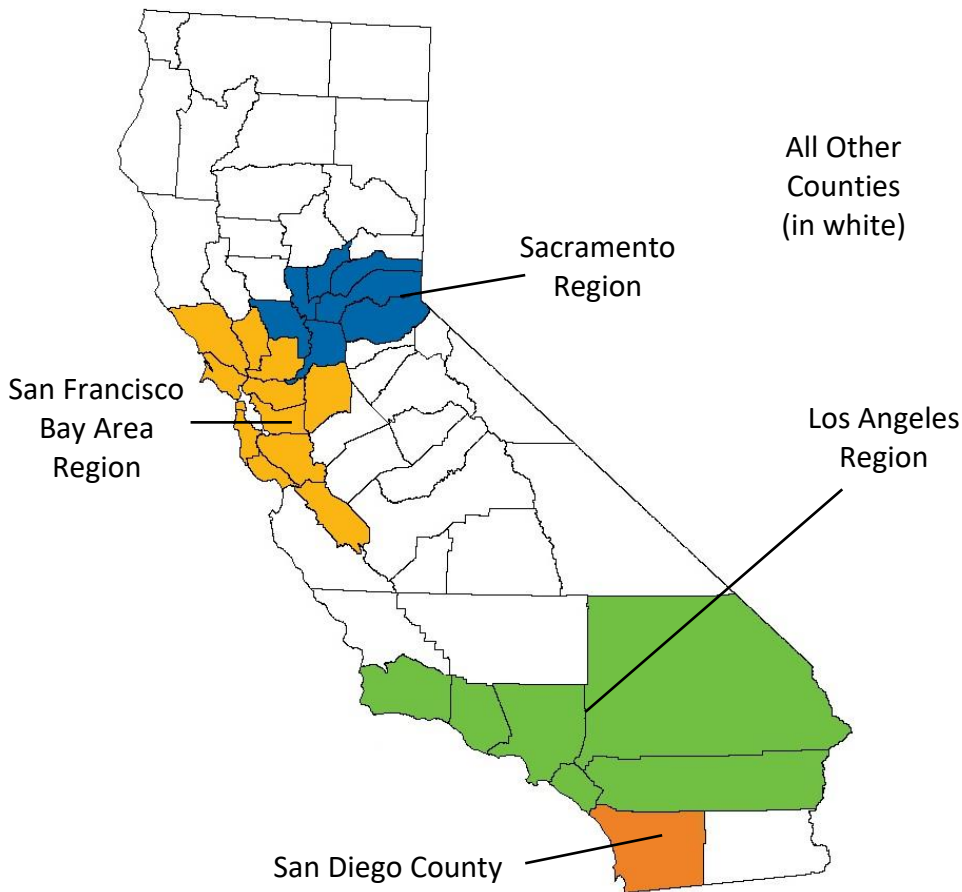


The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Geographic Comparisons

When comparing compensation, it is important to recognize that wages can vary between geographic regions. The federal government has a policy of paying its white-collar employees more to work in four regions of California (Sacramento, Los Angeles, San Francisco, and San Diego) than it does in the rest of the state. Please refer to Appendix D-1 for details.

The tables on the following pages compare the total compensation in the same regions, as well as “All Other Counties,” using the 2014 Federal Locality Pay Area boundaries.



Where State Employees Work

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

Table 8: Percent of Full-Time State of California Employees by Region*

Bargaining Unit	Sacramento Region	San Francisco Region	Los Angeles Region	San Diego County	All Other Counties
9	39.1%	17.0%	26.0%	5.4%	12.4%
10	57.1%	17.3%	12.0%	2.2%	11.4%
12	14.4%	19.5%	27.0%	5.6%	33.6%
16	11.8%	28.7%	23.7%	4.5%	31.2%
19	11.8%	25.4%	28.0%	4.7%	30.1%
All State Workers	35.8%	17.2%	20.1%	3.8%	23.0%

*State employee data provided by the California State Controller’s Office. Percentages may not equal 100 due to rounding.

Comparison in Sacramento Region

Table 9: Comparing State Employee Total Compensation in the Sacramento Region*

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
9	17-2051	Civil Engineers	8.9%	9.3%	24.7%	13.9%
9	17-2081	Environmental Engineers	9.3%	-	-	9.3%
9	17-2071	Electrical Engineers	-8.6%	6.2%	24.5%	4.9%
10	19-2041	Environmental Scientists and Specialists, Including Health	-12.0%	-	-	-12.0%
10	19-1041	Epidemiologists	-	-	-	-
10	19-2031	Chemists	4.5%	-	-	4.5%
12	47-4051	Highway Maintenance Workers	-3.1%	-	-	-3.1%
12	49-9071	Maintenance and Repair Workers, General	19.4%	19.7%	3.9%	18.4%
12	43-5081	Stock Clerks and Order Fillers	11.6%	-	18.1%	12.9%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-2.6%	-	-	-2.6%
12	47-2111	Electricians	-27.3%	1.0%	-	-19.5%
12	37-3011	Landscaping and Groundskeeping Workers	16.8%	-	-	16.8%
16	29-1062	Family and General Practitioners	-	-	-	-
16	29-1066	Psychiatrists	-	-	-	-
16	29-1021	Dentists, General	-	-	-	-
19	19-3031	Clinical, Counseling, and School Psychologists	-	13.5%	-	13.5%
19	21-1022	Healthcare Social Workers	18.4%	-0.8%	-	3.0%
19	21-1015	Rehabilitation Counselors	7.6%	-	-	7.6%
19	29-1125	Recreational Therapists	-	-	-	-
19	29-1051	Pharmacists	-	-10.3%	1.0%	-9.6%
19	29-1031	Dietitians & Nutritionists	-	-16.5%	-	-16.5%

*The Sacramento Region consists of the following counties: El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba. 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 in San Francisco Region

Table 10: Comparing State Employee Total Compensation in the San Francisco Bay Area Region*

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
9	17-2051	Civil Engineers	2.9%	15.9%	11.3%	7.6%
9	17-2081	Environmental Engineers	8.5%	6.9%	2.5%	7.1%
9	17-2071	Electrical Engineers	-3.6%	-2.8%	-	-2.8%
10	19-2041	Environmental Scientists and Specialists, Including Health	-5.8%	-29.2%	-44.4%	-20.0%
10	19-1041	Epidemiologists	7.7%	-7.2%	-	1.4%
10	19-2031	Chemists	-8.3%	-1.4%	-18.1%	-3.6%
12	47-4051	Highway Maintenance Workers	-35.9%	-	-	-35.9%
12	49-9071	Maintenance and Repair Workers, General	1.0%	-7.5%	0.1%	-2.4%
12	43-5081	Stock Clerks and Order Fillers	-9.0%	41.5%	4.2%	35.0%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-17.9%	0.0%	-0.8%	-13.2%
12	47-2111	Electricians	-40.9%	-17.8%	-5.2%	-23.5%
12	37-3011	Landscaping and Groundskeeping Workers	-26.3%	29.8%	-29.4%	-20.0%
16	29-1062	Family and General Practitioners	13.2%	-	-	13.2%
16	29-1066	Psychiatrists	3.2%	-	-	3.2%
16	29-1021	Dentists, General	45.1%	-	-	45.1%
19	19-3031	Clinical, Counseling, and School Psychologists	21.8%	8.9%	-	18.6%
19	21-1022	Healthcare Social Workers	2.8%	10.3%	-	7.2%
19	21-1015	Rehabilitation Counselors	-9.8%	-	-	-9.8%
19	29-1125	Recreational Therapists	11.6%	23.9%	4.4%	12.0%
19	29-1051	Pharmacists	-14.9%	-11.5%	3.2%	-11.5%
19	29-1031	Dietitians & Nutritionists	-4.1%	-11.0%	-17.8%	-9.4%

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

Table 11: Comparing State Employee Total Compensation in the Los Angeles Region*

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
9	17-2051	Civil Engineers	0.7%	11.7%	23.8%	5.7%
9	17-2081	Environmental Engineers	5.5%	6.7%	11.1%	6.3%
9	17-2071	Electrical Engineers	-8.8%	6.0%	32.6%	4.0%
10	19-2041	Environmental Scientists and Specialists, Including Health	6.5%	-18.7%	-4.4%	3.1%
10	19-1041	Epidemiologists	15.3%	-	-	15.3%
10	19-2031	Chemists	-11.8%	27.2%	-22.1%	14.5%
12	47-4051	Highway Maintenance Workers	-9.6%	-	-	-9.6%
12	49-9071	Maintenance and Repair Workers, General	5.6%	17.8%	-3.4%	9.8%
12	43-5081	Stock Clerks and Order Fillers	2.9%	53.1%	17.2%	46.3%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-25.0%	20.0%	10.2%	-5.1%
12	47-2111	Electricians	-17.7%	0.3%	11.5%	-3.9%
12	37-3011	Landscaping and Groundskeeping Workers	-1.9%	45.2%	-	13.3%
16	29-1062	Family and General Practitioners	72.3%	26.5%	-	65.5%
16	29-1066	Psychiatrists	0.9%	53.6%	-	6.6%
16	29-1021	Dentists, General	47.4%	-	-	47.4%
19	19-3031	Clinical, Counseling, and School Psychologists	20.2%	28.9%	-	21.0%
19	21-1022	Healthcare Social Workers	15.4%	22.5%	-	20.0%
19	21-1015	Rehabilitation Counselors	17.7%	-	-	17.7%
19	29-1125	Recreational Therapists	17.8%	27.7%	-	23.3%
19	29-1051	Pharmacists	-11.3%	-9.4%	-0.2%	-9.3%
19	29-1031	Dietitians & Nutritionists	10.9%	4.2%	1.7%	5.4%

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

Table 12: Comparing State Employee Total Compensation in San Diego County

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
9	17-2051	Civil Engineers	29.8%	3.6%	18.5%	24.3%
9	17-2081	Environmental Engineers	17.9%	17.1%	18.4%	18.0%
9	17-2071	Electrical Engineers	-	2.3%	10.9%	3.2%
10	19-2041	Environmental Scientists and Specialists, Including Health	9.5%	-4.3%	-0.8%	4.6%
10	19-1041	Epidemiologists	-	-	-	-
10	19-2031	Chemists	-	-	-	-
12	47-4051	Highway Maintenance Workers	-5.9%	-	-	-5.9%
12	49-9071	Maintenance and Repair Workers, General	14.8%	22.6%	-0.6%	16.8%
12	43-5081	Stock Clerks and Order Fillers	31.3%	39.0%	23.5%	34.5%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	7.5%	-	16.6%	12.6%
12	47-2111	Electricians	10.7%	10.3%	20.7%	11.3%
12	37-3011	Landscaping and Groundskeeping Workers	22.1%	32.4%	-	24.3%
16	29-1062	Family and General Practitioners	-	18.1%	-	18.1%
16	29-1066	Psychiatrists	-	-	-	-
16	29-1021	Dentists, General	-	-	-	-
19	19-3031	Clinical, Counseling, and School Psychologists	20.7%	-	-	20.7%
19	21-1022	Healthcare Social Workers	-3.1%	26.2%	-	15.6%
19	21-1015	Rehabilitation Counselors	-	-	-	-
19	29-1125	Recreational Therapists	24.8%	-	-	24.8%
19	29-1051	Pharmacists	-9.4%	0.6%	4.4%	-0.5%
19	29-1031	Dietitians & Nutritionists	3.7%	-2.4%	-4.5%	-1.0%

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 in All Other Counties

Table 13: Comparing State Employee Total Compensation in All Other Counties in California*

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
9	17-2051	Civil Engineers	19.9%	-	31.8%	21.9%
9	17-2081	Environmental Engineers	25.7%	-	-	25.7%
9	17-2071	Electrical Engineers	5.1%	-	34.5%	30.1%
10	19-2041	Environmental Scientists and Specialists, Including Health	20.0%	-	5.6%	17.7%
10	19-1041	Epidemiologists	13.3%	-	-	13.3%
10	19-2031	Chemists	19.0%	-	-47.1%	-16.6%
12	47-4051	Highway Maintenance Workers	20.3%	-	-	20.3%
12	49-9071	Maintenance and Repair Workers, General	33.9%	30.2%	28.4%	32.7%
12	43-5081	Stock Clerks and Order Fillers	36.4%	59.1%	13.2%	55.7%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	16.1%	-	15.2%	15.9%
12	47-2111	Electricians	4.8%	8.4%	19.7%	8.3%
12	37-3011	Landscaping and Groundskeeping Workers	18.5%	29.7%	-	18.9%
16	29-1062	Family and General Practitioners	28.0%	24.8%	-	26.6%
16	29-1066	Psychiatrists	19.7%	-	-	19.7%
16	29-1021	Dentists, General	-	-	-	-
19	19-3031	Clinical, Counseling, and School Psychologists	21.6%	-	-	21.6%
19	21-1022	Healthcare Social Workers	26.5%	13.2%	-	18.7%
19	21-1015	Rehabilitation Counselors	27.1%	-	-	27.1%
19	29-1125	Recreational Therapists	-	-	-	-
19	29-1051	Pharmacists	-10.6%	-7.6%	9.2%	-7.7%
19	29-1031	Dietitians & Nutritionists	10.5%	8.5%	-	9.4%

*The All Other Counties in California include: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Mono, Plumas, San Luis Obispo, Shasta, Sierra, Siskiyou, Stanislaus, Tehama, Trinity, Tulare, and Tuolumne. 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.

Data and Methodology

The following pages display a summary of data sources and methodologies used to complete this report.

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, CalHR added the value of state employee benefits to the state wage to find the total compensation for state workers. For more details, please read Methodology for Combining Benefit Percentages and Wages.

TOTAL COMPENSATION



State Employee Wages

CalHR received wage data for state employees from the State Controller's Office. This report compares the monthly median wage for full-time workers as of March 2018. (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 find the state median wage, all salaries paid to state workers, rank-and-file and related excluded, associated with the same bargaining unit and mapped to the same occupation were collected. The average "wage-related" pay differentials paid to state workers in the occupation were then added to the base salary for each state employee to calculate the wage per employee.

For Unit 16 occupations (Family and General Practitioners, Psychiatrists, and Dentists) the labor market median wage was unavailable, so the mean wage was used.

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, CalHR closely followed the methodology used 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."

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 compute the average wage for each bargaining unit.

Benefits

Supplemental Pay: This includes the employer's costs for overtime pay, shift differentials (for example, 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 professional development days accrued are 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,¹ 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).

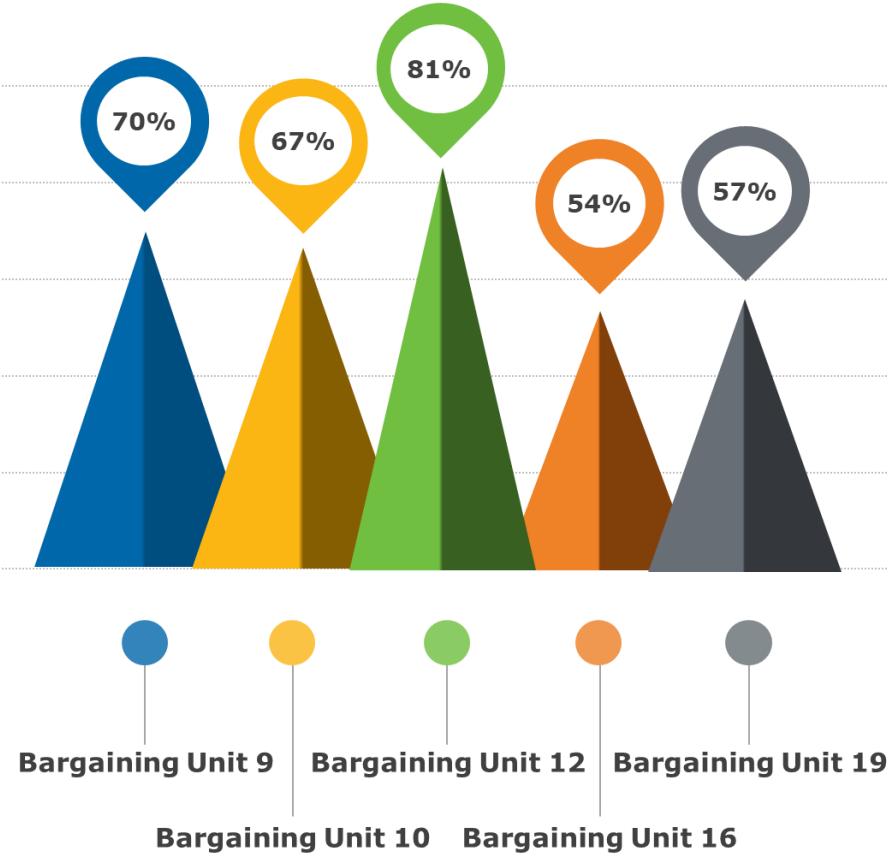
Legally Required Benefits: This includes the employer costs for Social Security, Medicare, state and federal unemployment insurance, and workers' compensation.

¹ 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 these employees 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, so were not included in the state's total compensation costs.

Benefit Percentages for Bargaining Units

The benefit percentages below represent the state’s average cost for employee benefits, as defined by the Bureau, compared to average employee wages. 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



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 is published annually, covering full-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 Employment Development Department (EDD) is the SWA responsible for collecting local-government and private-sector wages. The Bureau collects federal employee wage data.

All wage data in the survey is categorized into occupations using the federal SOC system. Each occupation represents a wide range of wages, including entry through journey-level workers, and often first-level supervisors.

The survey is distributed to approximately 97,000 local-government and private-sector employers in California over a rolling 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 for full-time workers in California as of March 2018. Private-sector wages were filtered for large employers (500 or more employees) for all statewide and regional comparisons.

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. The survey does not include federal government, agricultural, household workers, and workers who are self-employed. The 2018 California State Employee Total Compensation Report uses data from the Employer Costs for Employee Compensation (ECEC), which reports the average total compensation on an hourly basis for private-sector and local-government workers.

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 for detailed definitions.

Employer Costs for Employee Compensation (ECEC)

The ECEC reports the following employer-paid benefit costs:

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

The Bureau provided CalHR with unpublished estimates of annual hours worked, annual scheduled hours, and hourly wage and benefit costs for private-sector and local-government workers separately. CalHR annualized the hourly data to create “benefit percentages” for each employer group and each occupation.² The table below summarizes how these percentages were created.

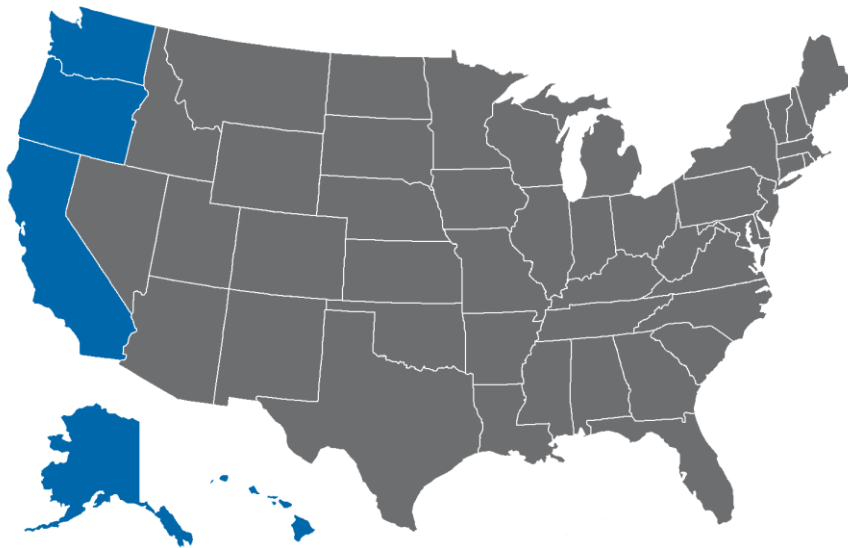
Table 14: Calculating the Benefit Percentage from the NCS

NCS Wage for Major Occupational Group	NCS Total Benefits for Major Occupational Group	Benefit Formula	Benefit %
\$80,000 / Year	\$40,000 / Year	$(\$40,000 / \$80,000) = 50\%$	50%

² The Bureau provided 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 to produce estimates for some major occupational groups. Where this was the case, CalHR used the local government high level or “All Worker” benefit percentage.

National Compensation Survey Data

The Bureau provided CalHR with a detailed breakout of total compensation costs from the NCS for the Pacific Region.³ The map below illustrates the five states in the Pacific Region.



³ For a list of all localities, refer to: “NCS Published Areas, National Compensation Survey- Wages” Bureau of Labor Statistics, September 16, 2011, <https://www.bls.gov/ncs/ocs/compub.htm>.

Federal Employee Benefit Data

To calculate a benefit percentage for federal workers, CalHR obtained wage and benefit costs for federal workers employed in each occupation from the U.S. Office of Personnel Management (OPM).

Methodology for Combining Benefit Percentages and Wages

The Bureau and EDD have instructed CalHR how their data is collected and calculated, enabling CalHR to combine the OES and NCS surveys for benchmarking purposes.

To find the total compensation for a detailed occupation, the benefit percentage from the NCS (for local government and private sector) and from the OPM (for federal government) was combined with the wage data from the corresponding employer group in the OES survey.

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

Table 15: Calculating 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
\$80,000 / Year	50%	$(\$80,000 \times 50\%) = \$40,000$	$\$80,000 + \$40,000$	\$120,000 / Year

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. This section describes these benefits.

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.

Employee Assistance Program (EAP)

All active state employees and their dependents are eligible to participate in the EAP. This program is provided by the State of California as part of the state's commitment to promoting employee health and wellness. It is offered at no charge to the employee and provides a valuable resource for support and information during difficult times, as well as consultation on day-to-day concerns. EAP includes an assessment, short-term counseling, and referral service designed to provide members with assistance in managing everyday concerns. EAP can assist with marriage, family, and relationship issues; emotional, personal and stress concerns; drug and alcohol abuse; healthy lifestyles; and work-life balance. Customer service representatives are available 24 hours a day, seven days a week, to confidentially discuss concerns and ensure participants receive the assistance they need.

Flexible Schedules

The state offers flexible schedules to many of its workers, often in the form of an Alternate Work Week Schedule. This schedule allows employees and management 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. See related Memoranda of Understandings for more information.

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. This is an employee-paid program, so 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 FlexElect Reimbursement Account offers employees a voluntary pre-tax reimbursement account for out-of-pocket medical and dependent care expenses.

Retiree Health Insurance (Other Post-Employment Benefits)

The Bureau of Labor Statistics does not include retiree health insurance in the calculation of benefits for the National Compensation Survey. Following this methodology, the state did not include its contribution to retiree health in its benefit calculations.

