

2020 California State Employee Total Compensation Report

For Bargaining Units 2, 9, 10, 12, 13, and 18

Report to the Governor and Legislature

Published January 2022



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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 7 of the 18 occupations examined in this report. However, when comparing total compensation, the number dropped to 5 of the 18 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
2	Lawyers	—	—
2	Administrative Law Judges, Adjudicators, & Hearing Officers	+	+
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	Stockers and Order Fillers	+	+
12	Mobile Heavy Equipment Mechanics, Except Engines	—	—
12	Electricians	—	+
12	Painters, Construction and Maintenance	+	+
12	Landscaping and Groundskeeping Workers	+	+
13	Stationary Engineers & Boiler Operators	—	—
13	Water & Wastewater Treatment Plant & System Operators	+	+
18	Psychiatric Technicians	+	+

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. 72)	NCS (see pg. 73)
Private Sector	OES Survey (see pg. 72)	NCS (see pg. 73)
Federal Government	OES Survey (see pg. 72)	OPM (see pg. 76)
State Government	SCO (see pg. 68)	SCO (see pg. 69)

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 2020 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 contain, “salaries of employees in comparable occupations in private industry and other governmental agencies.” The Budget Act, Chapter 21, Statutes of 2021, 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 detailed occupations as defined by the federal government’s Standard Occupational Classification (SOC) system. The table below provides an example of a six-digit SOC code.

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

Table 3: Example of a SOC Code

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

CalHR followed the federal government’s **Coding Guidelines**¹, which is summarized below:

- A classification should be assigned to an SOC occupation code based on work performed.
- When a classification could be coded in more than one occupation, it should be coded in the occupation that requires the highest level of skill. If there is no measurable difference in skill requirements, the classification should be coded in the occupation in which employees spend the most time.
- Classifications performing activities not described in any distinct detailed occupation in the SOC structure should be coded in an appropriate “All Other” occupation.
- Licensed and non-licensed workers performing the same work should be coded together in the same detailed occupation, except where specified otherwise in the SOC definition.

¹ Standard Occupational Classification Manual, United States, 2018, Executive Office of the President, Office of Management and Budget https://www.bls.gov/soc/2018/soc_2018_manual.pdf

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 six bargaining units:



This report covers 267 rank-and-file and related excluded classifications associated with the six bargaining units. They are mapped to 18 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

Almost 30,000 full-time state employees are represented in the 18 occupations included in this report. Chart 1 (on the next page) illustrates the percentage of employees associated with each bargaining unit in this report.

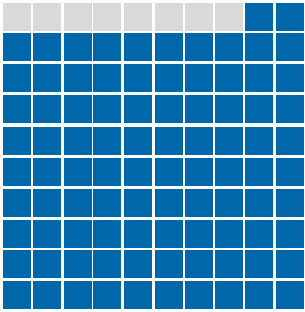
Thanks to the mapping, the state is able to:

1. Systematically categorize and measure a wide range of employee benefits and pay incentives
2. Assess the competitiveness of its compensation packages with other employers in the labor market
3. Compare its compensation packages among employees in different bargaining units
4. Educate current and prospective employees about its compensation packages
5. Analyze the growth of its compensation costs with other employers

Inform policy makers and the public about compensation costs

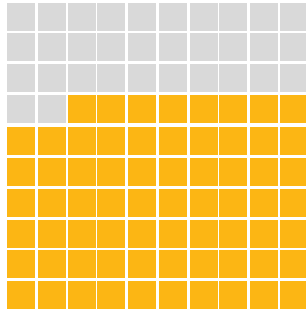
Chart 1: Full-Time State Employees in Bargaining Units 2, 9, 10, 12, 13, & 18 included in this Report

92%



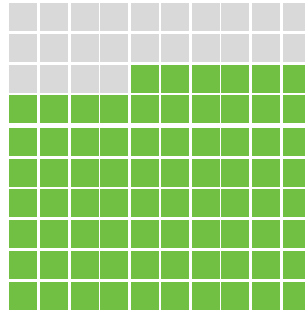
Bargaining Unit 2

68%



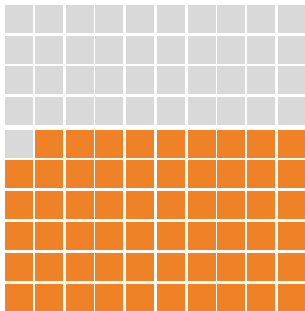
Bargaining Unit 9

76%



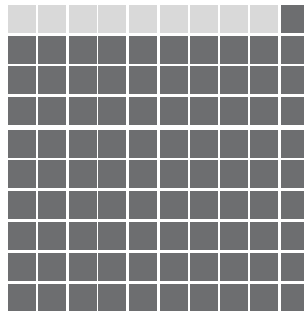
Bargaining Unit 10

59%



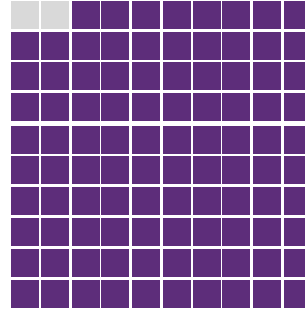
Bargaining Unit 12

91%



Bargaining Unit 13

98%



Bargaining Unit 18

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 2020

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Benefits		Total Compensation
				Other Benefits	Overtime	
2	2,080	1,772	\$133,997	\$85,091	\$171	\$219,259
9	2,080	1,826	\$114,012	\$75,176	\$2,874	\$192,062
10	2,080	1,811	\$83,586	\$53,413	\$640	\$137,639
12	2,080	1,905	\$59,263	\$42,287	\$5,792	\$107,341
13	2,080	1,935	\$82,916	\$55,785	\$8,686	\$147,387
18	2,080	2,175	\$67,563	\$42,107	\$17,258	\$126,928

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
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	49.1%	-	23.7%	34.2%
9	17-2051	Civil Engineers	6.1%	23.6%	24.8%	13.4%
9	17-2081	Environmental Engineers	16.5%	17.1%	17.1%	16.7%
9	17-2071	Electrical Engineers	-10.0%	8.4%	27.8%	7.8%
10	19-1041	Epidemiologists	14.8%	-	-	14.8%
10	19-2031	Chemists	3.4%	32.4%	-6.5%	21.5%
12	49-9071	Maintenance and Repair Workers, General	17.4%	22.5%	9.9%	19.2%
12	53-7065	Stockers and Order Fillers	7.0%	45.0%	15.7%	41.8%
12	47-2111	Electricians	-14.6%	10.5%	20.8%	5.9%
12	47-2141	Painters, Construction and Maintenance	1.6%	23.1%	20.2%	15.0%
12	37-3011	Landscaping and Groundskeeping Workers	2.9%	41.4%	-13.9%	15.8%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	10.6%	37.5%	28.4%	11.3%
18	29-2053	Psychiatric Technicians	21.4%	48.7%	-	30.9%

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
2	23-1011	Lawyers	-9.4%	-24.5%	6.0%	-11.7%
10	19-2041	Environmental Scientists and Specialists, Including Health	-0.8%	-	-8.2%	-2.1%
12	47-4051	Highway Maintenance Workers	-9.6%	-	-	-9.6%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-21.1%	16.4%	15.6%	-4.8%
13	51-8021	Stationary Engineers & Boiler Operators	-15.3%	-9.3%	21.7%	-11.3%

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 2, 9, 10, 12, 13, and 18.

Table 7: Comparing Lead/Lag with previous reports

Bargaining Unit	SOC Code	Occupation Title	Previous Survey Market Average	2020 Market Average
2	23-1011	Lawyers	-17.2%	-11.7%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	14.0%	34.2%
9	17-2051	Civil Engineers	8.4%	13.4%
9	17-2081	Environmental Engineers	10.3%	16.7%
9	17-2071	Electrical Engineers	2.8%	7.8%
10	19-2041	Environmental Scientists and Specialists, Including Health	-2.6%	-2.1%
10	19-1041	Epidemiologists	6.8%	14.8%
10	19-2031	Chemists	5.2%	21.5%
12	47-4051	Highway Maintenance Workers	-3.9%	-9.6%
12	49-9071	Maintenance and Repair Workers, General	15.5%	19.2%
12	53-7065	Stockers and Order Fillers	43.2%	41.8%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-4.2%	-4.8%
12	47-2111	Electricians	-5.2%	5.9%
12	47-2141	Painters, Construction and Maintenance	N/A	15.0%
12	37-3011	Landscaping and Groundskeeping Workers	12.9%	15.8%
13	51-8021	Stationary Engineers & Boiler Operators	-16.0%	-11.3%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	10.8%	11.3%
18	29-2053	Psychiatric Technicians	15.8%	30.9%

The occupations that have an N/A listed were not included in a previous report.

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.² 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 18 benchmark occupations from six of these bargaining units. The state will be negotiating new MOUs with unions representing many of these bargaining units in 2022. 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.

² Government Code Chapter 10.3, Sections 3512 through 3524.

02

Bargaining Unit 2

Bargaining Unit 2 is made up of employees practicing law for the state or exercising quasi-judicial job duties within administrative hearings. Two occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. The two 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 2

- Lawyers
- Administrative Law Judges, Adjudicators, & Hearing Officers

Top 10 Departments with Bargaining Unit 2 Employees

Department Name	Count of Employees
Department of Justice	1,228
California Department of Industrial Relations	537
State Compensation Insurance Fund	399
Department of Social Services	218
California Department of Corrections and Rehabilitation	178
California Department of Transportation	131
Public Utilities Commission	123
Employment Development Department	120
Department of General Services	104
California Department of Insurance	100

KEY STATISTICS FOR UNIT*

4,481
Full-Time Employees

89
State Classifications

7
Occupations

KEY STATISTICS IN REPORT*

4,110
Full-Time Employees

91.7%
of Unit 2
Full-Time Employees

82
Unit 2
Classifications

2
Unit 2
Occupations

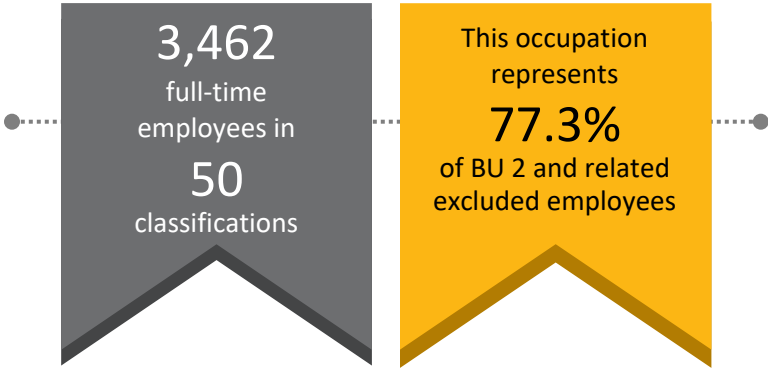
*Includes rank-and-file and related excluded employees as of March 2020.

Lawyers

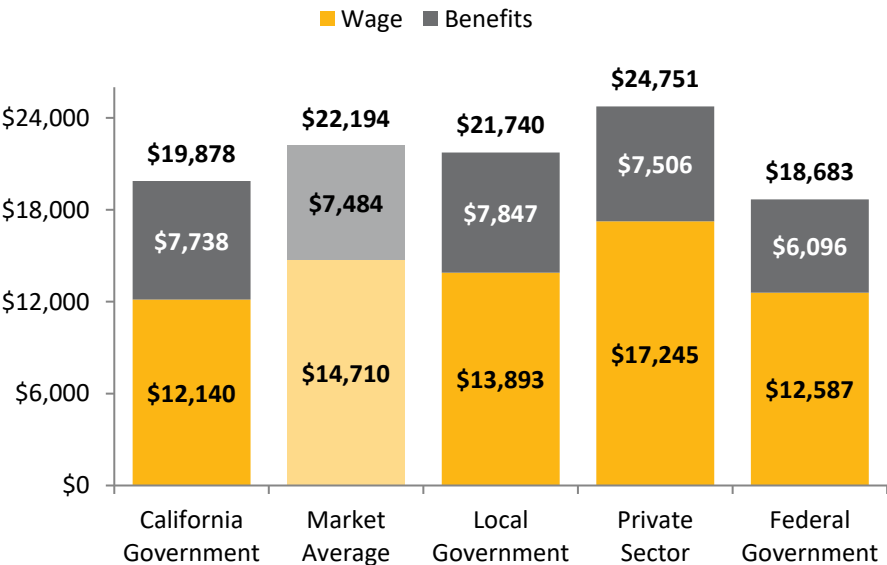
SOC Code: 23-1011

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

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Lawyers Occupation



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

-11.7%

Market Average

-9.4%

Local Government

-24.5%

Private Sector

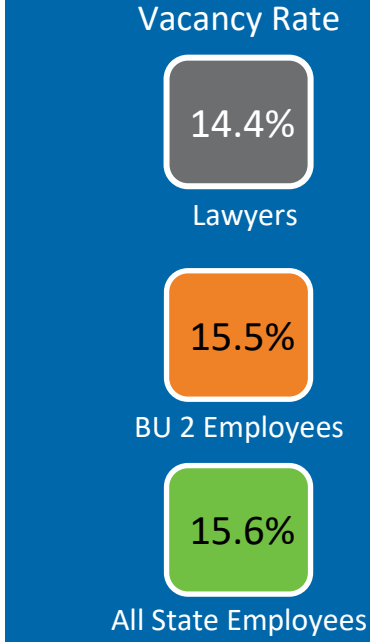
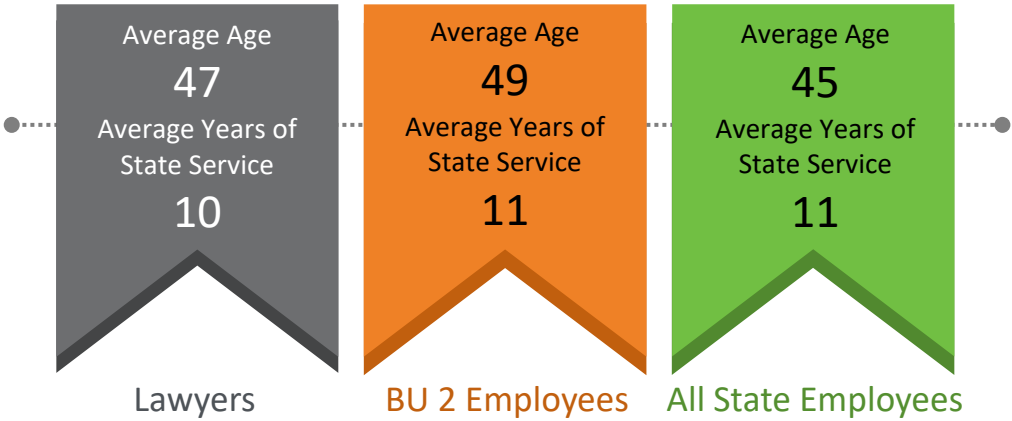
6.0%

Federal Government

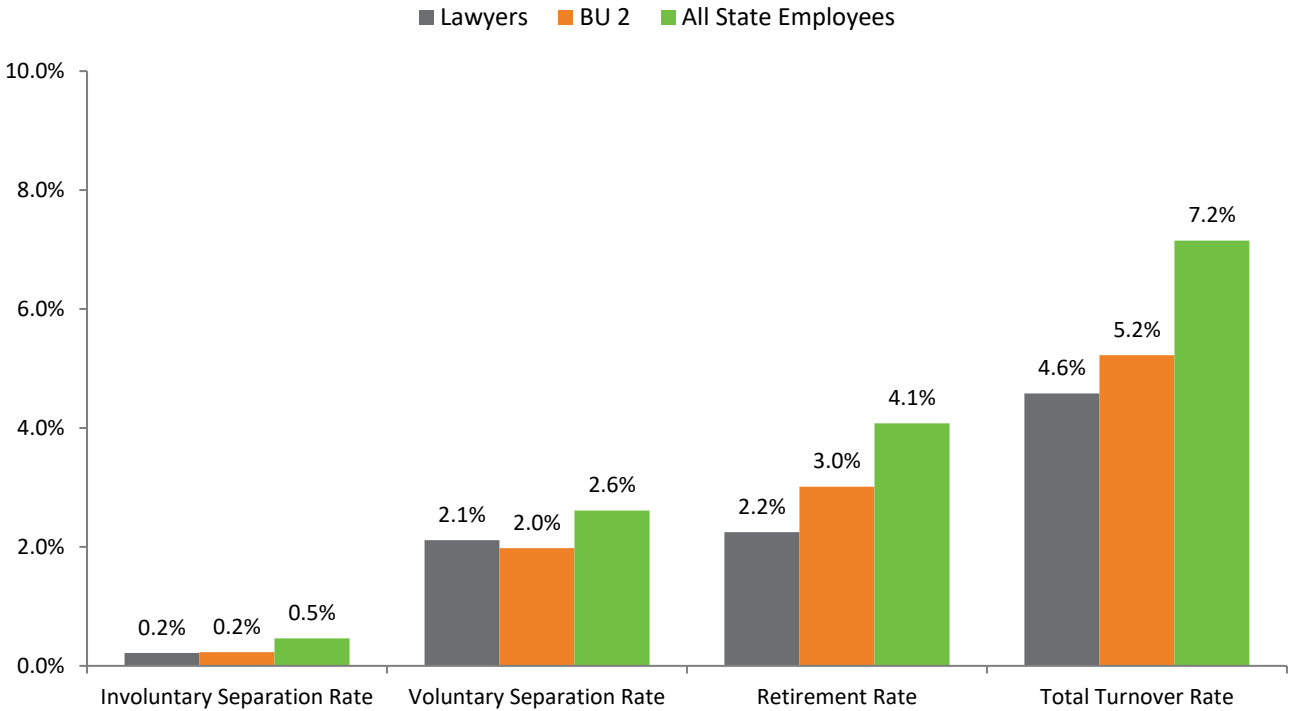
The Market Average is a weighted average for all employer groups.

Lawyers

The following displays the average 2020 state employee workforce data for Lawyers, Bargaining Unit 2 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2020 Turnover Rate



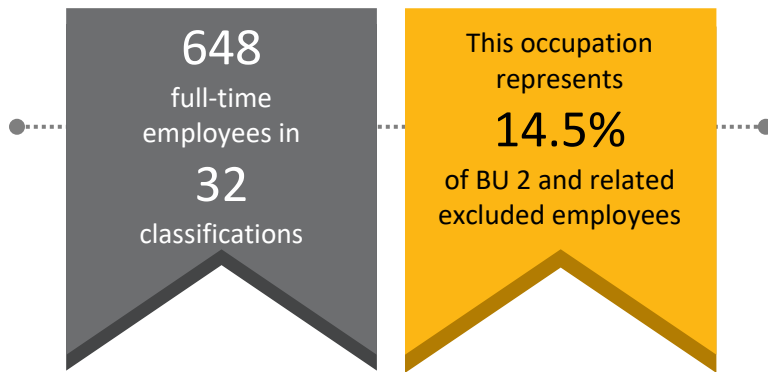
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Administrative Law Judges, Adjudicators, & Hearing Officers

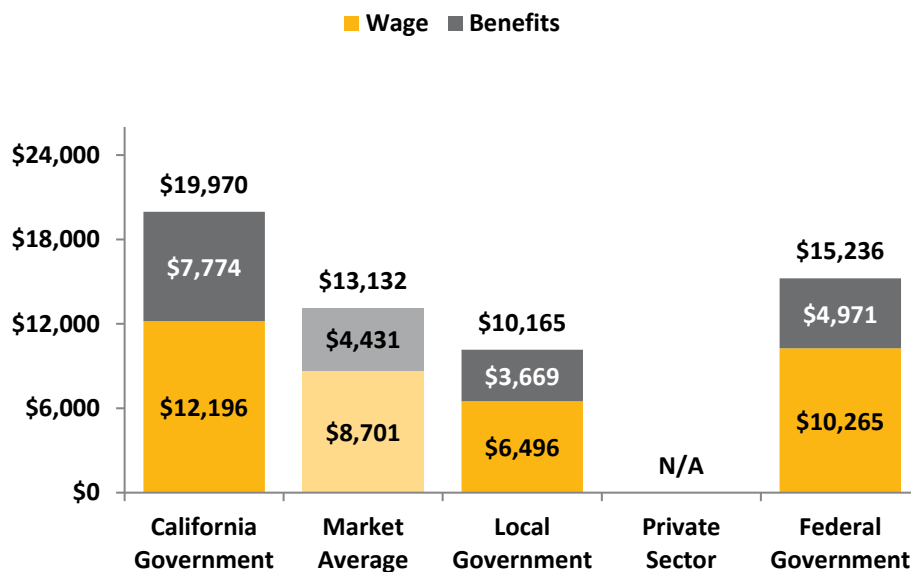
SOC Code: 23-1021

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

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Administrative Law Judges Occupation



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

34.2%

Market Average

49.1%

Local Government

N/A

Private Sector

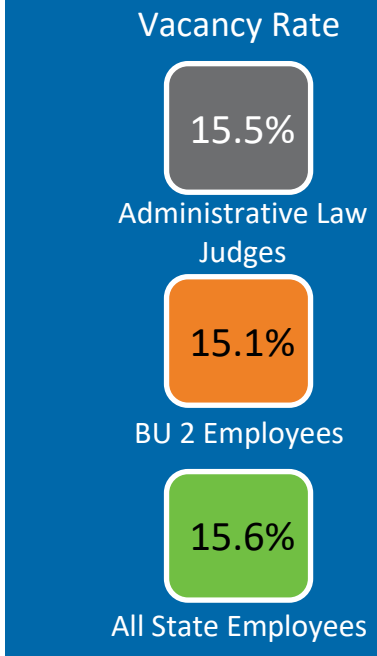
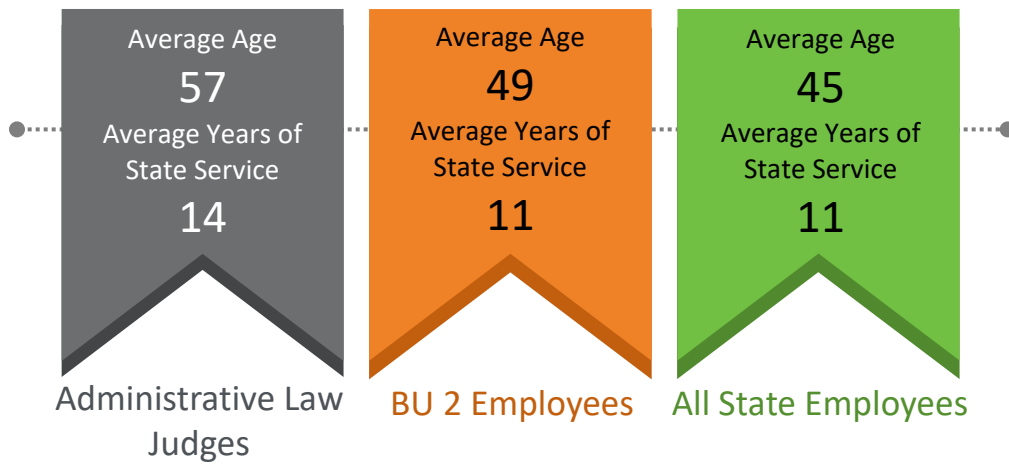
23.7%

Federal Government

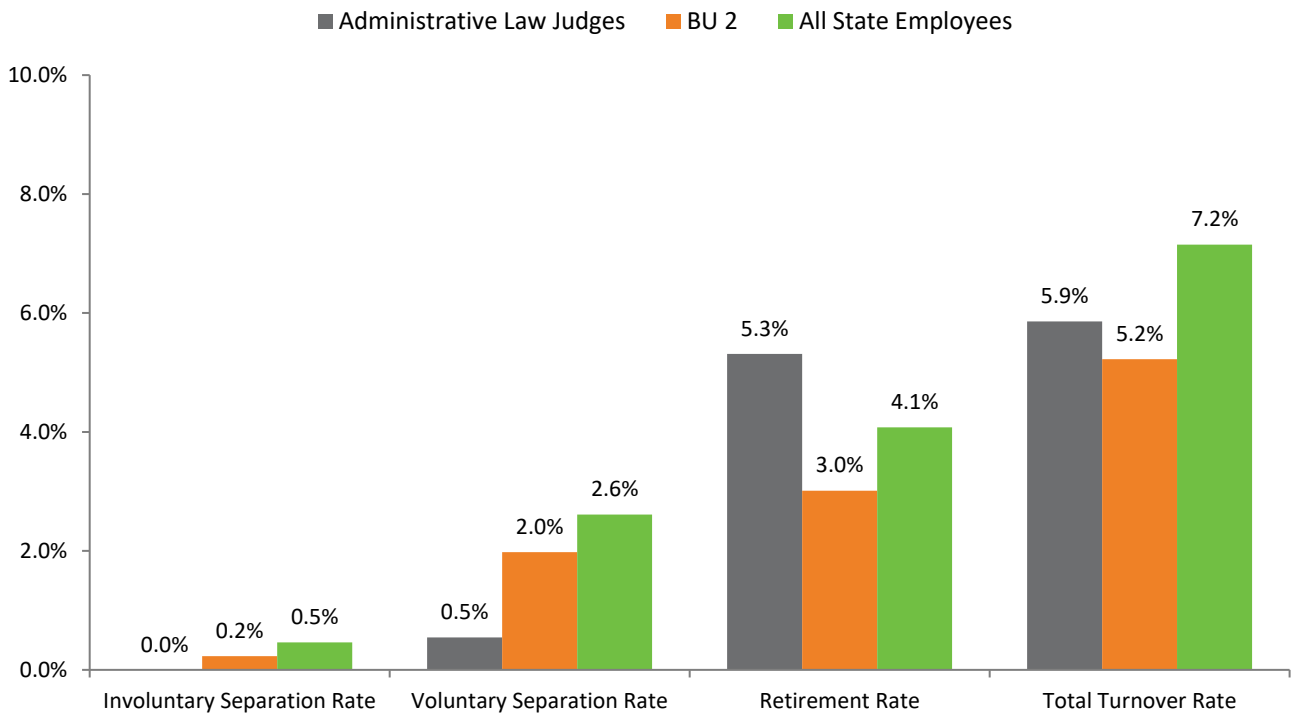
The Market Average is a weighted average for all employer groups.

Administrative Law Judges, Adjudicators, & Hearing Officers

The following displays the average 2020 state employee workforce data for Administrative Law Judges, Bargaining Unit 2 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2020 Turnover Rate



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



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	7,679
Air Resources Board	1,073
Water Resources Control Board	1,033
Department of Water Resources	890
California Department of Industrial Relations	441
Department of General Services	379
California Department of Conservation	289
Public Utilities Commission	262
Department of Toxic Substances Control	243
Energy Resources Conservation and Development Commission	145

KEY STATISTICS FOR UNIT*

13,402

Full-Time Employees

248

State Classifications

35

Occupations

KEY STATISTICS IN REPORT*

9,092

Full-Time Employees

67.8%

of Unit 9

Full-Time Employees

70

Unit 9

Classifications

3

Unit 9

Occupations

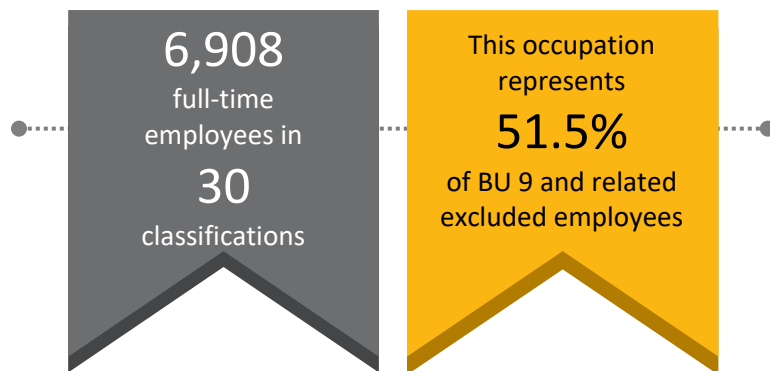
*Includes rank-and-file and related excluded employees as of March 2020.

Civil Engineers

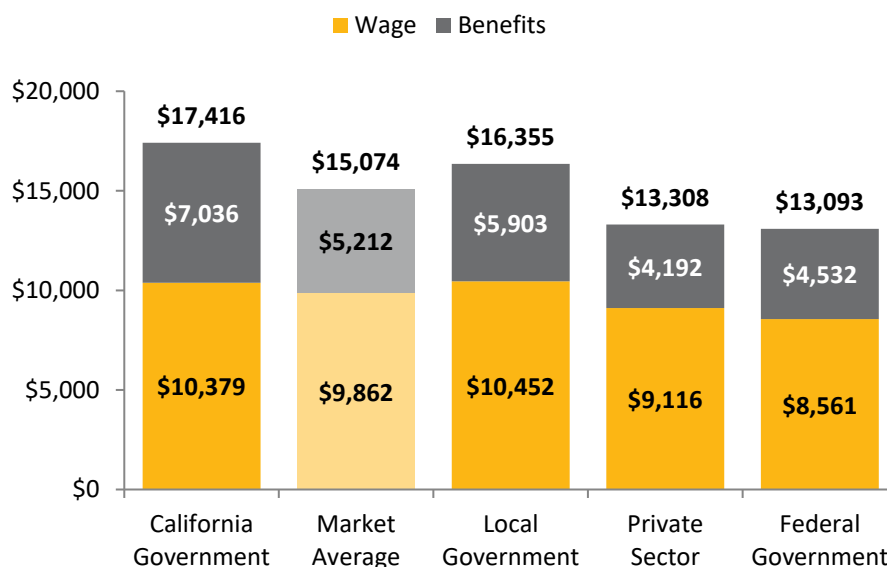
SOC Code: 17-2051

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.