State Defined Contribution Program: Savings Plus

Through Savings Plus, most state employees may establish and manage 401(k) and 457(b) plans. In 2018, employees were allowed to contribute up to \$18,500 in each plan (\$37,000 combined), if under the age of 50; and up to \$24,500 in each plan (\$49,000 combined) if 50 or older. Savings Plus allows employees to save for their retirement on both a pre-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 options with low investment fees and low administrative costs to the participant.

Statewide Employee Wellness Program

The statewide Employee Wellness Program provides health promotion information, resources, and direction to State agencies to help them develop programs that promote healthy lifestyles for their employees. All active state employees are encouraged to participate in Healthier U Connections – an innovative, online wellness service that allows state active employees to continually track health behaviors and access wellness resources, such as healthy recipes, exercise videos, ask a physician, and much more.

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 \$750,000 or eight times an employee's 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. See related Memoranda of Understandings for more information.

Training and Professional Development

The Statewide Training Center provides development opportunities for state employees through civil-service led academies and vendor hosted solutions. The CalHR competency-based academy programs include consultation on and delivery of leadership development, process improvement, and human resource professional training.

Transportation Benefits

There are three 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 second benefit is the Transit and Vanpool Incentive Program, where employees receive a transit or vanpool subsidy of 75 percent, up to a maximum of \$65 per month. The vanpool coordinator/driver for each vanpool receives a reimbursement amount of \$100 per month. The third benefit is the Bicycle Commuter Program. Active state employees who bike to work at least 50% of the days they are scheduled to work in a calendar month are eligible to receive a taxable \$20 benefit per month.

Uniform/Equipment Allowance

Depending upon the bargaining unit, some state employees receive an allowance or reimbursement for uniforms and/or equipment. See related Memoranda of Understandings for more information.

For more information on state employee benefits:

<https://www.calhr.ca.gov/employees/Pages/main.aspx>

Glossary of Terms

These definitions are used for the purposes of this report. Definitions originated from the Bureau, the EDD, or CalHR.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: add annual scheduled hours plus any overtime hours worked during the year, then subtract all vacation, holiday, and personal leave hours accrued 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 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. For example, CB/IDs for Bargaining Unit 9 and its related excluded employees look like this: R09, M09, and S09.
Defined Benefit Retirement Plan	A defined benefit retirement plan provides employees with guaranteed retirement benefits that are based on a benefit formula. A participant's retirement age, length of service, and pre-retirement earnings may affect the benefit received.

Glossary of Terms Continued

Defined Contribution Retirement Plan	A defined contribution retirement plan specifies the level of employer and employee contributions (retirement savings) and places those contributions into individual employee accounts. Retirement benefits are based on the level of contributions, plus earnings.
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	The Bureau produces this report, which displays the percentage of workers with access to and participation in employer provided benefit plans (such as retirement, health care, life insurance, short-term and long-term disability insurance, and paid leave benefits).
ECEC	The Bureau produces the Employer Costs for Employee Compensation (ECEC) report, which shows employer costs per hour worked for wages and individual benefits. Cost data are presented in both dollar amounts and as percentages of compensation.
ECI	The Bureau produces the Employment Cost Index (ECI), which is a measure of the change in the cost of labor. The series measures changes in compensation costs (wages and salaries and 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 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.

Glossary of Terms Continued

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 2018, 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.
Holiday Premium Pay	Payment for working a designated holiday; usually an add-on to a base rate.
Implicit Subsidy	The implicit rate is an inherent subsidy of retiree healthcare costs by active employee healthcare costs when healthcare premiums paid by retirees and actives are the same.
Involuntary Separation	Involuntary separations include absent without leave (AWOL), death, dismissal, failure to meet employee conditions, termination with fault, illegal appointment, and resignation with fault.
Legally Required Benefits	Legally required benefits include the employer's costs for Social Security, Medicare, Federal and State unemployment insurance, and workers' compensation. 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 also be distributed as an annuity.
Longevity Pay	Payment to an employee based on seniority or length of service with an employer.

Glossary of Terms Continued

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 or accident insurance.
Market Average	To calculate the “Market Average,” CalHR 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 were then summed, 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 after sorting in ascending or descending order.
NCS	The National Compensation Survey is a detailed compensation survey conducted by the Bureau. The NCS produces three separate reports: the Employment Cost Index (ECI), the Employee Benefit Incidence and Provisions, and the Employer Costs for Employee Compensation (ECEC).
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 an annual 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.

Glossary of Terms Continued

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; administering retirement, healthcare, and insurance programs; and providing oversight of merit-based and inclusive hiring into the federal government's civil service.
Overtime Pay	Payment over and above the employee's regular pay for working 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 Professional Development Days (PDD) which fall 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, or supervisory.
Retirement Rate	The retirement rate is calculated by dividing the count of all service and disability retirements for the year by the annual average number of employees.
Shift Differential	Payment over and above an employee's regular pay for working a nonstandard shift, typically evenings, 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.

Glossary of Terms Continued

SOC	Standard Occupational Classification (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 2,800 civil service 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).
Turnover Rate	The turnover rate is calculated by dividing the count of all voluntary and involuntary separations, and retirements for the year by the annual average number of employees.
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.
Vacancy Rate	The vacancy rate is calculated by dividing an average of full-time equivalent vacant positions by the average of all established full-time equivalent positions. It does not include employees hired into blanket positions. (Blanket positions are intended to be used for temporary, seasonal, or intermittent workload.)
Vacation Leave	Time off from work normally taken in days or weeks that provide employees with a rest or break from work. The amount of time-off may vary based on an employee's length-of-service with the employer or it may be a fixed number of days or weeks.
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.
Voluntary Separation Rate	The voluntary separation rate is calculated by dividing the count of all voluntary separations (not including retirements) for the year by the annual average number of employees.

Glossary of Terms Continued

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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Attachments

The following attachments are included with this report:

Appendix A – Detailed Comparison for Each Occupation

Appendix B – Detailed List of State Classifications in Occupations

Appendix C – Benefit Percentages

Appendix D – Other Information Related to the Report

Appendix A

Detailed Comparison for Each Occupation

The following pages display 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	Market Average Wage	Market Average Total Compensation
9	17-2051	Civil Engineers	0.04%	8.4%
9	17-2081	Environmental Engineers	1.9%	10.3%
9	17-2071	Electrical Engineers	-6.4%	2.8%
10	19-2041	Environmental Scientists and Specialists, Including Health	-10.7%	-2.6%
10	19-1041	Epidemiologists	-0.9%	6.8%
10	19-2031	Chemists	-4.6%	5.2%
12	47-4051	Highway Maintenance Workers	-12.8%	-3.9%
12	49-9071	Maintenance and Repair Workers, General	8.1%	15.5%
12	43-5081	Stock Clerks and Order Fillers	34.9%	43.2%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-13.2%	-4.2%
12	47-2111	Electricians	-12.7%	-5.2%
12	37-3011	Landscaping and Groundskeeping Workers	3.6%	12.9%
16	29-1062	Family and General Practitioners	38.8%	39.4%
16	29-1066	Psychiatrists	6.3%	7.1%
16	29-1021	Dentists, General	45.5%	46.4%
19	19-3031	Clinical, Counseling, and School Psychologists	20.8%	21.8%
19	21-1022	Healthcare Social Workers	13.2%	15.5%
19	21-1015	Rehabilitation Counselors	16.4%	14.6%
19	29-1125	Recreational Therapists	16.4%	19.1%
19	29-1051	Pharmacists	-12.5%	-7.7%
19	29-1031	Dietitians & Nutritionists	-2.5%	1.6%

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

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

The Market Average is a weighted average for all three employer groups based upon total compensation and employment estimates for each employer.

For Unit 16 occupations (Family and General Practitioners, Psychiatrists, and Dentists) the mean wage was used.

Summary Sheet for State of California

17-2051 - Civil Engineers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,558		\$16,168	
Market Average	\$9,554	0.04%	\$14,811	8.4%
Local Government	\$9,889	-3.5%	\$15,395	4.8%
Private Sector (500+)	\$9,159	4.2%	\$14,152	12.5%
Federal Government	\$8,258	13.6%	\$12,424	23.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,564		\$16,177	
Market Average	\$9,035	5.5%	\$13,925	13.9%
Local Government	\$9,469	1.0%	\$14,741	8.9%
Private Sector (500+)	\$9,496	0.7%	\$14,672	9.3%
Federal Government	\$8,096	15.3%	\$12,181	24.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,558		\$16,166	
Market Average	\$9,622	-0.7%	\$14,930	7.6%
Local Government	\$10,082	-5.5%	\$15,695	2.9%
Private Sector (500+)	\$8,799	7.9%	\$13,596	15.9%
Federal Government	\$9,533	0.3%	\$14,343	11.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,553		\$16,158	
Market Average	\$9,828	-2.9%	\$15,243	5.7%
Local Government	\$10,306	-7.9%	\$16,044	0.7%
Private Sector (500+)	\$9,238	3.3%	\$14,274	11.7%
Federal Government	\$8,182	14.3%	\$12,310	23.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,561		\$16,172	
Market Average	\$7,910	17.3%	\$12,236	24.3%
Local Government	\$7,293	23.7%	\$11,353	29.8%
Private Sector (500+)	\$10,091	-5.5%	\$15,591	3.6%
Federal Government	\$8,761	8.4%	\$13,181	18.5%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,555		\$16,163	
Market Average	\$8,149	14.7%	\$12,623	21.9%
Local Government	\$8,314	13.0%	\$12,943	19.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,328	23.3%	\$11,025	31.8%

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

17-2081 - Environmental Engineers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,450		\$15,985	
Market Average	\$9,275	1.9%	\$14,338	10.3%
Local Government	\$9,135	3.3%	\$14,221	11.0%
Private Sector (500+)	\$9,649	-2.1%	\$14,909	6.7%
Federal Government	\$9,330	1.3%	\$14,037	12.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,547		\$16,149	
Market Average	\$9,412	1.4%	\$14,652	9.3%
Local Government	\$9,412	1.4%	\$14,652	9.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,548		\$16,150	
Market Average	\$9,707	-1.7%	\$14,997	7.1%
Local Government	\$9,496	0.5%	\$14,784	8.5%
Private Sector (500+)	\$9,733	-1.9%	\$15,039	6.9%
Federal Government	\$10,466	-9.6%	\$15,746	2.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,003		\$15,228	
Market Average	\$9,212	-2.3%	\$14,275	6.3%
Local Government	\$9,246	-2.7%	\$14,394	5.5%
Private Sector (500+)	\$9,193	-2.1%	\$14,203	6.7%
Federal Government	\$9,000	0.0%	\$13,541	11.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,548		\$16,150	
Market Average	\$8,673	9.2%	\$13,250	18.0%
Local Government	\$8,522	10.8%	\$13,266	17.9%
Private Sector (500+)	\$8,662	9.3%	\$13,383	17.1%
Federal Government	\$8,761	8.2%	\$13,181	18.4%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,006		\$15,234	
Market Average	\$7,266	19.3%	\$11,311	25.7%
Local Government	\$7,266	19.3%	\$11,311	25.7%
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

17-2071 - Electrical Engineers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,843		\$16,649	
Market Average	\$10,473	-6.4%	\$16,177	2.8%
Local Government	\$11,481	-16.6%	\$17,873	-7.4%
Private Sector (500+)	\$10,510	-6.8%	\$16,239	2.5%
Federal Government	\$8,086	17.8%	\$12,166	26.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,844		\$16,651	
Market Average	\$10,249	-4.1%	\$15,829	4.9%
Local Government	\$11,611	-17.9%	\$18,076	-8.6%
Private Sector (500+)	\$10,105	-2.6%	\$15,613	6.2%
Federal Government	\$8,359	15.1%	\$12,576	24.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,848		\$16,657	
Market Average	\$11,082	-12.5%	\$17,127	-2.8%
Local Government	\$11,086	-12.6%	\$17,259	-3.6%
Private Sector (500+)	\$11,082	-12.5%	\$17,123	-2.8%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,853		\$16,667	
Market Average	\$10,349	-5.0%	\$16,008	4.0%
Local Government	\$11,644	-18.2%	\$18,127	-8.8%
Private Sector (500+)	\$10,137	-2.9%	\$15,662	6.0%
Federal Government	\$7,464	24.3%	\$11,229	32.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,742		\$14,786	
Market Average	\$9,292	-6.3%	\$14,319	3.2%
Local Government	-	-	-	-
Private Sector (500+)	\$9,354	-7.0%	\$14,452	2.3%
Federal Government	\$8,761	-0.2%	\$13,181	10.9%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,823		\$16,616	
Market Average	\$7,664	22.0%	\$11,610	30.1%
Local Government	\$10,134	-3.2%	\$15,777	5.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,235	26.3%	\$10,885	34.5%

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

19-2041 - Environmental Scientists and Specialists, Including Health

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,682		\$11,090	
Market Average	\$7,398	-10.7%	\$11,379	-2.6%
Local Government	\$6,776	-1.4%	\$10,550	4.9%
Private Sector (500+)	\$8,925	-33.6%	\$13,222	-19.2%
Federal Government	\$8,762	-31.1%	\$13,409	-20.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,682		\$11,090	
Market Average	\$7,981	-19.4%	\$12,425	-12.0%
Local Government	\$7,981	-19.4%	\$12,425	-12.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,684		\$11,095	
Market Average	\$8,706	-30.2%	\$13,318	-20.0%
Local Government	\$7,542	-12.8%	\$11,741	-5.8%
Private Sector (500+)	\$9,678	-44.8%	\$14,337	-29.2%
Federal Government	\$10,466	-56.6%	\$16,017	-44.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,684		\$11,094	
Market Average	\$6,961	-4.2%	\$10,752	3.1%
Local Government	\$6,662	0.3%	\$10,371	6.5%
Private Sector (500+)	\$8,886	-33.0%	\$13,165	-18.7%
Federal Government	\$7,570	-13.3%	\$11,585	-4.4%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,683		\$11,093	
Market Average	\$6,891	-3.1%	\$10,582	4.6%
Local Government	\$6,449	3.5%	\$10,040	9.5%
Private Sector (500+)	\$7,811	-16.9%	\$11,572	-4.3%
Federal Government	\$7,309	-9.4%	\$11,186	-0.8%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,681		\$11,089	
Market Average	\$5,877	12.0%	\$9,122	17.7%
Local Government	\$5,699	14.7%	\$8,873	20.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$6,839	-2.4%	\$10,467	5.6%

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

19-1041 - Epidemiologists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,500		\$12,448	
Market Average	\$7,571	-0.9%	\$11,598	6.8%
Local Government	\$7,132	4.9%	\$11,104	10.8%
Private Sector (500+)	\$8,649	-15.3%	\$12,814	-2.9%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,500		\$12,448	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,199		\$13,609	
Market Average	\$8,820	-7.6%	\$13,418	1.4%
Local Government	\$8,070	1.6%	\$12,564	7.7%
Private Sector (500+)	\$9,851	-20.1%	\$14,594	-7.2%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,771		\$12,898	
Market Average	\$7,016	9.7%	\$10,923	15.3%
Local Government	\$7,016	9.7%	\$10,923	15.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

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

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,050		\$10,042	
Market Average	\$5,592	7.6%	\$8,705	13.3%
Local Government	\$5,592	7.6%	\$8,705	13.3%
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

19-2031 - Chemists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,295		\$12,108	
Market Average	\$7,630	-4.6%	\$11,473	5.2%
Local Government	\$7,790	-6.8%	\$12,128	-0.2%
Private Sector (500+)	\$7,327	-0.4%	\$10,855	10.4%
Federal Government	\$9,351	-28.2%	\$14,311	-18.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,047		\$11,697	
Market Average	\$7,174	-1.8%	\$11,168	4.5%
Local Government	\$7,174	-1.8%	\$11,168	4.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,491		\$12,434	
Market Average	\$8,614	-15.0%	\$12,883	-3.6%
Local Government	\$8,646	-15.4%	\$13,460	-8.3%
Private Sector (500+)	\$8,512	-13.6%	\$12,610	-1.4%
Federal Government	\$9,592	-28.0%	\$14,679	-18.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,688		\$11,100	
Market Average	\$6,287	6.0%	\$9,491	14.5%
Local Government	\$7,971	-19.2%	\$12,409	-11.8%
Private Sector (500+)	\$5,452	18.5%	\$8,076	27.2%
Federal Government	\$8,854	-32.4%	\$13,551	-22.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	-		-	
Market Average	\$6,821	-	\$10,528	-
Local Government	\$5,669	-	\$8,825	-
Private Sector (500+)	-	-	-	-
Federal Government	\$8,549	-	\$13,083	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,647		\$11,032	
Market Average	\$8,360	-25.8%	\$12,864	-16.6%
Local Government	\$5,740	13.6%	\$8,936	19.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,606	-59.6%	\$16,231	-47.1%

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

47-4051 - Highway Maintenance Workers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,378		\$7,933	
Market Average	\$4,940	-12.8%	\$8,239	-3.9%
Local Government	\$4,940	-12.8%	\$8,239	-3.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,567		\$8,275	
Market Average	\$5,116	-12.0%	\$8,532	-3.1%
Local Government	\$5,116	-12.0%	\$8,532	-3.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,971		\$7,195	
Market Average	\$5,861	-47.6%	\$9,775	-35.9%
Local Government	\$5,861	-47.6%	\$9,775	-35.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,306		\$7,803	
Market Average	\$5,130	-19.1%	\$8,556	-9.6%
Local Government	\$5,130	-19.1%	\$8,556	-9.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,169		\$7,554	
Market Average	\$4,798	-15.1%	\$8,002	-5.9%
Local Government	\$4,798	-15.1%	\$8,002	-5.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,555		\$8,253	
Market Average	\$3,946	13.4%	\$6,581	20.3%
Local Government	\$3,946	13.4%	\$6,581	20.3%
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

49-9071 - Maintenance and Repair Workers, General

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,878		\$8,839	
Market Average	\$4,482	8.1%	\$7,471	15.5%
Local Government	\$4,522	7.3%	\$7,521	14.9%
Private Sector (500+)	\$4,324	11.4%	\$7,222	18.3%
Federal Government	\$5,044	-3.4%	\$8,492	3.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,894		\$8,868	
Market Average	\$4,342	11.3%	\$7,236	18.4%
Local Government	\$4,298	12.2%	\$7,147	19.4%
Private Sector (500+)	\$4,263	12.9%	\$7,121	19.7%
Federal Government	\$5,060	-3.4%	\$8,520	3.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,813		\$8,721	
Market Average	\$5,357	-11.3%	\$8,932	-2.4%
Local Government	\$5,193	-7.9%	\$8,637	1.0%
Private Sector (500+)	\$5,614	-16.6%	\$9,377	-7.5%
Federal Government	\$5,174	-7.5%	\$8,712	0.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,548		\$8,241	
Market Average	\$4,460	1.9%	\$7,432	9.8%
Local Government	\$4,676	-2.8%	\$7,777	5.6%
Private Sector (500+)	\$4,057	10.8%	\$6,778	17.8%
Federal Government	\$5,060	-11.3%	\$8,520	-3.4%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,462		\$8,085	
Market Average	\$4,032	9.6%	\$6,726	16.8%
Local Government	\$4,142	7.2%	\$6,888	14.8%
Private Sector (500+)	\$3,745	16.1%	\$6,256	22.6%
Federal Government	\$4,832	-8.3%	\$8,136	-0.6%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,139		\$9,312	
Market Average	\$3,762	26.8%	\$6,271	32.7%
Local Government	\$3,702	28.0%	\$6,156	33.9%
Private Sector (500+)	\$3,889	24.3%	\$6,496	30.2%
Federal Government	\$3,962	22.9%	\$6,671	28.4%

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

43-5081 - Stock Clerks and Order Fillers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,194		\$7,599	
Market Average	\$2,728	34.9%	\$4,319	43.2%
Local Government	\$4,142	1.2%	\$7,075	6.9%
Private Sector (500+)	\$2,492	40.6%	\$3,860	49.2%
Federal Government	\$3,875	7.6%	\$6,525	14.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,967		\$7,189	
Market Average	\$3,677	7.3%	\$6,264	12.9%
Local Government	\$3,719	6.3%	\$6,352	11.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,497	11.9%	\$5,889	18.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,015		\$7,276	
Market Average	\$2,992	25.5%	\$4,730	35.0%
Local Government	\$4,643	-15.6%	\$7,930	-9.0%
Private Sector (500+)	\$2,746	31.6%	\$4,254	41.5%
Federal Government	\$4,140	-3.1%	\$6,971	4.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,344		\$7,872	
Market Average	\$2,665	38.6%	\$4,224	46.3%
Local Government	\$4,473	-3.0%	\$7,640	2.9%
Private Sector (500+)	\$2,385	45.1%	\$3,694	53.1%
Federal Government	\$3,870	10.9%	\$6,516	17.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,227		\$7,660	
Market Average	\$3,105	26.5%	\$5,014	34.5%
Local Government	\$3,082	27.1%	\$5,264	31.3%
Private Sector (500+)	\$3,017	28.6%	\$4,673	39.0%
Federal Government	\$3,480	17.7%	\$5,860	23.5%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,274		\$7,744	
Market Average	\$2,175	49.1%	\$3,427	55.7%
Local Government	\$2,885	32.5%	\$4,927	36.4%
Private Sector (500+)	\$2,043	52.2%	\$3,165	59.1%
Federal Government	\$3,993	6.6%	\$6,723	13.2%

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

49-3042 - Mobile Heavy Equipment Mechanics, Except Engines

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,392		\$9,770	
Market Average	\$6,102	-13.2%	\$10,177	-4.2%
Local Government	\$7,095	-31.6%	\$11,800	-20.8%
Private Sector (500+)	\$4,817	10.7%	\$8,047	17.6%
Federal Government	\$5,246	2.7%	\$8,834	9.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,306		\$9,615	
Market Average	\$5,934	-11.8%	\$9,868	-2.6%
Local Government	\$5,934	-11.8%	\$9,868	-2.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,392		\$9,770	
Market Average	\$6,636	-23.1%	\$11,058	-13.2%
Local Government	\$6,929	-28.5%	\$11,523	-17.9%
Private Sector (500+)	\$5,847	-8.4%	\$9,767	0.0%
Federal Government	\$5,848	-8.5%	\$9,847	-0.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,491		\$9,950	
Market Average	\$6,273	-14.2%	\$10,461	-5.1%
Local Government	\$7,477	-36.2%	\$12,436	-25.0%
Private Sector (500+)	\$4,765	13.2%	\$7,960	20.0%
Federal Government	\$5,305	3.4%	\$8,933	10.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,537		\$10,033	
Market Average	\$5,240	5.4%	\$8,772	12.6%
Local Government	\$5,579	-0.8%	\$9,279	7.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,968	10.3%	\$8,366	16.6%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,378		\$9,746	
Market Average	\$4,914	8.6%	\$8,196	15.9%
Local Government	\$4,916	8.6%	\$8,176	16.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,909	8.7%	\$8,265	15.2%