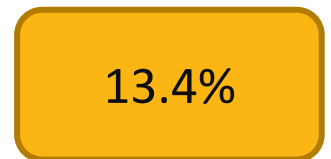
The State Employs:



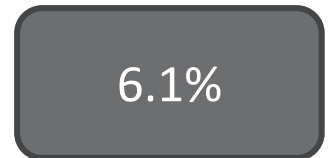
Statewide Monthly Median Total Compensation Comparison for the Civil Engineers Occupation



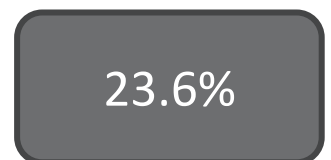
The State's Total Compensation Leads/Lags Each Employer Group By:



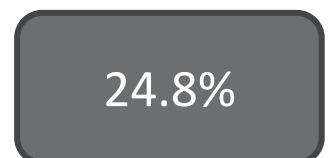
Market Average



Local Government



Private Sector

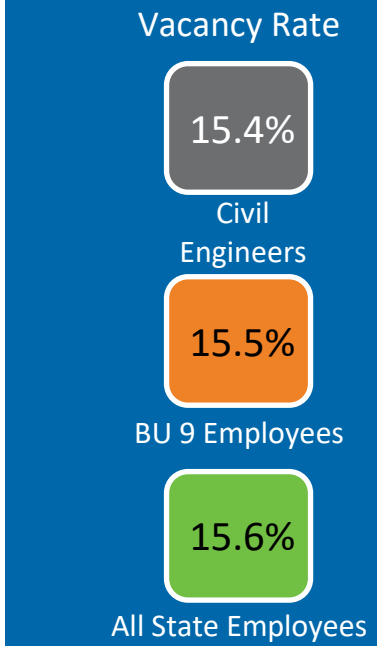
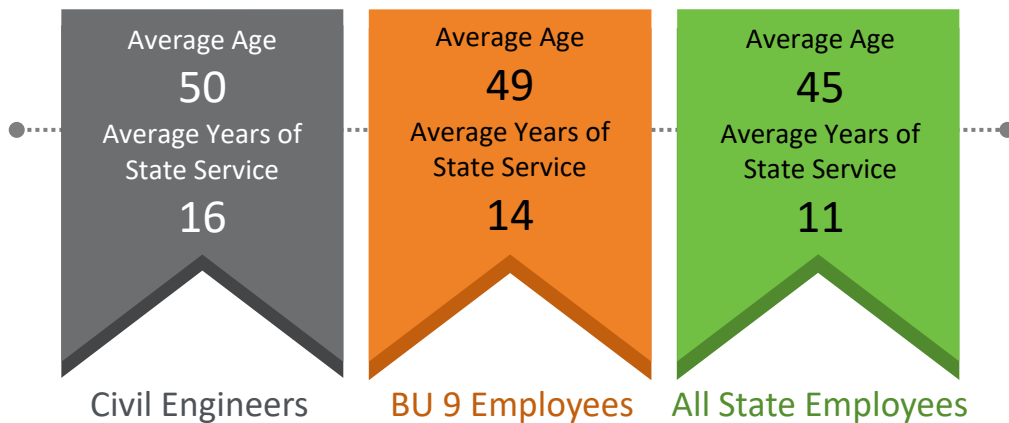


Federal Government

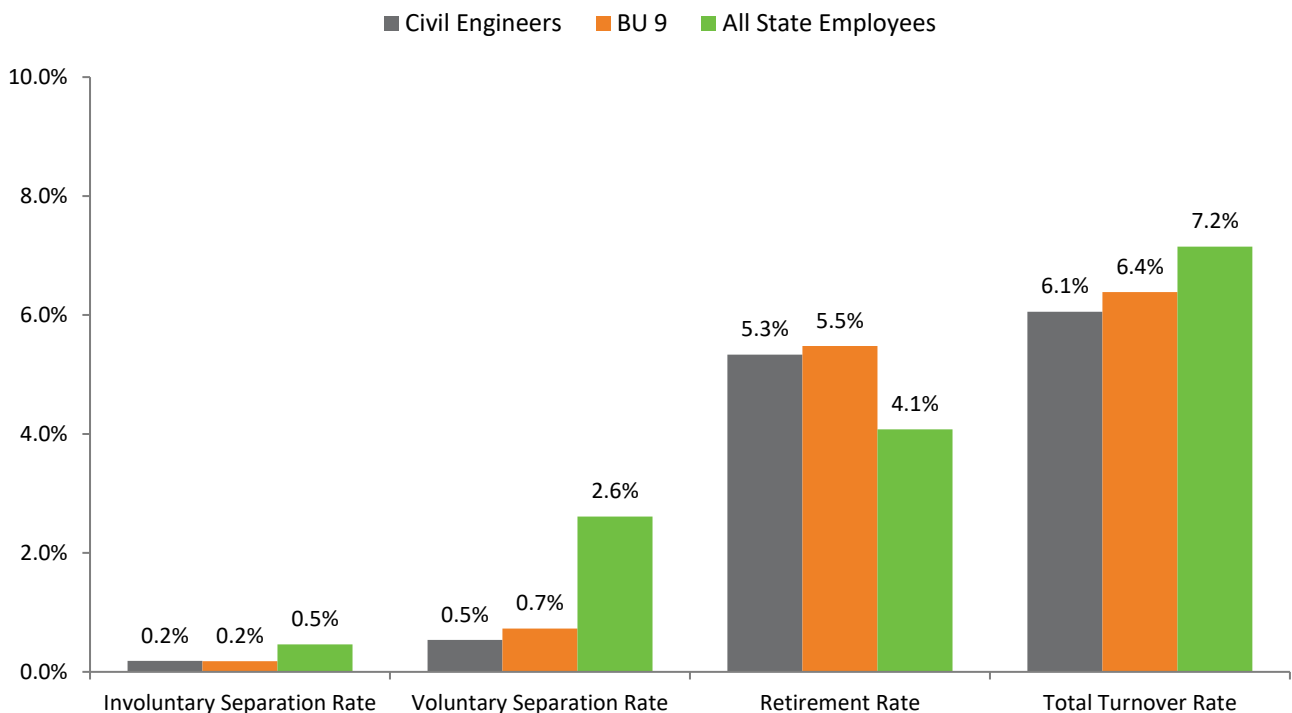
The Market Average is a weighted average for all employer groups.

Civil Engineers

The following displays the average 2020 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.



2020 Turnover Rate



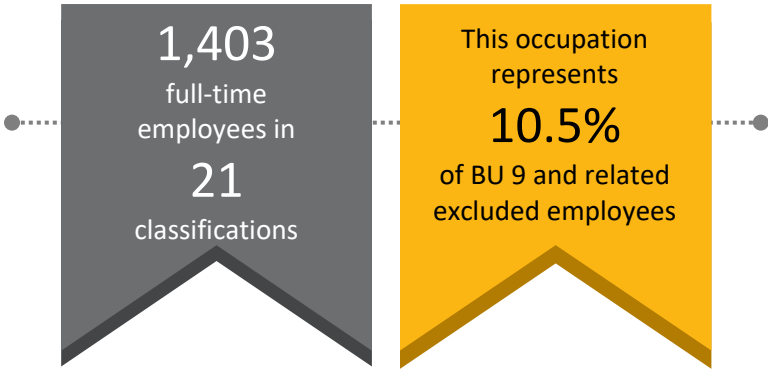
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Environmental Engineers

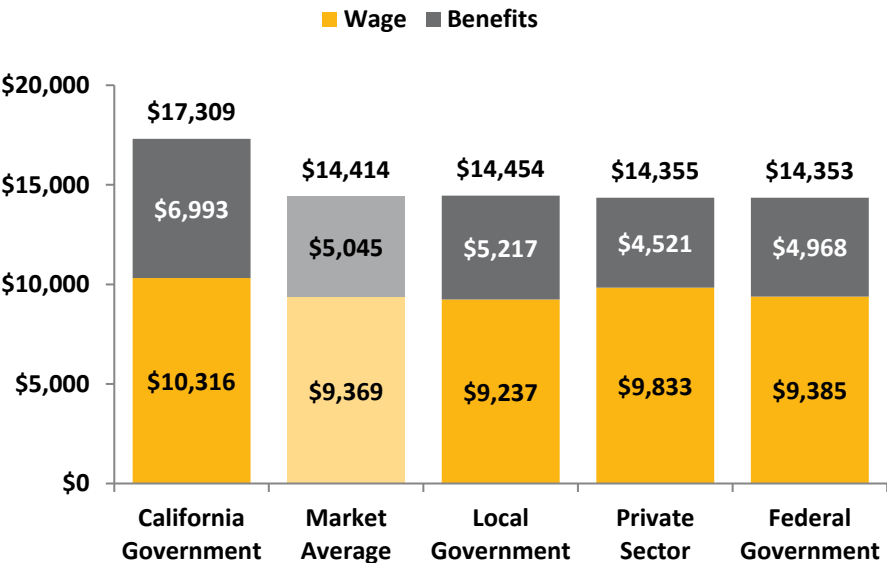
SOC Code: 17-2081

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



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

16.7%

Market Average

16.5%

Local Government

17.1%

Private Sector

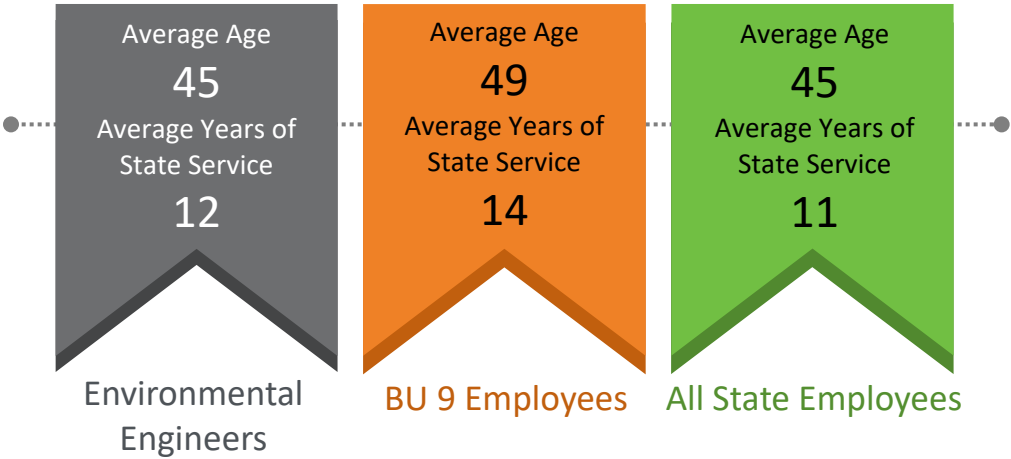
17.1%

Federal Government

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

Environmental Engineers

The following displays the average 2020 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.



Vacancy Rate

13.8%

Environmental Engineers

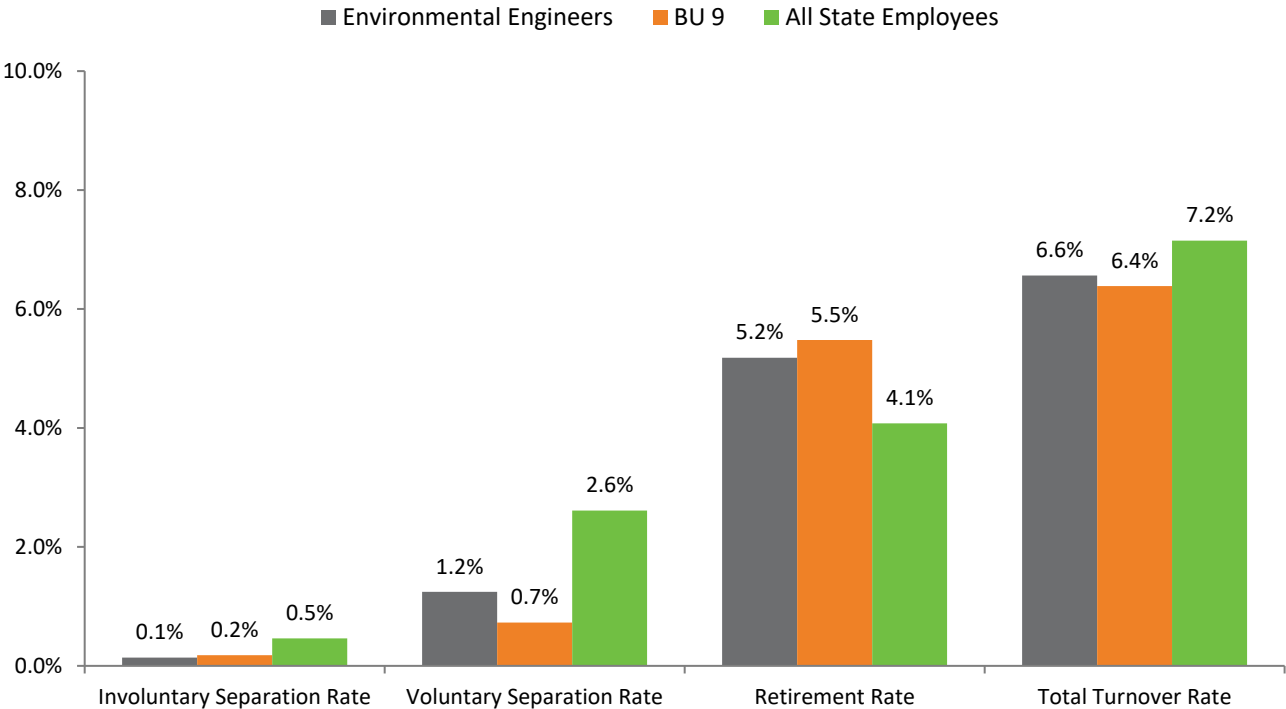
15.5%

BU 9 Employees

15.6%

All State Employees

2020 Turnover Rate



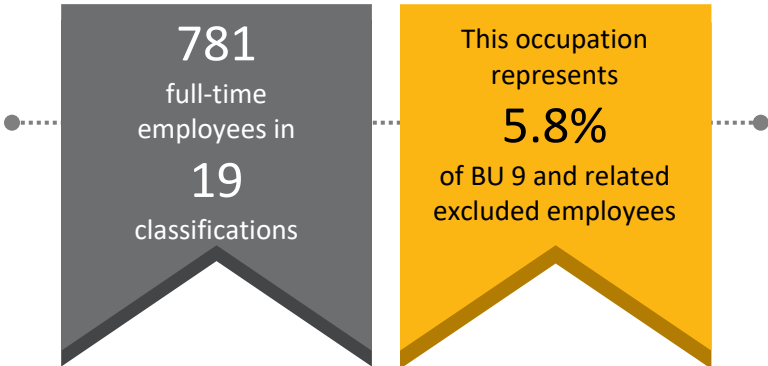
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Electrical Engineers

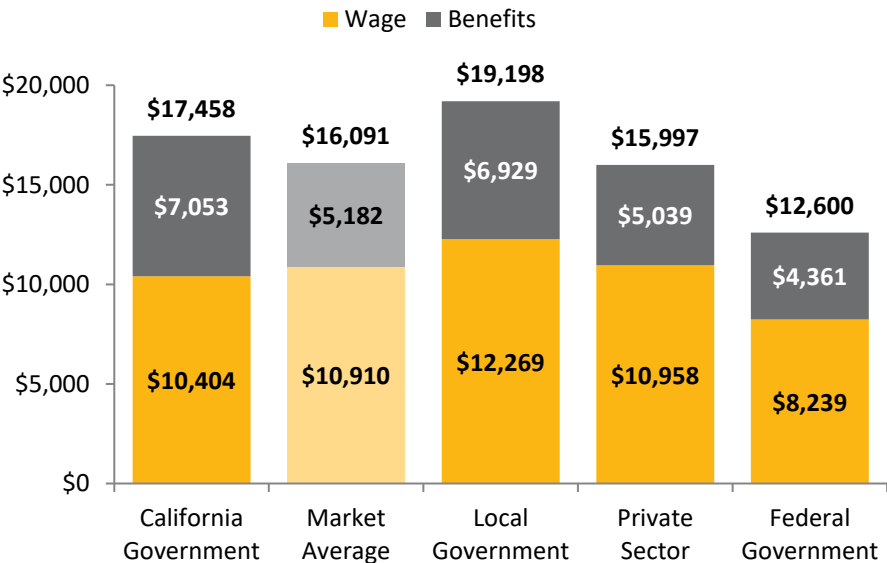
SOC Code: 17-2071

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



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

7.8%

Market Average

-10.0%

Local Government

8.4%

Private Sector

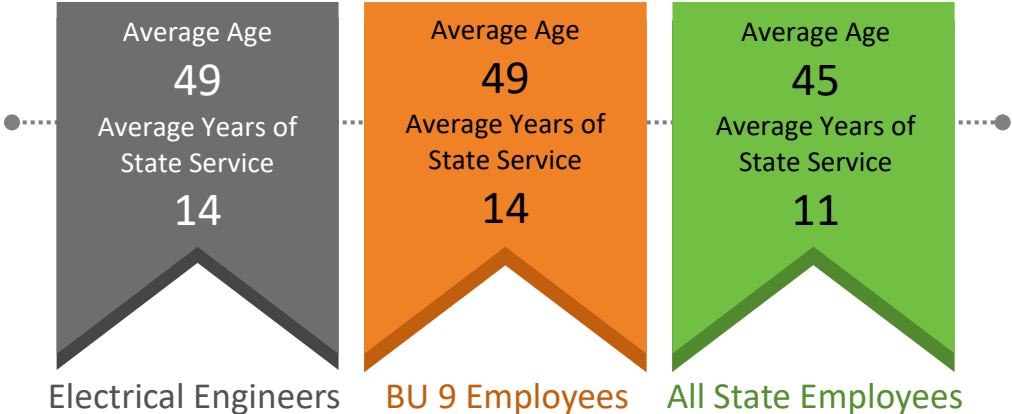
27.8%

Federal Government

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

Electrical Engineers

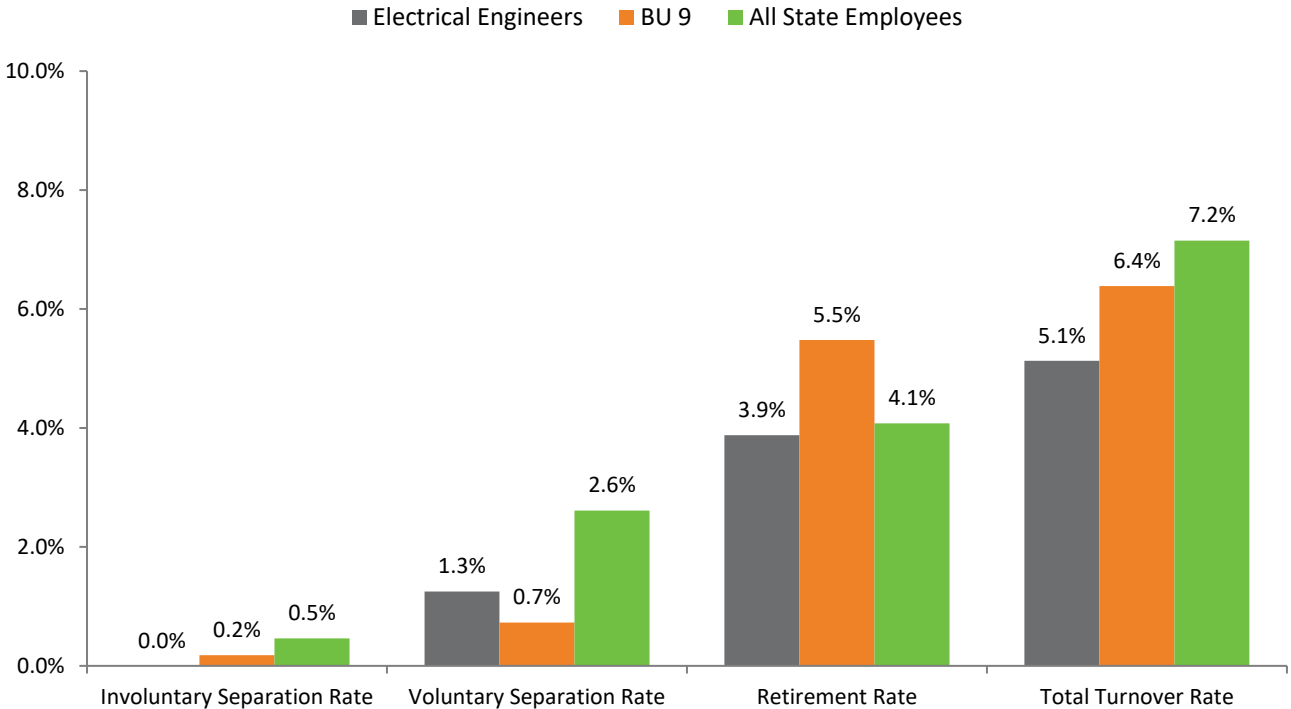
The following displays the average 2020 state employee workforce data for Electrical Engineers, Bargaining Unit 9 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 16.4% Electrical Engineers
- 15.5% BU 9 Employees
- 15.6% All State Employees

2020 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	857
California Department of Public Health	608
California Department of Food and Agriculture	554
Water Resources Control Board	392
Department of Water Resources	273
Department of Toxic Substances Control	263
California Department of Pesticide Regulation	232
California's Department of Resources Recycling and Recovery	227
Energy Resources Conservation and Development Commission	218
California Department of State Parks and Recreation	143

KEY STATISTICS FOR UNIT*

4,209

Full-Time Employees

190

State Classifications

30

Occupations

KEY STATISTICS IN REPORT*

3,186

Full-Time Employees

75.7%

of Unit 10
Full-Time Employees

41

Unit 10
Classifications

3

Unit 10
Occupations

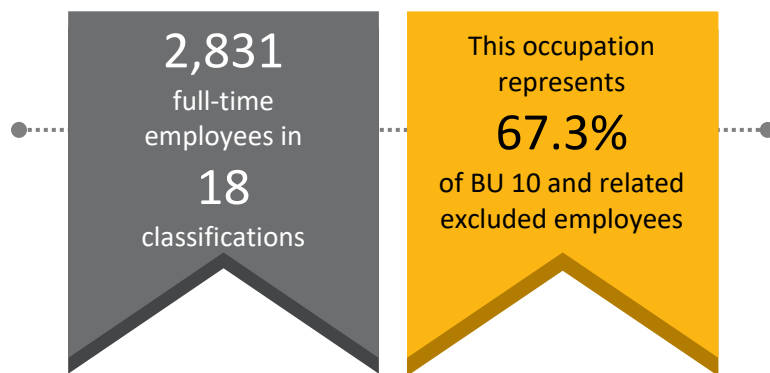
*Includes rank-and-file and related excluded employees as of March 2020.

Environmental Scientists and Specialists, Including Health

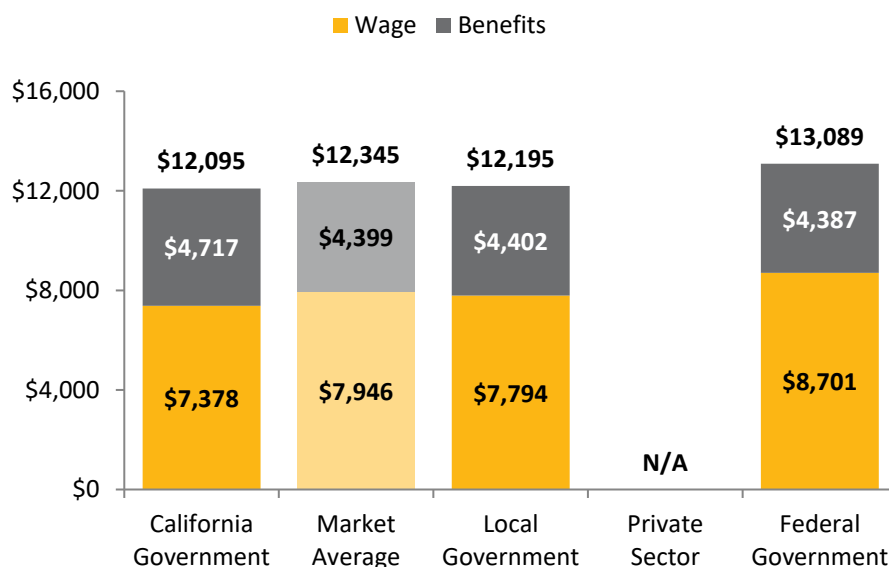
SOC Code: 19-2041

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.

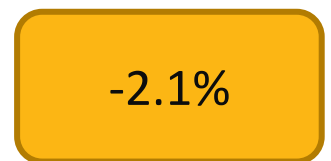
The State Employs:



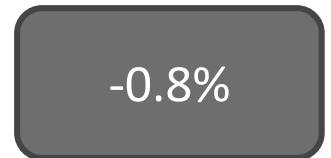
Statewide Monthly Median Total Compensation Comparison for the Environmental Scientists and Specialists Occupation



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



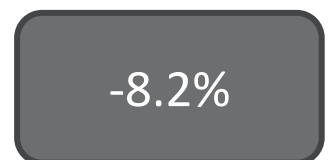
Market Average



Local Government



Private Sector

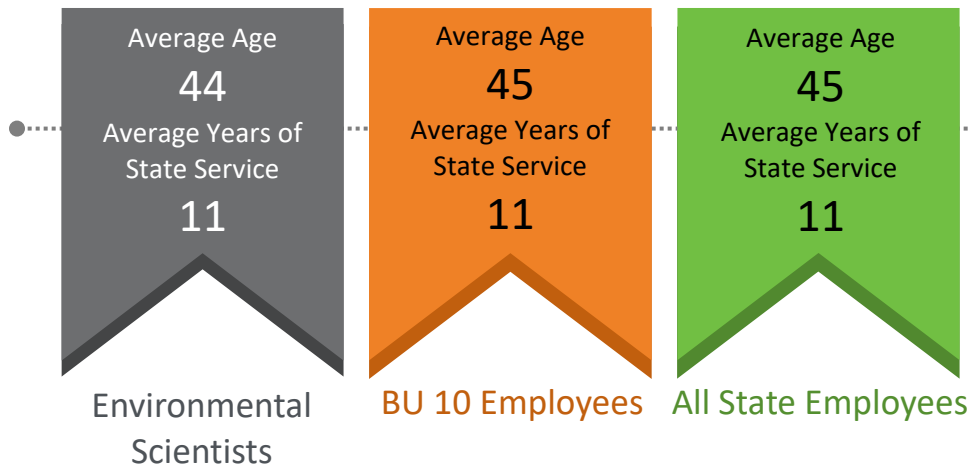


Federal Government

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

Environmental Scientists and Specialists, Including Health

The following displays the average 2020 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.



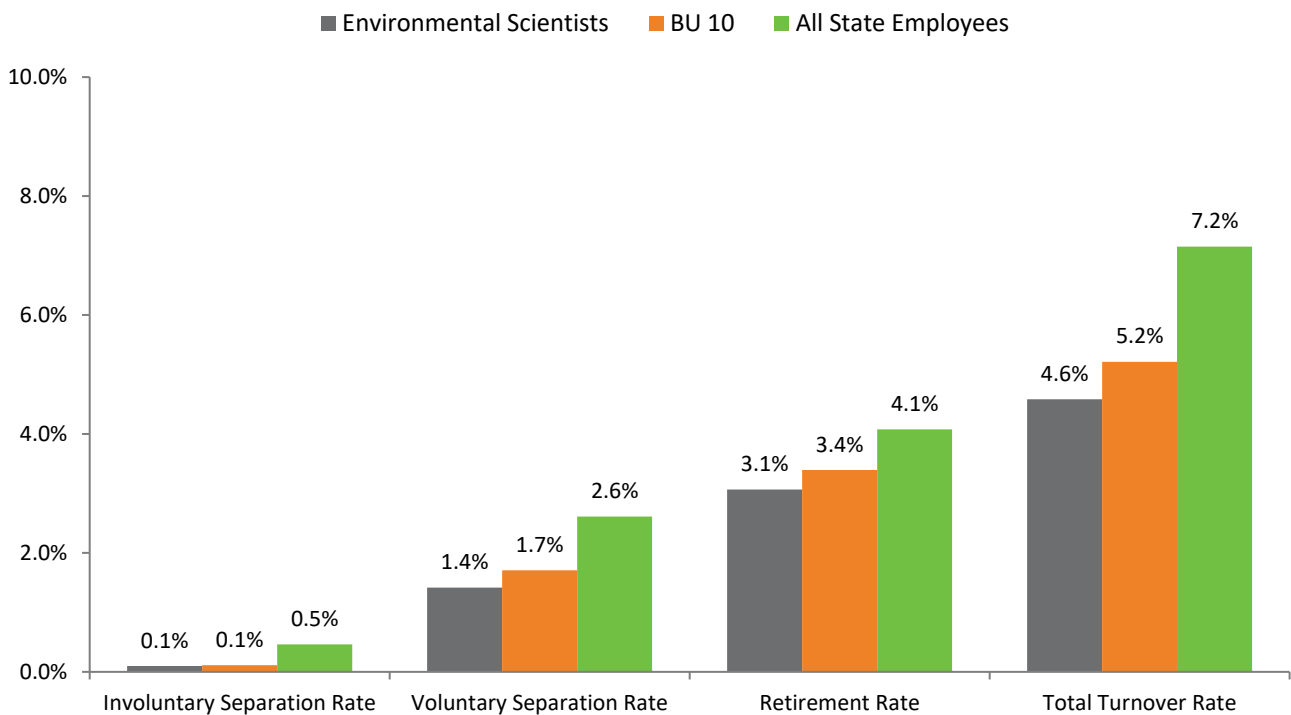
Vacancy Rate

14.5%
Environmental Scientists

16.0%
BU 10 Employees

15.6%
All State Employees

2020 Turnover Rate



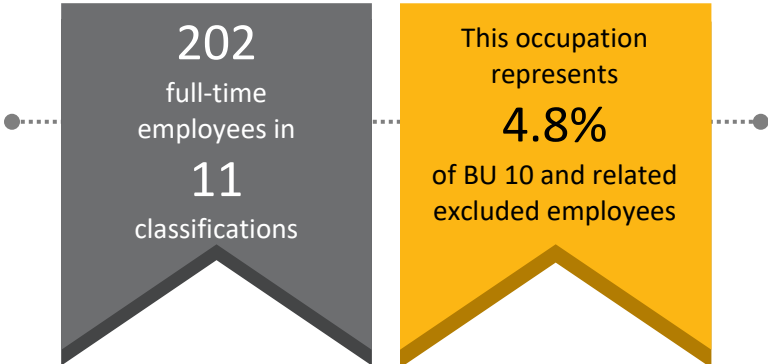
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Epidemiologists

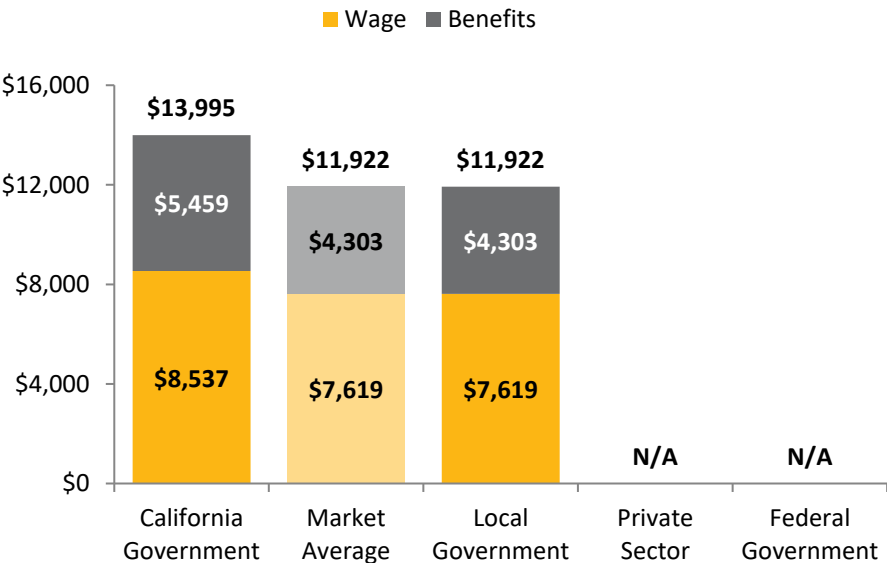
SOC Code: 19-1041

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



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

14.8%

Market Average

14.8%

Local Government

N/A

Private Sector

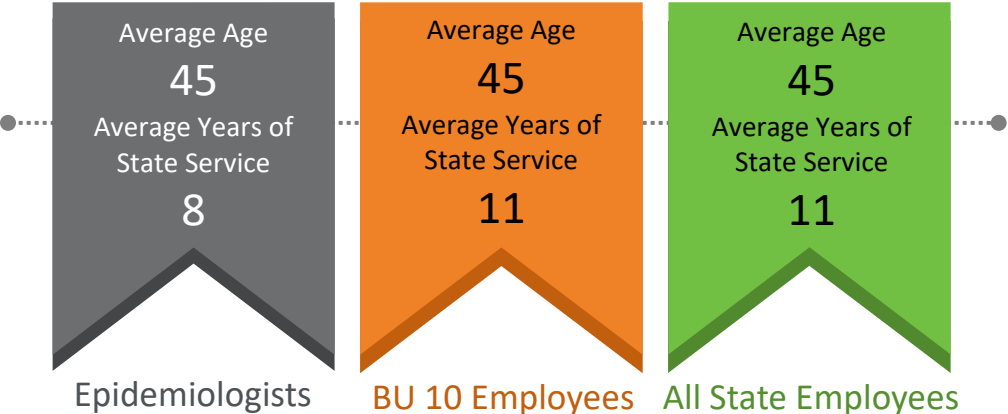
N/A

Federal Government

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

Epidemiologists

The following displays the average 2020 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