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

47-2111 - Electricians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,673		\$10,279	
Market Average	\$6,395	-12.7%	\$10,815	-5.2%
Local Government	\$7,393	-30.3%	\$12,329	-19.9%
Private Sector (500+)	\$6,121	-7.9%	\$10,408	-1.3%
Federal Government	\$5,123	9.7%	\$8,626	16.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,607		\$10,161	
Market Average	\$7,248	-29.3%	\$12,141	-19.5%
Local Government	\$7,756	-38.3%	\$12,936	-27.3%
Private Sector (500+)	\$5,914	-5.5%	\$10,055	1.0%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,372		\$9,734	
Market Average	\$7,108	-32.3%	\$12,018	-23.5%
Local Government	\$8,226	-53.1%	\$13,719	-40.9%
Private Sector (500+)	\$6,741	-25.5%	\$11,463	-17.8%
Federal Government	\$6,082	-13.2%	\$10,241	-5.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,550		\$10,057	
Market Average	\$6,177	-11.3%	\$10,447	-3.9%
Local Government	\$7,101	-27.9%	\$11,842	-17.7%
Private Sector (500+)	\$5,899	-6.3%	\$10,031	0.3%
Federal Government	\$5,284	4.8%	\$8,897	11.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,787		\$10,486	
Market Average	\$5,490	5.1%	\$9,300	11.3%
Local Government	\$5,613	3.0%	\$9,361	10.7%
Private Sector (500+)	\$5,533	4.4%	\$9,408	10.3%
Federal Government	\$4,940	14.6%	\$8,318	20.7%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,849		\$10,598	
Market Average	\$5,769	1.4%	\$9,715	8.3%
Local Government	\$6,050	-3.4%	\$10,091	4.8%
Private Sector (500+)	\$5,708	2.4%	\$9,705	8.4%
Federal Government	\$5,057	13.5%	\$8,515	19.7%

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

37-3011 - Landscaping and Groundskeeping Workers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,545		\$6,423	
Market Average	\$3,419	3.6%	\$5,597	12.9%
Local Government	\$3,693	-4.2%	\$6,204	3.4%
Private Sector (500+)	\$2,540	28.3%	\$3,660	43.0%
Federal Government	\$4,619	-30.3%	\$7,777	-21.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,545		\$6,423	
Market Average	\$3,181	10.3%	\$5,344	16.8%
Local Government	\$3,181	10.3%	\$5,344	16.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,563		\$6,457	
Market Average	\$4,664	-30.9%	\$7,751	-20.0%
Local Government	\$4,855	-36.2%	\$8,155	-26.3%
Private Sector (500+)	\$3,148	11.7%	\$4,535	29.8%
Federal Government	\$4,961	-39.2%	\$8,354	-29.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,541		\$6,417	
Market Average	\$3,424	3.3%	\$5,564	13.3%
Local Government	\$3,892	-9.9%	\$6,538	-1.9%
Private Sector (500+)	\$2,439	31.1%	\$3,514	45.2%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,537		\$6,409	
Market Average	\$2,979	15.8%	\$4,851	24.3%
Local Government	\$2,971	16.0%	\$4,991	22.1%
Private Sector (500+)	\$3,009	14.9%	\$4,335	32.4%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,648		\$6,610	
Market Average	\$3,206	12.1%	\$5,361	18.9%
Local Government	\$3,206	12.1%	\$5,385	18.5%
Private Sector (500+)	\$3,224	11.6%	\$4,644	29.7%
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

29-1062 - Family and General Practitioners

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$23,900		\$36,618	
Market Average	\$14,629	38.8%	\$22,177	39.4%
Local Government	\$13,560	43.3%	\$20,708	43.4%
Private Sector (500+)	\$17,746	25.7%	\$26,459	27.7%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Wage	Lead/Lag
State of California	\$24,166		\$37,026	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Wage	Lead/Lag
State of California	\$24,180		\$37,048	
Market Average	\$21,049	13.0%	\$32,145	13.2%
Local Government	\$21,049	13.0%	\$32,145	13.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$22,664		\$34,724	
Market Average	\$7,903	65.1%	\$11,977	65.5%
Local Government	\$6,292	72.2%	\$9,610	72.3%
Private Sector (500+)	\$17,119	24.5%	\$25,524	26.5%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$26,940		\$41,276	
Market Average	\$22,682	15.8%	\$33,818	18.1%
Local Government	-	-	-	-
Private Sector (500+)	\$22,682	15.8%	\$33,818	18.1%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,134		\$36,977	
Market Average	\$17,963	25.6%	\$27,137	26.6%
Local Government	\$17,437	27.7%	\$26,630	28.0%
Private Sector (500+)	\$18,638	22.8%	\$27,790	24.8%
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

29-1066 - Psychiatrists

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,697		\$37,942	
Market Average	\$23,136	6.3%	\$35,250	7.1%
Local Government	\$23,838	3.5%	\$36,405	4.1%
Private Sector (500+)	\$18,219	26.2%	\$27,165	28.4%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$25,444		\$39,090	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,966		\$38,355	
Market Average	\$24,303	2.7%	\$37,115	3.2%
Local Government	\$24,303	2.7%	\$37,115	3.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,384		\$37,461	
Market Average	\$22,931	6.0%	\$34,973	6.6%
Local Government	\$24,298	0.4%	\$37,107	0.9%
Private Sector (500+)	\$11,648	52.2%	\$17,367	53.6%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$20,059		\$30,816	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$25,093		\$38,550	
Market Average	\$20,268	19.2%	\$30,952	19.7%
Local Government	\$20,268	19.2%	\$30,952	19.7%
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

29-1021 - Dentists, General

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$23,355		\$35,783	
Market Average	\$12,736	45.5%	\$19,171	46.4%
Local Government	\$13,073	44.0%	\$19,964	44.2%
Private Sector (500+)	\$12,525	46.4%	\$18,675	47.8%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,785		\$37,975	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$23,695		\$36,305	
Market Average	\$13,043	45.0%	\$19,919	45.1%
Local Government	\$13,043	45.0%	\$19,919	45.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$24,002		\$36,774	
Market Average	\$12,676	47.2%	\$19,358	47.4%
Local Government	\$12,676	47.2%	\$19,358	47.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$22,499		\$34,472	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$22,900		\$35,086	
Market Average	-	-	-	-
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

19-3031 - Clinical, Counseling, and School Psychologists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,349		\$16,200	
Market Average	\$8,191	20.8%	\$12,665	21.8%
Local Government	\$8,183	20.9%	\$12,739	21.4%
Private Sector (500+)	\$8,243	20.3%	\$12,212	24.6%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,355		\$16,209	
Market Average	\$9,463	8.6%	\$14,020	13.5%
Local Government	-	-	-	-
Private Sector (500+)	\$9,463	8.6%	\$14,020	13.5%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,349		\$16,200	
Market Average	\$8,588	17.0%	\$13,184	18.6%
Local Government	\$8,136	21.4%	\$12,666	21.8%
Private Sector (500+)	\$9,962	3.7%	\$14,759	8.9%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,221		\$16,000	
Market Average	\$8,150	20.3%	\$12,636	21.0%
Local Government	\$8,197	19.8%	\$12,761	20.2%
Private Sector (500+)	\$7,677	24.9%	\$11,373	28.9%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,368		\$16,230	
Market Average	\$8,267	20.3%	\$12,870	20.7%
Local Government	\$8,267	20.3%	\$12,870	20.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,221		\$16,000	
Market Average	\$8,062	21.1%	\$12,551	21.6%
Local Government	\$8,062	21.1%	\$12,551	21.6%
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

21-1022 - Healthcare Social Workers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,820		\$12,240	
Market Average	\$6,786	13.2%	\$10,347	15.5%
Local Government	\$6,744	13.8%	\$10,788	11.9%
Private Sector (500+)	\$6,811	12.9%	\$10,091	17.6%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,556		\$11,827	
Market Average	\$7,644	-1.2%	\$11,467	3.0%
Local Government	\$6,031	20.2%	\$9,648	18.4%
Private Sector (500+)	\$8,048	-6.5%	\$11,922	-0.8%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,824		\$12,247	
Market Average	\$7,427	5.1%	\$11,370	7.2%
Local Government	\$7,438	4.9%	\$11,899	2.8%
Private Sector (500+)	\$7,419	5.2%	\$10,992	10.3%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,996		\$12,517	
Market Average	\$6,570	17.8%	\$10,007	20.0%
Local Government	\$6,617	17.3%	\$10,585	15.4%
Private Sector (500+)	\$6,544	18.2%	\$9,695	22.5%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,982		\$12,495	
Market Average	\$6,885	13.7%	\$10,544	15.6%
Local Government	\$8,056	-0.9%	\$12,888	-3.1%
Private Sector (500+)	\$6,222	22.0%	\$9,218	26.2%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,452		\$11,665	
Market Average	\$6,222	16.5%	\$9,482	18.7%
Local Government	\$5,359	28.1%	\$8,573	26.5%
Private Sector (500+)	\$6,836	8.3%	\$10,127	13.2%
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

29-1125 - Recreational Therapists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,033		\$11,010	
Market Average	\$5,881	16.4%	\$8,907	19.1%
Local Government	\$5,925	15.8%	\$9,048	17.8%
Private Sector (500+)	\$5,415	23.0%	\$8,073	26.7%
Federal Government	\$6,655	5.4%	\$10,195	7.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,955		\$10,887	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,035		\$11,012	
Market Average	\$6,371	9.4%	\$9,685	12.0%
Local Government	\$6,372	9.4%	\$9,731	11.6%
Private Sector (500+)	\$5,622	20.1%	\$8,382	23.9%
Federal Government	\$6,869	2.4%	\$10,524	4.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,033		\$11,010	
Market Average	\$5,601	20.4%	\$8,446	23.3%
Local Government	\$5,925	15.8%	\$9,049	17.8%
Private Sector (500+)	\$5,342	24.1%	\$7,964	27.7%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,117		\$11,141	
Market Average	\$5,484	22.9%	\$8,375	24.8%
Local Government	\$5,484	22.9%	\$8,375	24.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,028		\$11,002	
Market Average	-	-	-	-
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

21-1015 - Rehabilitation Counselors

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,941		\$9,300	
Market Average	\$4,967	16.4%	\$7,945	14.6%
Local Government	\$4,967	16.4%	\$7,945	14.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,531		\$8,659	
Market Average	\$5,002	9.6%	\$8,002	7.6%
Local Government	\$5,002	9.6%	\$8,002	7.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,941		\$9,300	
Market Average	\$6,384	-7.5%	\$10,214	-9.8%
Local Government	\$6,384	-7.5%	\$10,214	-9.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,953		\$9,318	
Market Average	\$4,792	19.5%	\$7,666	17.7%
Local Government	\$4,792	19.5%	\$7,666	17.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,943		\$9,304	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,920		\$9,267	
Market Average	\$4,225	28.6%	\$6,759	27.1%
Local Government	\$4,225	28.6%	\$6,759	27.1%
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

29-1051 - Pharmacists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,097		\$17,371	
Market Average	\$12,481	-12.5%	\$18,714	-7.7%
Local Government	\$12,691	-14.4%	\$19,381	-11.6%
Private Sector (500+)	\$12,553	-13.1%	\$18,716	-7.7%
Federal Government	\$10,970	1.1%	\$16,807	3.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,106		\$17,385	
Market Average	\$12,755	-14.8%	\$19,049	-9.6%
Local Government	-	-	-	-
Private Sector (500+)	\$12,864	-15.8%	\$19,180	-10.3%
Federal Government	\$11,235	-1.2%	\$17,212	1.0%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,097		\$17,371	
Market Average	\$12,899	-16.2%	\$19,372	-11.5%
Local Government	\$13,067	-17.8%	\$19,956	-14.9%
Private Sector (500+)	\$12,989	-17.0%	\$19,367	-11.5%
Federal Government	\$10,971	1.1%	\$16,808	3.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,714		\$16,771	
Market Average	\$12,239	-14.2%	\$18,325	-9.3%
Local Government	\$12,219	-14.1%	\$18,661	-11.3%
Private Sector (500+)	\$12,310	-14.9%	\$18,355	-9.4%
Federal Government	\$10,971	-2.4%	\$16,808	-0.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,044		\$17,288	
Market Average	\$11,527	-4.4%	\$17,374	-0.5%
Local Government	\$12,381	-12.1%	\$18,909	-9.4%
Private Sector (500+)	\$11,529	-4.4%	\$17,189	0.6%
Federal Government	\$10,792	2.3%	\$16,533	4.4%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,249		\$17,609	
Market Average	\$12,633	-12.3%	\$18,959	-7.7%
Local Government	\$12,754	-13.4%	\$19,478	-10.6%
Private Sector (500+)	\$12,711	-13.0%	\$18,952	-7.6%
Federal Government	\$10,439	7.2%	\$15,993	9.2%

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

29-1031 - Dietitians & Nutritionists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,316		\$9,887	
Market Average	\$6,472	-2.5%	\$9,725	1.6%
Local Government	\$6,054	4.1%	\$9,246	6.5%
Private Sector (500+)	\$6,607	-4.6%	\$9,851	0.4%
Federal Government	\$6,748	-6.8%	\$10,338	-4.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,316		\$9,887	
Market Average	\$7,723	-22.3%	\$11,515	-16.5%
Local Government	-	-	-	-
Private Sector (500+)	\$7,723	-22.3%	\$11,515	-16.5%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,269		\$9,814	
Market Average	\$7,135	-13.8%	\$10,732	-9.4%
Local Government	\$6,691	-6.7%	\$10,218	-4.1%
Private Sector (500+)	\$7,307	-16.5%	\$10,894	-11.0%
Federal Government	\$7,546	-20.4%	\$11,561	-17.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,286		\$9,840	
Market Average	\$6,209	1.2%	\$9,312	5.4%
Local Government	\$5,744	8.6%	\$8,772	10.9%
Private Sector (500+)	\$6,320	-0.5%	\$9,424	4.2%
Federal Government	\$6,314	-0.5%	\$9,674	1.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,316		\$9,887	
Market Average	\$6,618	-4.8%	\$9,983	-1.0%
Local Government	\$6,234	1.3%	\$9,521	3.7%
Private Sector (500+)	\$6,788	-7.5%	\$10,121	-2.4%
Federal Government	\$6,747	-6.8%	\$10,336	-4.5%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,316		\$9,887	
Market Average	\$5,940	6.0%	\$8,955	9.4%
Local Government	\$5,796	8.2%	\$8,851	10.5%
Private Sector (500+)	\$6,068	3.9%	\$9,047	8.5%
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

Appendix B

Detailed Lists of State Classifications in Occupations

The following pages display a list of State of California classifications mapped to each occupation.

Civil Engineers

SOC Code: 17-2051

CBID	Class Code	Class Title	Employee Count
S09	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCHITECTURE AND CONSTRUCTION	3
S09	3120	SENIOR CIVIL ENGINEER	11
U09	3123	ASSOCIATE CIVIL ENGINEER	12
R09	3130	ENGINEER, CIVIL	12
S09	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	2
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	4,263
R09	3137	ENGINEER, WATER RESOURCES	297
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	984
U09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	2
U09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	41
U09	3185	SENIOR BRIDGE ENGINEER	220
U09	3186	ASSOCIATE BRIDGE ENGINEER	7
S09	3257	SUPERVISING HYDRAULIC ENGINEER	1
S09	3258	SUPERVISING ENGINEER WATER RESOURCES	87
R09	3260	SENIOR HYDRAULIC ENGINEER	8
S09	3261	SENIOR ENGINEER WATER RESOURCES	191
R09	3263	ASSOCIATE HYDRAULIC ENGINEER	0
S09	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	0
R09	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES	0
S09	3331	SUPERVISING STRUCTURAL ENGINEER	15
S09	3332	DISTRICT STRUCTURAL ENGINEER	44
R09	3336	SENIOR STRUCTURAL ENGINEER	95
R09	3345	STRUCTURAL ENGINEERING ASSOCIATE	1
S09	4003	SUPERVISOR, HEALTH FACILITIES REVIEW	9
R09	4019	PROJECT DIRECTOR I	29
R09	4020	PROJECT DIRECTOR II	35
S09	4023	PROJECT DIRECTOR III	15
R09	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	3
R09	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES	5
R09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)	0
Total Classes: 30			6,392

Note: Employee counts are from March 2018.

Environmental Engineers

SOC Code: 17-2081

CBID	Class Code	Class Title	Employee Count
R09	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD	3
S09	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	5
S09	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	25
R09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	31
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	104
R09	3735	AIR RESOURCES ENGINEER	271
S09	3762	AIR RESOURCES SUPERVISOR I	146
S09	3763	AIR RESOURCES SUPERVISOR II	41
R09	3786	WASTE MANAGEMENT ENGINEER	12
U09	3790	SENIOR WASTE MANAGEMENT ENGINEER	5
S09	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	1
S09	3821	SUPERVISING SANITARY ENGINEER	7
S09	3822	SENIOR SANITARY ENGINEER	30
R09	3825	ASSOCIATE SANITARY ENGINEER	67
U09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	87
R09	3846	WATER RESOURCE CONTROL ENGINEER	409
R09	3848	SANITARY ENGINEER	27
S09	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	25
R09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	10
R09	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS	12
S09	9943	SENIOR AIR QUALITY ENGINEER, DEPARTMENT OF CONSUMER AFFAIRS	4
Total Classes: 21			1,322

Note: Employee counts are from March 2018.

Electrical Engineers

SOC Code: 17-2071

CBID	Class Code	Class Title	Employee Count
R09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)	5
S09	3002	SENIOR ELECTRICAL ENGINEER, CALTRANS (SUPERVISOR)	2
R09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	17
S09	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	58
S09	3165	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	6
R09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	2
S09	3412	SENIOR ELECTRONIC ENGINEER, CALTRANS	3
S09	3599	SUPERVISING ELECTRICAL ENGINEER	2
R09	3600	SENIOR ELECTRICAL ENGINEER	24
R09	3603	ASSOCIATE ELECTRICAL ENGINEER	10
S09	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	1
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	420
S09	3610	SENIOR ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	1
R09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	6
R09	3613	ELECTRICAL ENGINEER	33
S09	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	21
S09	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)	22
R09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)	26
R09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER	40
Total Classes: 19			699

Environmental Scientists and Specialists, Including Health

SOC Code: 19-2041

CBID	Class Code	Class Title	Employee Count
S10	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	169
R10	0757	INTEGRATED WASTE MANAGEMENT SPECIALIST	23
S10	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	1
R10	0762	ENVIRONMENTAL SCIENTIST	1,362
S10	0764	SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)	360
R10	0765	SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)	550
R10	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST	2
S10	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	0
R10	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)	3
R10	3528	ASSOCIATE HAZARDOUS MATERIALS SPECIALIST	25
R10	3529	HAZARDOUS MATERIALS SPECIALIST	1
R10	5579	RESEARCH SCIENTIST I (PHYSICAL/ENGINEERING SCIENCES)	1
R10	5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)	0
R10	5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)	6
R10	5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)	2
R10	5635	RESEARCH SCIENTIST V (PHYSICAL/ENGINEERING SCIENCE)	0
S10	5646	RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEERING SCIENCES)	0
S10	5655	RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEERING SCIENCES)	1
Total Classes: 18			2,506

Note: Employee counts are from March 2018.

Epidemiologists

SOC Code: 19-1041

CBID	Class Code	Class Title	Employee Count
R10	0563	SENIOR PUBLIC HEALTH BIOLOGIST	7
R10	0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST	3
R10	0565	ASSISTANT PUBLIC HEALTH BIOLOGIST	0
R10	5577	RESEARCH SCIENTIST I (EPIDEMIOLOGY/BIOSTATISTICS)	30
R10	5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTICS)	37
R10	5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATISTICS)	60
R10	5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)	3
R10	5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)	1
S10	5643	RESEARCH SCIENTIST SUPERVISOR I (EPIDEMIOLOGY/BIOSTATISTICS)	22
S10	5651	RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIOSTATISTICS)	12
S10	7962	SUPERVISING PUBLIC HEALTH BIOLOGIST	3
Total Classes: 11			178

Note: Employee counts are from March 2018.

Chemists

SOC Code: 19-2031

CBID	Class Code	Class Title	Employee Count
R10	5576	RESEARCH SCIENTIST I (CHEMICAL SCIENCES)	24
R10	5581	RESEARCH SCIENTIST II (CHEMICAL SCIENCES)	29
R10	5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)	27
R10	5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)	5
R10	5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)	0
S10	5638	RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES)	16
S10	5650	RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES)	7
S10	8044	CHIEF BRANCH PUBLIC HEALTH LABORATORY	1
R10	8057	SPECTROSCOPIST	1
R10	8060	CHEMIST	24
R10	8068	STAFF CHEMIST	8
S10	8070	SUPERVISING CHEMIST	3
Total Classes: 12			145

Note: Employee counts are from March 2018.

Highway Maintenance Workers

SOC Code: 47-4051

CBID	Class Code	Class Title	Employee Count
R12	3712	SERVICE ASSISTANT (MAINTENANCE), CALTRANS	3
R12	6285	CALTRANS HIGHWAY MAINTENANCE LEADWORKER	428
R12	6286	CALTRANS EQUIPMENT OPERATOR II	1,771
R12	6287	CALTRANS HIGHWAY MAINTENANCE WORKER	458
R12	6296	CALTRANS LANDSCAPE MAINTENANCE LEADWORKER	98
R12	6297	CALTRANS LANDSCAPE MAINTENANCE WORKER	410
R12	6890	CALTRANS EQUIPMENT OPERATOR I	156
Total Classes: 7			3,324

Note: Employee counts are from March 2018.

Maintenance and Repair Workers, General

SOC Code: 49-9071

CBID	Class Code	Class Title	Employee Count
R12	0989	MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)	0
R12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)	0
R12	2930	EXHIBIT WORKER, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY	3
R12	5058	PARK MAINTENANCE WORKER I (ANGEL ISLAND)	1
R12	5125	TELECOMMUNICATIONS FACILITIES TECHNICIAN I, CALIFORNIA HIGHWAY PATROL	1
R12	5126	TELECOMMUNICATIONS FACILITIES TECHNICIAN II, CALIFORNIA HIGHWAY PATROL	8
R12	6215	BUILDING MAINTENANCE WORKER	63
R12	6216	BUILDING MAINTENANCE WORKER -CORRECTIONAL FACILITY-	21
R12	6265	UTILITY CRAFTSWORKER, WATER RESOURCES	158
R12	6267	UTILITY CRAFTSWORKER APPRENTICE, WATER RESOURCES	13
R12	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS	0
R12	6760	MAINTENANCE WORKER, DISTRICT FAIRS	0
R12	6767	PARK MAINTENANCE WORKER I	137
R12	6768	PARK MAINTENANCE WORKER II	27
R12	6940	MAINTENANCE MECHANIC	202
R12	6941	MAINTENANCE MECHANIC -CORRECTIONAL FACILITY-	245
R12	7215	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MAINTENANCE + REPAIR)	24
Total Classes: 17			903

Note: Employee counts are from March 2018.