13.2%

Epidemiologists

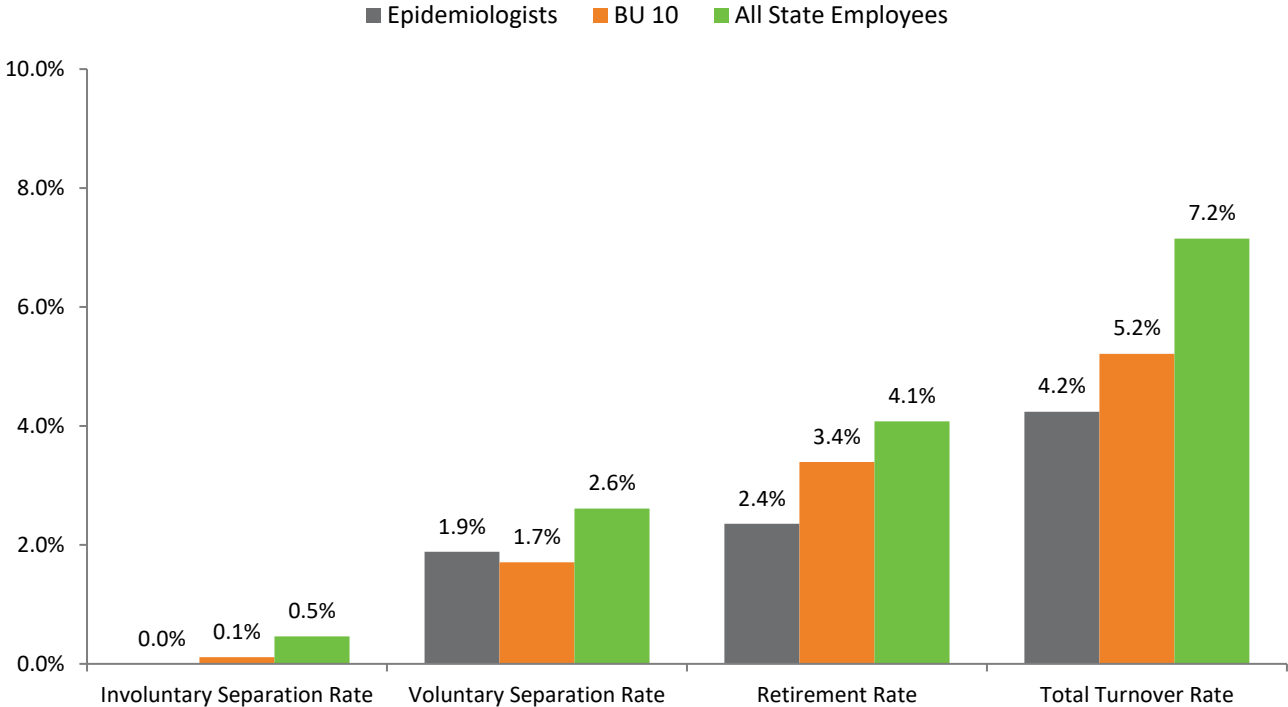
16.0%

BU 10 Employees

15.6%

All State Employees

2020 Turnover Rate



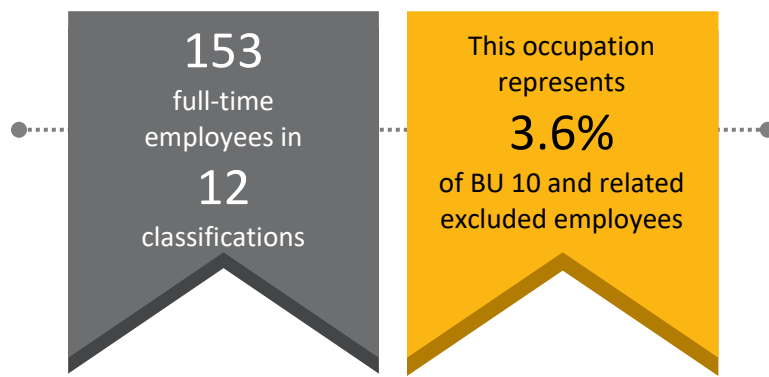
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Chemists

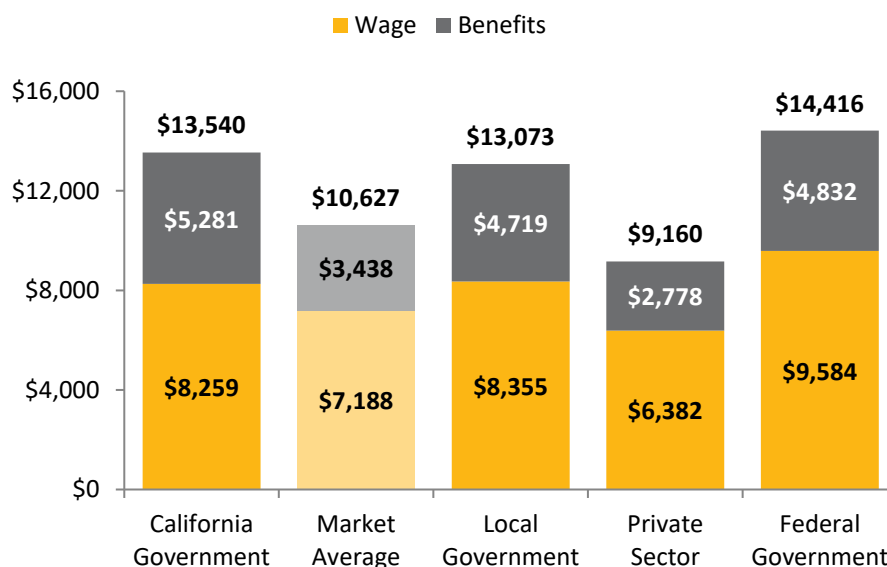
SOC Code: 19-2031

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



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

21.5%

Market Average

3.4%

Local Government

32.4%

Private Sector

-6.5%

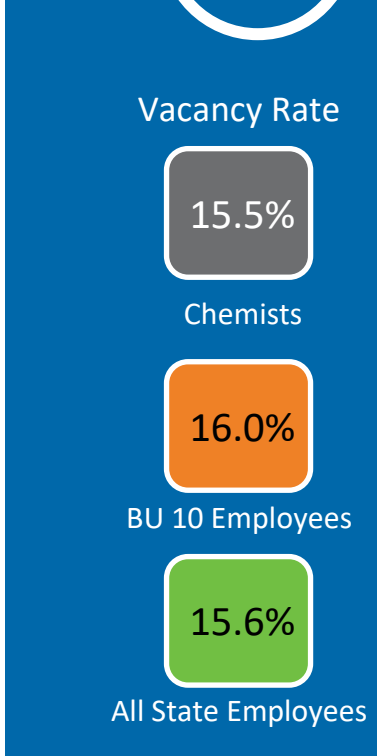
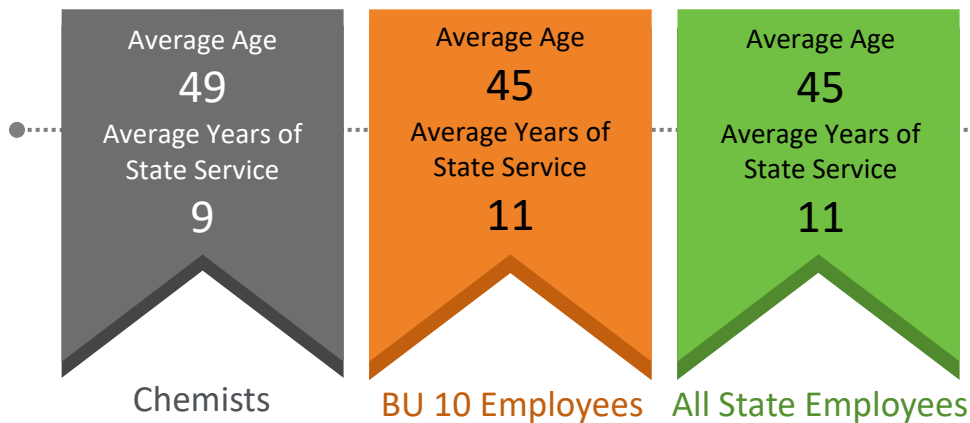
Federal Government

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

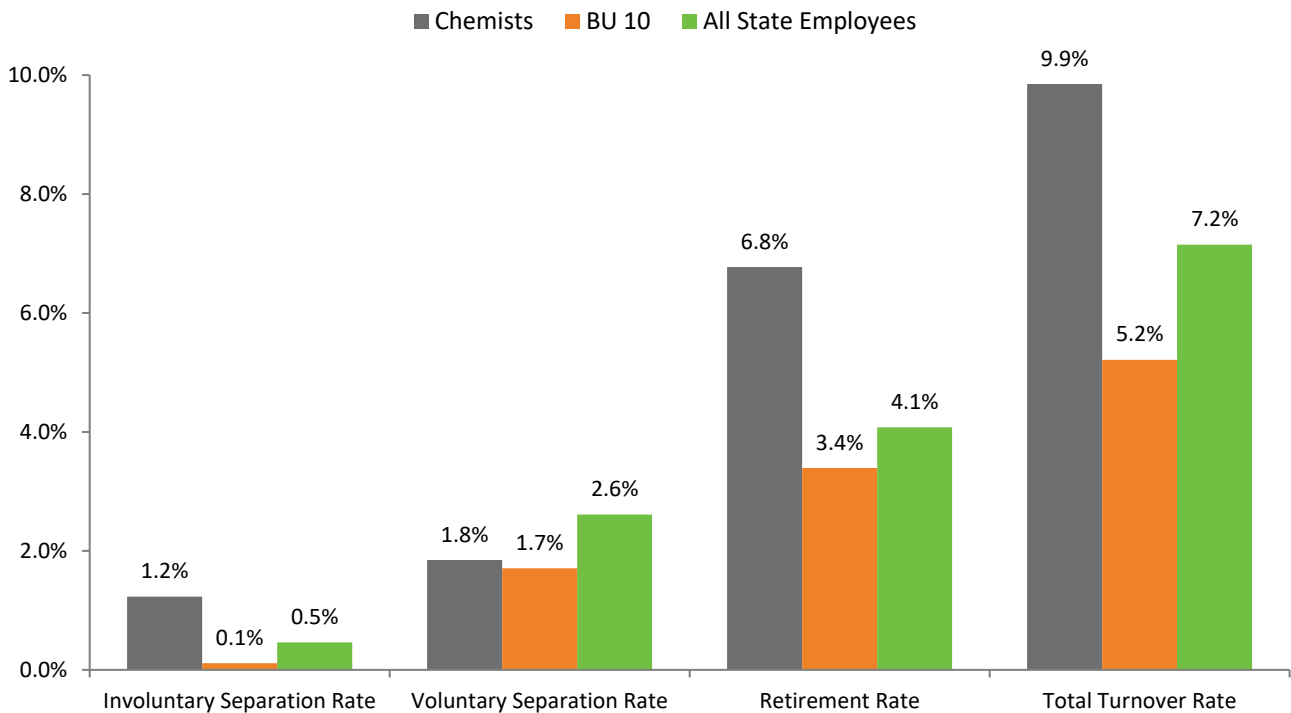
10

Chemists

The following displays the average 2020 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.



2020 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. Seven 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 seven 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
- Stockers and Order Filers
- Mobile Heavy Equipment Mechanics, Except Engines
- Electricians
- Painters, Construction and Maintenance
- Landscaping and Groundskeeping Workers

Top 10 Departments with Bargaining Unit 12 Employees

Department Name	Count of Employees
California Department of Transportation	5,566
California Department of Corrections and Rehabilitation**	2,863
Department of Water Resources	692
California Highway Patrol	524
California Department of State Parks and Recreation	478
Department of State Hospitals	322
Department of General Services	288
Office of Emergency Services	169
Department of Veterans Affairs	158
Department of Forestry and Fire Protection	131

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

KEY STATISTICS FOR UNIT*

11,833

Full-Time Employees

314

State Classifications

90

Occupations

KEY STATISTICS IN REPORT*

6,951

Full-Time Employees

58.7%

of Unit 12

Full-Time Employees

54

Unit 12

Classifications

7

Unit 12

Occupations

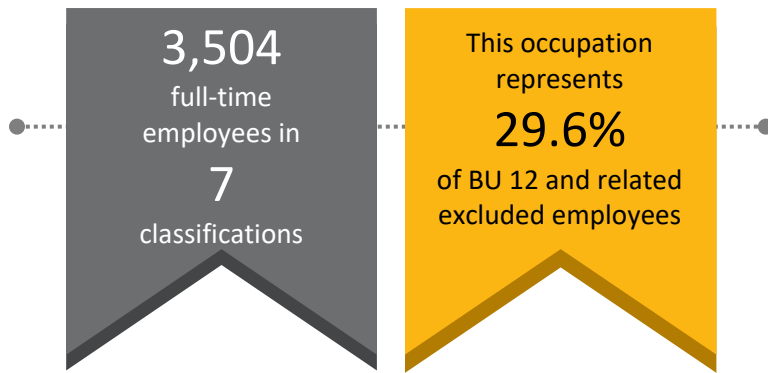
*Includes rank-and-file and related excluded employees as of March 2020.

Highway Maintenance Workers

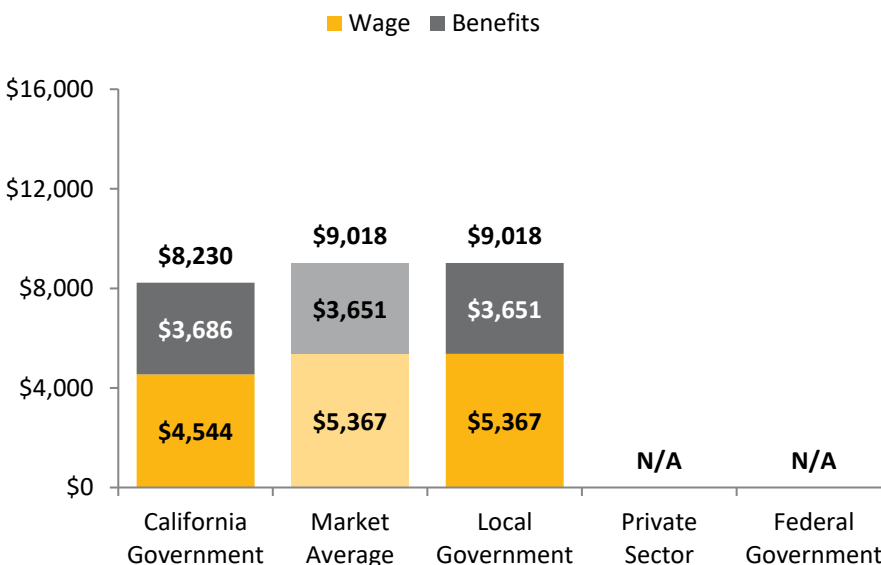
SOC Code: 47-4051

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



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

-9.6%

Market Average

-9.6%

Local Government

N/A

Private Sector

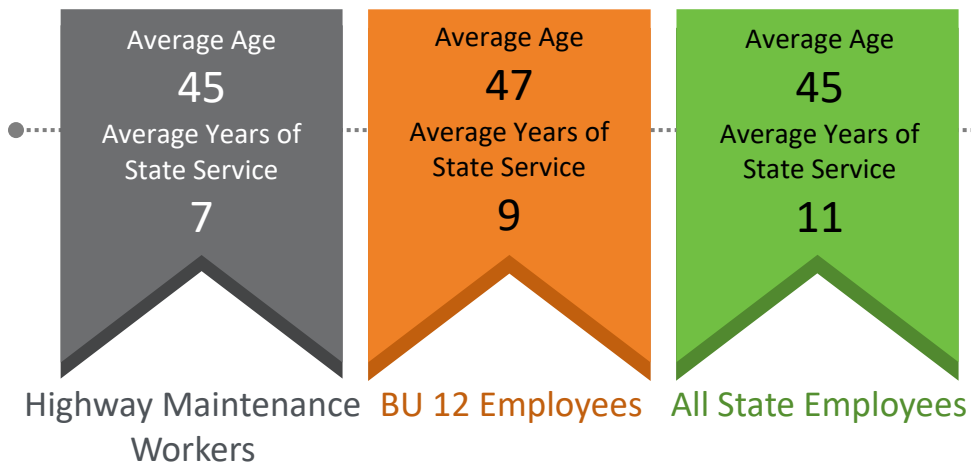
N/A

Federal Government

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

Highway Maintenance Workers

The following displays the average 2020 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

23.1%

Highway Maintenance Workers

19.6%

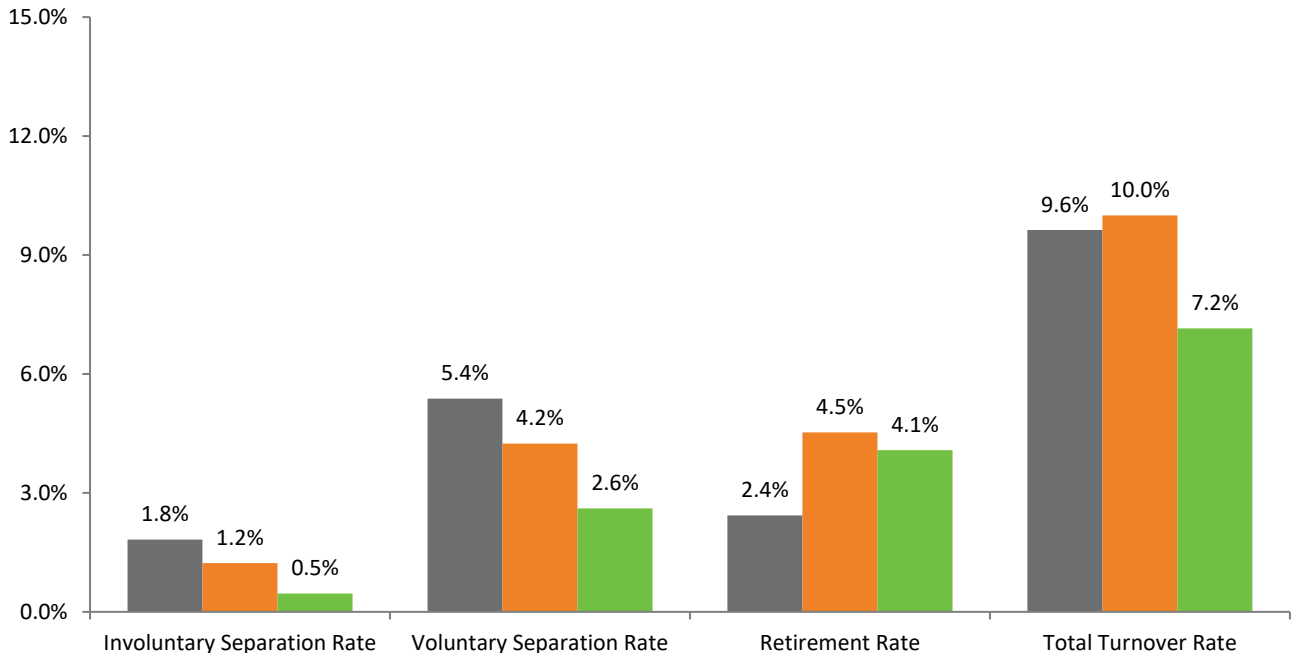
BU 12 Employees

15.6%

All State Employees

2020 Turnover Rate

■ Highway Maintenance Workers ■ BU 12 ■ All State Employees



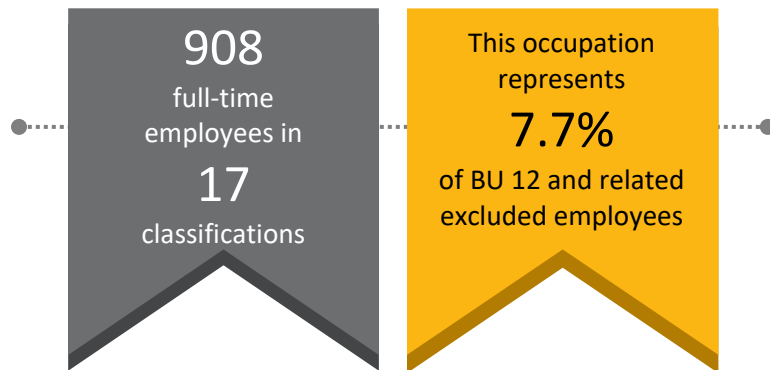
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Maintenance and Repair Workers, General

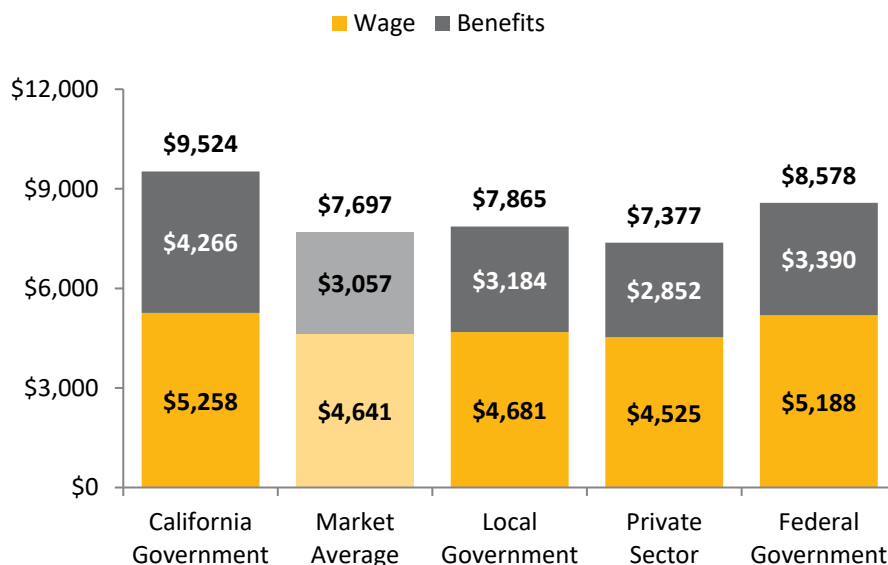
SOC Code: 49-9071

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



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

19.2%

Market Average

17.4%

Local Government

22.5%

Private Sector

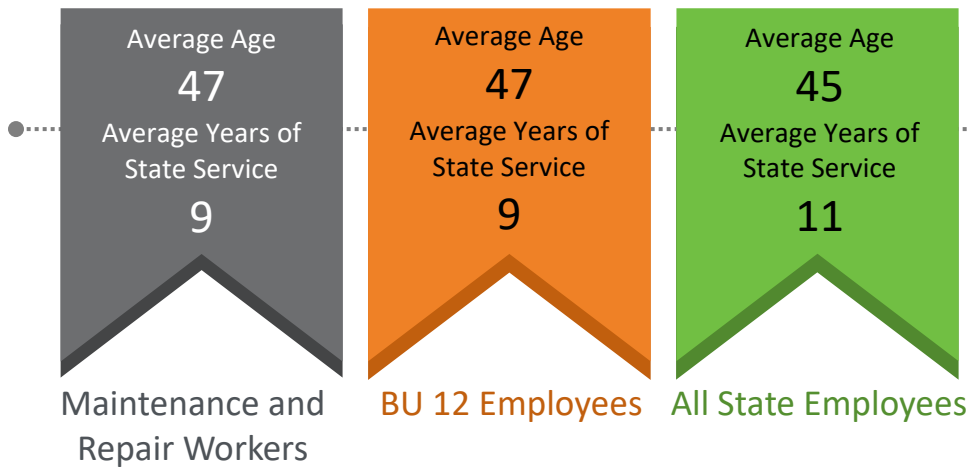
9.9%

Federal Government

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

Maintenance and Repair Workers, General

The following displays the average 2020 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

22.4%

Maintenance and Repair Workers

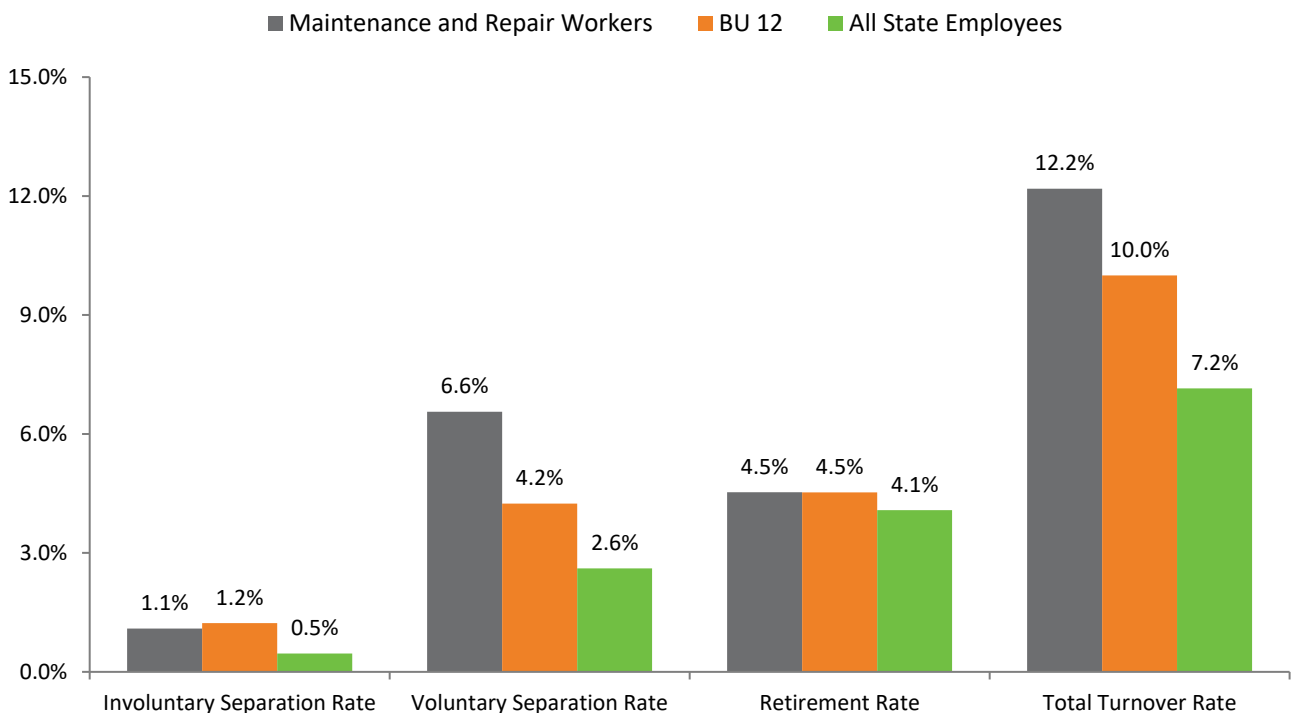
19.6%

BU 12 Employees

15.6%

All State Employees

2020 Turnover Rate



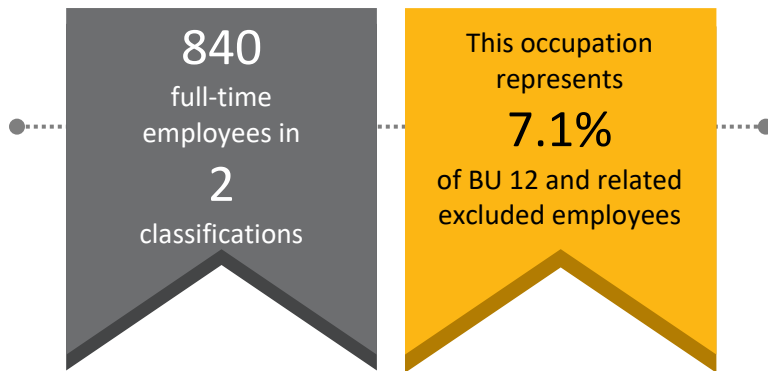
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Stockers and Order Fillers

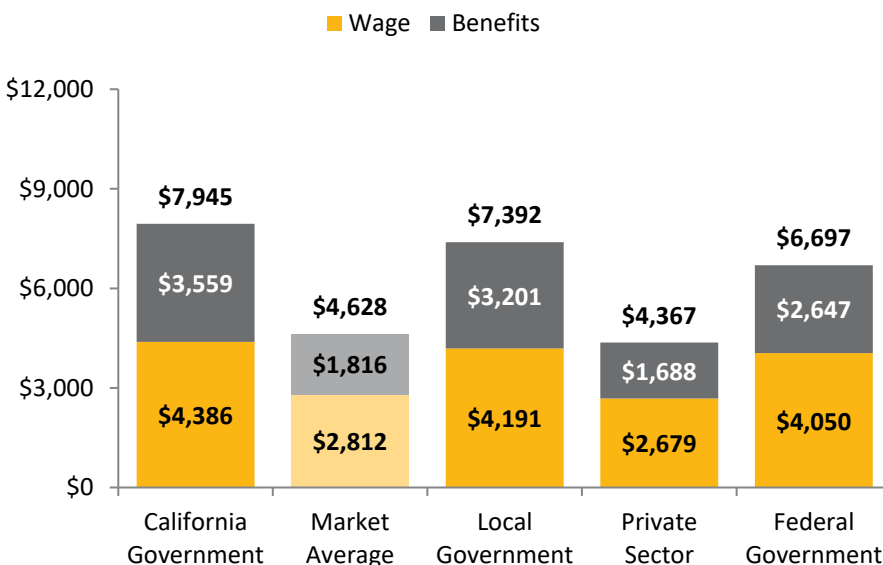
SOC Code: 53-7065

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

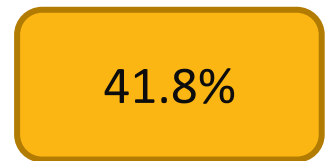
The State Employs:



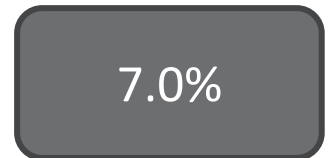
Statewide Monthly Median Total Compensation Comparison for the Stockers and Order Fillers Occupation



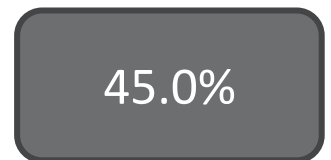
The State's Total Compensation Leads/Lags Each Employer Group By:



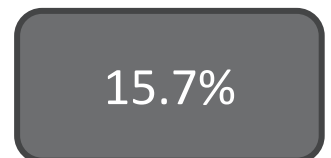
Market Average



Local Government



Private Sector

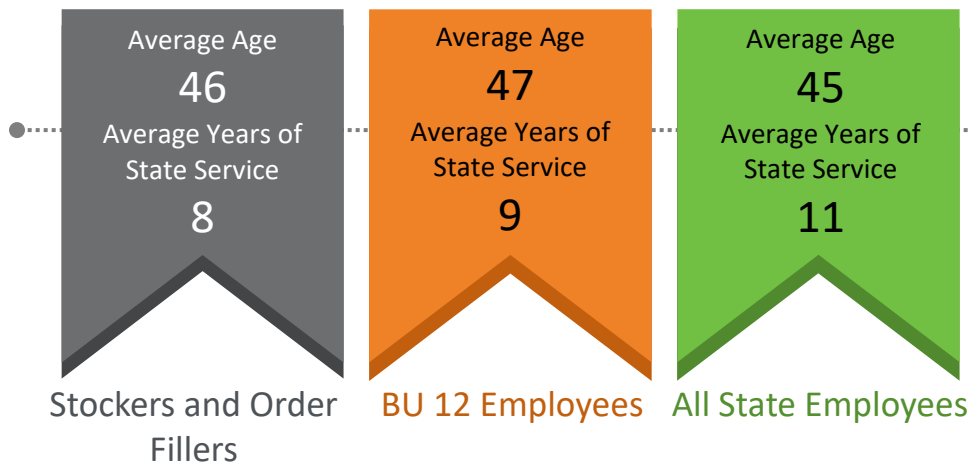


Federal Government

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

Stockers and Order Fillers

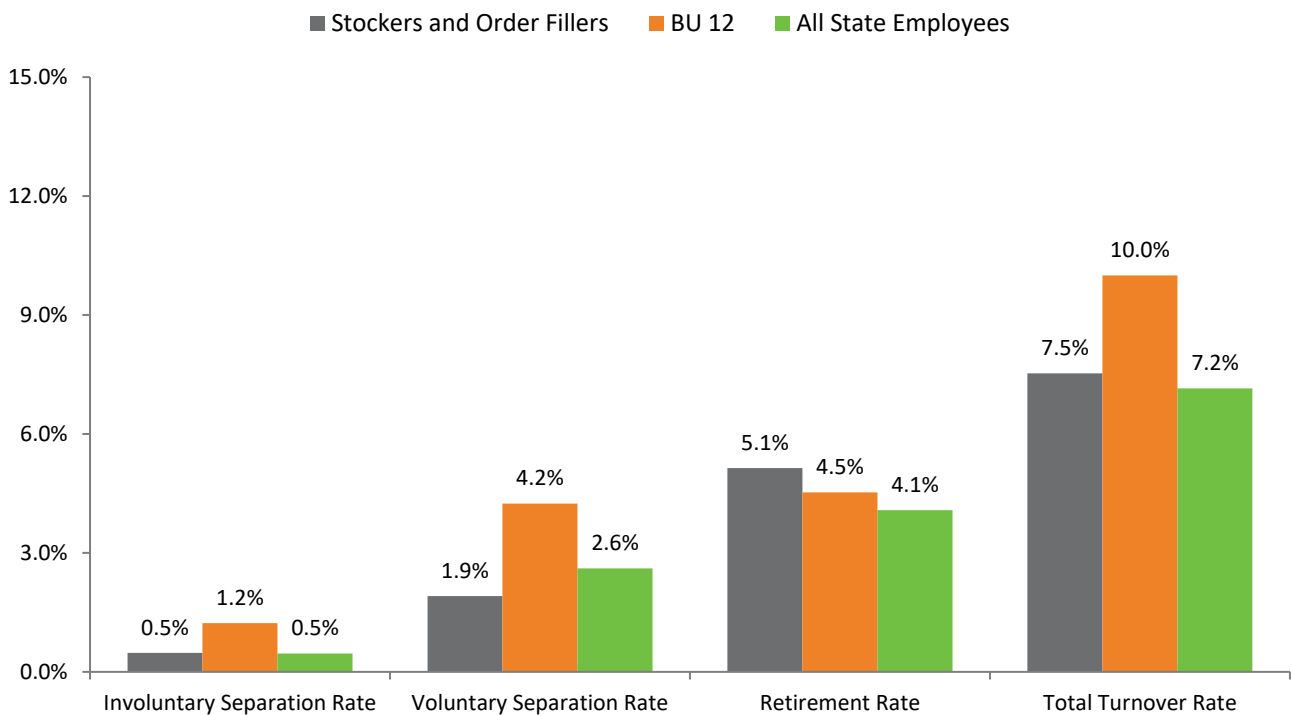
The following displays the average 2020 state employee workforce data for Stockers and Order Fillers, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 11.7% Stockers and Order Fillers
- 19.6% BU 12 Employees
- 15.6% All State Employees

2020 Turnover Rate



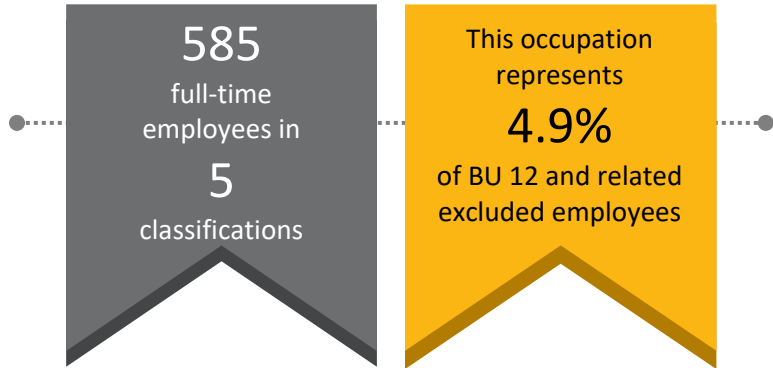
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Mobile Heavy Equipment Mechanics, Except Engines

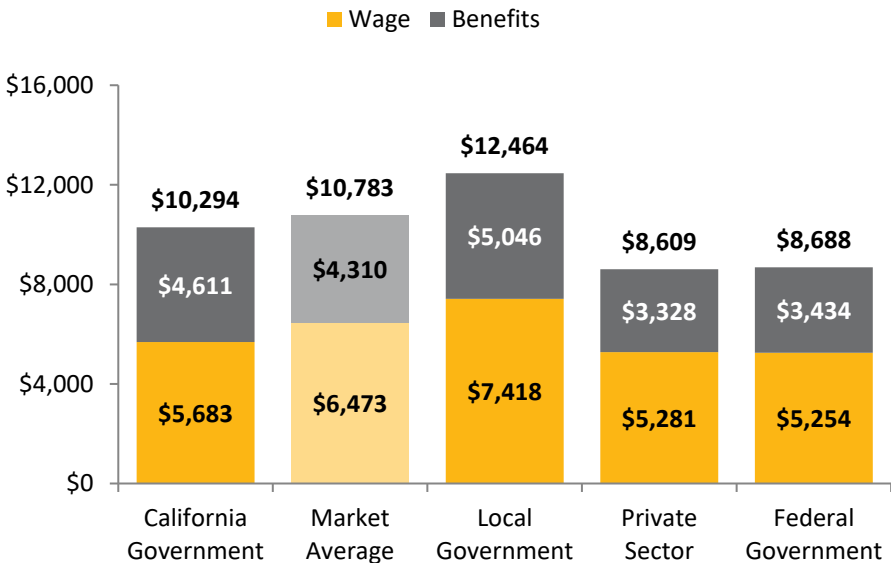
SOC Code: 49-3042

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



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

-4.8%

Market Average

-21.1%

Local Government

16.4%

Private Sector

15.6%

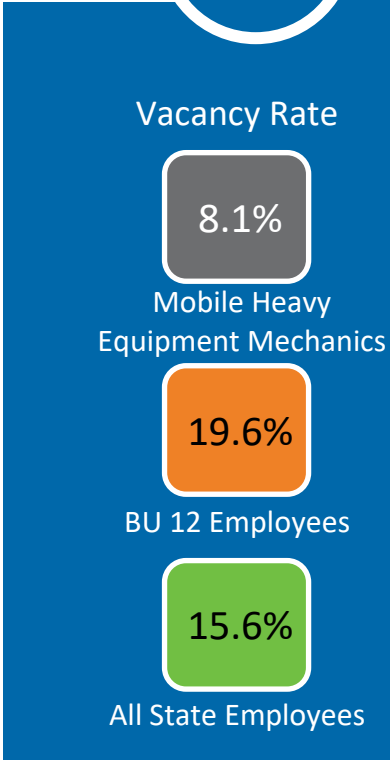
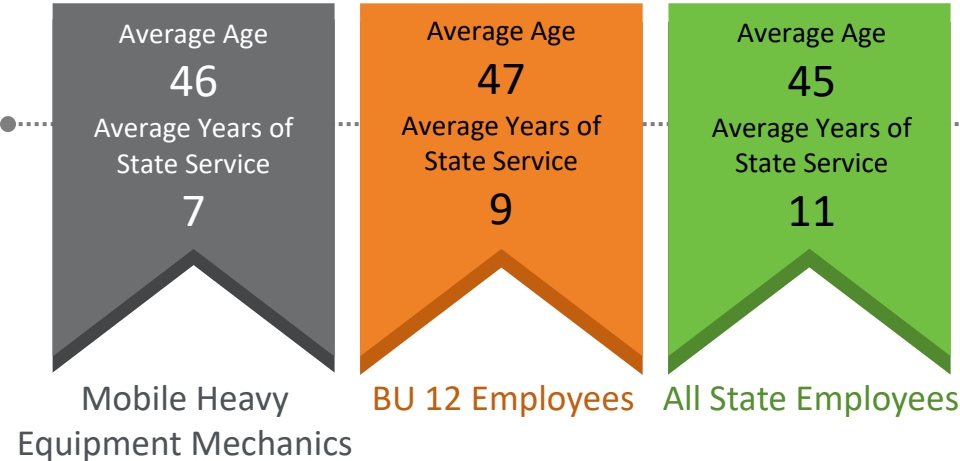
Federal Government

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

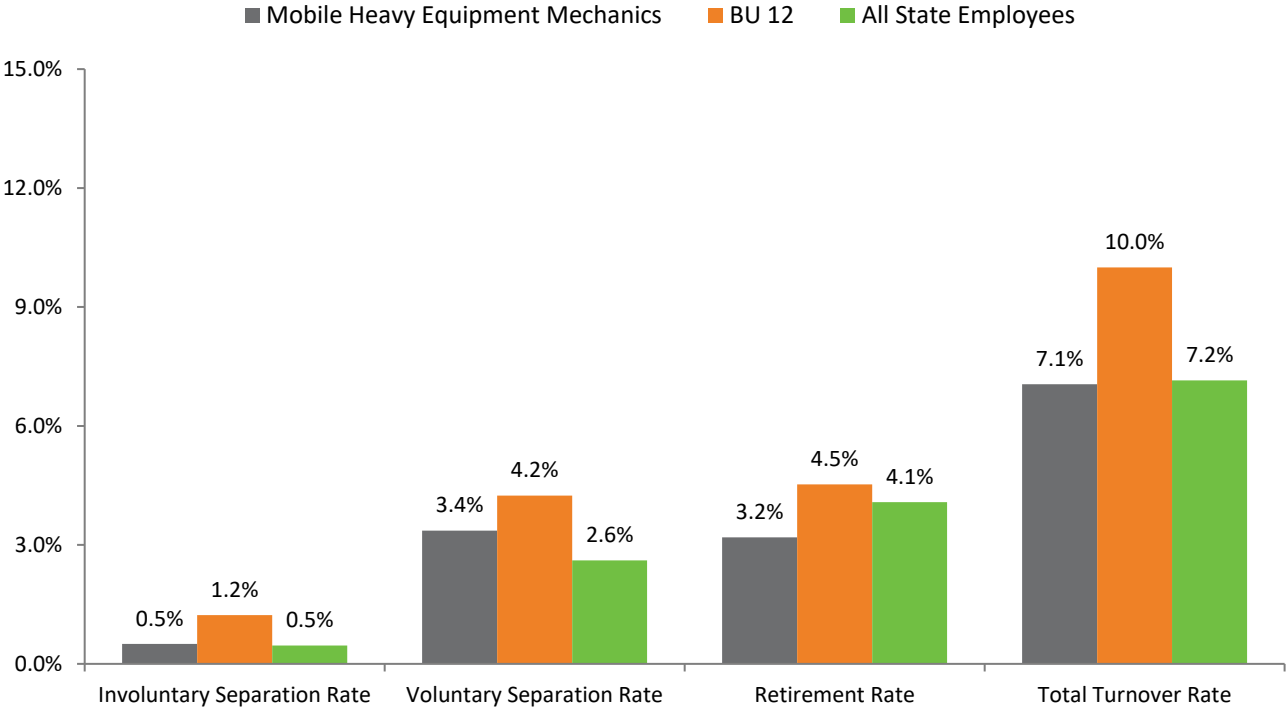
12

Mobile Heavy Equipment Mechanics, Except Engines

The following displays the average 2020 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.



2020 Turnover Rate



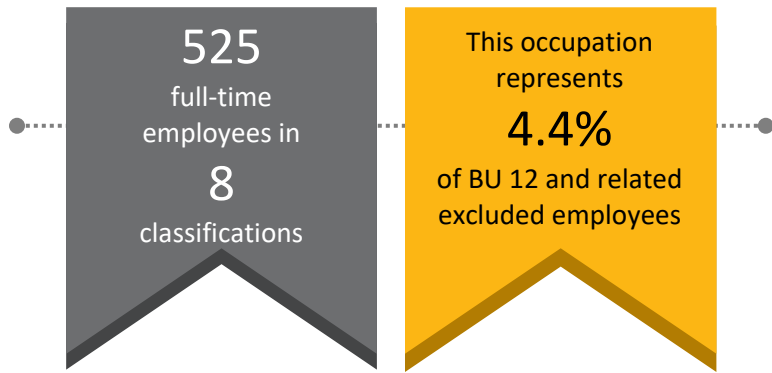
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Electricians

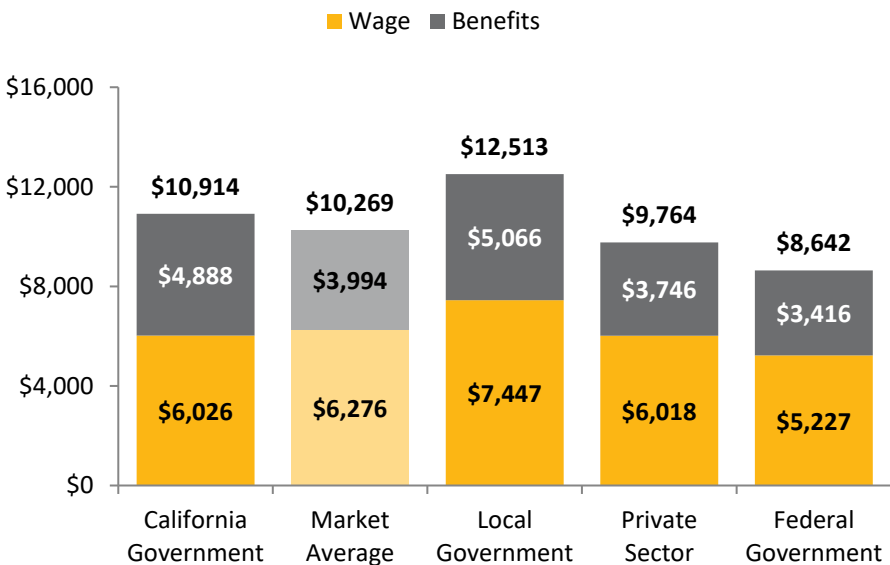
SOC Code: 47-2111

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



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

5.9%

Market Average

-14.6%

Local Government

10.5%

Private Sector

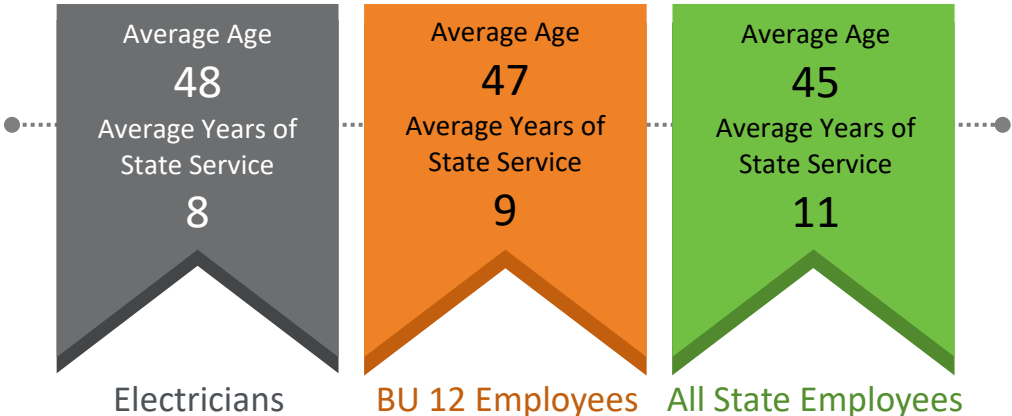
20.8%

Federal Government

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

Electricians

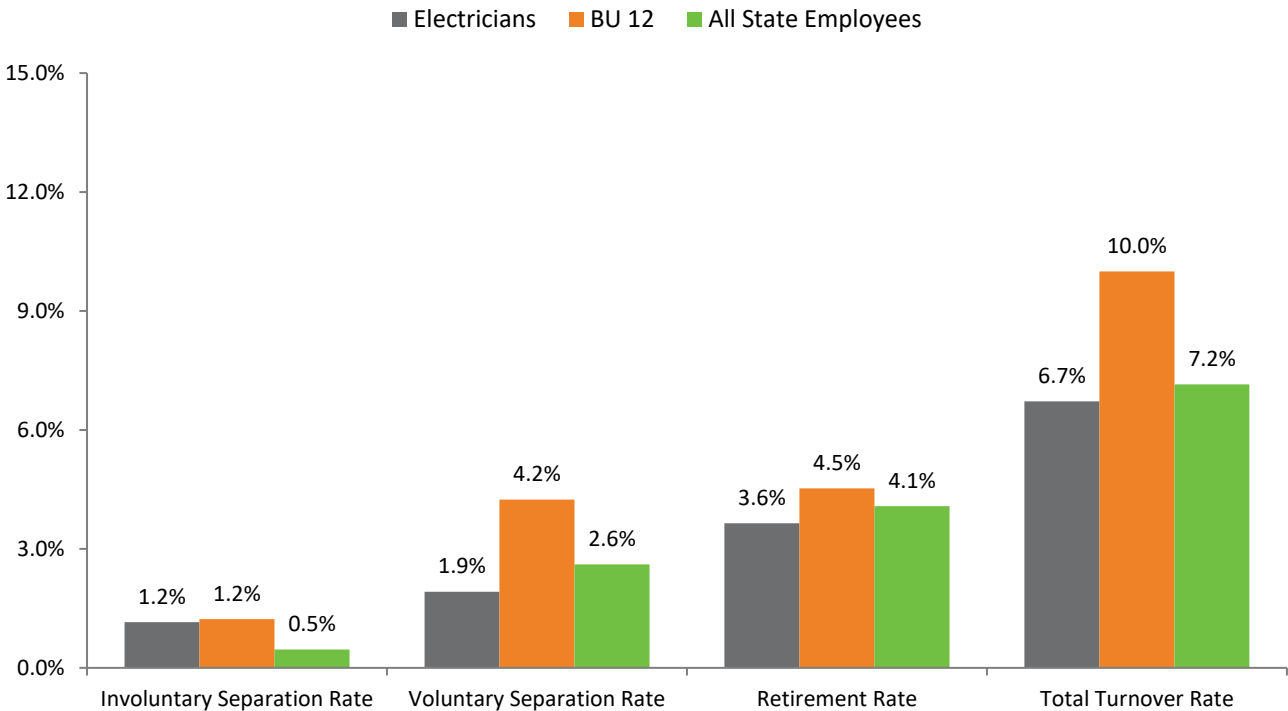
The following displays the average 2020 state employee workforce data for Electricians, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 22.4% Electricians
- 19.6% BU 12 Employees
- 15.6% All State Employees

2020 Turnover Rate



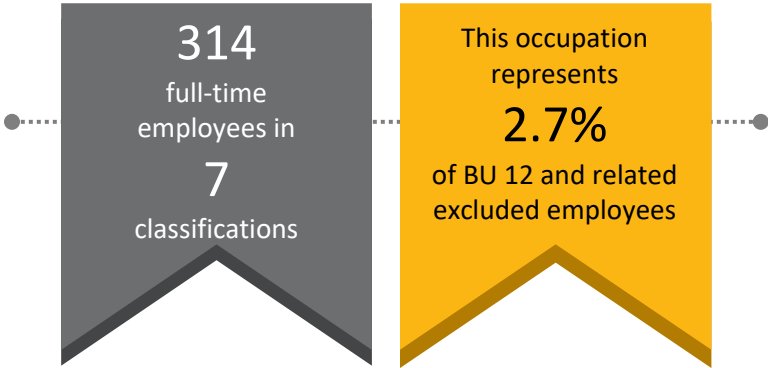
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Painters, Construction and Maintenance

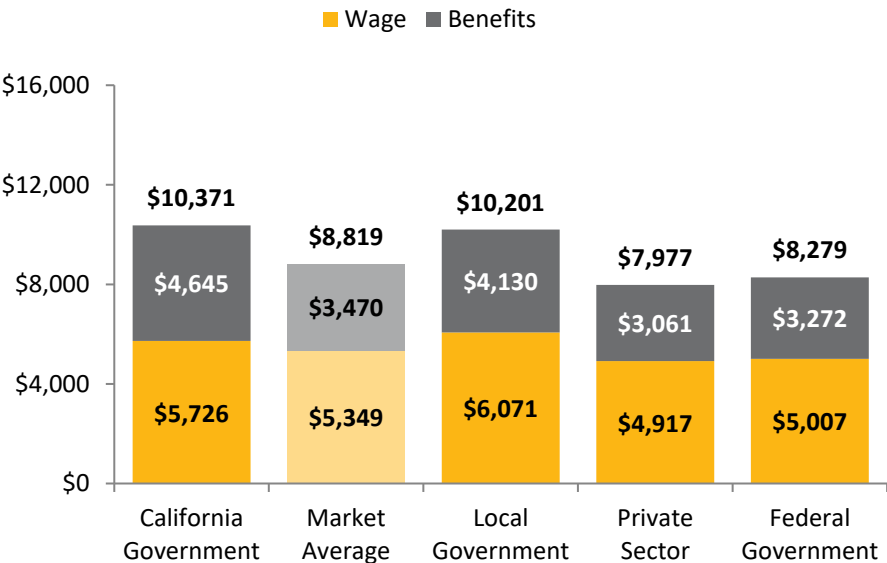
SOC Code: 47-2141

Federal Government Definition: Employees in this occupation paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Painters, Construction and Maintenance Occupation



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

15.0%

Market Average

1.6%

Local Government

23.1%

Private Sector

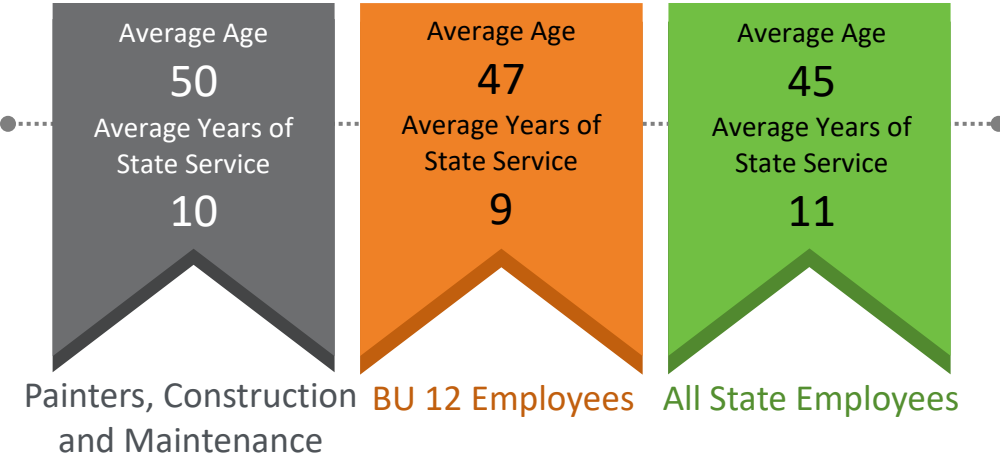
20.2%

Federal Government

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

Painters, Construction and Maintenance

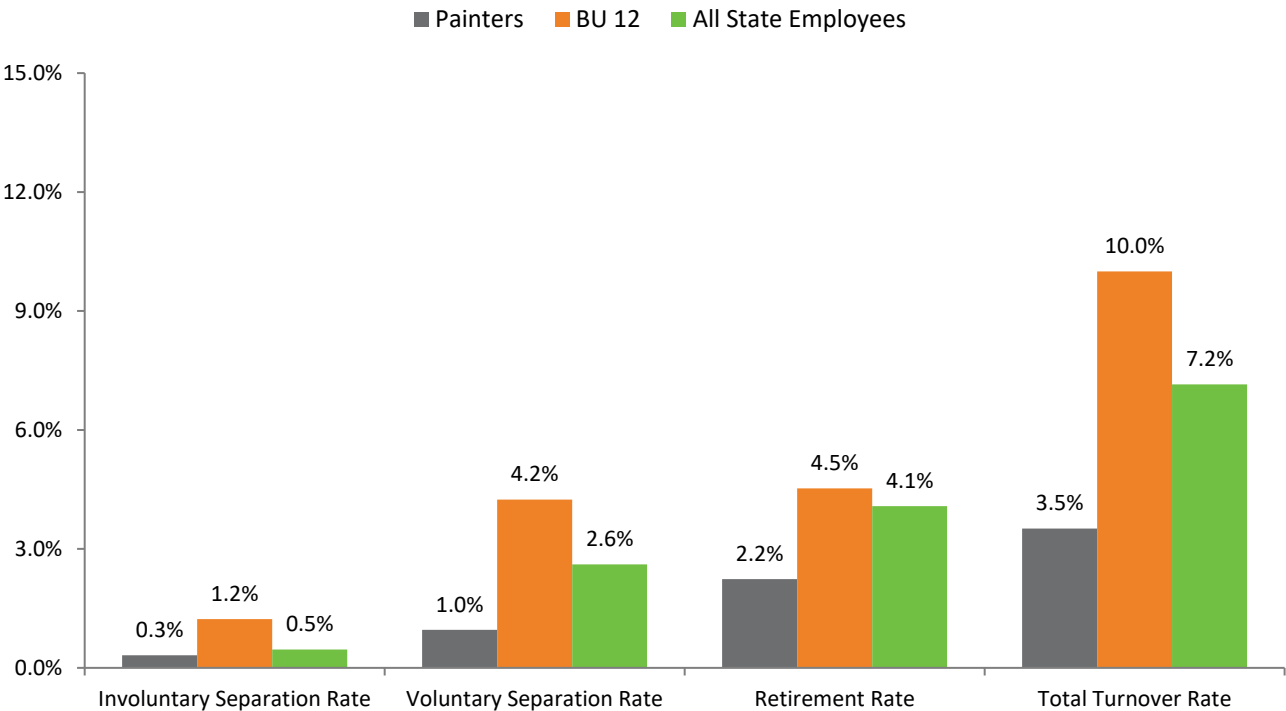
The following displays the average 2020 state employee workforce data for Painters, Construction and Maintenance, Bargaining Unit 12 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 11.1% Painters, Construction and Maintenance
- 19.6% BU 12 Employees
- 15.6% All State Employees

2020 Turnover Rate



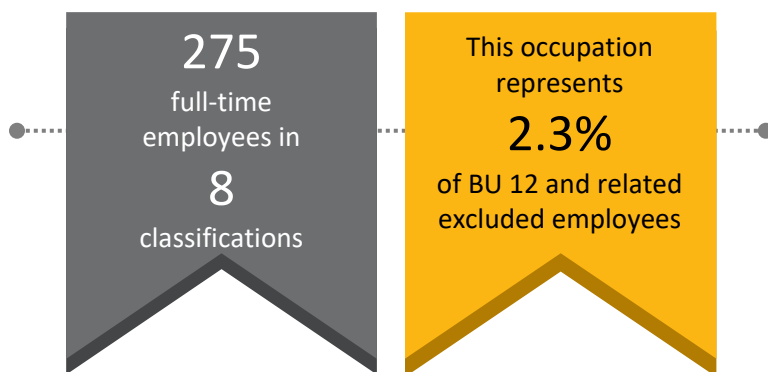
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Landscaping and Groundskeeping Workers

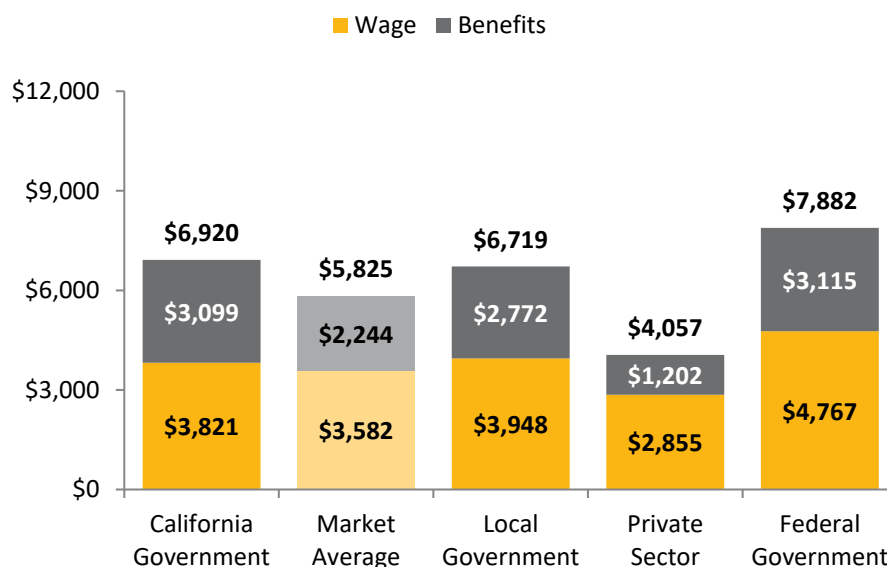
SOC Code: 37-3011

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



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

15.8%

Market Average

2.9%

Local Government

41.4%

Private Sector

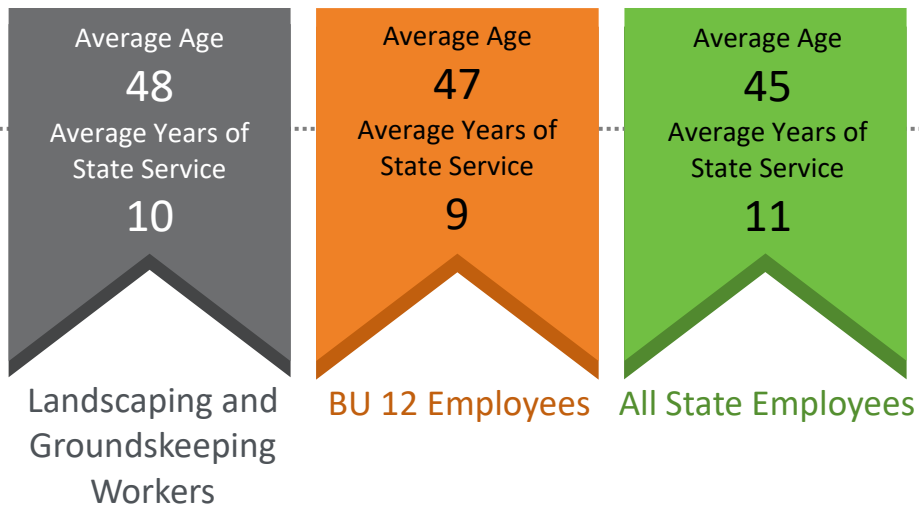
-13.9%

Federal Government

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

Landscaping and Groundskeeping Workers

The following displays the average 2020 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