Stock Clerks and Order Fillers

SOC Code: 43-5081

CBID	Class Code	Class Title	Employee Count
R12	1506	MATERIALS AND STORES SPECIALIST	132
R12	1508	MATERIALS AND STORES SUPERVISOR I -CORRECTIONAL FACILITY-	662
Total Classes: 2			794

Note: Employee counts are from March 2018.

Mobile Heavy Equipment Mechanics, Except Engines

SOC Code: 49-3042

CBID	Class Code	Class Title	Employee Count
R12	3713	CALTRANS HEAVY EQUIPMENT MECHANIC	308
R12	3714	HEAVY EQUIPMENT MECHANIC APPRENTICE, CALTRANS	18
R12	6826	HEAVY EQUIPMENT MECHANIC (CORRECTIONAL FACILITY)	80
R12	6831	CALTRANS HEAVY EQUIPMENT MECHANIC LEADWORKER	37
R12	6834	HEAVY EQUIPMENT MECHANIC	86
Total Classes: 5			529

Note: Employee counts are from March 2018.

Electricians

SOC Code: 47-2111

CBID	Class Code	Class Title	Employee Count
R12	6532	ELECTRICIAN II	22
R12	6533	ELECTRICIAN I	63
R12	6534	ELECTRICIAN III (CORRECTIONAL FACILITY)	27
R12	6538	ELECTRICIAN II -CORRECTIONAL FACILITY-	127
R12	6540	MUSEUM ELECTRICIAN	0
R12	6924	CALTRANS ELECTRICIAN II	220
R12	6938	CALTRANS ELECTRICIAN I	57
R12	6939	CALTRANS ELECTRICAL TECHNICIAN	2
Total Classes: 8			518

Note: Employee counts are from March 2018.

Landscaping and Groundskeeping Workers

SOC Code: 37-3011

CBID	Class Code	Class Title	Employee Count
R12	0715	PARK LANDSCAPE MAINTENANCE TECHNICIAN	3
R12	0718	LEAD GROUNDSKEEPER I (CORRECTIONAL FACILITY)	7
R12	0719	SUPERVISING GROUNDSKEEPER I	8
R12	0720	LEAD GROUNDSKEEPER -CORRECTIONAL FACILITY-	31
R12	0725	LEAD GROUNDSKEEPER	24
R12	0731	GROUNDSKEEPER	142
R12	0743	GROUNDSKEEPER -CORRECTIONAL FACILITY-	42
R12	9994	SERVICE ASSISTANT (MAINTENANCE)	2
Total Classes: 8			259

Note: Employee counts are from March 2018.

Family and General Practitioners

SOC Code: 29-1062

CBID	Class Code	Class Title	Employee Count
R16	7551	PHYSICIAN AND SURGEON	10
R16	7552	PHYSICIAN AND SURGEON (SAFETY)	90
M16	7561	CHIEF PHYSICIAN AND SURGEON	9
R16	7565	PHYSICIAN AND SURGEON -INTERMITTENT-	0
R16	7644	PHYSICIAN AND SURGEON, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	16
R16	9263	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY (INTERNAL MEDICINE/FAMILY PRACTICE)	270
M16	9267	CHIEF PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY	45
R16	9269	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY	15
Total Classes: 8			455

Note: Employee counts are from March 2018.

Psychiatrists

SOC Code: 29-1066

CBID	Class Code	Class Title	Employee Count
S16	7609	SENIOR PSYCHIATRIST (SUPERVISOR)	28
R16	7616	SENIOR PSYCHIATRIST (SPECIALIST)	7
R16	7618	STAFF PSYCHIATRIST	2
R16	7619	STAFF PSYCHIATRIST (SAFETY)	152
R16	7785	MEDICAL CONSULTANT I (PSYCHIATRIST), DEPARTMENT OF SOCIAL SERVICES	9
R16	9758	STAFF PSYCHIATRIST, CORRECTIONAL AND REHABILITATIVE SERVICES(SAFETY)	214
R16	9759	SENIOR PSYCHIATRIST (SPECIALIST), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)	5
S16	9761	SENIOR PSYCHIATRIST (SUPERVISOR), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)	20
Total Classes: 8			437

Note: Employee counts are from March 2018.

Dentists, General

SOC Code: 29-1021

CBID	Class Code	Class Title	Employee Count
R16	7655	DENTIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	13
M16	7830	CHIEF DENTIST	5
R16	7831	DENTIST	1
R16	9268	DENTIST, CORRECTIONAL FACILITY	215
M16	9344	CHIEF DENTIST, CORRECTIONAL FACILITY	3
S16	9371	SUPERVISING DENTIST, CORRECTIONAL FACILITY	36
Total Classes: 6			273

Note: Employee counts are from March 2018.

Clinical, Counseling, and School Psychologists

SOC Code: 19-3031

CBID	Class Code	Class Title	Employee Count
R19	9252	PSYCHOLOGIST	6
R19	9841	PSYCHOLOGIST (HEALTH FACILITY-EDUCATIONAL)	1
R19	9283	PSYCHOLOGIST-CLINICAL, CORRECTIONAL FACILITY	834
R19	9287	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)	152
S19	9288	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)	118
U19	9289	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY	0
S19	9831	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR)	44
R19	9833	PSYCHOLOGIST (HEALTH FACILITY-EXPERIMENTAL)	0
R19	9839	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPECIALIST)	43
U19	9840	SENIOR PSYCHOLOGIST	0
R19	9842	PSYCHOLOGY INTERNSHIP DIRECTOR	0
R19	9847	STAFF PSYCHOLOGIST -CLINICAL-	5
R19	9851	CLINICAL PSYCHOLOGY INTERN	61
R19	9853	VOCATIONAL PSYCHOLOGIST	5
S19	9859	CHIEF PSYCHOLOGIST, CORRECTIONAL FACILITY	64
R19	9873	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL-SAFETY)	208
R19	9878	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	21
Total Classes: 17			1,562

Note: Employee counts are from March 2018.

Healthcare Social Workers

SOC Code: 21-1022

CBID	Class Code	Class Title	Employee Count
S19	9867	SUPERVISING PSYCHIATRIC SOCIAL WORKER I	33
R19	9870	PSYCHIATRIC SOCIAL WORKER	1
R19	9872	CLINICAL SOCIAL WORKER (HEALTH/CORRECTIONAL FACILITY)-SAFETY	827
R19	9877	CLINICAL SOCIAL WORKER (HEALTH FACILITY)	42
Total Classes: 4			903

Note: Employee counts are from March 2018.

Recreational Therapists

SOC Code: 29-1125

CBID	Class Code	Class Title	Employee Count
R19	8311	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC)	15
R19	8312	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION)	28
S19	8316	SUPERVISING REHABILITATION THERAPIST	33
R19	8321	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC-SAFETY)	93
R19	8324	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION-SAFETY)	132
R19	8414	REHABILITATION THERAPIST, STATE FACILITIES (ART)	1
R19	8420	REHABILITATION THERAPIST, STATE FACILITIES (ART-SAFETY)	64
R19	8422	REHABILITATION THERAPIST, STATE FACILITIES (DANCE-SAFETY)	10
R19	8423	REHABILITATION THERAPIST, STATE FACILITIES (DANCE)	1
R19	9286	RECREATION THERAPIST, CORRECTIONAL FACILITY	253
Total Classes: 10			630

Note: Employee counts are from March 2018.

Rehabilitation Counselors

SOC Code: 21-1015

CBID	Class Code	Class Title	Employee Count
S19	4779	COMMUNITY LIAISON REPRESENTATIVE, STATE HOSPITALS	1
S19	8380	CHIEF, RESTORATIVE CARE SERVICE	5
S19	9783	REHABILITATION SUPERVISOR	4
R19	9794	REHABILITATION SPECIALIST	3
R19	9806	SENIOR VOCATIONAL REHABILITATION COUNSELOR	36
R19	9815	SENIOR VOCATIONAL REHABILITATION COUNSELOR (SAFETY)	1
R19	9818	SENIOR VOCATIONAL REHABILITATION COUNSELOR, QUALIFIED REHABILITATION PROFESSIONAL	503
S19	9825	SUPERVISOR, VOCATIONAL SERVICES	2
Total Classes: 8			555

Note: Employee counts are from March 2018.

Pharmacists

SOC Code: 29-1051

CBID	Class Code	Class Title	Employee Count
R19	7659	PHARMACIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	76
S19	7963	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SUPERVISORY)	8
S19	7964	PHARMACEUTICAL PROGRAM CONSULTANT, DEPARTMENT OF HEALTH SERVICES	7
R19	7975	PHARMACEUTICAL CONSULTANT I, DEPARTMENT OF HEALTH SERVICES	36
S19	7981	PHARMACIST II	40
R19	7982	PHARMACIST I	167
S19	7983	EXECUTIVE SECRETARY RESEARCH ADVISORY PANEL	1
R19	7994	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SPECIALIST)	43
S19	7996	PHARMACY SERVICES MANAGER	18
E99	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	9
E99	8876	INSPECTOR BOARD OF PHARMACY	36
R19	9313	PRE-LICENSED PHARMACIST	0
Total Classes: 12			441

Note: Employee counts are from March 2018.

Dietitians & Nutritionists

SOC Code: 29-1031

CBID	Class Code	Class Title	Employee Count
S19	2146	DIRECTOR OF DIETETICS	13
S19	2154	CHILD NUTRITION SUPERVISOR I	5
S19	2155	ASSISTANT DIRECTOR OF DIETETICS	28
S19	2157	CHILD NUTRITION SUPERVISOR II	1
R19	2159	CHILD NUTRITION ASSISTANT	8
R19	2160	CHILD NUTRITION CONSULTANT	55
S19	2161	PUBLIC HEALTH NUTRITION CONSULTANT III (SUPERVISORY)	2
R19	2162	PUBLIC HEALTH NUTRITION CONSULTANT II	1
R19	2163	PUBLIC HEALTH NUTRITION CONSULTANT I	0
R19	2166	PUBLIC HEALTH NUTRITION CONSULTANT III (SPECIALIST)	27
R19	2167	REGISTERED DIETITIAN	20
R19	2168	PRE-REGISTERED DIETITIAN	1
R19	2172	REGISTERED DIETITIAN (SAFETY)	45
R19	9279	REGISTERED DIETITIAN, CORRECTIONAL FACILITY	14
Total Classes: 14			220

Note: Employee counts are from March 2018.

Appendix C

Benefit Percentages

The following page displays a detailed summary of average benefit percentages for rank-and-file state government workers in each bargaining unit. The remaining pages displays 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	Count of Employees in BU	Annual Hours Worked	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
			Overtime	Other Pay					
Bargaining Unit 9	10,048	1,806	3.0%	0.7%	12.5%	29.2%	9.2%	15.4%	69.9%
Bargaining Unit 10	2,877	1,791	0.9%	0.5%	13.0%	28.3%	9.3%	14.5%	66.6%
Bargaining Unit 12	9,702	1,908	10.2%	1.3%	19.4%	26.2%	9.3%	14.8%	81.2%
Bargaining Unit 16	1,166	1,832	2.5%	7.3%	5.5%	21.5%	2.5%	14.5%	53.9%
Bargaining Unit 19	4,927	1,803	1.5%	0.6%	12.2%	22.7%	5.3%	14.3%	56.5%

Total Benefit Percentages may not equal sum total of individual benefits due to rounding.

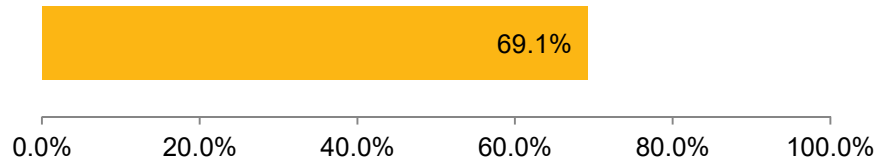
Benefit Percentage Summary Sheet

17-2051 - Civil Engineers

■ Benefit Percentage

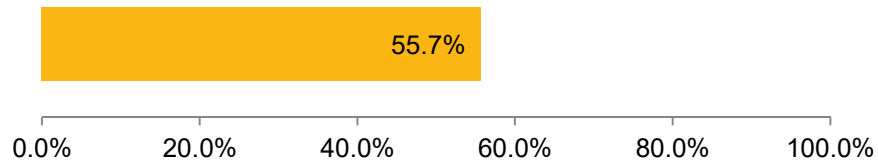
State of California

Average of all rank-and-file and supervisory employees associated with Unit 9



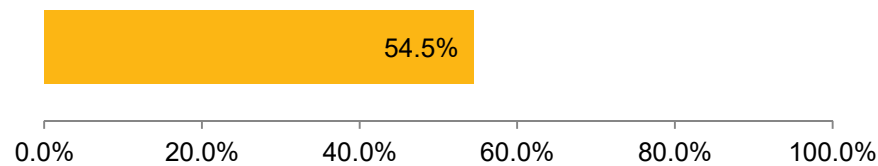
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



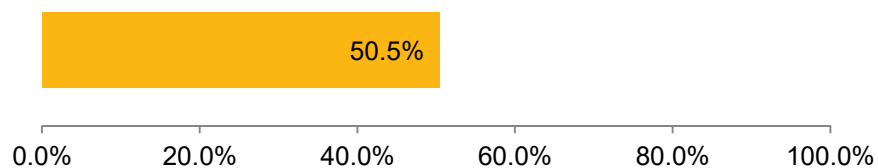
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Engineer Federal Occupations



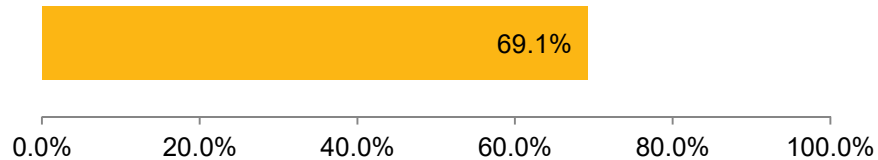
Benefit Percentage Summary Sheet

17-2081 - Environmental Engineers

■ Benefit Percentage

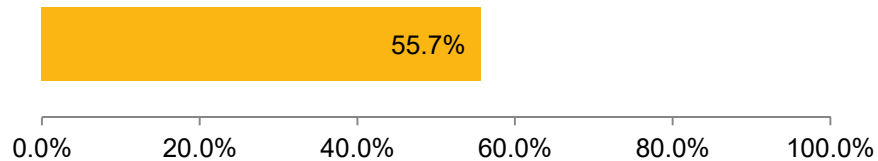
State of California

Average of all rank-and-file and supervisory employees associated with Unit 9



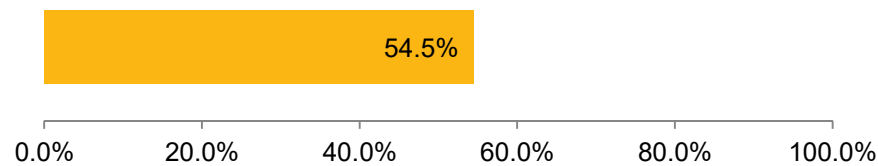
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



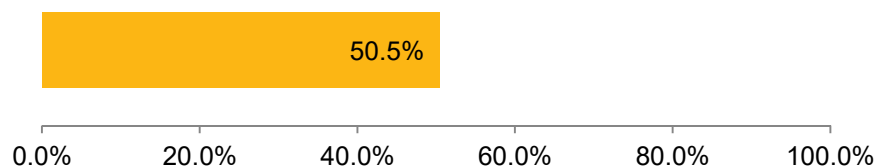
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Engineer Federal Occupations



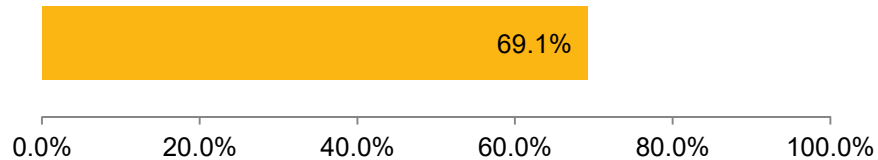
Benefit Percentage Summary Sheet

17-2071 - Electrical Engineers

■ Benefit Percentage

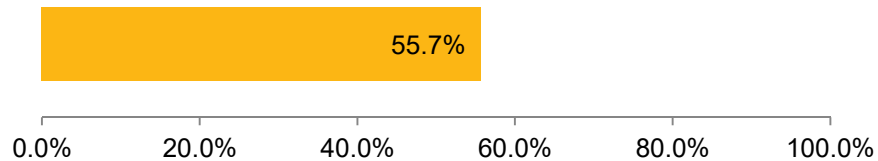
State of California

Average of all rank-and-file and supervisory employees associated with Unit 9



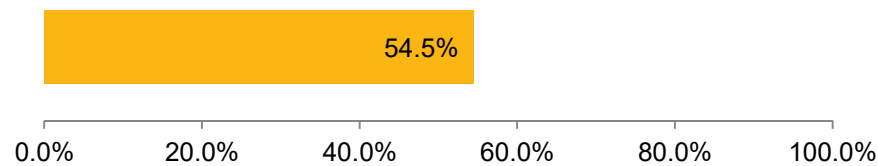
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



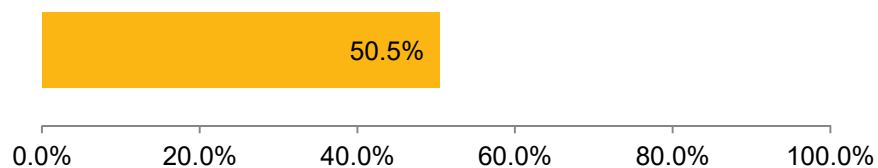
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Engineer Federal Occupations



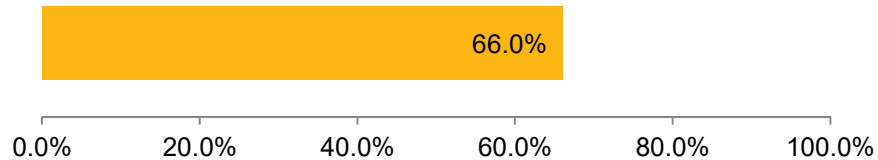
Benefit Percentage Summary Sheet

19-2041 - Environmental Scientists and Specialists, Including Health

■ Benefit Percentage

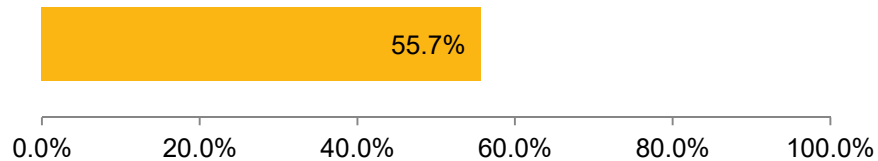
State of California

Average of all rank-and-file and supervisory employees associated with Unit 10



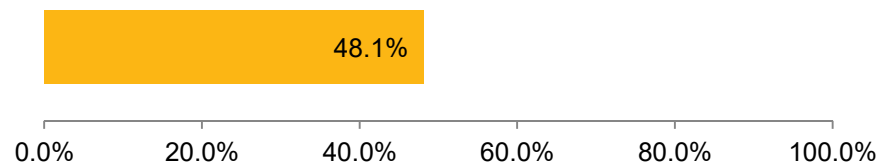
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



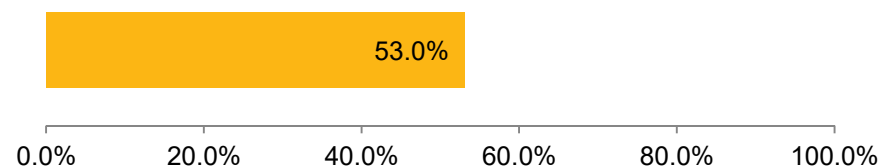
Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

Scientific Federal Occupations



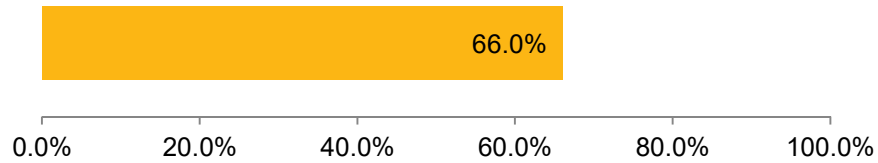
Benefit Percentage Summary Sheet

19-1041 - Epidemiologists

Benefit Percentage

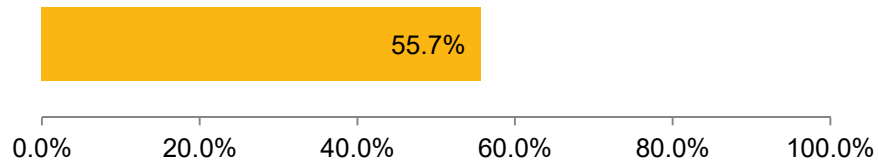
State of California

Average of all rank-and-file and supervisory employees associated with Unit 10



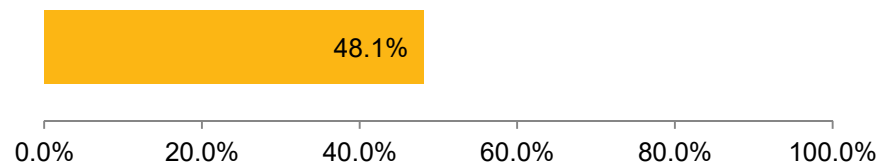
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

N/A



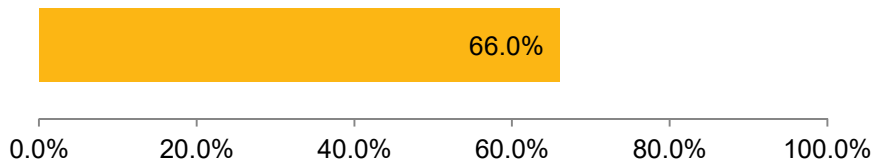
Benefit Percentage Summary Sheet

19-2031 - Chemists

Benefit Percentage

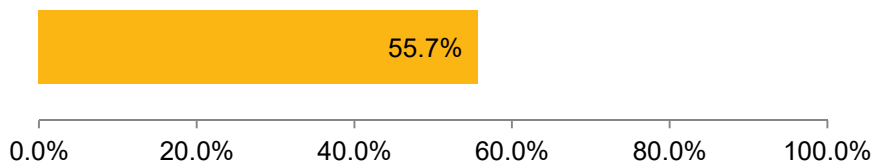
State of California

Average of all rank-and-file and supervisory employees associated with Unit 10



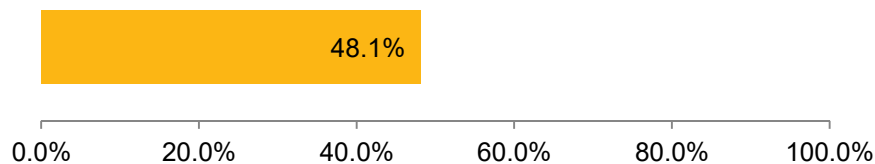
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



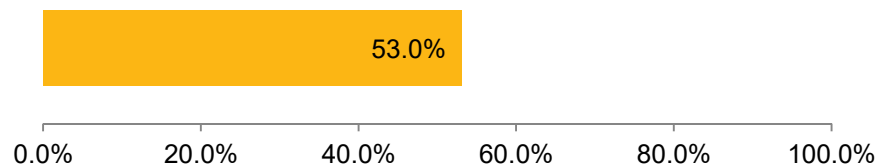
Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

Scientific Federal Occupations



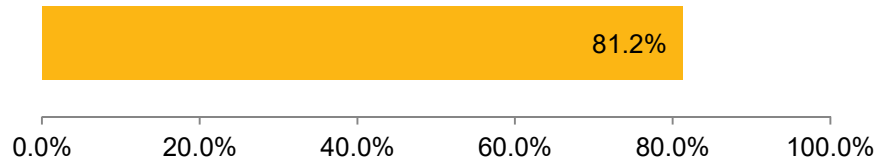
Benefit Percentage Summary Sheet

47-4051 - Highway Maintenance Workers

■ Benefit Percentage

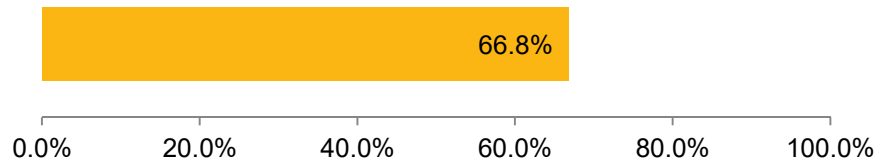
State of California

Average of all rank-and-file employees associated with Unit 12



Local Government

Construction and Extraction Occupations Major Group



Private Sector (500+ Employees)

N/A



Federal Government

N/A



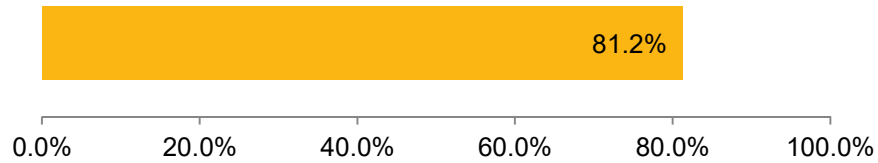
Benefit Percentage Summary Sheet

49-9071 - Maintenance and Repair Workers, General

■ Benefit Percentage

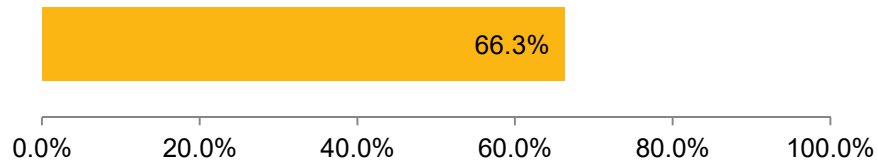
State of California

Average of all rank-and-file employees associated with Unit 12



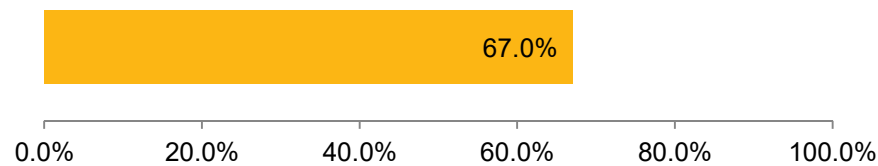
Local Government

Installation, Maintenance, and Repair Occupations Major Group



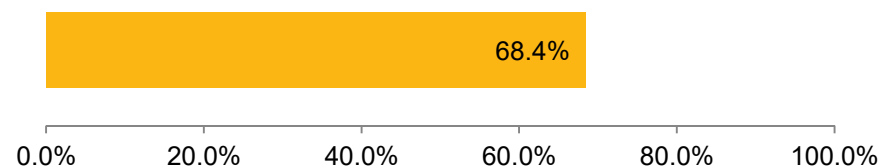
Private Sector (500+ Employees)

Installation, Maintenance, and Repair Occupations Major Group



Federal Government

Craft and Maintenance Federal Occupations



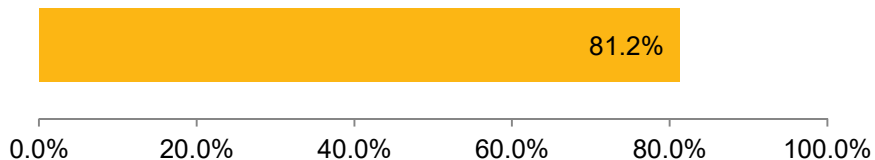
Benefit Percentage Summary Sheet

43-5081 - Stock Clerks and Order Fillers

■ Benefit Percentage

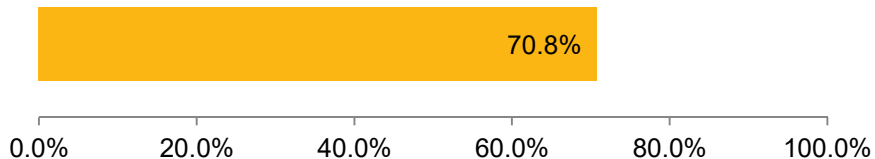
State of California

Average of all rank-and-file employees associated with Unit 12



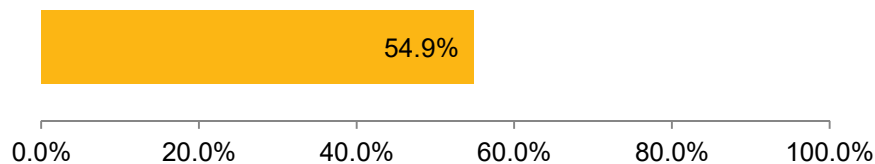
Local Government

Office and Administrative Support Occupations Major Group



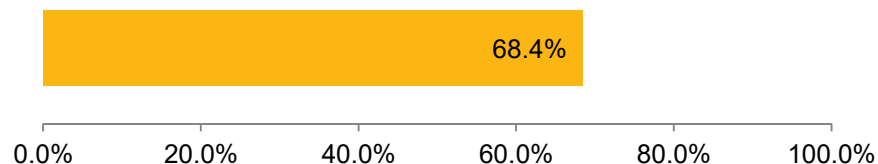
Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



Federal Government

Craft and Maintenance Federal Occupations



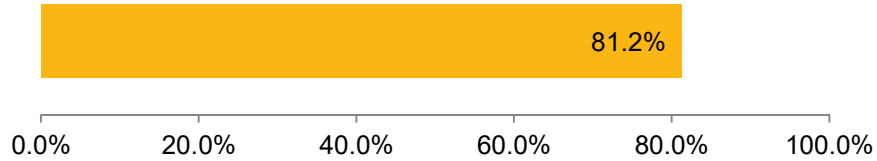
Benefit Percentage Summary Sheet

49-3042 - Mobile Heavy Equipment Mechanics, Except Engines

■ Benefit Percentage

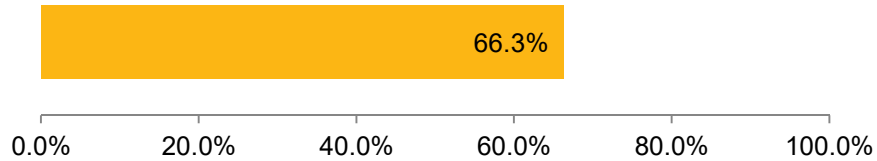
State of California

Average of all rank-and-file employees associated with Unit 12



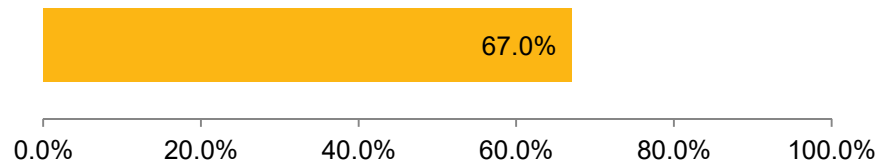
Local Government

Installation, Maintenance, and Repair Occupations Major Group



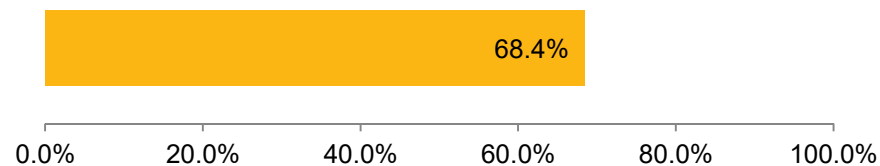
Private Sector (500+ Employees)

Installation, Maintenance, and Repair Occupations Major Group



Federal Government

Craft and Maintenance Federal Occupations



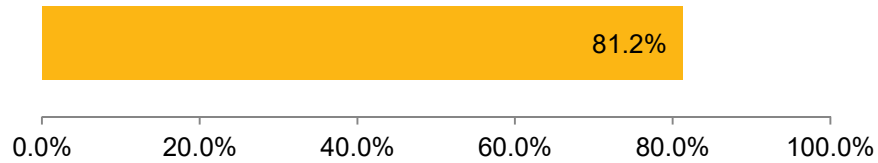
Benefit Percentage Summary Sheet

47-2111 - Electricians

■ Benefit Percentage

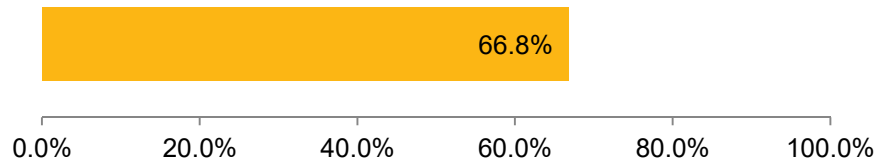
State of California

Average of all rank-and-file employees associated with Unit 12



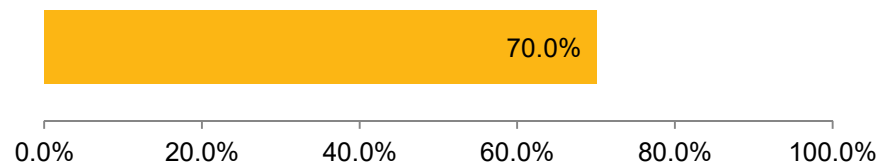
Local Government

Construction and Extraction Occupations Major Group



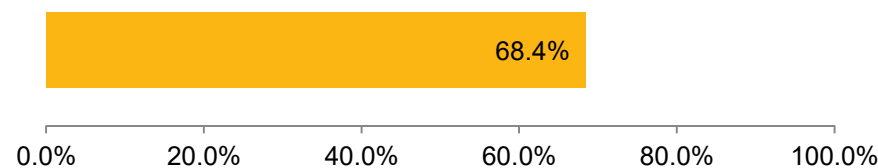
Private Sector (500+ Employees)

Construction and Extraction Occupations Major Group



Federal Government

Craft and Maintenance Federal Occupations



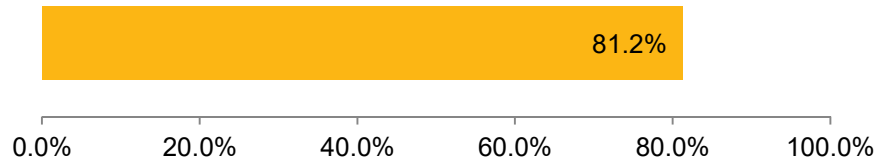
Benefit Percentage Summary Sheet

37-3011 - Landscaping and Groundskeeping Workers

■ Benefit Percentage

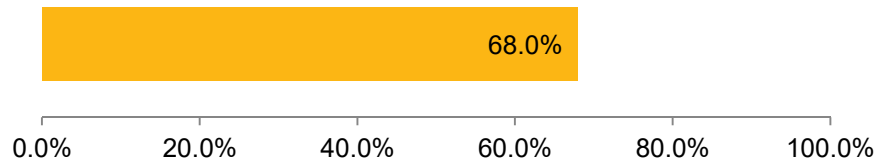
State of California

Average of all rank-and-file employees associated with Unit 12



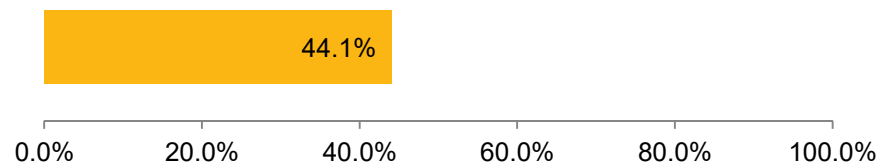
Local Government

Building and Grounds Cleaning and Maintenance Occupations Major Group



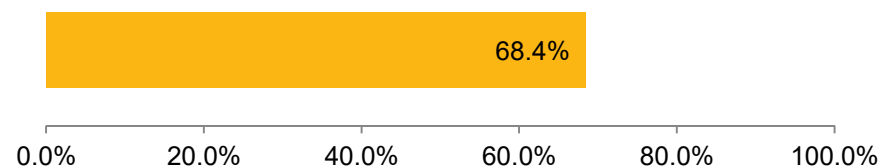
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Craft and Maintenance Federal Occupations



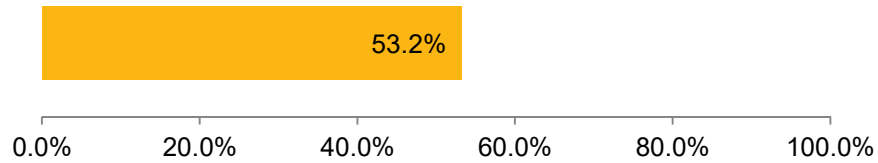
Benefit Percentage Summary Sheet

29-1062 - Family and General Practitioners

■ Benefit Percentage

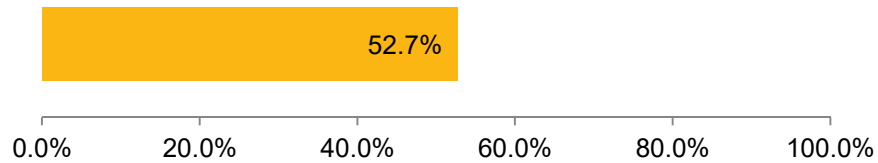
State of California

Average of all rank-and-file, supervisory, and managerial employees associated with Unit 16



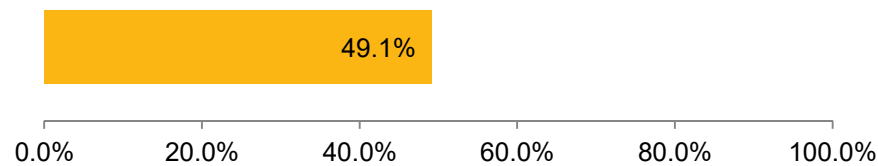
Local Government

Healthcare Practitioners and Technical Occupations Major Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

N/A



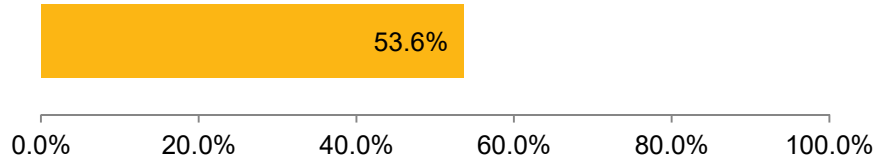
Benefit Percentage Summary Sheet

29-1066 - Psychiatrists

■ Benefit Percentage

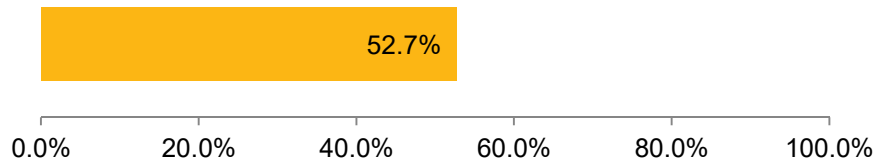
State of California

Average of all rank-and-file and supervisory employees associated with Unit 16



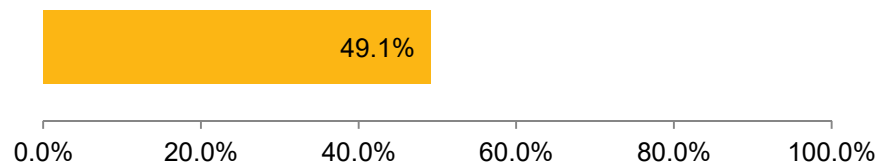
Local Government

Healthcare Practitioners and Technical Occupations Major Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

N/A



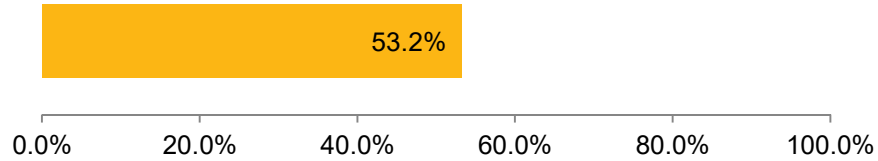
Benefit Percentage Summary Sheet

29-1021 - Dentists, General

 Benefit Percentage

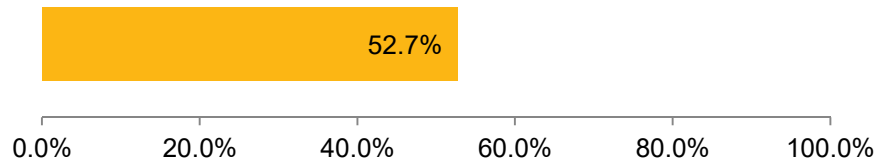
State of California

Average of all rank-and-file, supervisory, and managerial employees associated with Unit 16



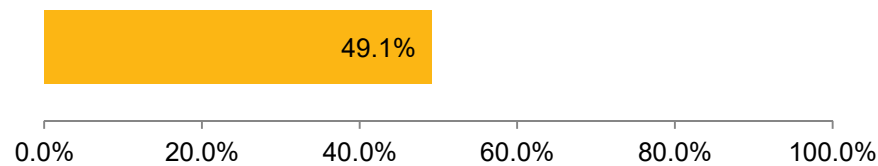
Local Government

Healthcare Practitioners and Technical Occupations Major Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

N/A



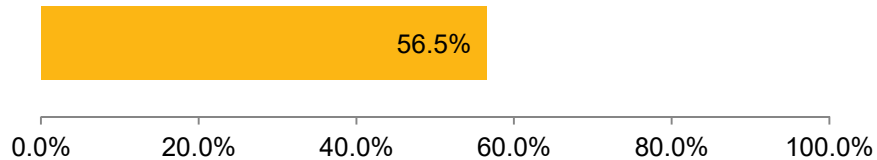
Benefit Percentage Summary Sheet

19-3031 - Clinical, Counseling, and School Psychologists

■ Benefit Percentage

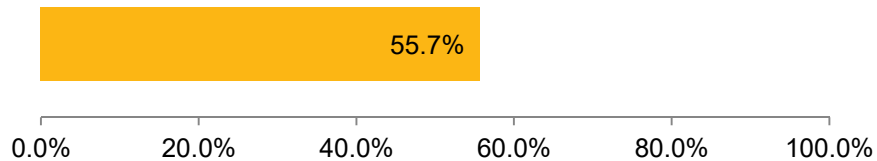
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



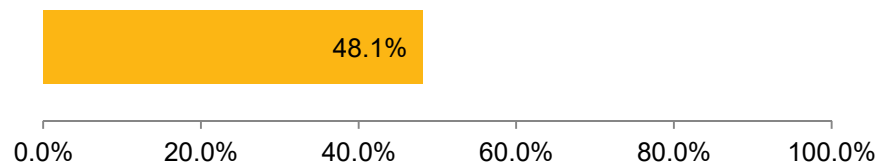
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

N/A



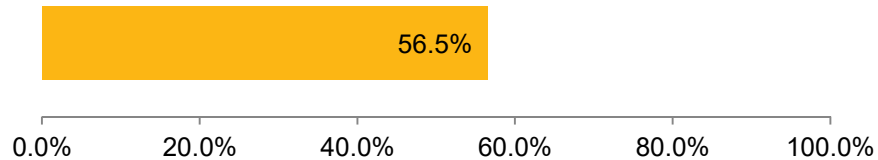
Benefit Percentage Summary Sheet

21-1022 - Healthcare Social Workers

■ Benefit Percentage

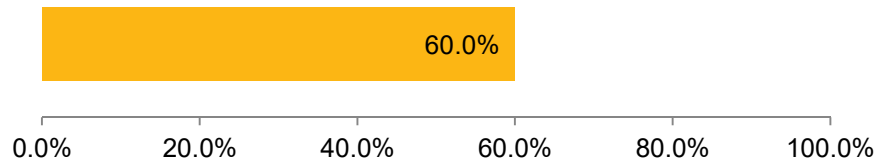
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



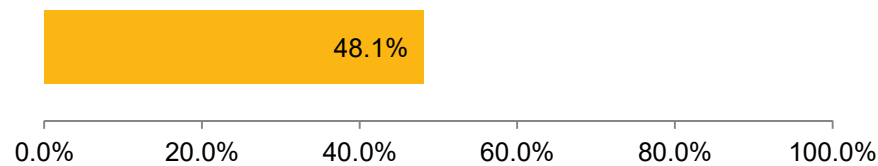
Local Government

Community and Social Service Occupations Major Group



Private Sector (500+ Employees)

Professional and Related High Level Group



Federal Government

N/A



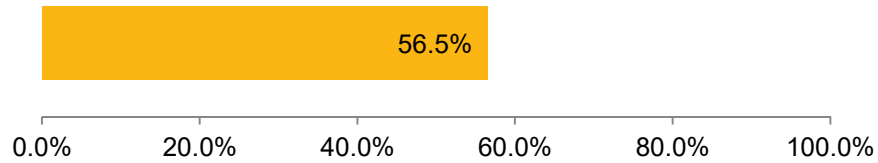
Benefit Percentage Summary Sheet

29-1125 - Recreational Therapists

■ Benefit Percentage

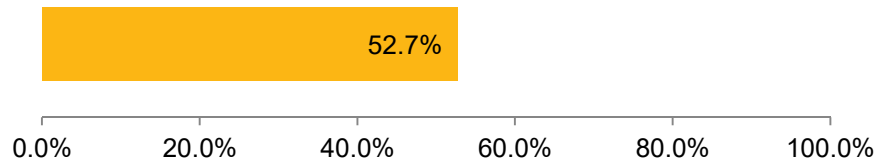
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