27.3%

Landscaping and Groundskeeping Workers

19.6%

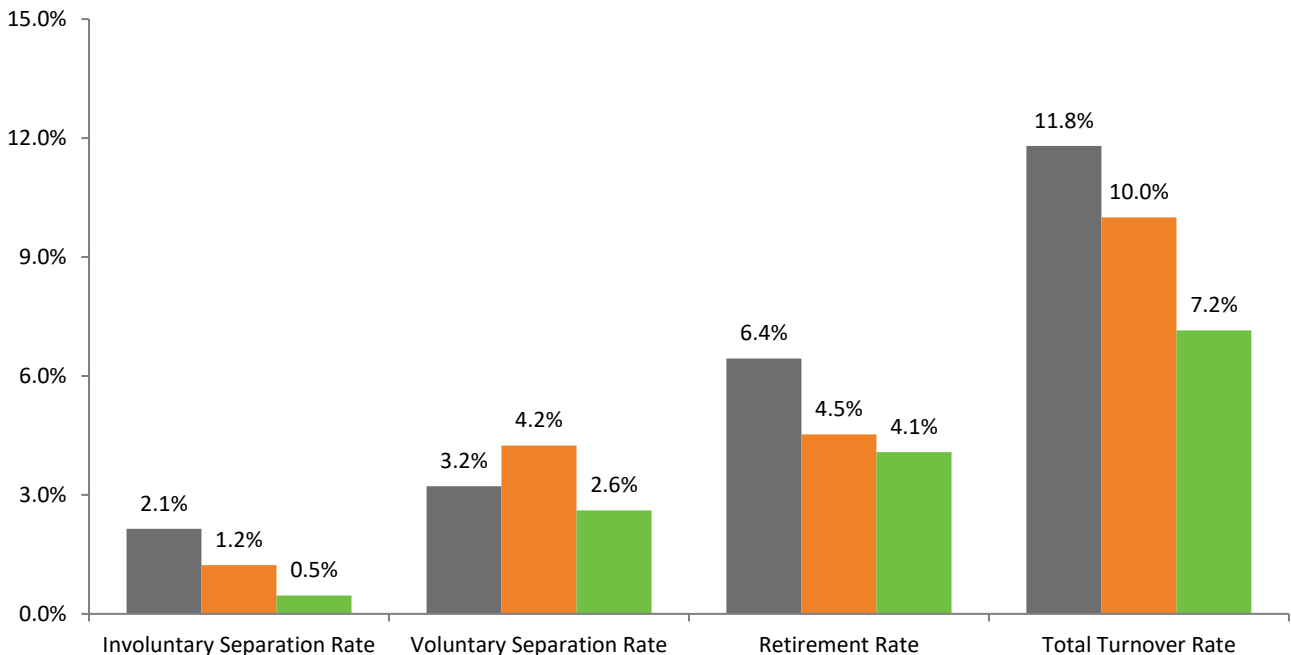
BU 12 Employees

15.6%

All State Employees

2020 Turnover Rate

■ Landscaping Workers ■ BU 12 ■ All State Employees



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

13

Bargaining Unit 13

Bargaining Unit 13 is made up of employees maintaining and operating power generation facilities that heat, ventilate, and air condition large office buildings and other state facilities. Two occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. The Stationary Engineers and Boiler Operators occupation consists of both rank-and-file and related excluded employees, while the Water and Wastewater Treatment Plant and System Operators occupation consists of only rank-and-file employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 13

- Stationary Engineers & Boiler Operators
- Water & Wastewater Treatment Plant & System Operators

Top 10 Departments with Bargaining Unit 13 Employees

Department Name	Count of Employees
California Department of Corrections and Rehabilitation	495
Department of General Services	178
Department of State Hospitals	64
California Department of Transportation	52
Department of Forestry and Fire Protection	34
Department of Veterans Affairs	33
California Department of State Parks and Recreation	23
Department of Developmental Services	22
California Military Department	20
California Department of Public Health	13

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

KEY STATISTICS FOR UNIT*

971

Full-Time Employees

12

State Classifications

4

Occupations

KEY STATISTICS IN REPORT*

882

Full-Time Employees

90.8%

of Unit 13

Full-Time Employees

8

Unit 13

Classifications

2

Unit 13

Occupations

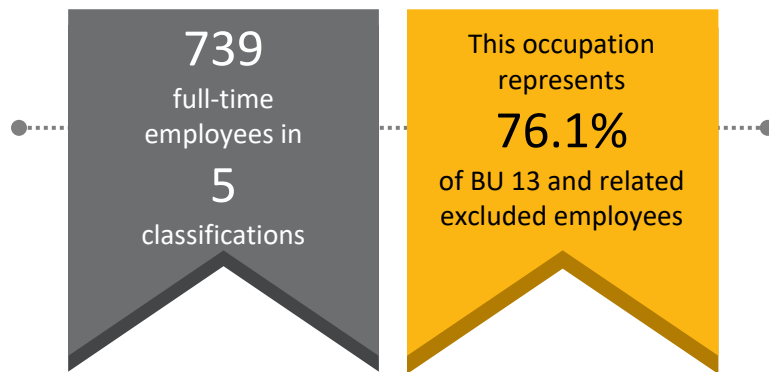
*Includes rank-and-file and related excluded employees as of March 2020.

Stationary Engineers and Boiler Operators

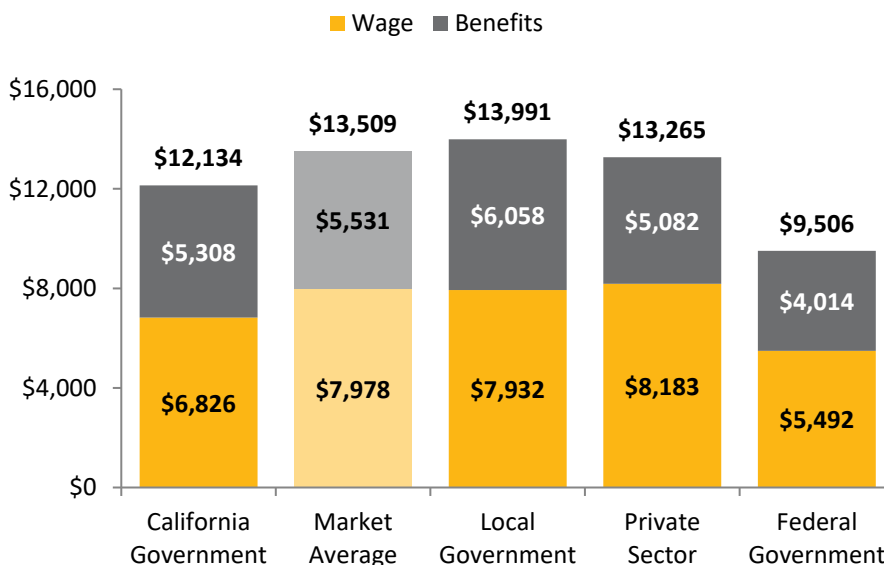
SOC Code: 51-8021

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

The State Employs:



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



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

-11.3%

Market Average

-15.3%

Local Government

-9.3%

Private Sector

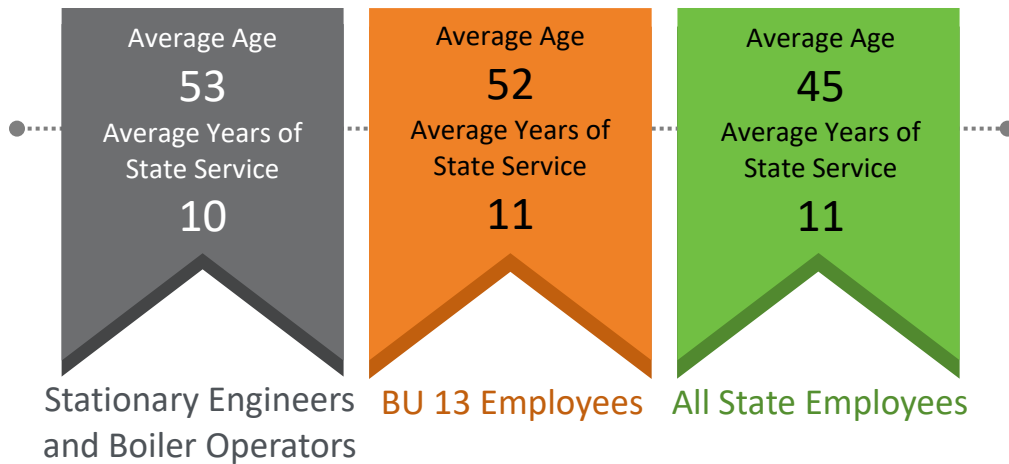
21.7%

Federal Government

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

Stationary Engineers and Boiler Operators

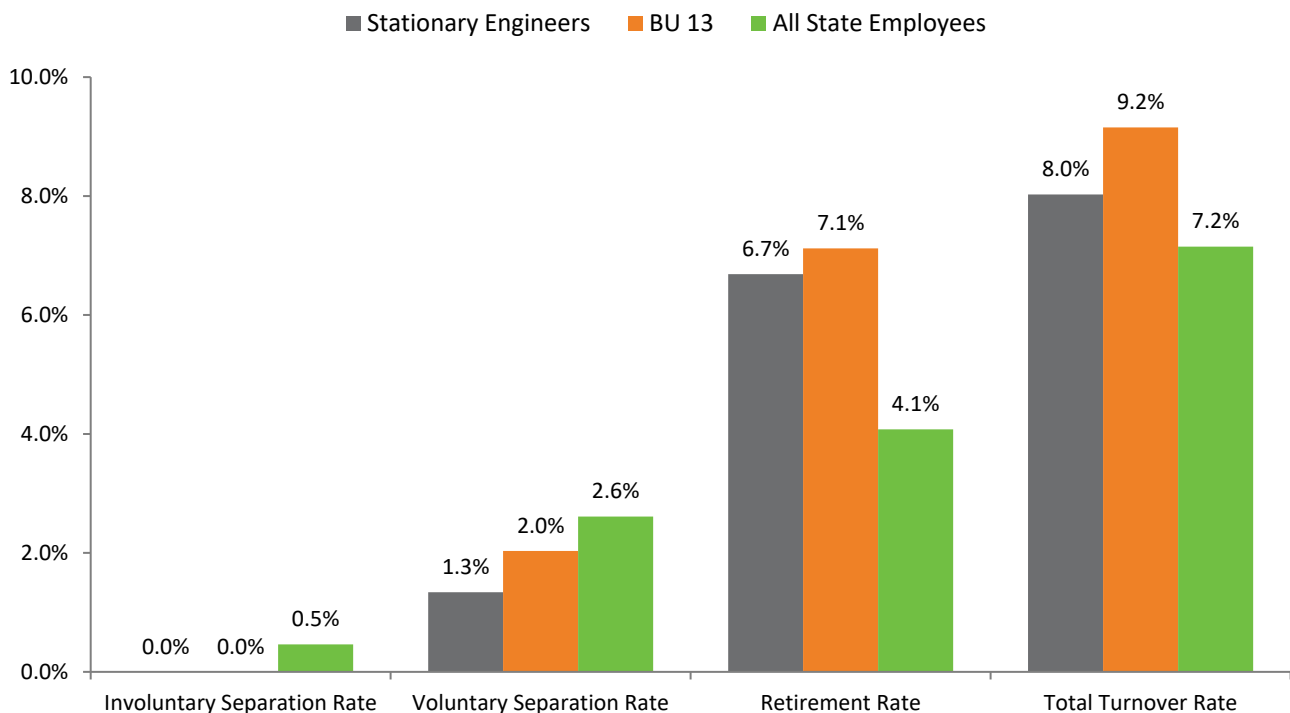
The following displays the average 2020 state employee workforce data for Stationary Engineers and Boiler Operators, Bargaining Unit 13 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 19.4% Stationary Engineers and Boiler Operators
- 18.9% BU 13 Employees
- 15.6% All State Employees

2020 Turnover Rate



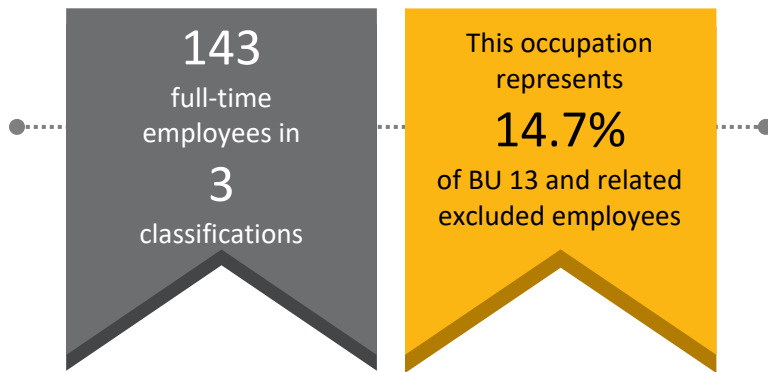
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Water and Wastewater Treatment Plant and System Operators

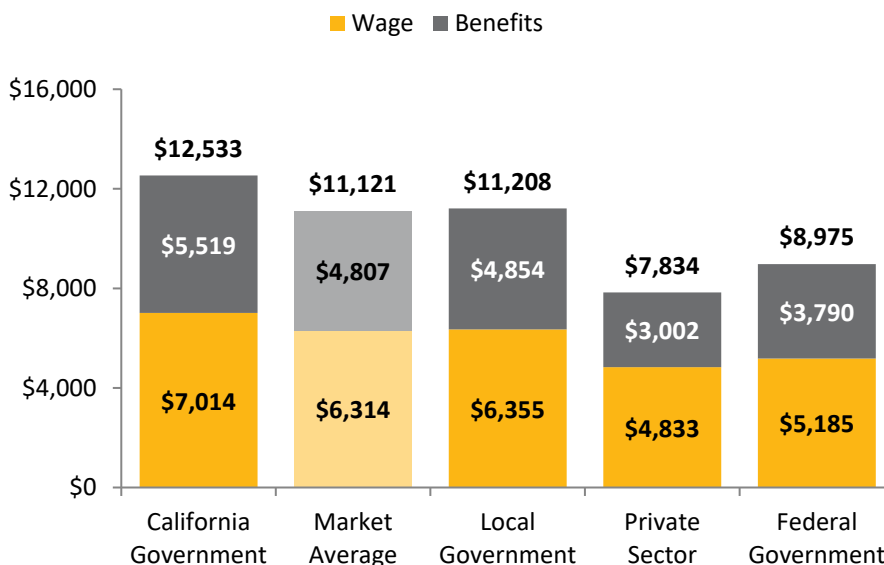
SOC Code: 51-8031

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

The State Employs:



Statewide Monthly Mean Total Compensation Comparison for the Water Treatment Plant Operators Occupation



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

11.3%

Market Average

10.6%

Local Government

37.5%

Private Sector

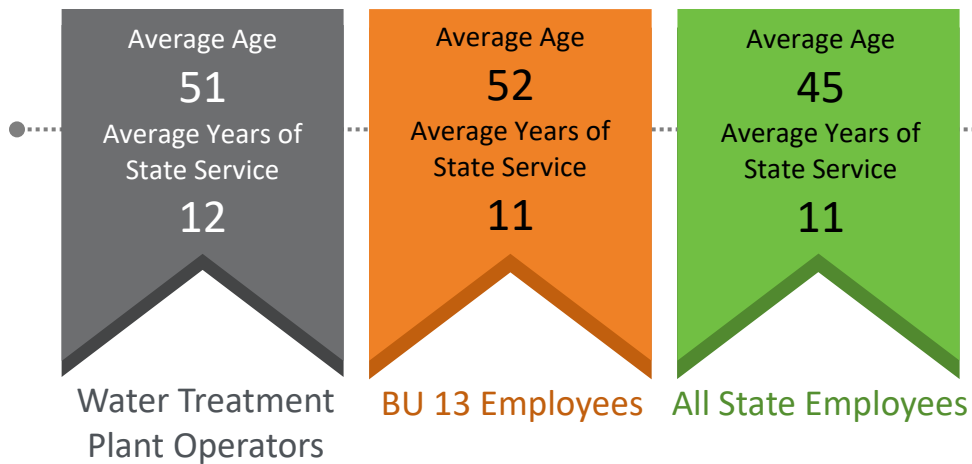
28.4%

Federal Government

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

Water and Wastewater Treatment Plant and System Operators

The following displays the average 2020 state employee workforce data for Water Treatment Plant Operators, Bargaining Unit 13 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

20.6%

Water Treatment Plant Operators

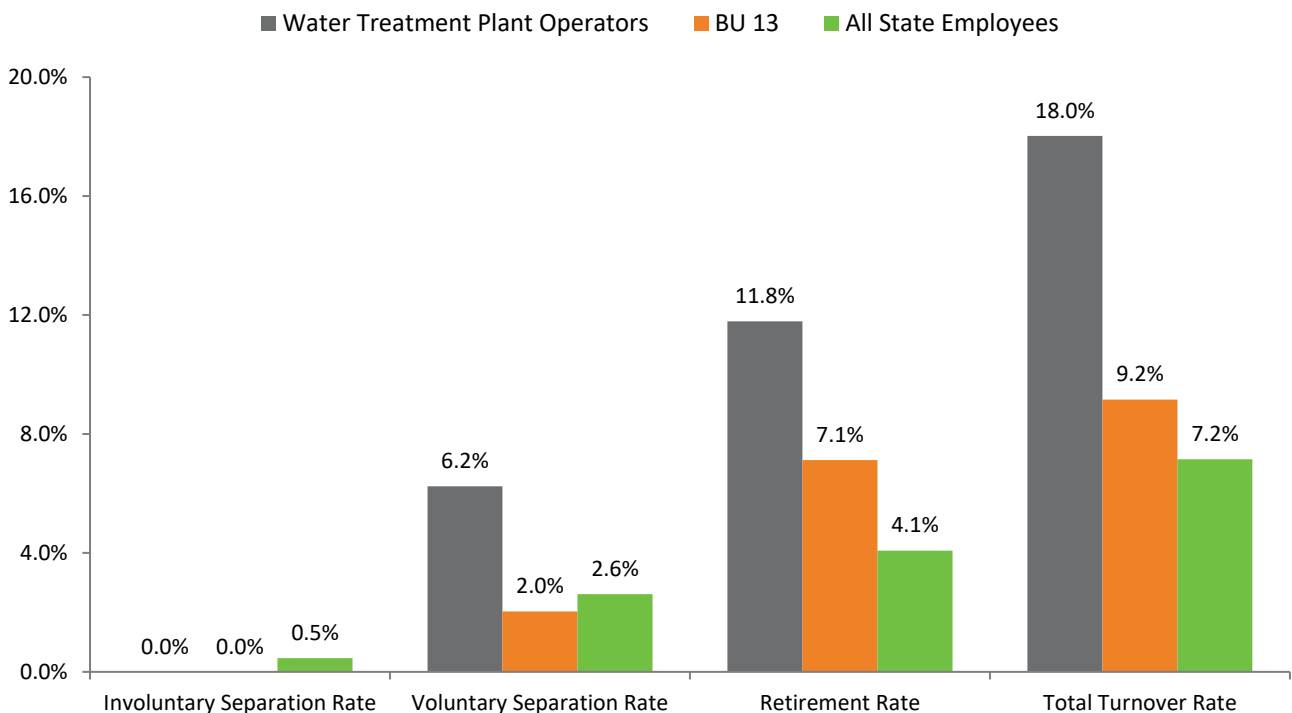
18.9%

BU 13 Employees

15.6%

All State Employees

2020 Turnover Rate



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



Bargaining Unit 18

Bargaining Unit 18 is made up of employees providing psychiatric care for mentally ill and developmentally disabled patients in state-operated facilities. One occupation was selected for this report based upon the strength of its match to the SOC description and the number of state employees in the occupation. This occupation consists of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupation Examined for Bargaining Unit 18

- Psychiatric Technicians

Top 10 Departments with Bargaining Unit 18 Employees

Department Name	Count of Employees
Department of State Hospitals	3,611
California Department of Corrections and Rehabilitation	1,475
Department of Developmental Services	750
Department of Veterans Affairs	1

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

KEY STATISTICS FOR UNIT*

5,837
Full-Time Employees

20
State Classifications

4
Occupations

KEY STATISTICS IN REPORT*

5,697
Full-Time Employees

97.6%
of Unit 18
Full-Time Employees

12
Unit 18
Classifications

1
Unit 18
Occupation

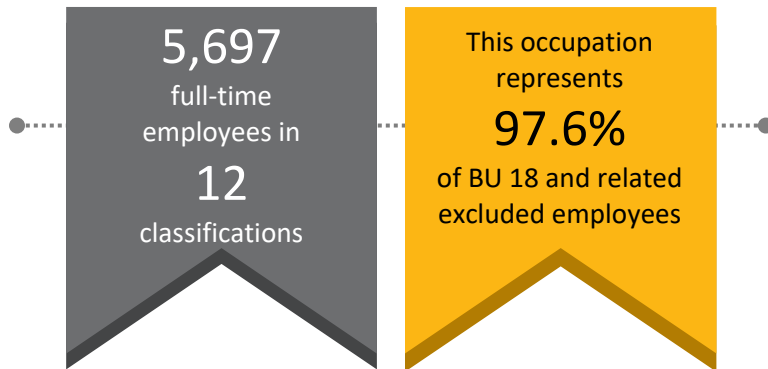
*Includes rank-and-file and related excluded employees as of March 2020.

Psychiatric Technicians

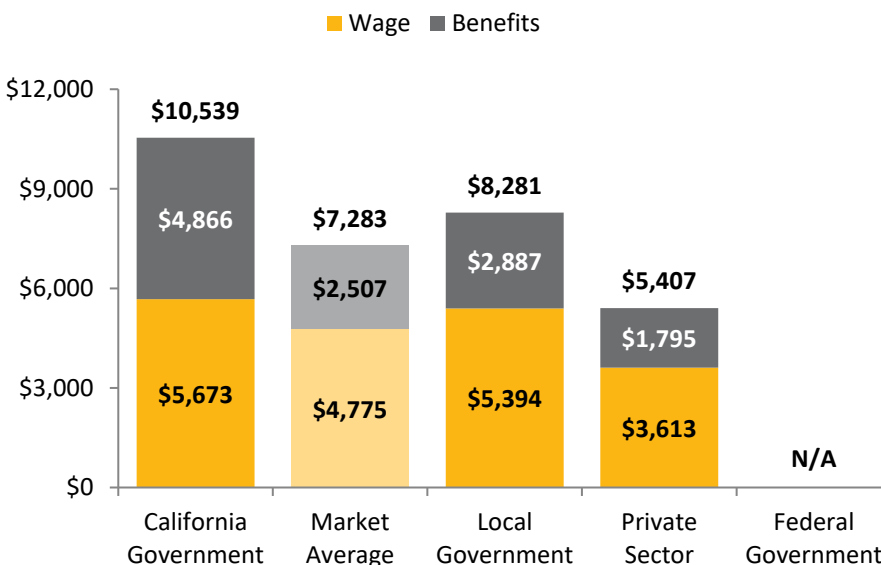
SOC Code: 29-2053

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

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Psychiatric Technicians Occupation



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

30.9%

Market Average

21.4%

Local Government

48.7%

Private Sector

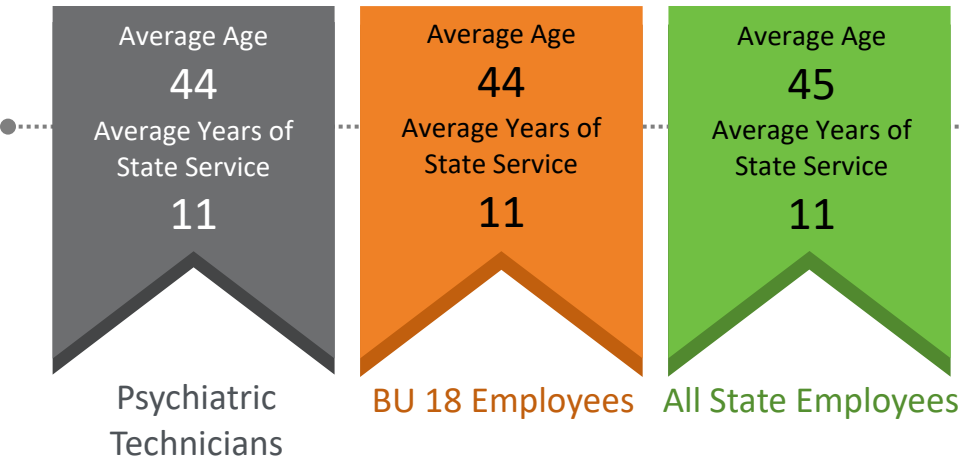
N/A

Federal Government

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

Psychiatric Technicians

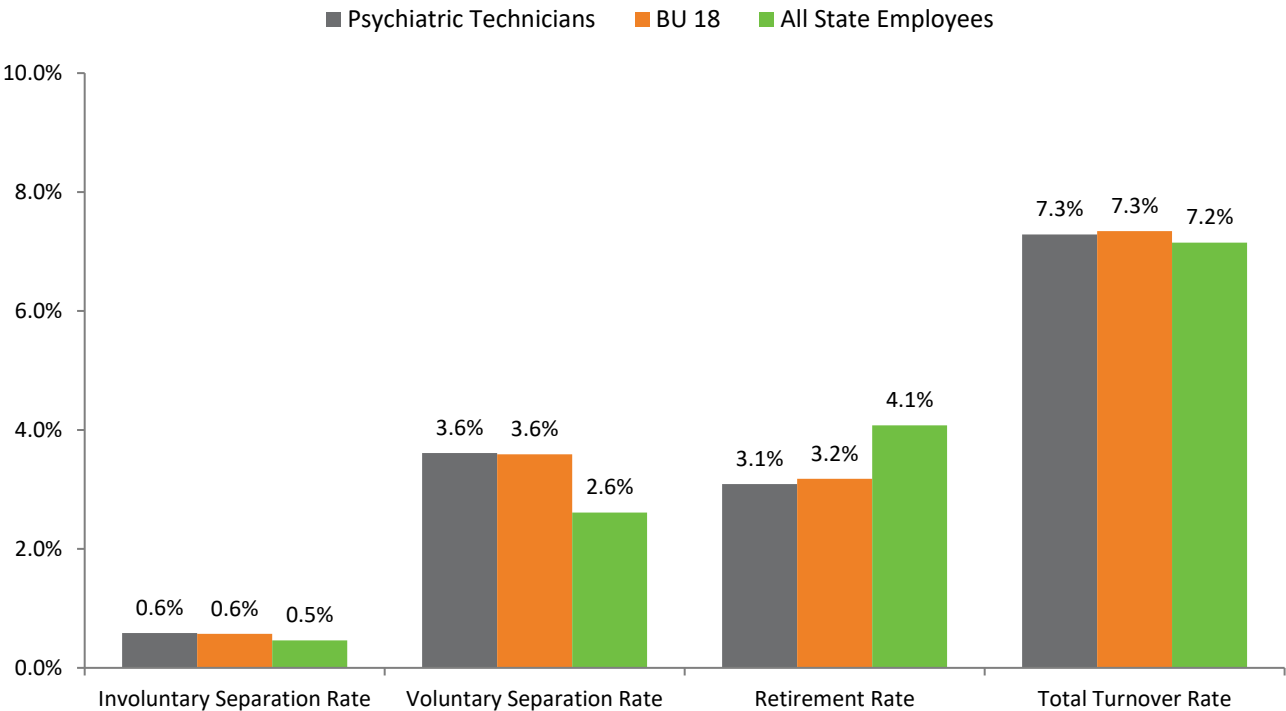
The following displays the average 2020 state employee workforce data for Psychiatric Technicians, Bargaining Unit 18 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

- 21.5% Psychiatric Technicians
- 21.5% BU 18 Employees
- 15.6% All State Employees

2020 Turnover Rate

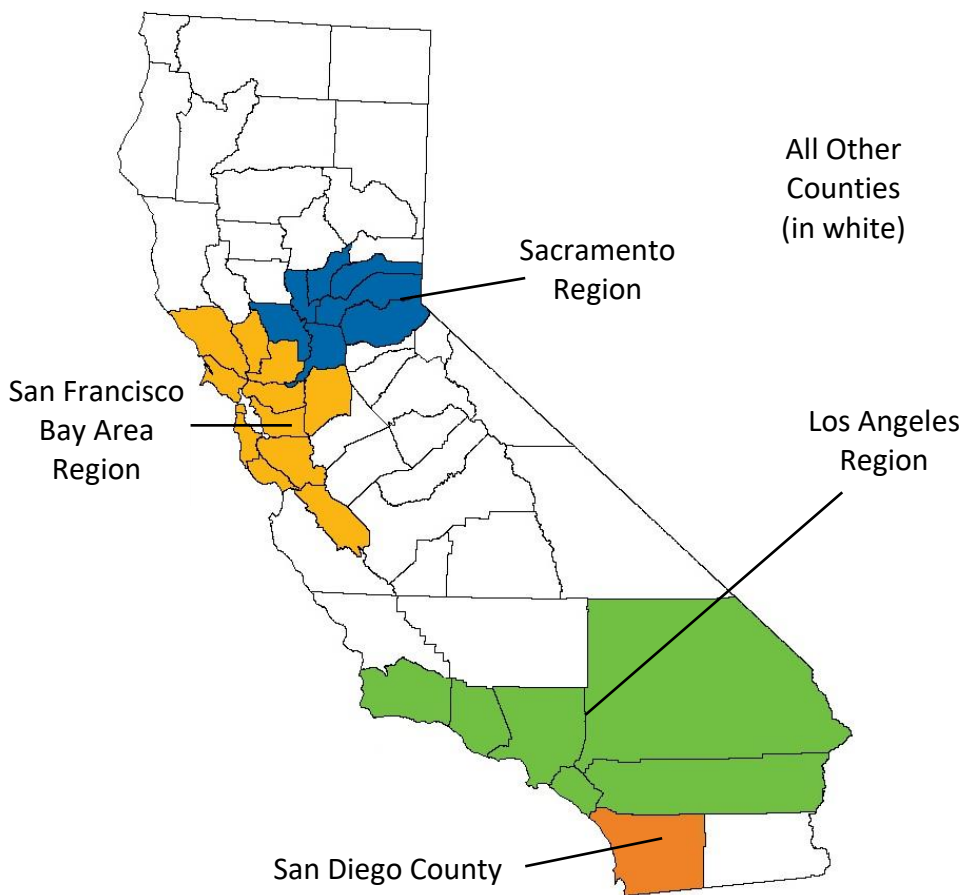


The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

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
2	44.0%	19.5%	26.2%	6.9%	3.3%
9	38.7%	16.8%	26.5%	4.9%	13.1%
10	56.0%	16.7%	13.2%	2.5%	11.7%
12	13.7%	19.3%	27.3%	5.3%	34.4%
13	16.5%	24.1%	19.3%	3.2%	37.0%
18	2.8%	25.2%	28.7%	1.0%	42.2%
All State Workers	36.6%	16.6%	20.0%	3.7%	23.1%