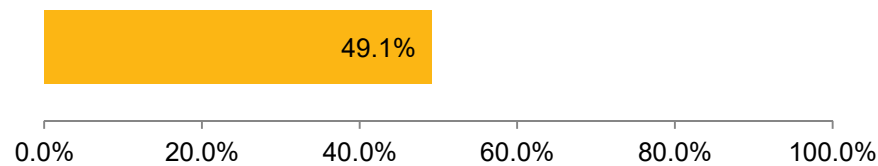
Local Government

Healthcare Practitioners and Technical Occupations Major Group



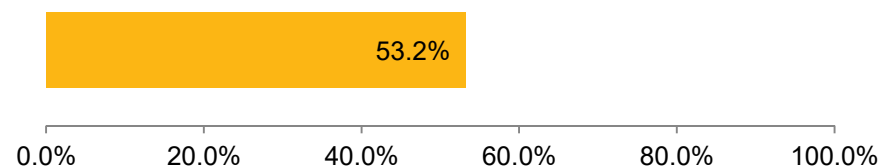
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Health and Social Services/Professional Federal Occupations



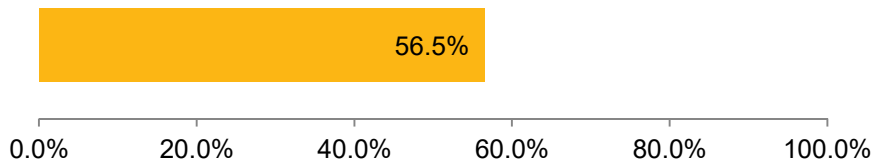
Benefit Percentage Summary Sheet

21-1015 - Rehabilitation Counselors

■ Benefit Percentage

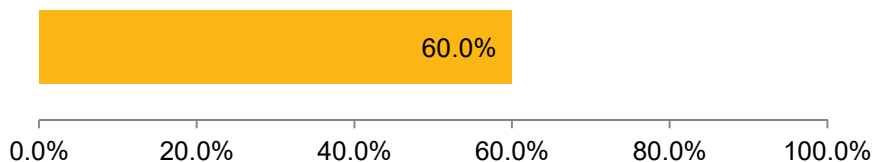
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



Local Government

Community and Social Service Occupations Major Group



Private Sector (500+ Employees)

N/A



Federal Government

N/A



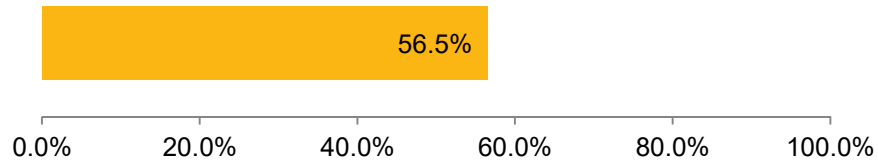
Benefit Percentage Summary Sheet

29-1051 - Pharmacists

■ Benefit Percentage

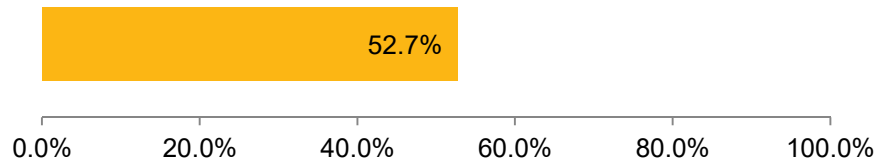
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



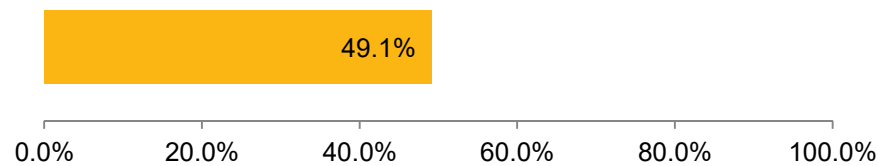
Local Government

Healthcare Practitioners and Technical Occupations Major Group



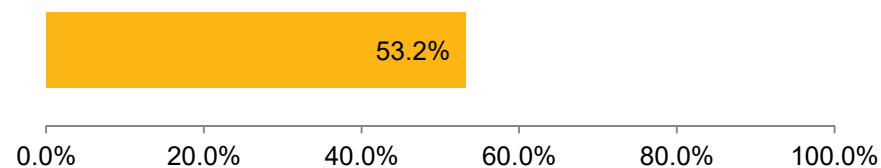
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Health and Social Services/Professional Federal Occupations



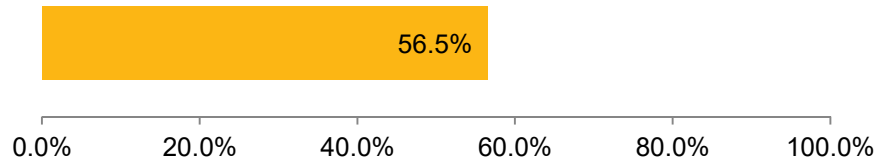
Benefit Percentage Summary Sheet

29-1031 - Dietitians & Nutritionists

■ Benefit Percentage

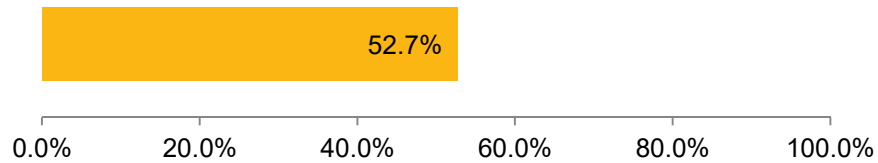
State of California

Average of all rank-and-file and supervisory employees associated with Unit 19



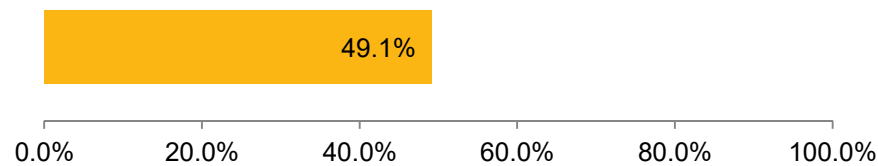
Local Government

Healthcare Practitioners and Technical Occupations Major Group



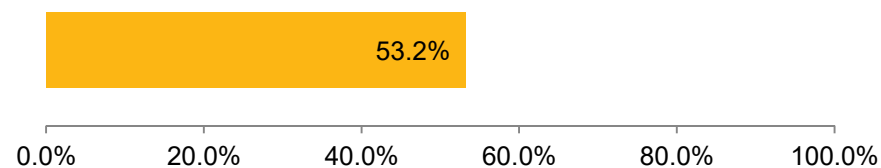
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Health and Social Services/Professional Federal Occupations



Appendix D

Other Information Related to this Report

The following pages display additional information relevant to this report. State employee data is from the California State Controller's Office, unless noted otherwise

Geographic Differences: Federal Locality Pay

The federal government maintains a general salary schedule for approximately 1.5 million white-collar workers. Within this system there are 46 separate “locality pay areas” and a “Rest of the United States” pay schedule. There are four locality pay areas in California. The table below illustrates that federal workers in three of the regions receive higher pay than the Sacramento region. However, workers in all four regions receive higher pay than in the “Rest of the United States,” which includes California counties not included in these regions.

Table 1: Comparing Federal Locality Pay in Four Regions in California

Metro Area	Percent Higher Than Sacramento	Percent Higher Than the Rest of the U.S.
Greater Los Angeles Area	4.7%	13.7%
San Francisco Bay Area	11.8%	21.3%
San Diego County	2.6%	11.4%
Sacramento Area	-	8.6%

Source: 2019 Federal Government Locality Pay Charts¹

¹ 2019 General Schedule (GS) Locality Pay Tables: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/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 the 17 million Californians working in nonfarm jobs in 2018.³

Table 2: Number of Workers by Employer Group in California

Employer	Number of Workers	Percent of Nonfarm Workers
Private Sector (500+ workers) ⁴	2,379,490	13.9%
Local Government	1,806,400	10.5%
State Government ⁵	230,129	1.3%
Federal Government ⁶	185,100	1.1%

Table 3: Number of Local Government Workers in More Detail

Employer	Number of Workers	Percent of Nonfarm Workers
Local Government Education	982,300	5.7%
Counties	355,400	2.1%
Cities	274,300	1.6%
Special Districts	131,400	0.8%
Indian Tribal Government	63,000	0.4%

² Source: <https://www.labormarketinfo.edd.ca.gov/cgi/dataanalysis/AreaSelection.asp?tableName=ces>

³ 17,175,200 of nonfarm jobs in 2018, according to EDD's Industry Employment & Labor Force - by Annual Average

⁴ Private Sector (500+) employment estimate is from the OES survey file using May 2017 estimates.

⁵ State Government employment estimate is the annual average number of state employees from State Controller's Office files, 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.

Table 4: 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
9	17-2051	Civil Engineers	6,392	7,170	3,450	800
9	17-2081	Environmental Engineers	1,322	1,480	500	370
9	17-2071	Electrical Engineers	699	910	6,710	490
10	19-2041	Environmental Scientists and Specialists, Including Health	2,506	2,540	570	520
10	19-1041	Epidemiologists	178	320	130	-
10	19-2031	Chemists	145	720	2,370	350
12	47-4051	Highway Maintenance Workers	3,324	2,300	-	-
12	49-9071	Maintenance and Repair Workers, General	903	19,370	11,510	1,860
12	43-5081	Stock Clerks and Order Fillers	794	3,070	21,460	630
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	529	1,990	1,150	580
12	47-2111	Electricians	518	3,080	9,810	310
12	37-3011	Landscaping and Groundskeeping Workers	259	13,100	4,170	60
16	29-1062	Family and General Practitioners	455	2,100	720	-
16	29-1066	Psychiatrists	437	630	90	-
16	29-1021	Dentists, General	273	250	400	-
19	19-3031	Clinical Psychologists	1,562	8,160	1,330	-
19	21-1022	Healthcare Social Workers	903	2,240	3,860	-
19	29-1125	Recreational Therapists	630	150	180	100
19	21-1015	Rehabilitation Counselors	555	600	-	-
19	29-1051	Pharmacists	441	1,520	6,930	540
19	29-1031	Dietitians & Nutritionists	220	780	2,000	200

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 (OPEB). 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 and state government estimated costs are based upon data submitted to California Employer's Retiree Benefit Trust Fund (CERBT) managed by CalPERS.⁷ There are 564 local government agencies participating in the CERBT program. The federal government's estimated cost was provided by the Office of Personnel Management.⁸

Table 5: Estimated Average Annual OPEB Costs Per Retiree by Government Employer Group in California

Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$7,133
Federal Government*	\$8,410
State Government	\$10,158

*Federal government OPEB data was not available for 2018, so 2017 data was used.

Table 6: Estimated Average Annual OPEB Costs Per Retiree by Bargaining Unit

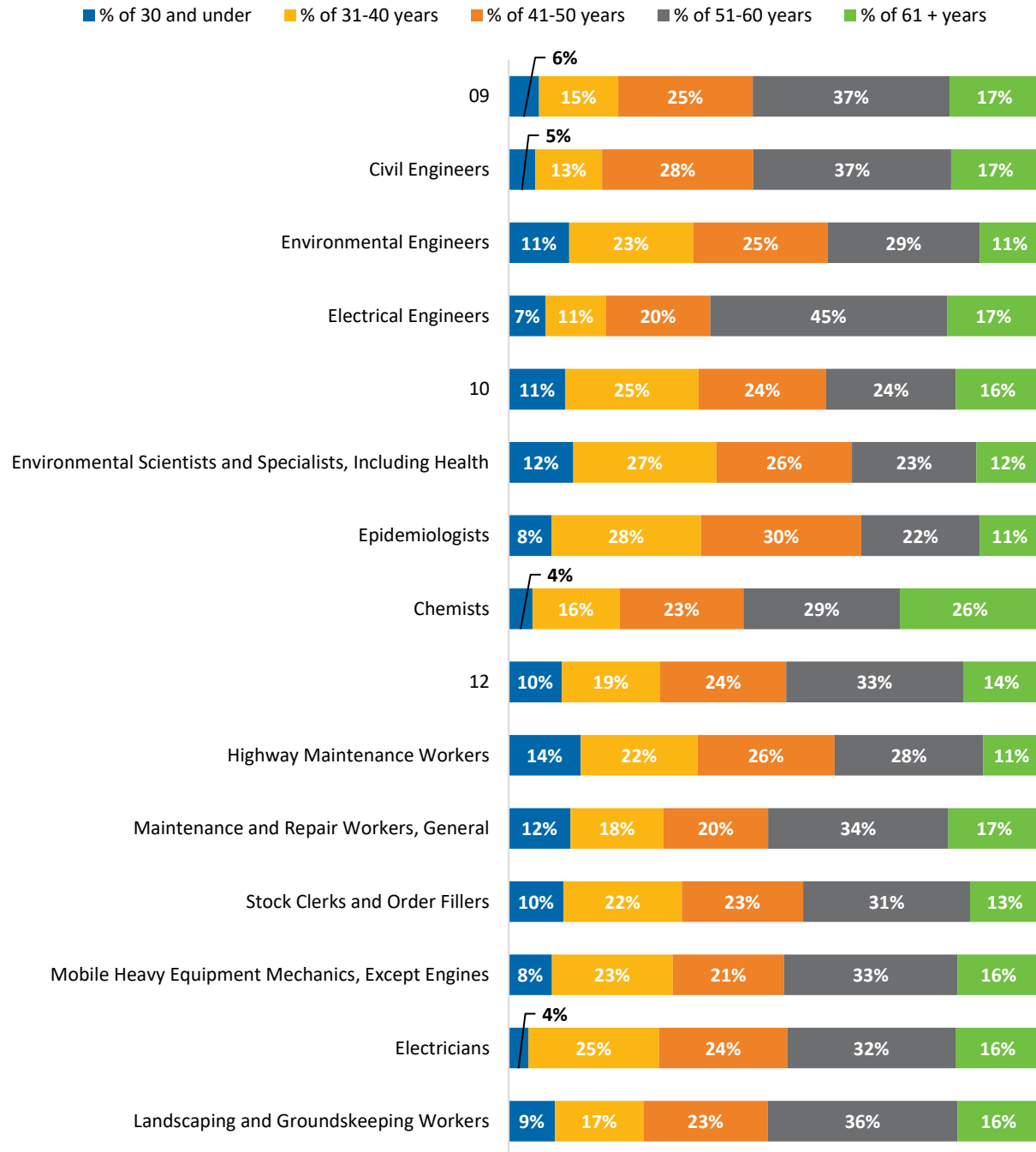
Bargaining Unit	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Unit 9	\$10,914
Unit 10	\$10,266
Unit 12	\$9,849
Unit 16	\$9,155
Unit 19	\$9,152

⁷ According to the CERBT file the local government and state employee average annual premiums statewide was \$7,133 and \$10,158 in 2018. For state employees, it varies by bargaining unit.

⁸ According to the U.S. Office of Personnel Management, the federal government's average monthly cost for annuitant health care premiums was \$700.80 as of March 2017 (annualized to \$8,410 for 2017).

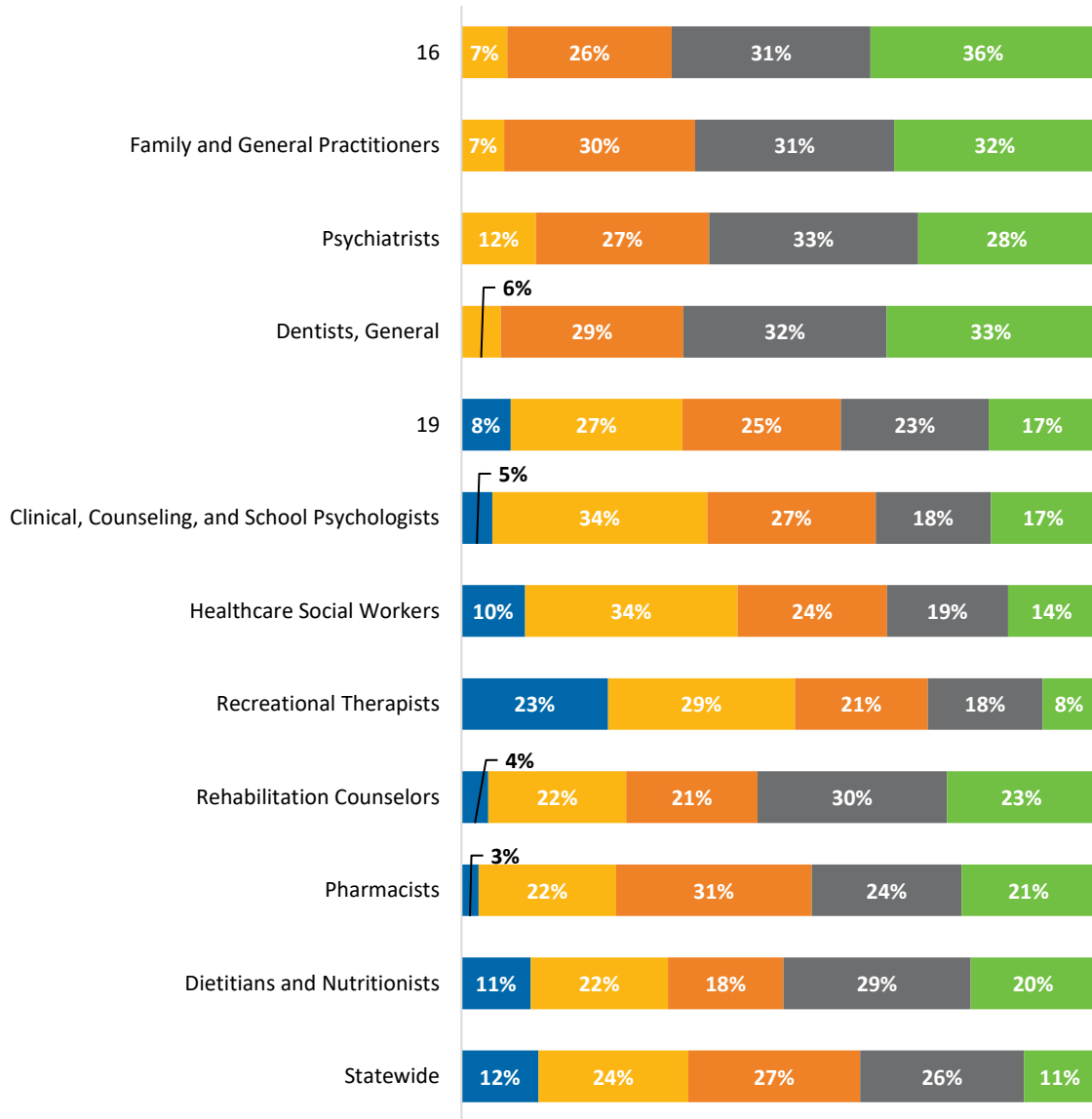
Demographics: Age of State Employees

2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Age Group



* Percentages may not equal 100 due to rounding.

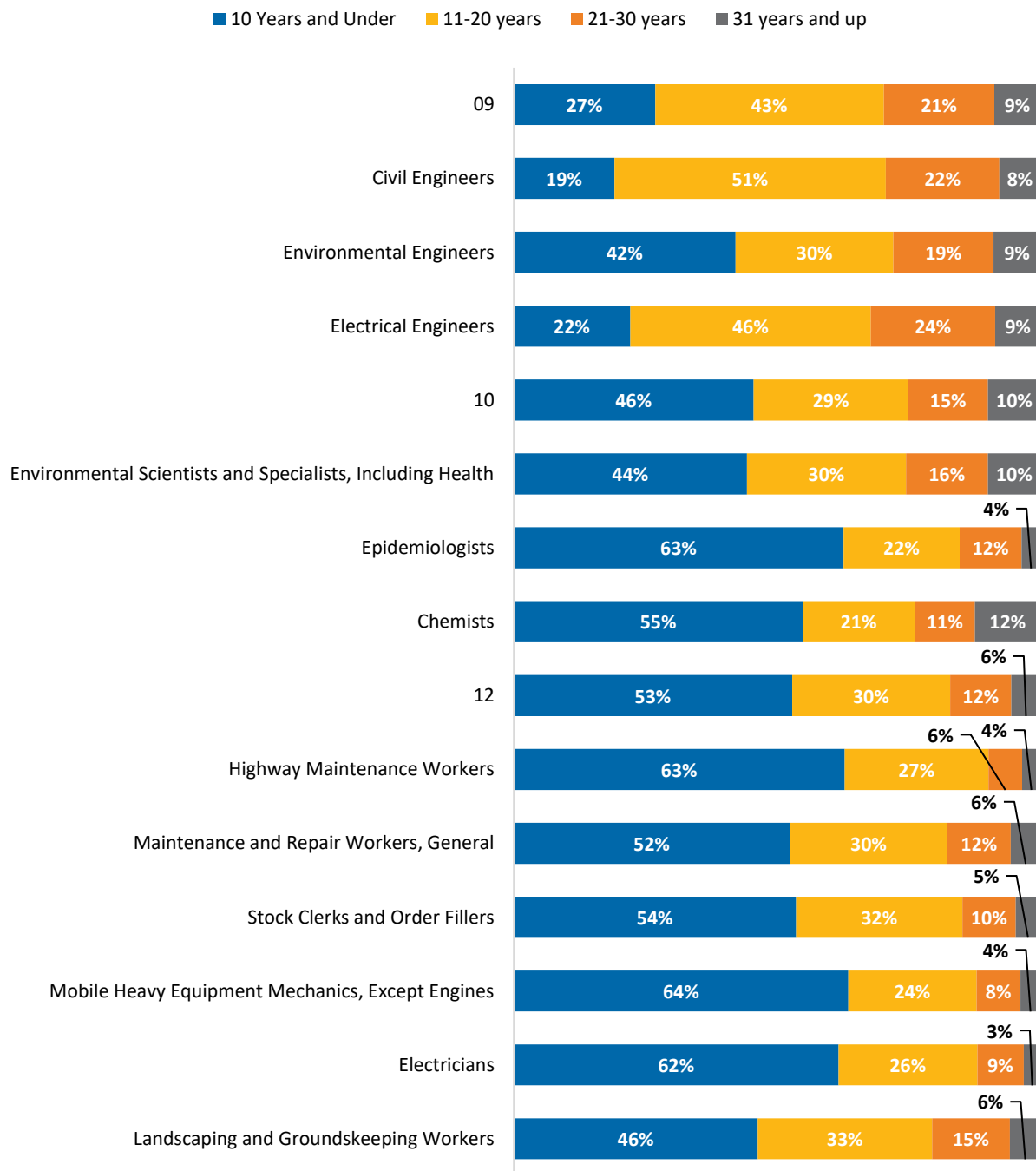
Age of State Employees Continued



* Percentages may not equal 100 due to rounding.