*State employee data provided by the SCO. 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
2	23-1011	Lawyers	-14.4%	6.6%	16.5%	-8.2%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	-	-	22.3%	22.3%
9	17-2051	Civil Engineers	7.3%	-	24.8%	12.8%
9	17-2081	Environmental Engineers	14.2%	-	24.9%	17.8%
9	17-2071	Electrical Engineers	-9.2%	29.8%	21.0%	24.9%
10	19-2041	Environmental Scientists and Specialists, Including Health	-9.2%	-	-	-9.2%
10	19-1041	Epidemiologists	-	-	-	-
10	19-2031	Chemists	-	-	-	-
12	47-4051	Highway Maintenance Workers	0.1%	-	-	0.1%
12	49-9071	Maintenance and Repair Workers, General	21.3%	30.9%	9.5%	23.2%
12	53-7065	Stockers and Order Fillers	6.9%	-	19.4%	9.3%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-0.3%	-	-	-0.3%
12	47-2111	Electricians	-35.5%	-	-	-35.5%
12	47-2141	Painters, Construction and Maintenance	-2.6%	-	-	-2.6%
12	37-3011	Landscaping and Groundskeeping Workers	19.1%	-	-	19.1%
13	51-8021	Stationary Engineers & Boiler Operators	-29.9%	-	-	-29.9%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	9.5%	-	-	9.5%
18	29-2053	Psychiatric Technicians	-	-	-	-

*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
2	23-1011	Lawyers	-19.4%	-38.3%	0.7%	-26.1%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	22.8%	-	17.9%	19.3%
9	17-2051	Civil Engineers	-2.0%	22.8%	13.9%	10.4%
9	17-2081	Environmental Engineers	11.2%	8.5%	3.5%	8.1%
9	17-2071	Electrical Engineers	-5.3%	3.7%	-	3.5%
10	19-2041	Environmental Scientists and Specialists, Including Health	-23.0%	-	-40.8%	-28.2%
10	19-1041	Epidemiologists	13.4%	-	-	13.4%
10	19-2031	Chemists	-9.7%	26.3%	-8.9%	18.6%
12	47-4051	Highway Maintenance Workers	-44.1%	-	-	-44.1%
12	49-9071	Maintenance and Repair Workers, General	5.0%	10.7%	6.0%	7.7%
12	53-7065	Stockers and Order Fillers	-21.2%	44.8%	7.3%	40.1%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-22.0%	-	5.9%	-18.8%
12	47-2111	Electricians	-45.0%	9.9%	4.9%	-3.0%
12	47-2141	Painters, Construction and Maintenance	-29.1%	-0.7%	5.2%	-16.9%
12	37-3011	Landscaping and Groundskeeping Workers	-27.1%	25.2%	-28.9%	-19.8%
13	51-8021	Stationary Engineers & Boiler Operators	-26.5%	-29.5%	-	-27.7%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	-17.8%	-	-	-17.8%
18	29-2053	Psychiatric Technicians	17.8%	-	-	17.8%

*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
2	23-1011	Lawyers	-17.0%	-16.9%	10.5%	-13.0%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	52.8%	-	21.5%	37.4%
9	17-2051	Civil Engineers	2.1%	24.9%	25.5%	11.5%
9	17-2081	Environmental Engineers	13.4%	18.7%	17.9%	14.8%
9	17-2071	Electrical Engineers	-25.0%	-6.6%	24.7%	-9.4%
10	19-2041	Environmental Scientists and Specialists, Including Health	0.3%	-	4.8%	0.7%
10	19-1041	Epidemiologists	14.5%	-	-	14.5%
10	19-2031	Chemists	-5.3%	28.9%	-7.9%	13.6%
12	47-4051	Highway Maintenance Workers	-11.1%	-	-	-11.1%
12	49-9071	Maintenance and Repair Workers, General	8.5%	20.1%	0.7%	13.2%
12	53-7065	Stockers and Order Fillers	10.2%	46.0%	19.0%	43.1%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-26.9%	17.6%	16.7%	-5.1%
12	47-2111	Electricians	-11.9%	10.0%	17.7%	5.7%
12	47-2141	Painters, Construction and Maintenance	1.8%	20.3%	14.7%	13.8%
12	37-3011	Landscaping and Groundskeeping Workers	-1.4%	41.6%	-	16.9%
13	51-8021	Stationary Engineers & Boiler Operators	-8.0%	5.1%	-	-0.9%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	7.4%	-	-	7.4%
18	29-2053	Psychiatric Technicians	22.0%	-	-	22.0%

*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
2	23-1011	Lawyers	11.2%	-8.9%	14.7%	8.3%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	-	-	26.8%	26.8%
9	17-2051	Civil Engineers	32.8%	17.0%	23.8%	30.0%
9	17-2081	Environmental Engineers	24.1%	-	17.7%	19.5%
9	17-2071	Electrical Engineers	-	13.2%	11.8%	13.1%
10	19-2041	Environmental Scientists and Specialists, Including Health	14.6%	-	7.7%	12.0%
10	19-1041	Epidemiologists	-	-	-	-
10	19-2031	Chemists	-	-	-	-
12	47-4051	Highway Maintenance Workers	-10.4%	-	-	-10.4%
12	49-9071	Maintenance and Repair Workers, General	18.1%	29.1%	13.4%	22.8%
12	53-7065	Stockers and Order Fillers	36.3%	44.0%	33.1%	40.4%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3.4%	-	17.8%	10.6%
12	47-2111	Electricians	6.7%	11.9%	22.5%	12.1%
12	47-2141	Painters, Construction and Maintenance	15.6%	28.5%	19.0%	24.1%
12	37-3011	Landscaping and Groundskeeping Workers	19.4%	34.5%	-	22.4%
13	51-8021	Stationary Engineers & Boiler Operators	-	17.1%	-	17.1%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	19.9%	-	31.9%	20.3%
18	29-2053	Psychiatric Technicians	-	-	-	-

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
2	23-1011	Lawyers	13.4%	18.4%	7.2%	13.1%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	-	-	42.5%	42.5%
9	17-2051	Civil Engineers	19.2%	-	32.4%	21.7%
9	17-2081	Environmental Engineers	35.0%	-	-	35.0%
9	17-2071	Electrical Engineers	3.4%	-	35.1%	31.1%
10	19-2041	Environmental Scientists and Specialists, Including Health	-	-	17.4%	17.4%
10	19-1041	Epidemiologists	25.5%	-	-	25.5%
10	19-2031	Chemists	19.0%	-	-30.7%	-8.1%
12	47-4051	Highway Maintenance Workers	20.4%	-	-	20.4%
12	49-9071	Maintenance and Repair Workers, General	34.3%	33.3%	20.9%	33.3%
12	53-7065	Stockers and Order Fillers	28.2%	51.3%	20.7%	48.0%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	17.7%	40.8%	20.3%	23.7%
12	47-2111	Electricians	6.5%	-3.0%	24.5%	6.2%
12	47-2141	Painters, Construction and Maintenance	21.0%	-10.7%	27.6%	13.9%
12	37-3011	Landscaping and Groundskeeping Workers	16.5%	26.5%	-	16.9%
13	51-8021	Stationary Engineers & Boiler Operators	29.9%	-21.2%	-	-4.2%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	29.4%	49.6%	-	30.1%
18	29-2053	Psychiatric Technicians	33.3%	50.4%	-	46.5%

*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 SCO. This report compares the monthly median wage for full-time workers as of March 2020. (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.

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).

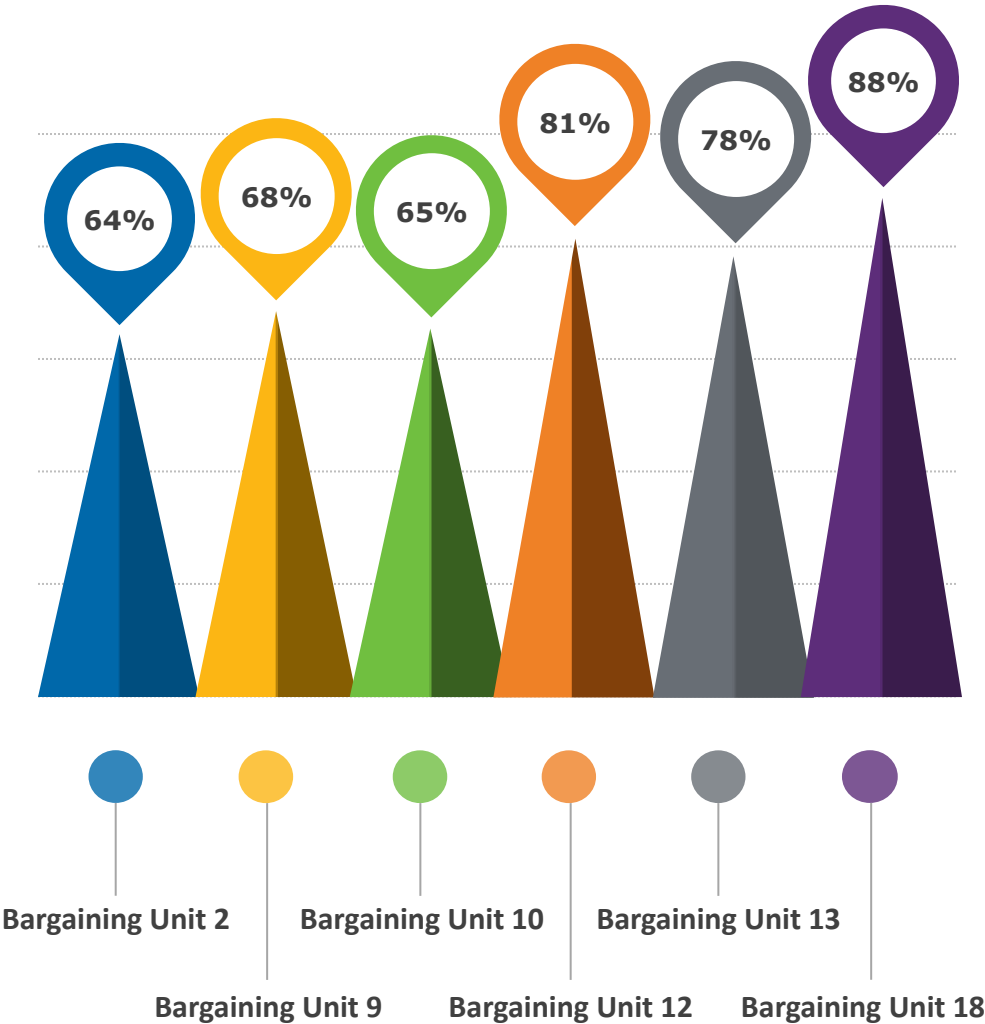
Legally Required Benefits: This includes the employer costs for Social Security, Medicare, state and federal unemployment insurance, and workers' compensation.

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. In California, the EDD is 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 2020. 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 2020 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
- Retirement savings
- Paid leave
- Legally required benefits
- Insurance

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 calculated.

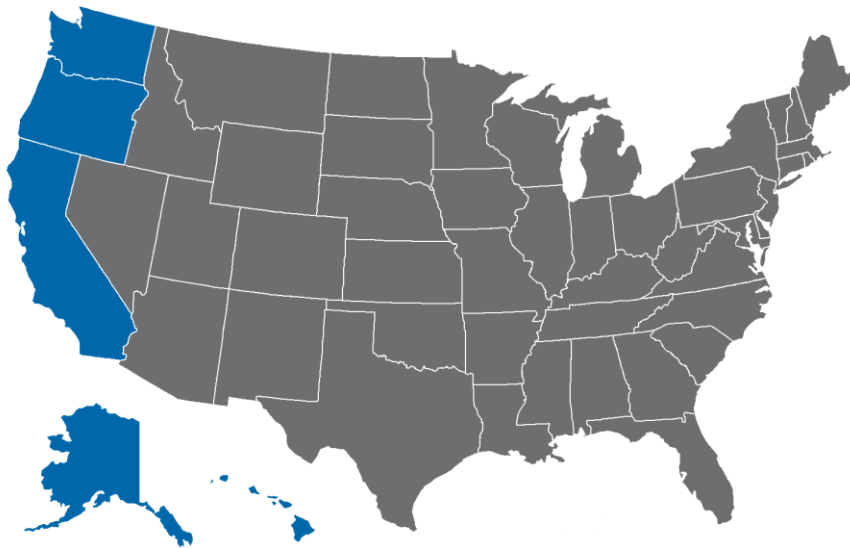
Table 14: Calculating the Benefit Percentage from the NCS

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 OPM.

Methodology for Combining Benefit Percentages and Wages

The Bureau and EDD have instructed CalHR how their data are 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.

The table below summarizes how total compensation is calculated for a detailed 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.

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 when they submit their claims in accordance with the claim submission requirements.

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 MOU 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)

Pre-Tax Parking

The pre-tax parking program allows employees to have their taxable income reduced by a specific dollar amount for work-related parking fees.

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 does not include retiree health insurance in the calculation of benefits for the NCS. 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 2020, employees were allowed to contribute up to \$19,500 in each plan (\$39,000 combined), if under the age of 50; and up to \$26,000 in each plan (\$52,000 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, cooking tutorials, wellness articles, a fitness library 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 MOU 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.

Transit and Vanpool Incentive Program

The Transit and Vanpool Incentive Program gives employees the opportunity to receive a transit or vanpool rider subsidy of 75 percent, up to a maximum of either \$65 per month or \$100 per month. The vanpool coordinator/driver for each vanpool receives a reimbursement amount of either \$100 per month or \$135 per month. Effective October 31, 2019, Bargaining Units (BUs) 1, 3, 4, 9, 11, 14, 15, 17, 20 and 21 became eligible for the increased subsidies (75% up to \$100 per month for transit and vanpool riders, \$135 per month for vanpool drivers). Effective February 1, 2020, excluded employees became eligible for the increased subsidies (75% up to \$100 per month for transit and vanpool riders, \$135 per month for vanpool drivers). Effective July 1, 2020, BUs 7 and 16 became eligible for the increased subsidies (75% up to \$100 per month for transit and vanpool riders, \$135 per month for vanpool drivers). In calendar year 2020, transit and vanpool riders in BUs 5, 6, 8, 10, 13, 18 and 19 continue to receive 75% up to \$65 per month and vanpool drivers in BUs 5, 6, 8, 10, 13, 18 and 19 continue to receive \$100 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 MOU 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 2020, 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 2018 SOC system contains 867 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 the average vacancy rate for the calendar year. To calculate the vacancy rate, full-time equivalent vacant positions are divided by established full-time equivalent positions. (Employees hired into blanket positions are not included. 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.

Acknowledgements

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This report was produced by CalHR's Financial Management Division (FMD) staff.

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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
2	23-1011	Lawyers	-21.2%	-11.7%
2	23-1021	Administrative Law Judges, Adjudicators, & Hearing Officers	28.7%	34.2%
9	17-2051	Civil Engineers	5.0%	13.4%
9	17-2081	Environmental Engineers	9.2%	16.7%
9	17-2071	Electrical Engineers	-4.9%	7.8%
10	19-2041	Environmental Scientists and Specialists, Including Health	-7.7%	-2.1%
10	19-1041	Epidemiologists	10.8%	14.8%
10	19-2031	Chemists	13.0%	21.5%
12	47-4051	Highway Maintenance Workers	-18.1%	-9.6%
12	49-9071	Maintenance and Repair Workers, General	11.7%	19.2%
12	53-7065	Stockers and Order Fillers	35.9%	41.8%
12	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	-13.9%	-4.8%
12	47-2111	Electricians	-4.1%	5.9%
12	47-2141	Painters, Construction and Maintenance	6.6%	15.0%
12	37-3011	Landscaping and Groundskeeping Workers	6.2%	15.8%
13	51-8021	Stationary Engineers & Boiler Operators	-16.9%	-11.3%
13	51-8031	Water & Wastewater Treatment Plant & System Operators	10.0%	11.3%
18	29-2053	Psychiatric Technicians	15.8%	30.9%

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

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

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

Summary Sheet for State of California

23-1011 - Lawyers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,140		\$19,878	
Market Average	\$14,710	-21.2%	\$22,194	-11.7%
Local Government	\$13,893	-14.4%	\$21,740	-9.4%
Private Sector (500+)	\$17,245	-42.1%	\$24,751	-24.5%
Federal Government	\$12,587	-3.7%	\$18,683	6.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,554		\$18,919	
Market Average	\$13,246	-14.6%	\$20,463	-8.2%
Local Government	\$13,828	-19.7%	\$21,637	-14.4%
Private Sector (500+)	\$12,315	-6.6%	\$17,675	6.6%
Federal Government	\$10,643	7.9%	\$15,798	16.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,142		\$19,880	
Market Average	\$16,946	-39.6%	\$25,074	-26.1%
Local Government	\$15,173	-25.0%	\$23,742	-19.4%
Private Sector (500+)	\$19,154	-57.8%	\$27,491	-38.3%
Federal Government	\$13,294	-9.5%	\$19,732	0.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,143		\$19,882	
Market Average	\$14,726	-21.3%	\$22,466	-13.0%
Local Government	\$14,867	-22.4%	\$23,263	-17.0%
Private Sector (500+)	\$16,196	-33.4%	\$23,246	-16.9%
Federal Government	\$11,987	1.3%	\$17,793	10.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$13,384		\$21,915	
Market Average	\$13,282	0.8%	\$20,103	8.3%
Local Government	\$12,433	7.1%	\$19,454	11.2%
Private Sector (500+)	\$16,624	-24.2%	\$23,859	-8.9%
Federal Government	\$12,587	6.0%	\$18,683	14.7%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,057		\$18,104	
Market Average	\$10,103	8.6%	\$15,727	13.1%
Local Government	\$10,025	9.3%	\$15,687	13.4%
Private Sector (500+)	\$10,292	6.9%	\$14,771	18.4%
Federal Government	\$11,314	-2.3%	\$16,793	7.2%

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

23-1021 - Administrative Law Judges, Adjudicators, & Hearing Officers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,196		\$19,970	
Market Average	\$8,701	28.7%	\$13,132	34.2%
Local Government	\$6,496	46.7%	\$10,165	49.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,265	15.8%	\$15,236	23.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,197		\$19,972	
Market Average	\$10,449	14.3%	\$15,509	22.3%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$10,449	14.3%	\$15,509	22.3%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,203		\$19,982	
Market Average	\$10,694	12.4%	\$16,115	19.3%
Local Government	\$9,863	19.2%	\$15,434	22.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$11,058	9.4%	\$16,413	17.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,969		\$19,597	
Market Average	\$8,098	32.3%	\$12,262	37.4%
Local Government	\$5,912	50.6%	\$9,252	52.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,367	13.4%	\$15,388	21.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$12,225		\$20,017	
Market Average	\$9,878	19.2%	\$14,662	26.8%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,878	19.2%	\$14,662	26.8%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,644		\$19,065	
Market Average	\$7,391	36.5%	\$10,971	42.5%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$7,391	36.5%	\$10,971	42.5%

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

17-2051 - Civil Engineers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,379		\$17,416	
Market Average	\$9,862	5.0%	\$15,074	13.4%
Local Government	\$10,452	-0.7%	\$16,355	6.1%
Private Sector (500+)	\$9,116	12.2%	\$13,308	23.6%
Federal Government	\$8,561	17.5%	\$13,093	24.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,380		\$17,417	
Market Average	\$9,771	5.9%	\$15,195	12.8%
Local Government	\$10,323	0.5%	\$16,154	7.3%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,561	17.5%	\$13,093	24.8%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,379		\$17,416	
Market Average	\$10,275	1.0%	\$15,601	10.4%
Local Government	\$11,351	-9.4%	\$17,761	-2.0%
Private Sector (500+)	\$9,206	11.3%	\$13,439	22.8%
Federal Government	\$9,802	5.6%	\$14,990	13.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,379		\$17,416	
Market Average	\$10,085	2.8%	\$15,420	11.5%
Local Government	\$10,894	-5.0%	\$17,047	2.1%
Private Sector (500+)	\$8,956	13.7%	\$13,074	24.9%
Federal Government	\$8,482	18.3%	\$12,971	25.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,382		\$17,420	
Market Average	\$7,897	23.9%	\$12,201	30.0%
Local Government	\$7,483	27.9%	\$11,710	32.8%
Private Sector (500+)	\$9,910	4.5%	\$14,467	17.0%
Federal Government	\$8,676	16.4%	\$13,268	23.8%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,380		\$17,417	
Market Average	\$8,751	15.7%	\$13,642	21.7%
Local Government	\$8,995	13.3%	\$14,075	19.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,703	25.8%	\$11,781	32.4%

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

17-2081 - Environmental Engineers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,316		\$17,309	
Market Average	\$9,369	9.2%	\$14,414	16.7%
Local Government	\$9,237	10.5%	\$14,454	16.5%
Private Sector (500+)	\$9,833	4.7%	\$14,355	17.1%
Federal Government	\$9,385	9.0%	\$14,353	17.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,395		\$17,442	
Market Average	\$9,227	11.2%	\$14,337	17.8%
Local Government	\$9,559	8.0%	\$14,958	14.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,561	17.6%	\$13,093	24.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,445		\$17,526	
Market Average	\$10,531	-0.8%	\$16,102	8.1%
Local Government	\$9,945	4.8%	\$15,561	11.2%
Private Sector (500+)	\$10,985	-5.2%	\$16,035	8.5%
Federal Government	\$11,058	-5.9%	\$16,911	3.5%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,208		\$17,128	
Market Average	\$9,458	7.3%	\$14,600	14.8%
Local Government	\$9,479	7.1%	\$14,833	13.4%
Private Sector (500+)	\$9,545	6.5%	\$13,933	18.7%
Federal Government	\$9,191	10.0%	\$14,056	17.9%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,972		\$16,733	
Market Average	\$8,763	12.1%	\$13,478	19.5%
Local Government	\$8,111	18.7%	\$12,692	24.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$9,000	9.8%	\$13,764	17.7%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,885		\$16,587	
Market Average	\$6,886	30.3%	\$10,775	35.0%
Local Government	\$6,886	30.3%	\$10,775	35.0%
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	\$10,404		\$17,458	
Market Average	\$10,910	-4.9%	\$16,091	7.8%
Local Government	\$12,269	-17.9%	\$19,198	-10.0%
Private Sector (500+)	\$10,958	-5.3%	\$15,997	8.4%
Federal Government	\$8,239	20.8%	\$12,600	27.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,407		\$17,462	
Market Average	\$8,857	14.9%	\$13,122	24.9%
Local Government	\$12,181	-17.0%	\$19,061	-9.2%
Private Sector (500+)	\$8,395	19.3%	\$12,255	29.8%
Federal Government	\$9,023	13.3%	\$13,800	21.0%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,476		\$17,578	
Market Average	\$11,602	-10.7%	\$16,958	3.5%
Local Government	\$11,834	-13.0%	\$18,517	-5.3%
Private Sector (500+)	\$11,598	-10.7%	\$16,930	3.7%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,281		\$15,573	
Market Average	\$11,458	-23.5%	\$17,042	-9.4%
Local Government	\$12,438	-34.0%	\$19,463	-25.0%
Private Sector (500+)	\$11,372	-22.5%	\$16,601	-6.6%
Federal Government	\$7,668	17.4%	\$11,727	24.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,297		\$15,599	
Market Average	\$9,255	0.4%	\$13,559	13.1%
Local Government	-	-	-	-
Private Sector (500+)	\$9,276	0.2%	\$13,541	13.2%
Federal Government	\$9,000	3.2%	\$13,764	11.8%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,410		\$17,468	
Market Average	\$7,837	24.7%	\$12,034	31.1%
Local Government	\$10,787	-3.6%	\$16,879	3.4%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,416	28.8%	\$11,341	35.1%

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

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	\$7,378		\$12,095	
Market Average	\$7,946	-7.7%	\$12,345	-2.1%
Local Government	\$7,794	-5.6%	\$12,195	-0.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,701	-17.9%	\$13,089	-8.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,378		\$12,095	
Market Average	\$8,439	-14.4%	\$13,205	-9.2%
Local Government	\$8,439	-14.4%	\$13,205	-9.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,364		\$12,073	
Market Average	\$10,019	-36.0%	\$15,478	-28.2%
Local Government	\$9,492	-28.9%	\$14,852	-23.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$11,302	-53.5%	\$17,001	-40.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,387		\$12,110	
Market Average	\$7,711	-4.4%	\$12,029	0.7%
Local Government	\$7,715	-4.4%	\$12,073	0.3%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,668	-3.8%	\$11,534	4.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,464		\$12,237	
Market Average	\$6,987	6.4%	\$10,765	12.0%
Local Government	\$6,681	10.5%	\$10,453	14.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,509	-0.6%	\$11,296	7.7%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,370		\$12,083	
Market Average	\$6,631	10.0%	\$9,975	17.4%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$6,631	10.0%	\$9,975	17.4%

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

19-1041 - Epidemiologists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,537		\$13,995	
Market Average	\$7,619	10.8%	\$11,922	14.8%
Local Government	\$7,619	10.8%	\$11,922	14.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,300		\$13,607	
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	\$9,162		\$15,020	
Market Average	\$8,314	9.3%	\$13,010	13.4%
Local Government	\$8,314	9.3%	\$13,010	13.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,568		\$14,046	
Market Average	\$7,674	10.4%	\$12,008	14.5%
Local Government	\$7,674	10.4%	\$12,008	14.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$0		\$0	
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	\$7,355		\$12,058	
Market Average	\$5,741	21.9%	\$8,983	25.5%
Local Government	\$5,741	21.9%	\$8,983	25.5%
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	\$8,259		\$13,540	
Market Average	\$7,188	13.0%	\$10,627	21.5%
Local Government	\$8,355	-1.2%	\$13,073	3.4%
Private Sector (500+)	\$6,382	22.7%	\$9,160	32.4%
Federal Government	\$9,584	-16.0%	\$14,416	-6.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,151		\$13,363	
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	\$8,259		\$13,540	
Market Average	\$7,529	8.8%	\$11,018	18.6%
Local Government	\$9,490	-14.9%	\$14,849	-9.7%
Private Sector (500+)	\$6,950	15.8%	\$9,975	26.3%
Federal Government	\$9,803	-18.7%	\$14,746	-8.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,818		\$12,817	
Market Average	\$7,405	5.3%	\$11,077	13.6%
Local Government	\$8,625	-10.3%	\$13,496	-5.3%
Private Sector (500+)	\$6,348	18.8%	\$9,111	28.9%
Federal Government	\$9,191	-17.6%	\$13,825	-7.9%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$0		\$0	
Market Average	\$7,629	-	\$11,720	-
Local Government	\$6,715	-	\$10,507	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,001	-	\$13,539	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,427		\$12,176	
Market Average	\$8,636	-16.3%	\$13,164	-8.1%
Local Government	\$6,300	15.2%	\$9,858	19.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$10,583	-42.5%	\$15,920	-30.7%

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

47-4051 - Highway Maintenance Workers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,544		\$8,230	
Market Average	\$5,367	-18.1%	\$9,018	-9.6%
Local Government	\$5,367	-18.1%	\$9,018	-9.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,871		\$8,822	
Market Average	\$5,246	-7.7%	\$8,814	0.1%
Local Government	\$5,246	-7.7%	\$8,814	0.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,065		\$7,363	
Market Average	\$6,313	-55.3%	\$10,608	-44.1%
Local Government	\$6,313	-55.3%	\$10,608	-44.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,478		\$8,111	
Market Average	\$5,362	-19.7%	\$9,009	-11.1%
Local Government	\$5,362	-19.7%	\$9,009	-11.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,590		\$8,314	
Market Average	\$5,465	-19.1%	\$9,183	-10.4%
Local Government	\$5,465	-19.1%	\$9,183	-10.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,758		\$8,618	
Market Average	\$4,085	14.2%	\$6,864	20.4%
Local Government	\$4,085	14.2%	\$6,864	20.4%
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	\$5,258		\$9,524	
Market Average	\$4,641	11.7%	\$7,697	19.2%
Local Government	\$4,681	11.0%	\$7,865	17.4%
Private Sector (500+)	\$4,525	13.9%	\$7,377	22.5%
Federal Government	\$5,188	1.3%	\$8,578	9.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,324		\$9,642	
Market Average	\$4,448	16.4%	\$7,405	23.2%
Local Government	\$4,515	15.2%	\$7,587	21.3%
Private Sector (500+)	\$4,088	23.2%	\$6,665	30.9%
Federal Government	\$5,279	0.8%	\$8,728	9.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,222		\$9,458	
Market Average	\$5,271	-0.9%	\$8,729	7.7%
Local Government	\$5,348	-2.4%	\$8,985	5.0%
Private Sector (500+)	\$5,180	0.8%	\$8,445	10.7%
Federal Government	\$5,375	-2.9%	\$8,888	6.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,851		\$8,786	
Market Average	\$4,597	5.2%	\$7,625	13.2%
Local Government	\$4,786	1.3%	\$8,042	8.5%
Private Sector (500+)	\$4,306	11.2%	\$7,019	20.1%
Federal Government	\$5,275	-8.8%	\$8,723	0.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,237		\$9,486	
Market Average	\$4,425	15.5%	\$7,327	22.8%
Local Government	\$4,622	11.7%	\$7,766	18.1%
Private Sector (500+)	\$4,124	21.3%	\$6,724	29.1%
Federal Government	\$4,969	5.1%	\$8,216	13.4%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,394		\$9,770	
Market Average	\$3,907	27.6%	\$6,514	33.3%
Local Government	\$3,820	29.2%	\$6,419	34.3%
Private Sector (500+)	\$3,998	25.9%	\$6,517	33.3%
Federal Government	\$4,673	13.4%	\$7,726	20.9%

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

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

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

Summary Sheet for State of California

53-7065 - Stockers and Order Fillers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,386		\$7,945	
Market Average	\$2,812	35.9%	\$4,628	41.8%
Local Government	\$4,191	4.5%	\$7,392	7.0%
Private Sector (500+)	\$2,679	38.9%	\$4,367	45.0%
Federal Government	\$4,050	7.7%	\$6,697	15.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,249		\$7,696	
Market Average	\$4,005	5.8%	\$6,985	9.3%
Local Government	\$4,064	4.4%	\$7,168	6.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,753	11.7%	\$6,205	19.4%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,332		\$7,846	
Market Average	\$2,855	34.1%	\$4,702	40.1%
Local Government	\$5,390	-24.4%	\$9,506	-21.2%
Private Sector (500+)	\$2,657	38.7%	\$4,330	44.8%
Federal Government	\$4,397	-1.5%	\$7,270	7.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,529		\$8,203	
Market Average	\$2,836	37.4%	\$4,666	43.1%
Local Government	\$4,178	7.7%	\$7,370	10.2%
Private Sector (500+)	\$2,717	40.0%	\$4,429	46.0%
Federal Government	\$4,018	11.3%	\$6,644	19.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,912		\$8,896	
Market Average	\$3,173	35.4%	\$5,300	40.4%
Local Government	\$3,212	34.6%	\$5,666	36.3%
Private Sector (500+)	\$3,058	37.7%	\$4,984	44.0%
Federal Government	\$3,601	26.7%	\$5,954	33.1%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,502		\$8,155	
Market Average	\$2,572	42.9%	\$4,242	48.0%
Local Government	\$3,318	26.3%	\$5,852	28.2%
Private Sector (500+)	\$2,439	45.8%	\$3,975	51.3%
Federal Government	\$3,910	13.2%	\$6,465	20.7%

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

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	\$5,683		\$10,294	
Market Average	\$6,473	-13.9%	\$10,783	-4.8%
Local Government	\$7,418	-30.5%	\$12,464	-21.1%
Private Sector (500+)	\$5,281	7.1%	\$8,609	16.4%
Federal Government	\$5,254	7.6%	\$8,688	15.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,645		\$10,224	
Market Average	\$6,105	-8.2%	\$10,258	-0.3%
Local Government	\$6,105	-8.2%	\$10,258	-0.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,669		\$10,267	
Market Average	\$7,270	-28.3%	\$12,198	-18.8%
Local Government	\$7,457	-31.5%	\$12,529	-22.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$5,843	-3.1%	\$9,661	5.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,683		\$10,294	
Market Average	\$6,502	-14.4%	\$10,822	-5.1%
Local Government	\$7,773	-36.8%	\$13,061	-26.9%
Private Sector (500+)	\$5,205	8.4%	\$8,486	17.6%
Federal Government	\$5,188	8.7%	\$8,578	16.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,683		\$10,294	
Market Average	\$5,518	2.9%	\$9,203	10.6%
Local Government	\$5,921	-4.2%	\$9,948	3.4%
Private Sector (500+)	-	-	-	-
Federal Government	\$5,115	10.0%	\$8,458	17.8%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,812		\$10,528	
Market Average	\$4,824	17.0%	\$8,037	23.7%
Local Government	\$5,154	11.3%	\$8,660	17.7%
Private Sector (500+)	\$3,822	34.3%	\$6,230	40.8%
Federal Government	\$5,077	12.6%	\$8,395	20.3%

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

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

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

Summary Sheet for State of California

47-2111 - Electricians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,026		\$10,914	
Market Average	\$6,276	-4.1%	\$10,269	5.9%
Local Government	\$7,447	-23.6%	\$12,513	-14.6%
Private Sector (500+)	\$6,018	0.1%	\$9,764	10.5%
Federal Government	\$5,227	13.3%	\$8,642	20.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,796		\$10,498	
Market Average	\$8,466	-46.1%	\$14,225	-35.5%
Local Government	\$8,466	-46.1%	\$14,225	-35.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,043		\$10,945	
Market Average	\$6,871	-13.7%	\$11,279	-3.0%
Local Government	\$9,447	-56.3%	\$15,874	-45.0%
Private Sector (500+)	\$6,078	-0.6%	\$9,862	9.9%
Federal Government	\$6,292	-4.1%	\$10,404	4.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,020		\$10,903	
Market Average	\$6,283	-4.4%	\$10,278	5.7%
Local Government	\$7,261	-20.6%	\$12,201	-11.9%
Private Sector (500+)	\$6,048	-0.5%	\$9,812	10.0%
Federal Government	\$5,428	9.8%	\$8,975	17.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,796		\$10,499	
Market Average	\$5,654	2.5%	\$9,226	12.1%
Local Government	\$5,830	-0.6%	\$9,797	6.7%
Private Sector (500+)	\$5,703	1.6%	\$9,252	11.9%
Federal Government	\$4,919	15.1%	\$8,133	22.5%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,322		\$11,451	
Market Average	\$6,489	-2.6%	\$10,744	6.2%
Local Government	\$6,370	-0.8%	\$10,703	6.5%
Private Sector (500+)	\$7,268	-15.0%	\$11,792	-3.0%
Federal Government	\$5,227	17.3%	\$8,643	24.5%

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

47-2141 - Painters, Construction and Maintenance

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,726		\$10,371	
Market Average	\$5,349	6.6%	\$8,819	15.0%
Local Government	\$6,071	-6.0%	\$10,201	1.6%
Private Sector (500+)	\$4,917	14.1%	\$7,977	23.1%
Federal Government	\$5,007	12.6%	\$8,279	20.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,979		\$9,018	
Market Average	\$5,504	-10.5%	\$9,249	-2.6%
Local Government	\$5,504	-10.5%	\$9,249	-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	\$5,750		\$10,415	
Market Average	\$7,332	-27.5%	\$12,175	-16.9%
Local Government	\$8,002	-39.2%	\$13,445	-29.1%
Private Sector (500+)	\$6,464	-12.4%	\$10,487	-0.7%
Federal Government	\$5,968	-3.8%	\$9,869	5.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,474		\$9,915	
Market Average	\$5,193	5.1%	\$8,545	13.8%
Local Government	\$5,797	-5.9%	\$9,741	1.8%
Private Sector (500+)	\$4,872	11.0%	\$7,905	20.3%
Federal Government	\$5,117	6.5%	\$8,460	14.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,545		\$10,044	
Market Average	\$4,648	16.2%	\$7,625	24.1%
Local Government	\$5,044	9.0%	\$8,475	15.6%
Private Sector (500+)	\$4,426	20.2%	\$7,182	28.5%
Federal Government	\$4,919	11.3%	\$8,133	19.0%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,726		\$10,371	
Market Average	\$5,400	5.7%	\$8,935	13.9%
Local Government	\$4,878	14.8%	\$8,197	21.0%
Private Sector (500+)	\$7,074	-23.5%	\$11,478	-10.7%
Federal Government	\$4,539	20.7%	\$7,506	27.6%

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

37-3011 - Landscaping and Groundskeeping Workers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,821		\$6,920	
Market Average	\$3,582	6.2%	\$5,825	15.8%
Local Government	\$3,948	-3.3%	\$6,719	2.9%
Private Sector (500+)	\$2,855	25.3%	\$4,057	41.4%
Federal Government	\$4,767	-24.8%	\$7,882	-13.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,821		\$6,920	
Market Average	\$3,291	13.9%	\$5,602	19.1%
Local Government	\$3,291	13.9%	\$5,602	19.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,788		\$6,861	
Market Average	\$4,916	-29.8%	\$8,221	-19.8%
Local Government	\$5,125	-35.3%	\$8,723	-27.1%
Private Sector (500+)	\$3,613	4.6%	\$5,135	25.2%
Federal Government	\$5,350	-41.2%	\$8,846	-28.9%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,788		\$6,861	
Market Average	\$3,547	6.4%	\$5,700	16.9%
Local Government	\$4,088	-7.9%	\$6,958	-1.4%
Private Sector (500+)	\$2,821	25.5%	\$4,008	41.6%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,788		\$6,861	
Market Average	\$3,233	14.7%	\$5,325	22.4%
Local Government	\$3,251	14.2%	\$5,533	19.4%
Private Sector (500+)	\$3,161	16.5%	\$4,493	34.5%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,854		\$6,980	
Market Average	\$3,428	11.0%	\$5,803	16.9%
Local Government	\$3,422	11.2%	\$5,825	16.5%
Private Sector (500+)	\$3,611	6.3%	\$5,131	26.5%
Federal Government	-	-	-	-

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

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

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

Summary Sheet for State of California

51-8021 - Stationary Engineers & Boiler Operators

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$6,826		\$12,134	
Market Average	\$7,978	-16.9%	\$13,509	-11.3%
Local Government	\$7,932	-16.2%	\$13,991	-15.3%
Private Sector (500+)	\$8,183	-19.9%	\$13,265	-9.3%
Federal Government	\$5,492	19.5%	\$9,506	21.7%

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Wage	Lead/Lag
State of California	\$6,377		\$11,335	
Market Average	\$8,351	-30.9%	\$14,729	-29.9%
Local Government	\$8,351	-30.9%	\$14,729	-29.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Wage	Lead/Lag
State of California	\$6,826		\$12,134	
Market Average	\$9,104	-33.4%	\$15,493	-27.7%
Local Government	\$8,699	-27.4%	\$15,343	-26.5%
Private Sector (500+)	\$9,691	-42.0%	\$15,710	-29.5%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$6,377		\$11,335	
Market Average	\$6,776	-6.3%	\$11,438	-0.9%
Local Government	\$6,939	-8.8%	\$12,239	-8.0%
Private Sector (500+)	\$6,637	-4.1%	\$10,760	5.1%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$6,377		\$11,335	
Market Average	\$5,794	9.1%	\$9,392	17.1%
Local Government	-	-	-	-
Private Sector (500+)	\$5,794	9.1%	\$9,392	17.1%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$7,014		\$12,468	
Market Average	\$7,868	-12.2%	\$12,991	-4.2%
Local Government	\$4,958	29.3%	\$8,745	29.9%
Private Sector (500+)	\$9,323	-32.9%	\$15,114	-21.2%
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

51-8031 - Water & Wastewater Treatment Plant & System Operators

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$7,014		\$12,533	
Market Average	\$6,314	10.0%	\$11,121	11.3%
Local Government	\$6,355	9.4%	\$11,208	10.6%
Private Sector (500+)	\$4,833	31.1%	\$7,834	37.5%
Federal Government	\$5,185	26.1%	\$8,975	28.4%

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$7,014		\$12,533	
Market Average	\$6,431	8.3%	\$11,343	9.5%
Local Government	\$6,431	8.3%	\$11,343	9.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$6,501		\$11,617	
Market Average	\$7,757	-19.3%	\$13,682	-17.8%
Local Government	\$7,757	-19.3%	\$13,682	-17.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$7,014		\$12,533	
Market Average	\$6,577	6.2%	\$11,600	7.4%
Local Government	\$6,577	6.2%	\$11,600	7.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$6,826		\$12,198	
Market Average	\$5,512	19.2%	\$9,716	20.3%
Local Government	\$5,542	18.8%	\$9,774	19.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,802	29.7%	\$8,312	31.9%

Other Counties

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$7,014		\$12,533	
Market Average	\$4,981	29.0%	\$8,766	30.1%
Local Government	\$5,020	28.4%	\$8,855	29.4%
Private Sector (500+)	\$3,894	44.5%	\$6,312	49.6%
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

29-2053 - Psychiatric Technicians

Statewide

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$5,673		\$10,539	
Market Average	\$4,775	15.8%	\$7,283	30.9%
Local Government	\$5,394	4.9%	\$8,281	21.4%
Private Sector (500+)	\$3,613	36.3%	\$5,407	48.7%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$5,765		\$10,710	
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	\$5,763		\$10,705	
Market Average	\$5,731	0.5%	\$8,799	17.8%
Local Government	\$5,731	0.5%	\$8,799	17.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$5,673		\$10,539	
Market Average	\$5,355	5.6%	\$8,221	22.0%
Local Government	\$5,355	5.6%	\$8,221	22.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Mean Wage	Lead/Lag	Monthly Mean Total Compensation	Lead/Lag
State of California	\$5,955		\$11,063	
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	\$5,673		\$10,539	
Market Average	\$3,740	34.1%	\$5,639	46.5%
Local Government	\$4,577	19.3%	\$7,027	33.3%
Private Sector (500+)	\$3,489	38.5%	\$5,222	50.4%
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.

Lawyers

SOC Code: 23-1011

CBID	Class Code	Class Title	Employee Count
R02	4051	ASSISTANT GENERAL COUNSEL I, AGRICULTURAL LABOR RELATIONS BOARD	0
R02	5537	REAL ESTATE COUNSEL III (SPECIALIST)	13
R02	5538	REAL ESTATE COUNSEL II	2
R02	5539	REAL ESTATE COUNSEL I	3
R02	5699	PUBLIC UTILITIES COUNSEL IV, PUBLIC UTILITIES COMMISSION	34
R02	5701	DEPUTY ATTORNEY GENERAL V	311
S02	5703	SUPERVISING DEPUTY ATTORNEY GENERAL	171
R02	5705	DEPUTY ATTORNEY GENERAL IV	246
R02	5706	DEPUTY ATTORNEY GENERAL III	373
R02	5730	DEPUTY ATTORNEY GENERAL	124
S02	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER	10
E98	5749	PRINCIPAL DEPUTY LEGISLATIVE COUNSEL I	7
E97	5750	DEPUTY LEGISLATIVE COUNSEL IV	16
E97	5751	DEPUTY LEGISLATIVE COUNSEL III	21
E97	5753	DEPUTY LEGISLATIVE COUNSEL	20
R02	5763	DEPUTY STATE PUBLIC DEFENDER	14
U02	5772	SENIOR DEPUTY STATE PUBLIC DEFENDER	11
R02	5778	ATTORNEY	435
R02	5779	DEPUTY ATTORNEY, CALTRANS	27
R02	5780	ATTORNEY IV	368
R02	5781	ATTORNEY V	54
S02	5786	ASSISTANT CHIEF LEGAL DIVISION DEPARTMENT OF TRANSPORTATION	14
R02	5788	DEPUTY ATTORNEY IV, CALTRANS	54
R02	5789	DEPUTY ATTORNEY III, CALTRANS	29
R02	5795	ATTORNEY III	781
R02	5798	LEGAL COUNSEL	4
R02	5812	PUBLIC UTILITIES COUNSEL III, PUBLIC UTILITIES COMMISSION	13
R02	5813	PUBLIC UTILITIES COUNSEL II, PUBLIC UTILITIES COMMISSION	1
S02	5815	SUPERVISING ATTORNEY	8
R02	5816	PUBLIC UTILITIES COUNSEL I, PUBLIC UTILITIES COMMISSION	2
R02	5977	INDUSTRIAL RELATIONS COUNSEL II	3
R02	5978	INDUSTRIAL RELATIONS COUNSEL I	1
R02	5981	INDUSTRIAL RELATIONS COUNSEL IV	20
E97	6039	SPECIAL ASSISTANT INSPECTOR GENERAL	13
E98	6040	SENIOR ASSISTANT INSPECTOR GENERAL	6
E97	6092	LABOR RELATIONS COUNSEL I	1
E97	6093	LABOR RELATIONS COUNSEL II	1
E97	6094	LABOR RELATIONS COUNSEL III	1
R02	6110	FAIR EMPLOYMENT AND HOUSING COUNSEL	14
R02	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	12
E97	6147	LABOR RELATIONS COUNSEL IV	6
R02	6180	INDUSTRIAL RELATIONS COUNSEL III (SPECIALIST)	28
R02	6185	FAIR POLITICAL PRACTICES COMMISSION COUNSEL	4
R02	6186	FAIR POLITICAL PRACTICES COMMISSION COUNSEL-ENFORCEMENT	5
R02	6204	SENIOR COMMISSION COUNSEL (SPECIALIST), FAIR POLITICAL PRACTICES COMMISSION	4
R02	6274	SENIOR BOARD COUNSEL, ALRB	2
R02	6722	TAX COUNSEL IV	65
R02	6728	TAX COUNSEL	36
R02	6733	TAX COUNSEL III (SPECIALIST)	68
S02	6734	TAX COUNSEL III (SUPERVISOR)	6
Total Classes: 50			3,462

Note: Employee counts are from March 2020.

Administrative Law Judges, Adjudicators, & Hearing Officers

SOC Code: 23-1021

CBID	Class Code	Class Title	Employee Count
R02	6051	HEARING ADVISER II, CALIFORNIA ENERGY COMMISSION	1
R02	6067	ADMINISTRATIVE LAW JUDGE II, UNEMPLOYMENT INSURANCE APPEALS BOARD	81
R02	6068	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), OFFICE OF ADMINISTRATIVE HEARINGS	38
R02	6071	ADMINISTRATIVE LAW JUDGE I, OFFICE OF ADMINISTRATIVE HEARINGS	21
R02	6072	HEARING OFFICER I, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD	9
S02	6073	HEARING OFFICER II, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD	2
S02	6088	PRESIDING ADMINISTRATIVE LAW JUDGE, UNEMPLOYMENT INSURANCE APPEALS BOARD	13
R02	6091	ADMINISTRATIVE LAW JUDGE I, UNEMPLOYMENT INSURANCE APPEALS BOARD	7
R02	6095	ADMINISTRATIVE LAW JUDGE I, BOARD OF PAROLE HEARINGS	40
S02	6096	ADMINISTRATIVE LAW JUDGE II, BOARD OF PAROLE HEARINGS	6
R02	6102	ADMINISTRATIVE LAW JUDGE II, PUBLIC UTILITIES COMMISSION	40
R02	6103	ADMINISTRATIVE LAW JUDGE I, PUBLIC UTILITIES COMMISSION	2
R02	6116	WORKERS' COMPENSATION JUDGE	148
S02	6117	PRESIDING WORKERS' COMPENSATION JUDGE	23
R02	6118	ADMINISTRATIVE LAW JUDGE I, STATE PERSONNEL BOARD	3
R02	6120	HEARING OFFICER I, AGRICULTURAL LABOR RELATIONS BOARD	1
S02	6121	HEARING OFFICER II, AGRICULTURAL LABOR RELATIONS BOARD	2
E97	6122	ADMINISTRATIVE LAW JUDGE I, PUBLIC EMPLOYMENT RELATIONS BOARD	3
E97	6123	ADMINISTRATIVE LAW JUDGE II, PUBLIC EMPLOYMENT RELATIONS BOARD	4
R02	6124	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), STATE PERSONNEL BOARD	6
R02	6126	ADMINISTRATIVE LAW JUDGE II. NEW MOTOR VEHICLE BOARD	0
R02	6130	ADMINISTRATIVE LAW JUDGE, DEPARTMENT OF HEALTH SERVICES	0
R02	6132	ADMINISTRATIVE LAW JUDGE III	53
S02	6133	PRESIDING ADMINISTRATIVE LAW JUDGE, OFFICE OF ADMINISTRATIVE HEARINGS	11
R02	6134	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF INSURANCE	2
S02	6136	ADMINISTRATIVE LAW JUDGE II, DEPARTMENT OF INSURANCE	1
R02	6177	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF SOCIAL SERVICES	40
R02	6178	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), DEPARTMENT OF SOCIAL SERVICES	79
S02	6179	ADMINISTRATIVE LAW JUDGE II (SUPERVISOR), DEPARTMENT OF SOCIAL SERVICES	7
R02	7363	ADMINISTRATIVE LAW JUDGE I, AIR RESOURCES BOARD	0
R02	9710	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), ALCOHOLIC BEVERAGE CONTROL	4
R02	9743	DEPUTY COMMISSIONER, BOARD OF PAROLE HEARINGS	1
Total Classes: 32			648

Note: Employee counts are from March 2020.

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	14
U09	3123	ASSOCIATE CIVIL ENGINEER	8
R09	3130	ENGINEER, CIVIL	16
S09	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	2
R09	3135	TRANSPORTATION ENGINEER (CIVIL)	4,621
R09	3137	ENGINEER, WATER RESOURCES	307
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	1,100
U09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	2
U09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	21
U09	3185	SENIOR BRIDGE ENGINEER	226
U09	3186	ASSOCIATE BRIDGE ENGINEER	4
S09	3257	SUPERVISING HYDRAULIC ENGINEER	1
S09	3258	SUPERVISING ENGINEER WATER RESOURCES	98
R09	3260	SENIOR HYDRAULIC ENGINEER	8
S09	3261	SENIOR ENGINEER WATER RESOURCES	208
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	16
S09	3332	DISTRICT STRUCTURAL ENGINEER	44
R09	3336	SENIOR STRUCTURAL ENGINEER	105
R09	3345	STRUCTURAL ENGINEERING ASSOCIATE	0
S09	4003	SUPERVISOR, HEALTH FACILITIES REVIEW	9
R09	4019	PROJECT DIRECTOR I	27
R09	4020	PROJECT DIRECTOR II	46
S09	4023	PROJECT DIRECTOR III	15
R09	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	2
R09	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES	5
R09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)	0
Total Classes: 30			6,908

Note: Employee counts are from March 2020.

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	6
S09	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	25
R09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	42
R09	3726	HAZARDOUS SUBSTANCES ENGINEER	96
R09	3735	AIR RESOURCES ENGINEER	305
S09	3762	AIR RESOURCES SUPERVISOR I	151
S09	3763	AIR RESOURCES SUPERVISOR II	43
R09	3786	WASTE MANAGEMENT ENGINEER	19
U09	3790	SENIOR WASTE MANAGEMENT ENGINEER	7
S09	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	1
S09	3821	SUPERVISING SANITARY ENGINEER	5
S09	3822	SENIOR SANITARY ENGINEER	25
R09	3825	ASSOCIATE SANITARY ENGINEER	52
U09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	96
R09	3846	WATER RESOURCE CONTROL ENGINEER	452
R09	3848	SANITARY ENGINEER	20
S09	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	29
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			1,403

Note: Employee counts are from March 2020.

Electrical Engineers

SOC Code: 17-2071

CBID	Class Code	Class Title	Employee Count
R09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)	6
S09	3002	SENIOR ELECTRICAL ENGINEER, CALTRANS (SUPERVISOR)	2
R09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	15
S09	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	66
S09	3165	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	4
R09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	1
S09	3412	SENIOR ELECTRONIC ENGINEER, CALTRANS	2
S09	3599	SUPERVISING ELECTRICAL ENGINEER	2
R09	3600	SENIOR ELECTRICAL ENGINEER	26
R09	3603	ASSOCIATE ELECTRICAL ENGINEER	8
S09	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	1
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	498
S09	3610	SENIOR ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	1
R09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	4
R09	3613	ELECTRICAL ENGINEER	37
S09	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	24
S09	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)	25
R09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)	24
R09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER	35
Total Classes: 19			781

Environmental Scientists and Specialists, Including Health

SOC Code: 19-2041

CBID	Class Code	Class Title	Employee Count
S10	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	198
R10	0757	INTEGRATED WASTE MANAGEMENT SPECIALIST	12
S10	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	0
R10	0762	ENVIRONMENTAL SCIENTIST	1,544
S10	0764	SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)	429
R10	0765	SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)	603
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	26
R10	3529	HAZARDOUS MATERIALS SPECIALIST	3
R10	5579	RESEARCH SCIENTIST I (PHYSICAL/ENGINEERING SCIENCES)	0
R10	5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)	2
R10	5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)	7
R10	5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)	1
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			2,831

Note: Employee counts are from March 2020.

Epidemiologists

SOC Code: 19-1041

CBID	Class Code	Class Title	Employee Count
R10	0563	SENIOR PUBLIC HEALTH BIOLOGIST	6
R10	0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST	4
R10	0565	ASSISTANT PUBLIC HEALTH BIOLOGIST	0
R10	5577	RESEARCH SCIENTIST I (EPIDEMIOLOGY/BIOSTATISTICS)	30
R10	5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTICS)	44
R10	5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATISTICS)	70
R10	5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)	4
R10	5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)	1
S10	5643	RESEARCH SCIENTIST SUPERVISOR I(EPIDEMIOLOGY/BIOSTATISTICS)	26
S10	5651	RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIOSTATISTICS)	14
S10	7962	SUPERVISING PUBLIC HEALTH BIOLOGIST	3
Total Classes: 11			202

Note: Employee counts are from March 2020.

Chemists

SOC Code: 19-2031

CBID	Class Code	Class Title	Employee Count
R10	5576	RESEARCH SCIENTIST I (CHEMICAL SCIENCES)	27
R10	5581	RESEARCH SCIENTIST II (CHEMICAL SCIENCES)	47
R10	5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)	32
R10	5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)	6
R10	5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)	0
S10	5638	RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES)	17
S10	5650	RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES)	8
S10	8044	CHIEF BRANCH PUBLIC HEALTH LABORATORY	0
R10	8057	SPECTROSCOPIST	0
R10	8060	CHEMIST	9
R10	8068	STAFF CHEMIST	5
S10	8070	SUPERVISING CHEMIST	2
Total Classes: 12			153

Note: Employee counts are from March 2020.

Highway Maintenance Workers

SOC Code: 47-4051

CBID	Class Code	Class Title	Employee Count
R12	3712	SERVICE ASSISTANT (MAINTENANCE), CALTRANS	2
R12	6285	CALTRANS HIGHWAY MAINTENANCE LEADWORKER	423
R12	6286	CALTRANS EQUIPMENT OPERATOR II	1,788
R12	6287	CALTRANS HIGHWAY MAINTENANCE WORKER	605
R12	6296	CALTRANS LANDSCAPE MAINTENANCE LEADWORKER	92
R12	6297	CALTRANS LANDSCAPE MAINTENANCE WORKER	446
R12	6890	CALTRANS EQUIPMENT OPERATOR I	148
Total Classes: 7			3,504

Note: Employee counts are from March 2020.

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	1
R12	5058	PARK MAINTENANCE WORKER I (ANGEL ISLAND)	0
R12	5125	TELECOMMUNICATIONS FACILITIES TECHNICIAN I, CALIFORNIA HIGHWAY PATROL	2
R12	5126	TELECOMMUNICATIONS FACILITIES TECHNICIAN II, CALIFORNIA HIGHWAY PATROL	8
R12	6215	BUILDING MAINTENANCE WORKER	59
R12	6216	BUILDING MAINTENANCE WORKER -CORRECTIONAL FACILITY-	8
R12	6265	UTILITY CRAFTSWORKER, WATER RESOURCES	148
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	139
R12	6768	PARK MAINTENANCE WORKER II	26
R12	6940	MAINTENANCE MECHANIC	210
R12	6941	MAINTENANCE MECHANIC -CORRECTIONAL FACILITY-	245
R12	7215	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MAINTENANCE + REPAIR)	49
Total Classes: 17			908

Note: Employee counts are from March 2020.

Stockers and Order Fillers

SOC Code: 53-7065

CBID	Class Code	Class Title	Employee Count
R12	1506	MATERIALS AND STORES SPECIALIST	137
R12	1508	MATERIALS AND STORES SUPERVISOR I -CORRECTIONAL FACILITY-	703
Total Classes: 2			840

Note: Employee counts are from March 2020.

Mobile Heavy Equipment Mechanics, Except Engines

SOC Code: 49-3042

CBID	Class Code	Class Title	Employee Count
R12	3713	CALTRANS HEAVY EQUIPMENT MECHANIC	321
R12	3714	HEAVY EQUIPMENT MECHANIC APPRENTICE, CALTRANS	17
R12	6826	HEAVY EQUIPMENT MECHANIC (CORRECTIONAL FACILITY)	89
R12	6831	CALTRANS HEAVY EQUIPMENT MECHANIC LEADWORKER	42
R12	6834	HEAVY EQUIPMENT MECHANIC	116
Total Classes: 5			585

Note: Employee counts are from March 2020.

Electricians

SOC Code: 47-2111

CBID	Class Code	Class Title	Employee Count
R12	6532	ELECTRICIAN II	22
R12	6533	ELECTRICIAN I	58
R12	6534	ELECTRICIAN III (CORRECTIONAL FACILITY)	33
R12	6538	ELECTRICIAN II -CORRECTIONAL FACILITY-	123
R12	6540	MUSEUM ELECTRICIAN	0
R12	6924	CALTRANS ELECTRICIAN II	226
R12	6938	CALTRANS ELECTRICIAN I	58
R12	6939	CALTRANS ELECTRICAL TECHNICIAN	5
Total Classes: 8			525

Note: Employee counts are from March 2020.

Painters, Construction and Maintenance

SOC Code: 47-2141

CBID	Class Code	Class Title	Employee Count
R12	6514	LEAD STRUCTURAL STEEL PAINTER	27
R12	6517	STRUCTURAL STEEL PAINTER	79
R12	6519	STRUCTURAL STEEL PAINTER APPRENTICE	24
R12	6521	PAINTER III (CORRECTIONAL FACILITY)	32
R12	6524	PAINTER II -CORRECTIONAL FACILITY-	85
R12	6525	PAINTER II	3
R12	6526	PAINTER I	64
Total Classes: 7			314

Note: Employee counts are from March 2020.

Landscaping and Groundskeeping Workers

SOC Code: 37-3011

CBID	Class Code	Class Title	Employee Count
R12	0715	PARK LANDSCAPE MAINTENANCE TECHNICIAN	1
R12	0718	LEAD GROUNDSKEEPER I (CORRECTIONAL FACILITY)	7
R12	0719	SUPERVISING GROUNDSKEEPER I	8
R12	0720	LEAD GROUNDSKEEPER -CORRECTIONAL FACILITY-	20
R12	0725	LEAD GROUNDSKEEPER	22
R12	0731	GROUNDSKEEPER	142
R12	0743	GROUNDSKEEPER -CORRECTIONAL FACILITY-	74
R12	9994	SERVICE ASSISTANT (MAINTENANCE)	1
Total Classes: 8			275

Note: Employee counts are from March 2020.

Stationary Engineers & Boiler Operators

SOC Code: 51-8021

CBID	Class Code	Class Title	Employee Count
R13	6698	CHIEF ENGINEER I	34
S13	6699	CHIEF ENGINEER I -CORRECTIONAL FACILITY-	63
R13	6712	STATIONARY ENGINEER	291
R13	6713	STATIONARY ENGINEER (CORRECTIONAL FACILITY)	347
R13	6717	STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)	4
Total Classes: 5			739

Note: Employee counts are from March 2020.

Water & Wastewater Treatment Plant & System Operators

SOC Code: 51-8031

CBID	Class Code	Class Title	Employee Count
R13	6191	WATER AND SEWAGE PLANT OPERATOR, DEPARTMENT OF FORESTRY AND FIRE PROTECTION (SAFETY)	26
R13	6723	WATER AND SEWAGE PLANT SUPERVISOR	29
R13	6724	WATER AND SEWAGE PLANT SUPERVISOR -CORRECTIONAL FACILITY-	88
Total Classes: 3			143

Note: Employee counts are from March 2020.

Psychiatric Technicians

SOC Code: 29-2053

CBID	Class Code	Class Title	Employee Count
R18	7425	PSYCHIATRIC TECHNICIAN ASSISTANT	73
S18	8104	UNIT SUPERVISOR (SAFETY)	199
R18	8226	PSYCHIATRIC TECHNICIAN INSTRUCTOR	15
R18	8229	PSYCHIATRIC TECHNICIAN APPRENTICE	23
R18	8231	SENIOR PSYCHIATRIC TECHNICIAN	24
R18	8232	PSYCHIATRIC TECHNICIAN	168
R18	8233	PRE-LICENSED PSYCHIATRIC TECHNICIAN	0
R18	8236	PSYCHIATRIC TECHNICIAN ASSISTANT (SAFETY)	408
R18	8238	PSYCHIATRIC TECHNICIAN TRAINEE (SAFETY)	13
R18	8252	SENIOR PSYCHIATRIC TECHNICIAN (SAFETY)	532
R18	8253	PSYCHIATRIC TECHNICIAN (SAFETY)	4,182
R18	8254	PRE-LICENSED PSYCHIATRIC TECHNICIAN (SAFETY)	60
Total Classes: 12			5,697

Note: Employee counts are from March 2020.