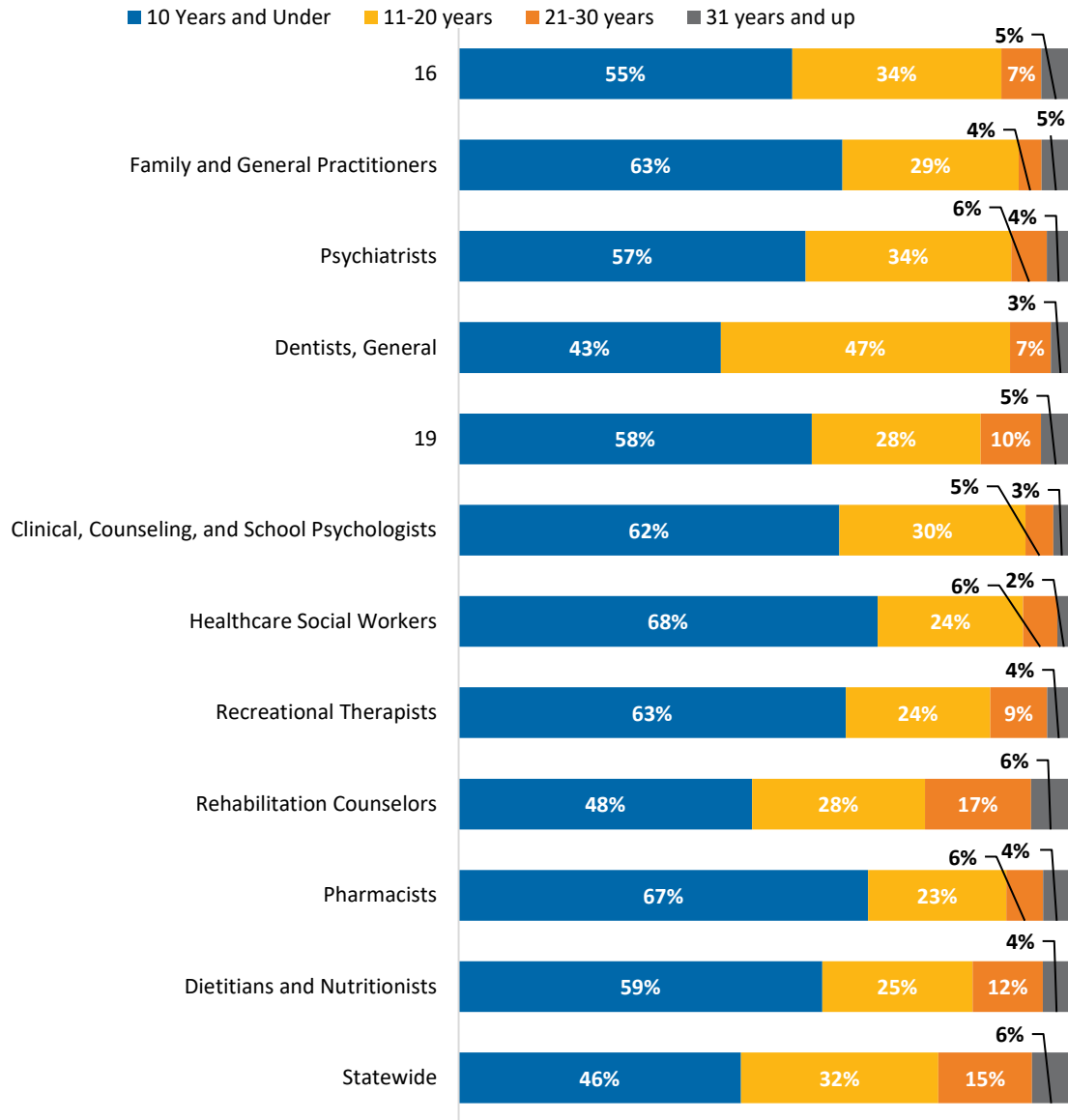
Demographics: Length of State Service

2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Length of State Service



* Percentages may not equal 100 due to rounding.

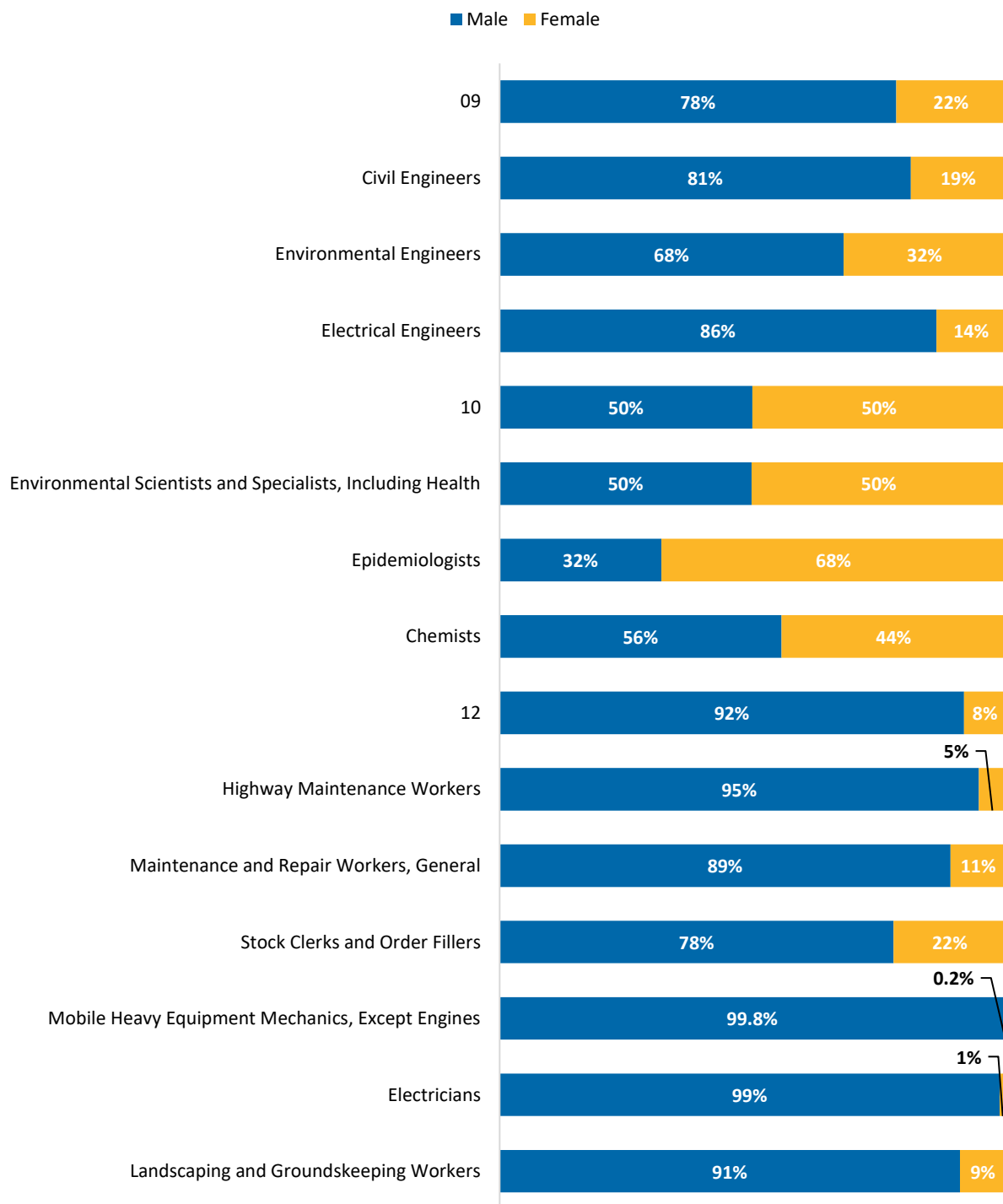
Length of State Service Continued



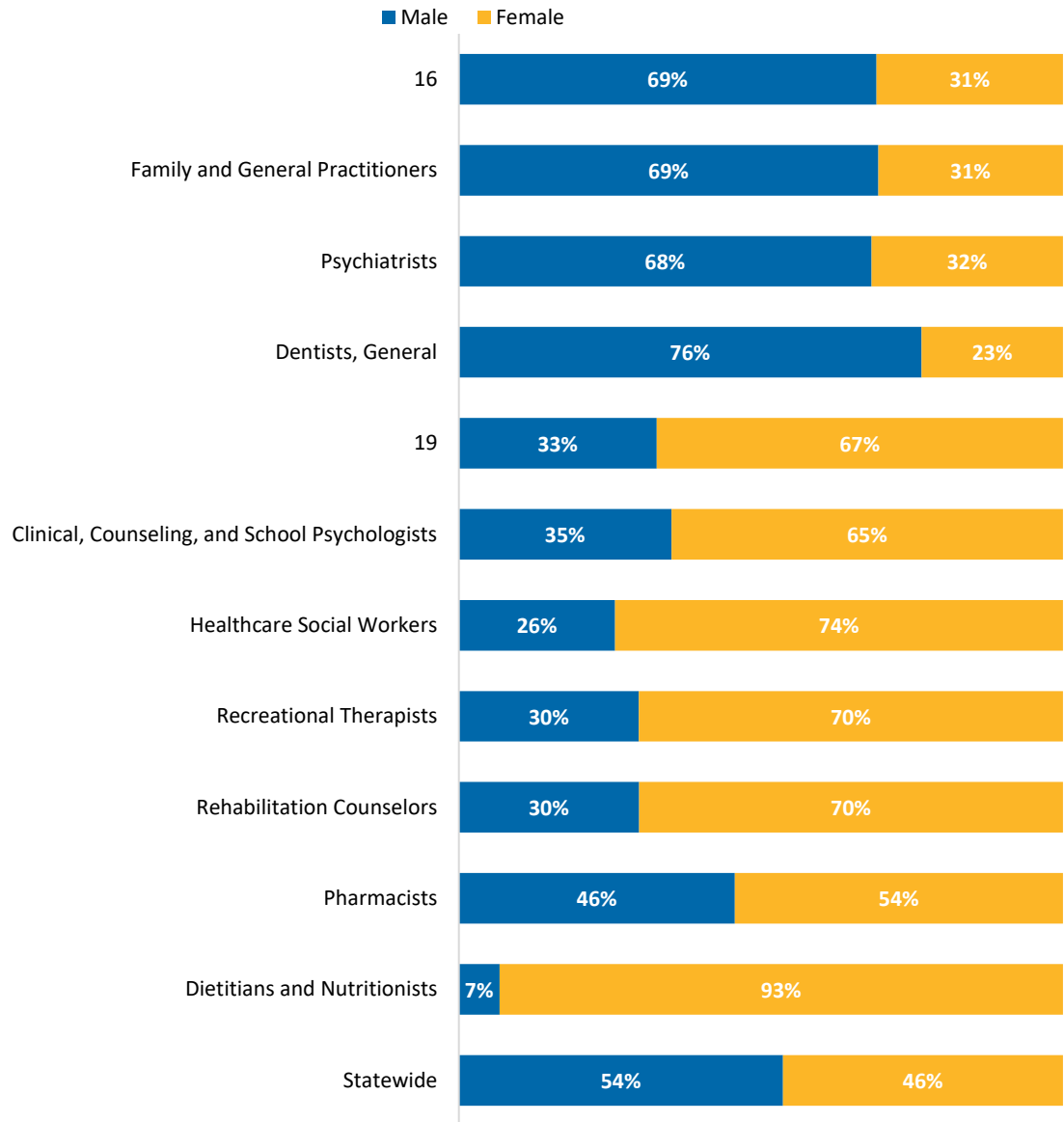
* Percentages may not equal 100 due to rounding.

Demographics: Gender of State Employees

2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Gender



Gender of State Employees Continued



Workforce Data: Average Age and Years of State Service at Retirement

2018 Average Age and Years of State Service at Retirement for Employees Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)⁹.

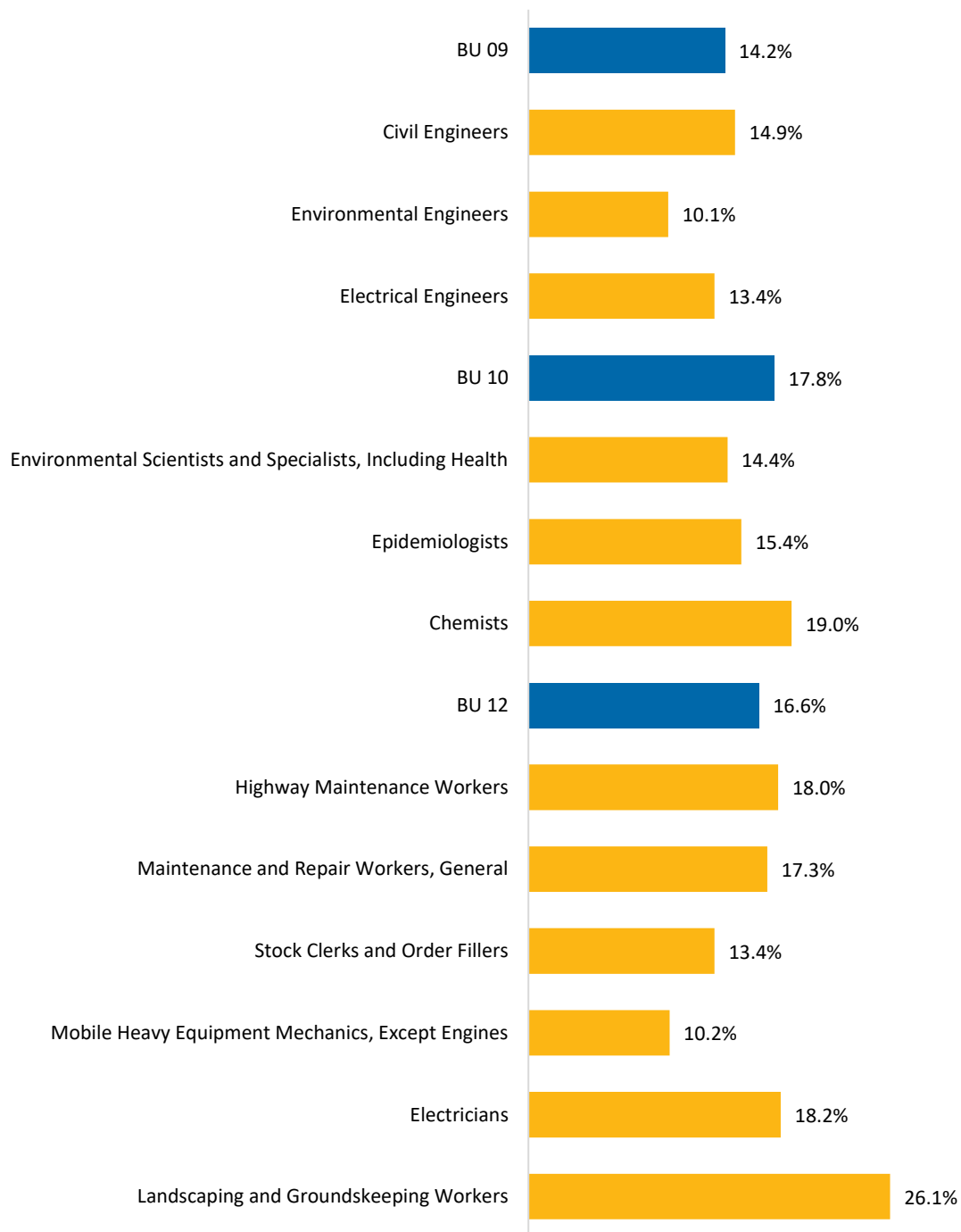
Table 7: 2018 Average Age and Years of State Service at Retirement

Bargaining Unit/Occupation	Average Age	Average Years of State Service
Unit 9	62	27
Civil Engineers	62	26
Electrical Engineers	62	27
Environmental Engineers	63	29
Unit 10	63	28
Environmental Scientists and Specialists, Including Health	61	30
Epidemiologists	63	18
Chemists	67	30
Unit 12	62	23
Highway Maintenance Workers	62	24
Maintenance and Repair Workers, General	62	18
Stock Clerks and Order Fillers	62	23
Mobile Heavy Equipment Mechanics, Except Engines	63	18
Electricians	63	18
Landscaping and Groundskeeping Workers	62	25
Unit 16	65	18
Family and General Practitioners	65	16
Psychiatrists	65	16
Dentists, General	68	26
Unit 19	63	21
Clinical Psychologists	64	17
Healthcare Social Workers	64	17
Recreational Therapists	62	24
Rehabilitation Counselors	64	21
Pharmacists	65	14
Dietitians & Nutritionists	63	26
All State Employees	60	25

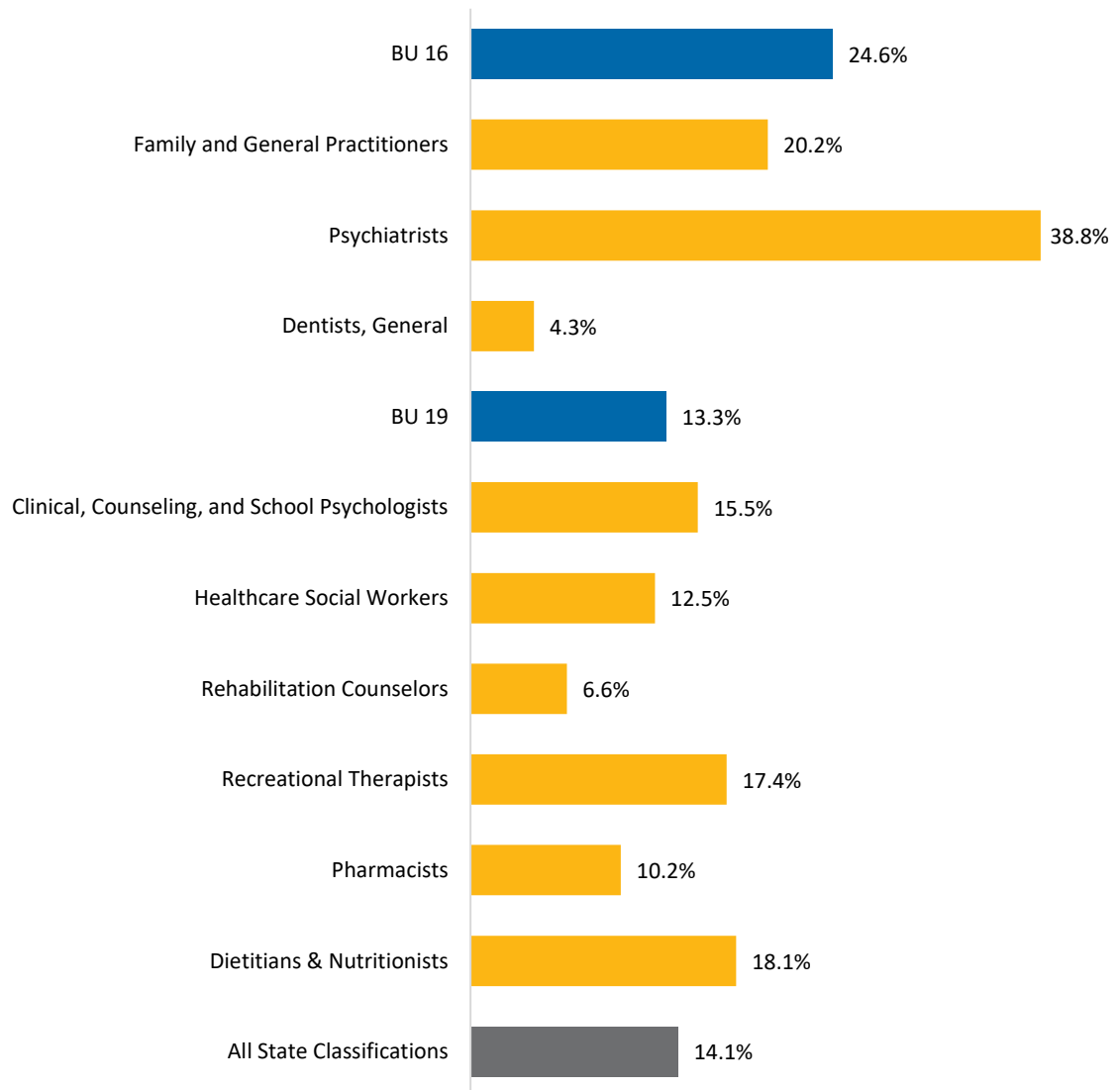
⁹ Average age and years of state service was calculated using the CalHR's Veterans Opportunity in the Workforce and the State (VOWS) data system.

Workforce Data: Vacancy Rate

2018 Percent of Vacant Positions Compared to Full-Time Established Positions Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

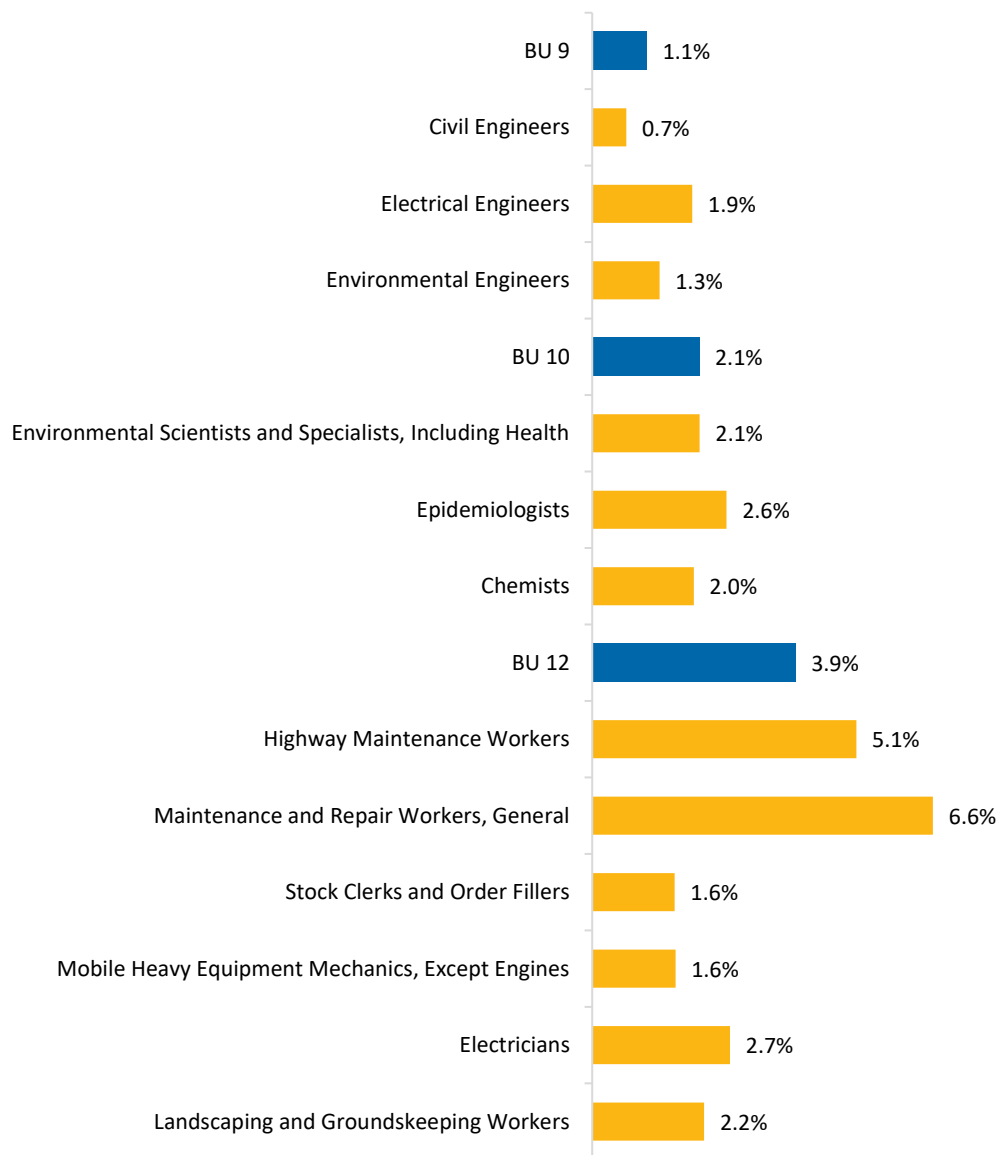


Vacancy Rate Continued



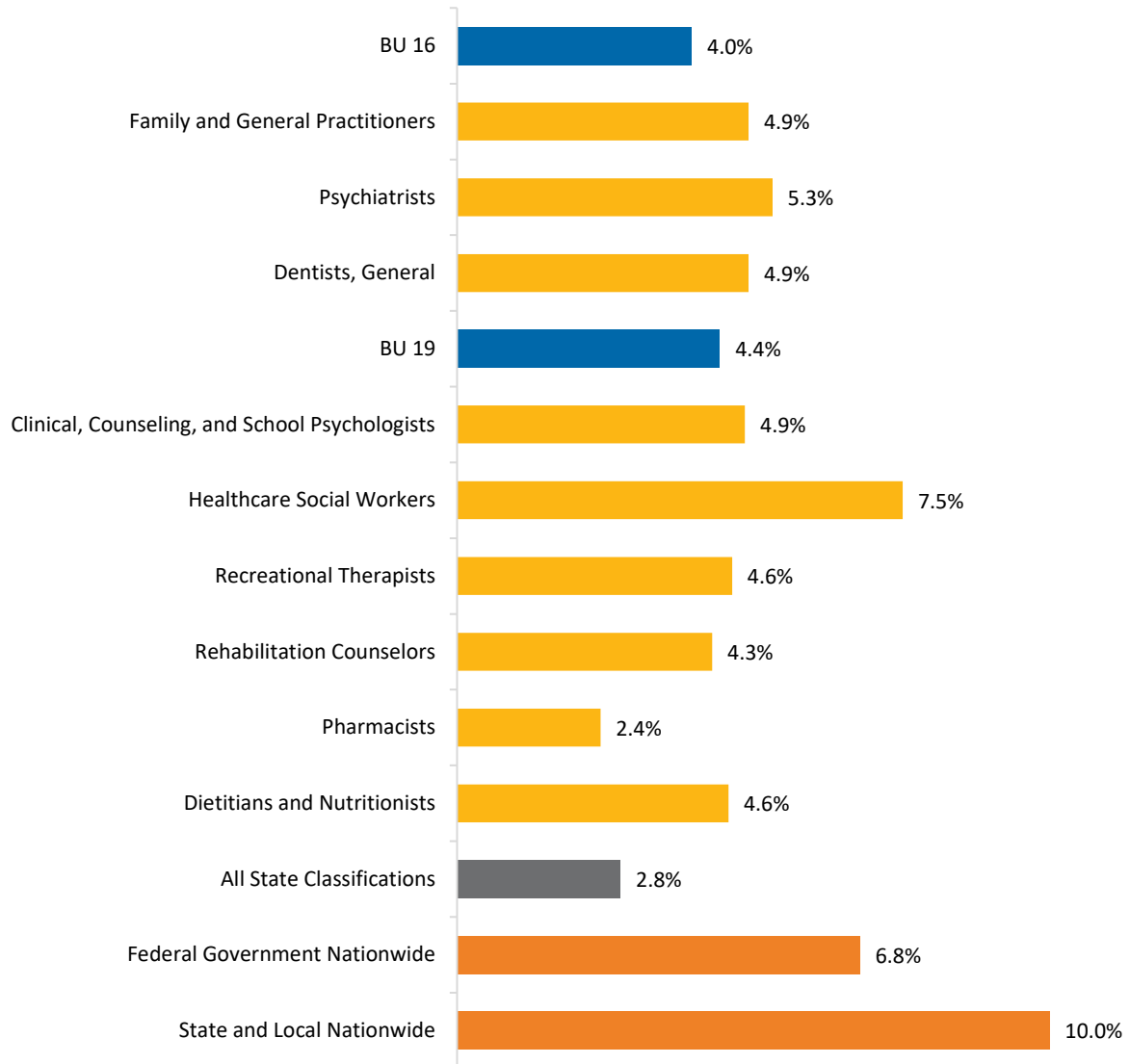
Workforce Data: Voluntary Separation Rate

2018 Percent of Voluntary Separations Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) Compared to Separation Rates for Federal Government, State and Local Government,¹⁰ and Private Sector Workers Nationwide



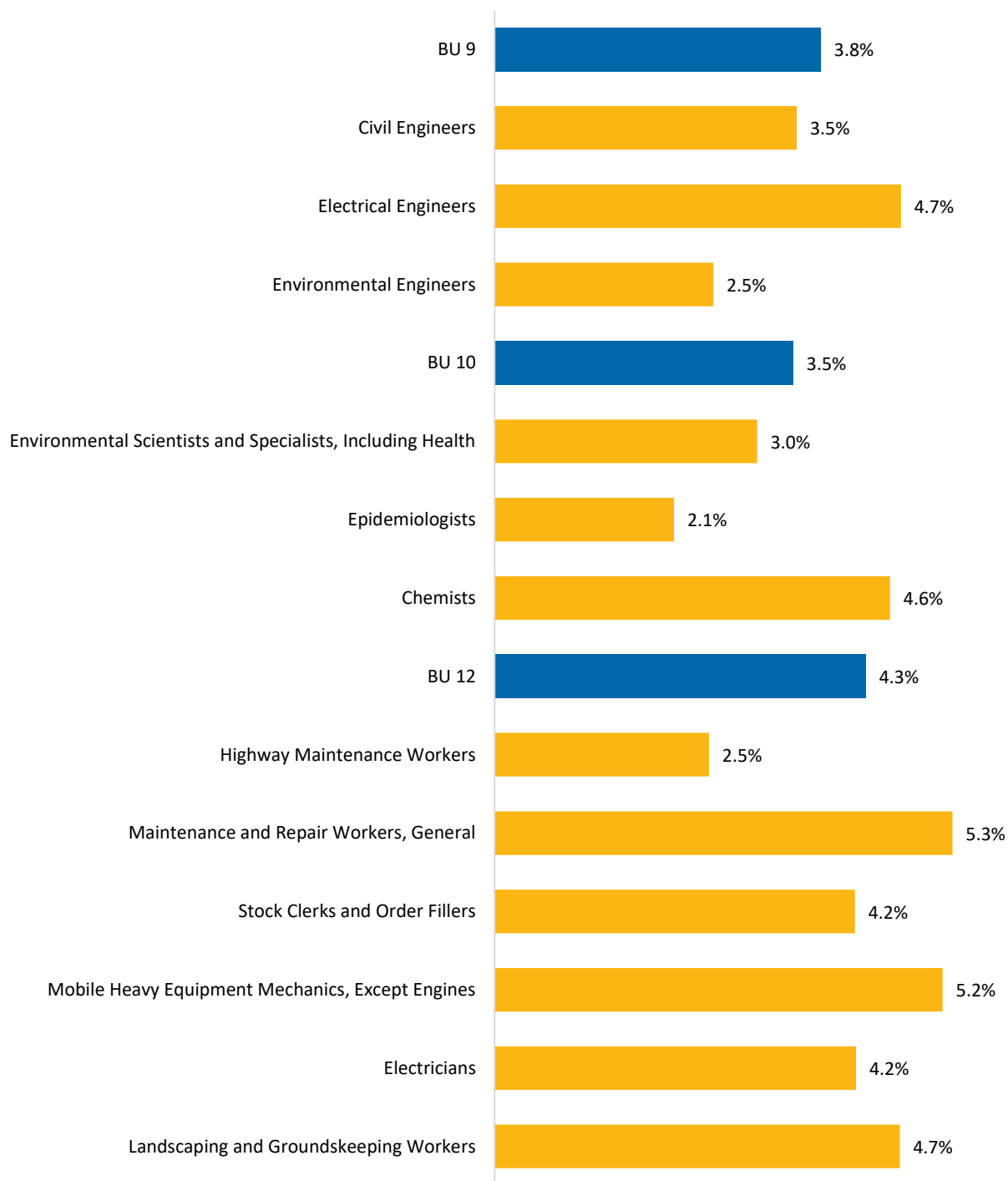
¹⁰ As a benchmark for comparison, voluntary separations, or the “quits rate,” for all state and local government, federal, and private sector workers nationwide is included from the Bureau’s Job Openings and Labor Turnover Survey from January-December 2018, <https://www.bls.gov/jlt/#>. The quits rate is the number of voluntary separations initiated by the employee, not including retirements, as a percent of total employment.

Voluntary Separation Rate Continued

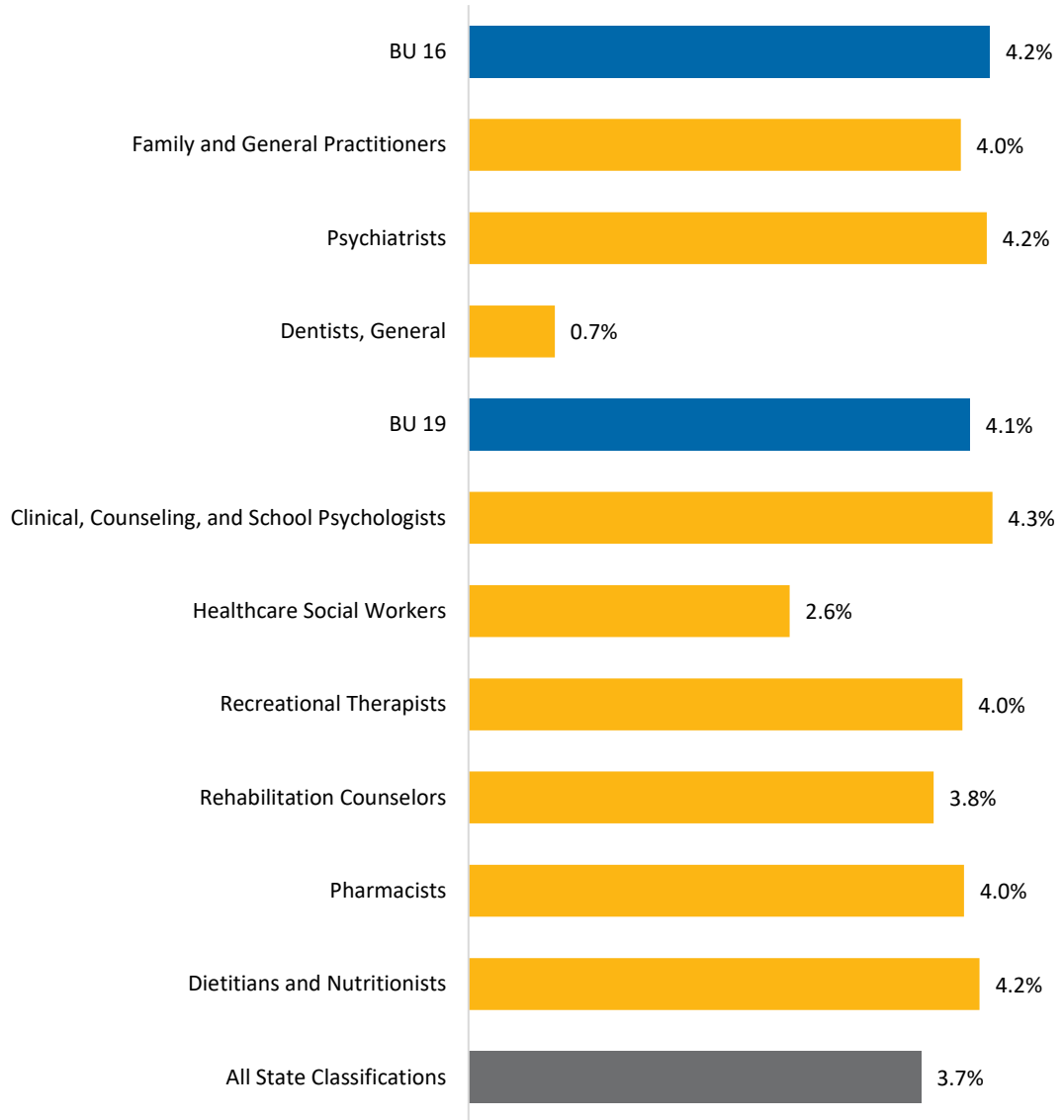


Workforce Data: Retirement Rate

2018 Percent of Service and Disability Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

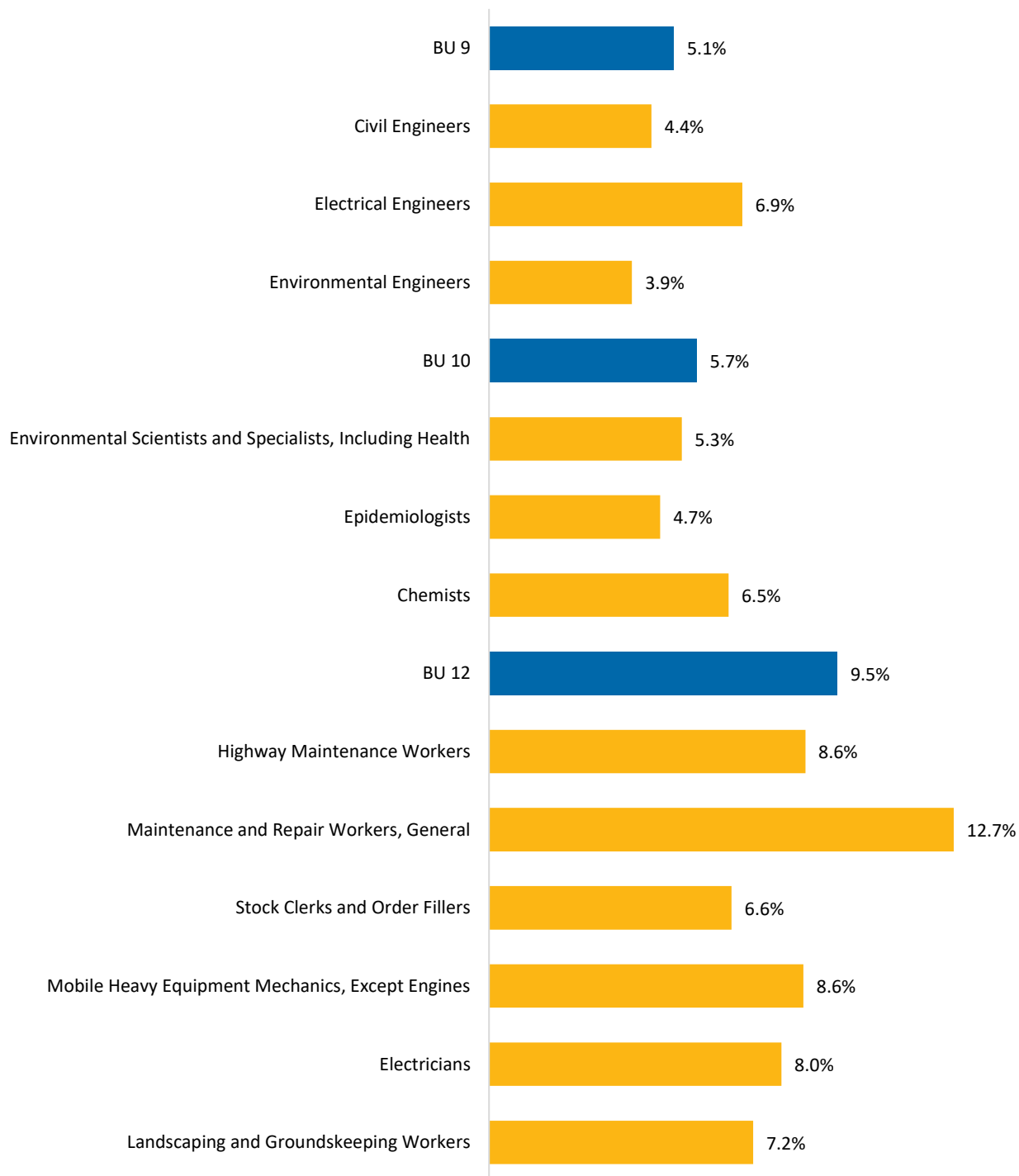


Retirement Rate Continued

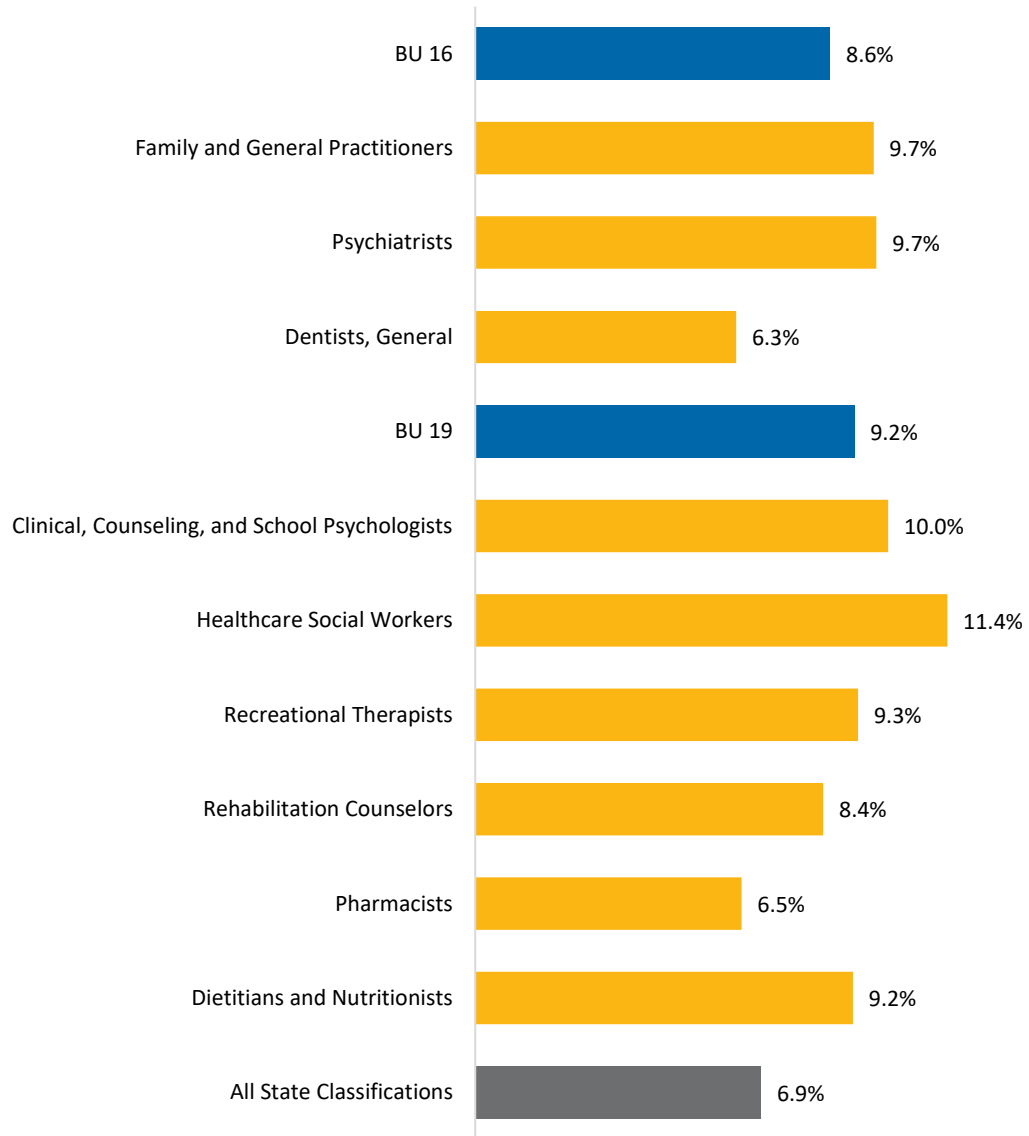


Workforce Data: Turnover Rate

2018 Percent of Voluntary and Involuntary Separations, and Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)



Turnover Rate Continued



Percent of Employees That Earn Maximum Salary

Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) That Earn Maximum Salary of the Salary Range as of December 2018

Table 8: Percent of Employees That Earn Maximum Salary

Bargaining Unit/Occupation	Percentage at Max Salary
Unit 9	68%
Civil Engineers	74%
Environmental Engineers	59%
Electrical Engineers	70%
Unit 10	45%
Environmental Scientists and Specialists, Including Health	43%
Epidemiologists	53%
Chemists	53%
Unit 12	54%
Highway Maintenance Workers	45%
Maintenance and Repair Workers, General	51%
Stock Clerks and Order Fillers	50%
Mobile Heavy Equipment Mechanics, Except Engines	62%
Electricians	62%
Landscaping and Groundskeeping Workers	60%
Unit 16	73%
Family and General Practitioners	83%
Psychiatrists	84%
Dentists, General	63%
Unit 19	61%
Clinical, Counseling, and School Psychologists	65%
Healthcare Social Workers	45%
Recreational Therapists	60%
Rehabilitation Counselors	65%
Pharmacists	85%
Dietitians and Nutritionists	74%
All State Employees	55%