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 2	3,930	1,772	0.1%	3.0%	9.1%	28.0%	8.5%	14.9%	63.6%
Bargaining Unit 9	10,543	1,826	2.5%	2.1%	11.7%	28.7%	9.1%	14.3%	68.5%
Bargaining Unit 10	3,259	1,811	0.8%	0.5%	12.4%	28.0%	9.5%	13.6%	64.7%
Bargaining Unit 12	9,784	1,905	9.8%	1.9%	19.3%	25.8%	9.8%	14.6%	81.1%
Bargaining Unit 13	854	1,935	10.5%	6.2%	15.5%	23.9%	7.0%	14.7%	77.8%
Bargaining Unit 18	5,479	2,175	25.5%	1.1%	20.7%	19.9%	5.5%	15.1%	87.9%

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

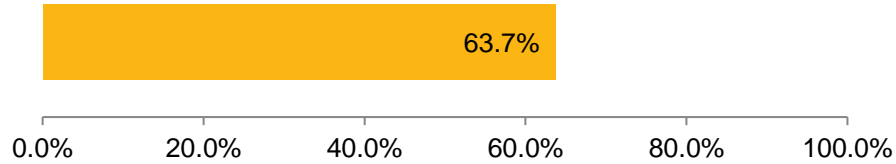
Benefit Percentage Summary Sheet

23-1011 - Lawyers

Benefit Percentage

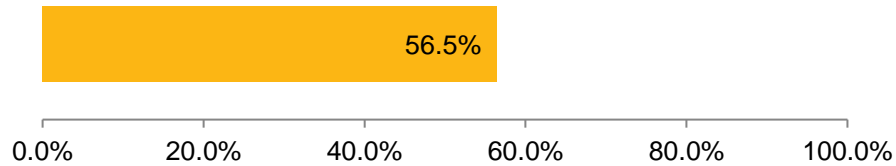
State of California

Average of all rank-and-file and supervisory employees associated with Unit 2



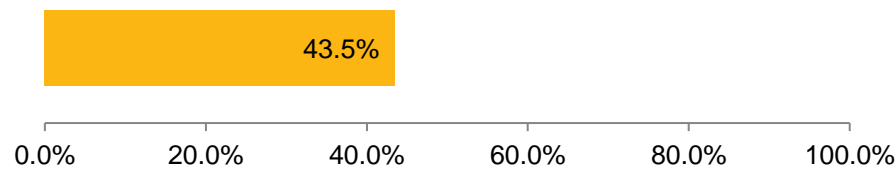
Local Government

Professional, and related, excluding Education, training, and library occupations



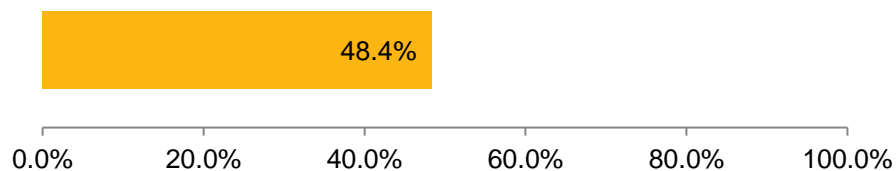
Private Sector (500+ Employees)

Professional and Related Occupations



Federal Government

Federal Equivalent To Unit 2 Occupations In 2020 Report



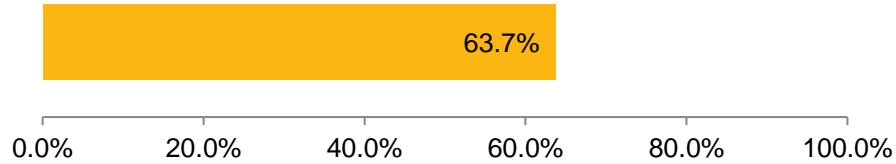
Benefit Percentage Summary Sheet

23-1021 - Administrative Law Judges, Adjudicators, & Hearing Officers

Benefit Percentage

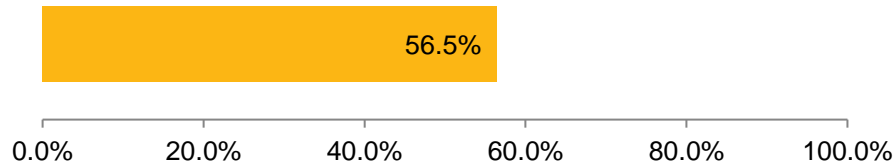
State of California

Average of all rank-and-file and supervisory employees associated with Unit 2



Local Government

Professional, and related, excluding Education, training, and library occupations



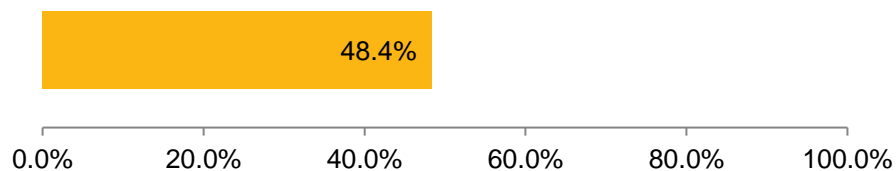
Private Sector (500+ Employees)

N/A



Federal Government

Federal Equivalent To Unit 2 Occupations In 2020 Report



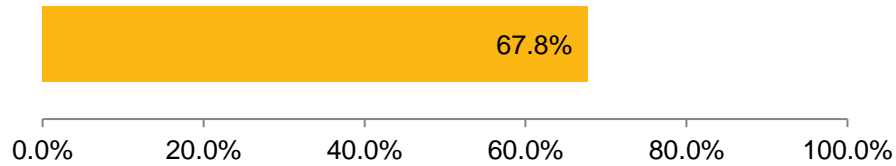
Benefit Percentage Summary Sheet

17-2051 - Civil Engineers

Benefit Percentage

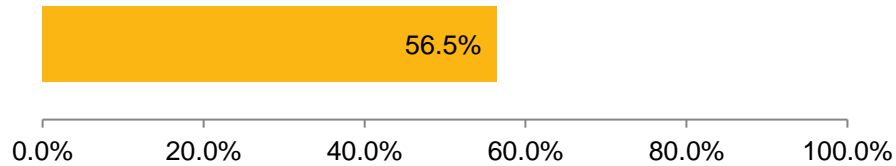
State of California

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



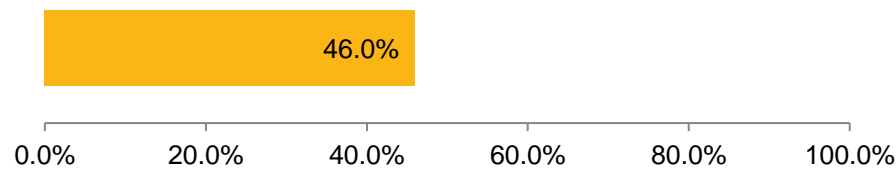
Local Government

Professional, and related, excluding Education, training, and library occupations



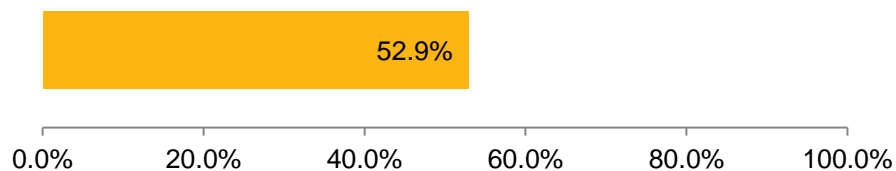
Private Sector (500+ Employees)

Architecture and Engineering Occupations



Federal Government

Federal Equivalent To Unit 9 Occupations In 2020 Report



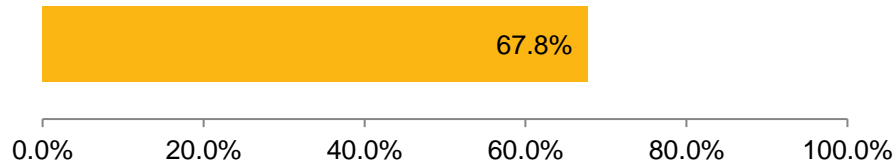
Benefit Percentage Summary Sheet

17-2081 - Environmental Engineers

Benefit Percentage

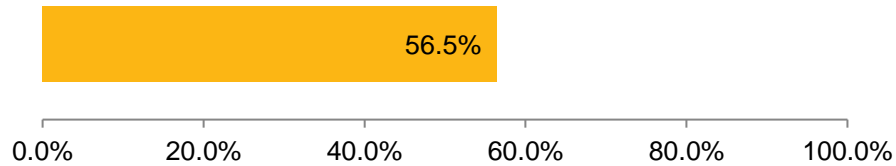
State of California

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



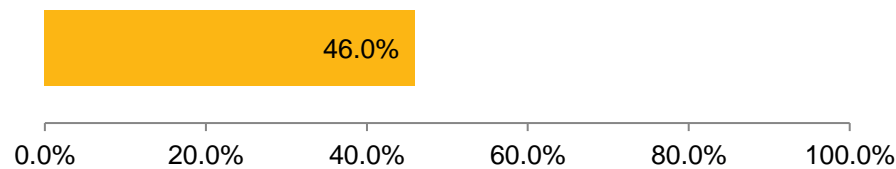
Local Government

Professional, and related, excluding Education, training, and library occupations



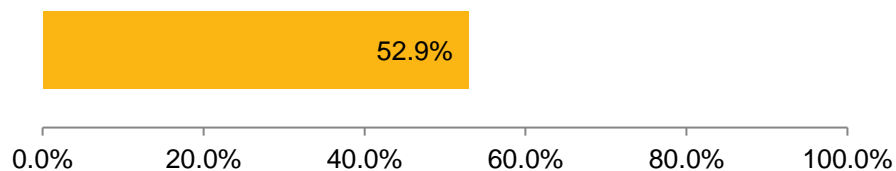
Private Sector (500+ Employees)

Architecture and Engineering Occupations



Federal Government

Federal Equivalent To Unit 9 Occupations In 2020 Report



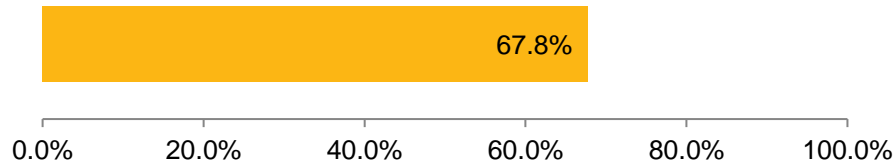
Benefit Percentage Summary Sheet

17-2071 - Electrical Engineers

■ Benefit Percentage

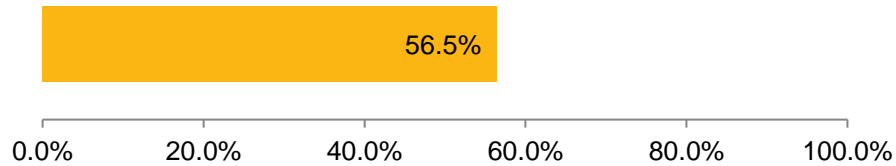
State of California

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



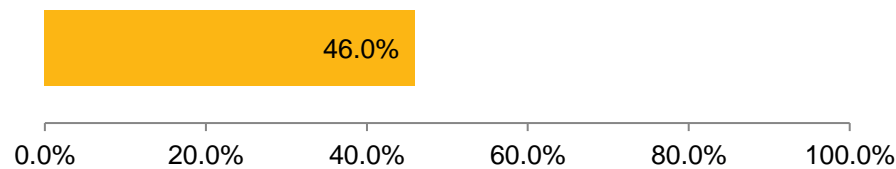
Local Government

Professional, and related, excluding Education, training, and library occupations



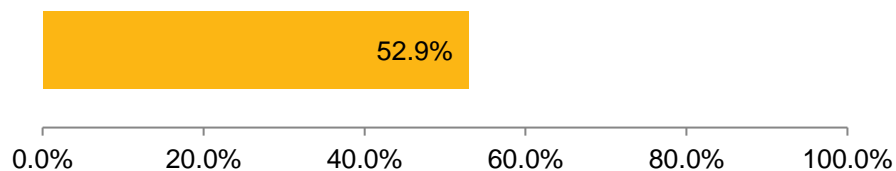
Private Sector (500+ Employees)

Architecture and Engineering Occupations



Federal Government

Federal Equivalent To Unit 9 Occupations In 2020 Report



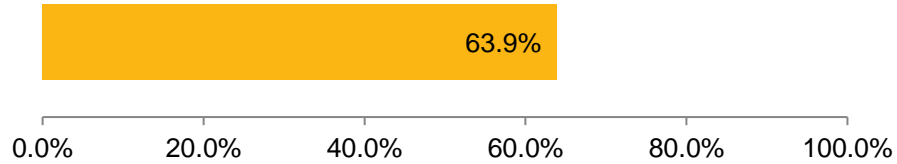
Benefit Percentage Summary Sheet

19-2041 - Environmental Scientists and Specialists, Including Health

Benefit Percentage

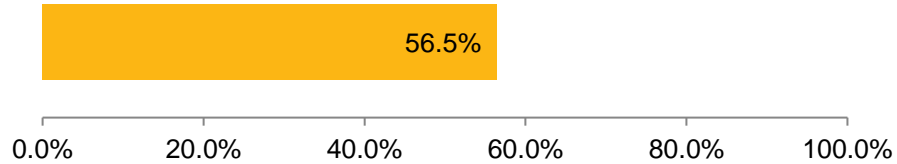
State of California

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



Local Government

Professional, and related, excluding Education, training, and library occupations



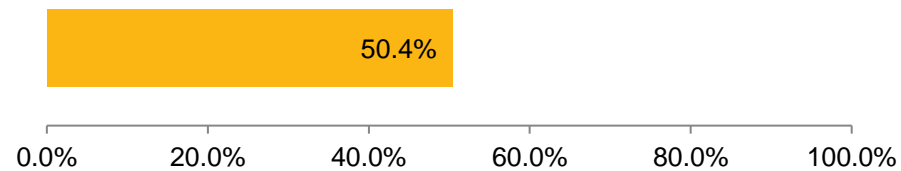
Private Sector (500+ Employees)

N/A



Federal Government

Federal Equivalent To Unit 10 Occupations In 2020 Report



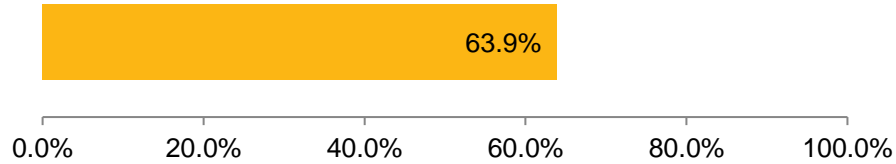
Benefit Percentage Summary Sheet

19-1041 - Epidemiologists

Benefit Percentage

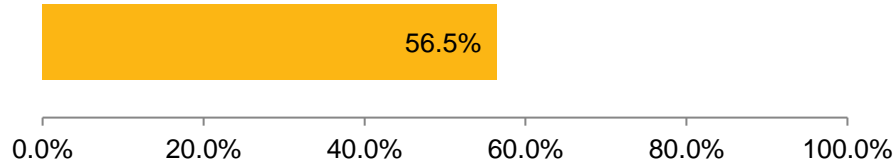
State of California

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



Local Government

Professional, and related, excluding Education, training, and library occupations



Private Sector (500+ Employees)

N/A



Federal Government

N/A



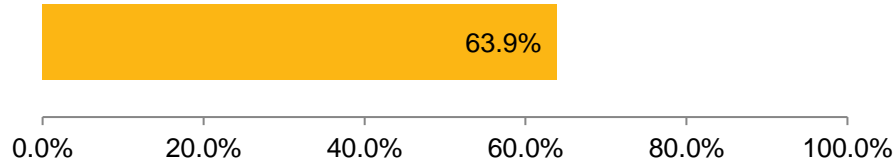
Benefit Percentage Summary Sheet

19-2031 - Chemists

Benefit Percentage

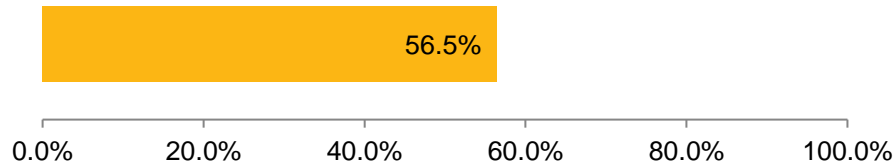
State of California

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



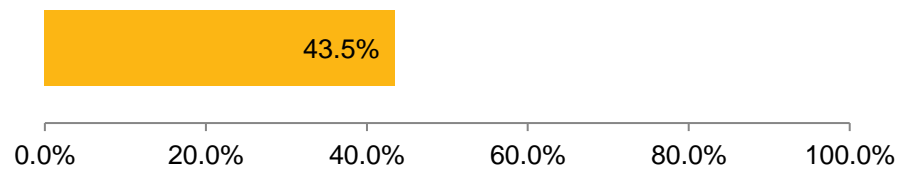
Local Government

Professional, and related, excluding Education, training, and library occupations



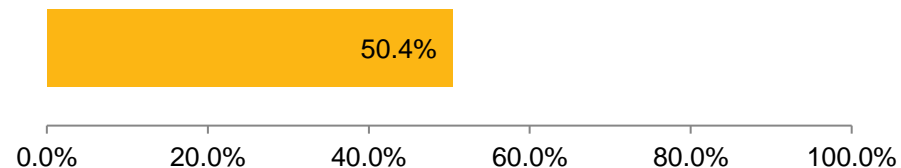
Private Sector (500+ Employees)

Professional and Related Occupations



Federal Government

Federal Equivalent To Unit 10 Occupations In 2020 Report



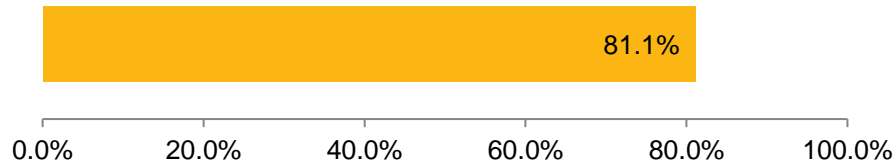
Benefit Percentage Summary Sheet

47-4051 - Highway Maintenance Workers

■ Benefit Percentage

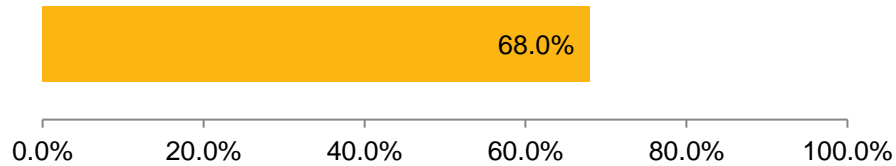
State of California

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



Local Government

Construction and Extraction Occupations



Private Sector (500+ Employees)

N/A



Federal Government

N/A



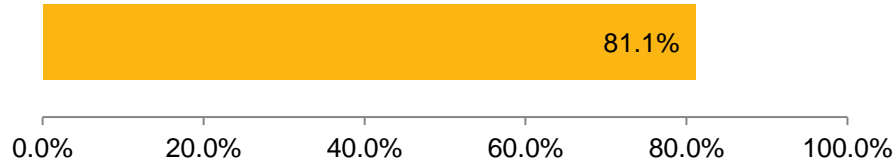
Benefit Percentage Summary Sheet

49-9071 - Maintenance and Repair Workers, General

Benefit Percentage

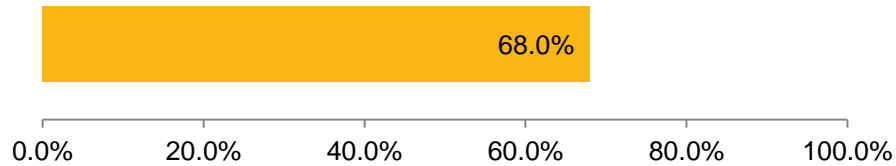
State of California

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



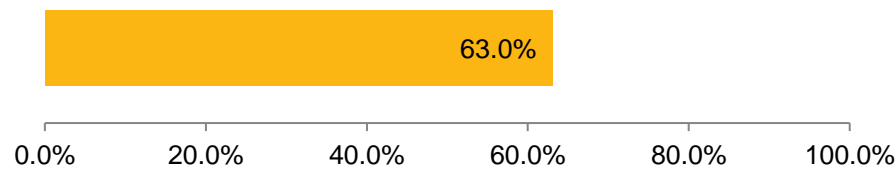
Local Government

Installation, Maintenance, and Repair Occupations



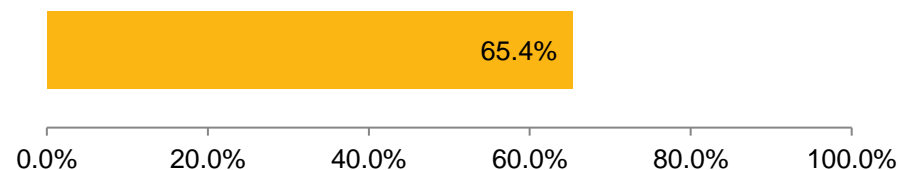
Private Sector (500+ Employees)

Installation, Maintenance, and Repair Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



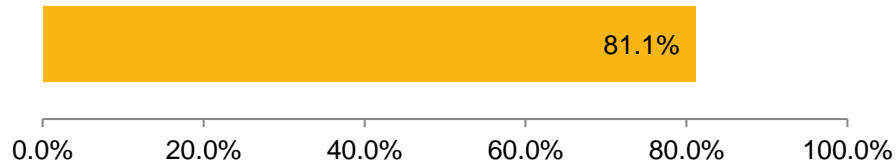
Benefit Percentage Summary Sheet

53-7065 - Stockers and Order Fillers

■ Benefit Percentage

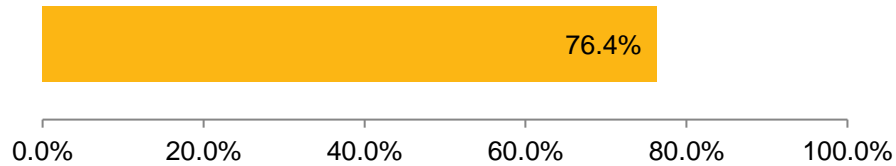
State of California

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



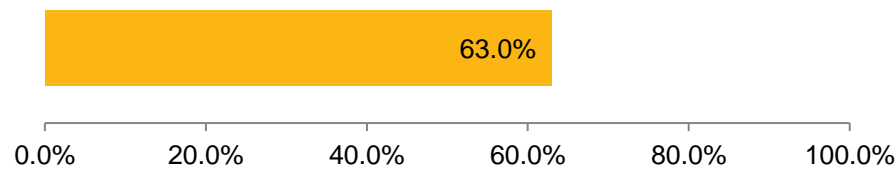
Local Government

Production, Transportation, and Material Moving Occupations



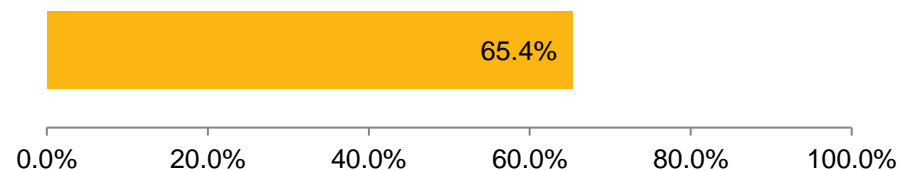
Private Sector (500+ Employees)

Transportation and Material Moving Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



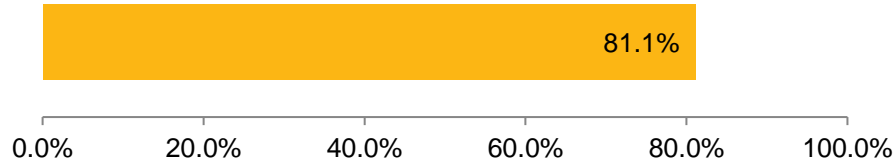
Benefit Percentage Summary Sheet

49-3042 - Mobile Heavy Equipment Mechanics, Except Engines

■ Benefit Percentage

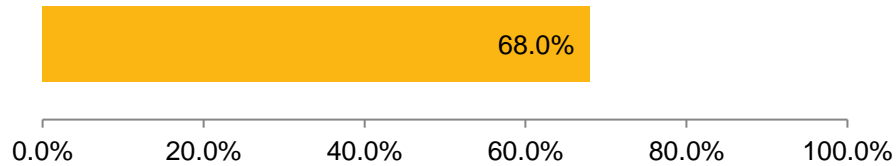
State of California

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



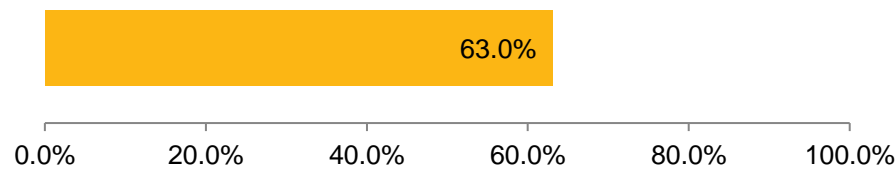
Local Government

Installation, Maintenance, and Repair Occupations



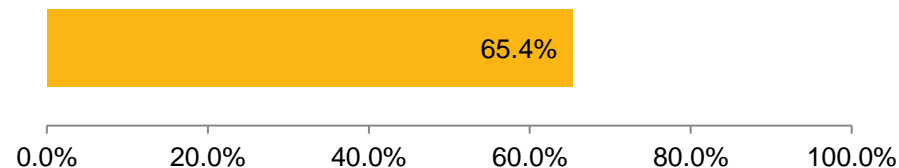
Private Sector (500+ Employees)

Installation, Maintenance, and Repair Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



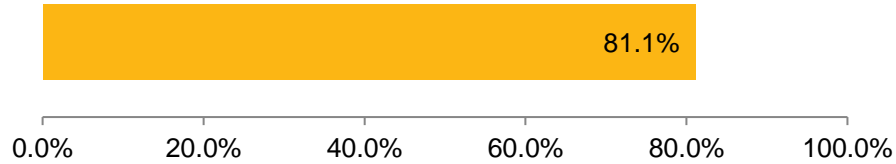
Benefit Percentage Summary Sheet

47-2111 - Electricians

Benefit Percentage

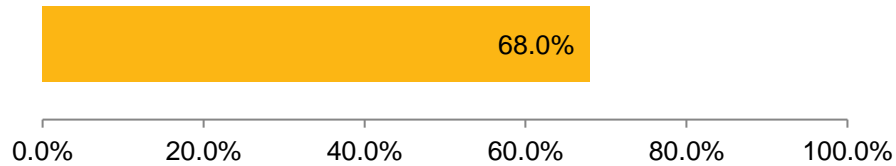
State of California

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



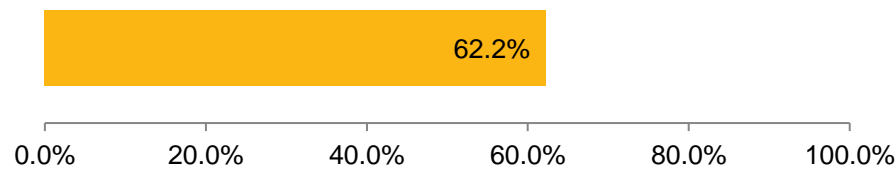
Local Government

Construction and Extraction Occupations



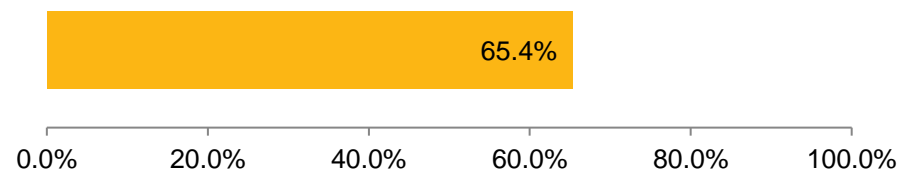
Private Sector (500+ Employees)

Natural Resources, Construction, and Maintenance Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



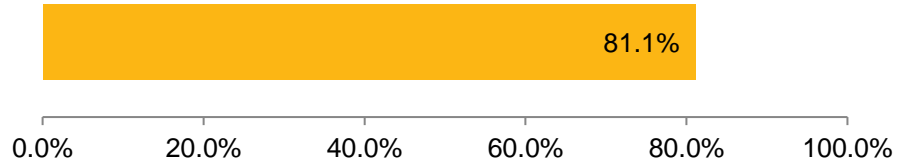
Benefit Percentage Summary Sheet

47-2141 - Painters, Construction and Maintenance

Benefit Percentage

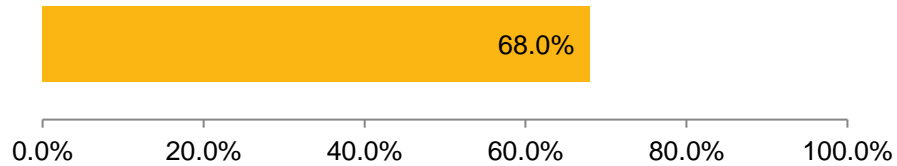
State of California

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



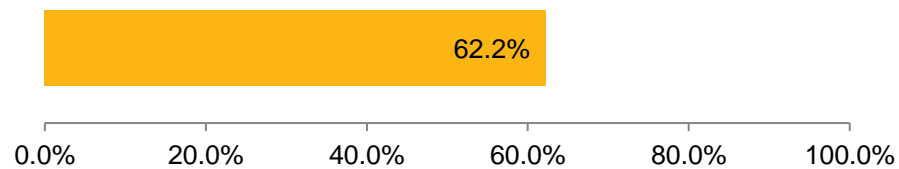
Local Government

Construction and Extraction Occupations



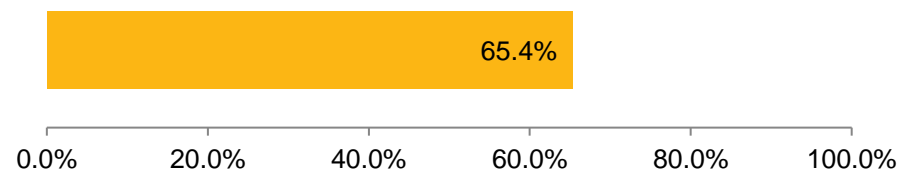
Private Sector (500+ Employees)

Natural Resources, Construction, and Maintenance Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



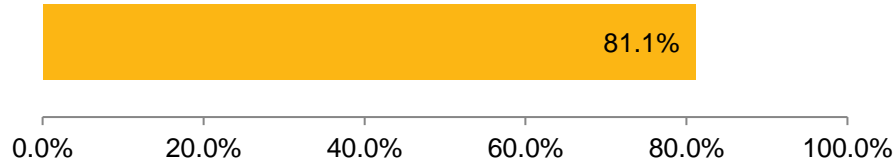
Benefit Percentage Summary Sheet

37-3011 - Landscaping and Groundskeeping Workers

■ Benefit Percentage

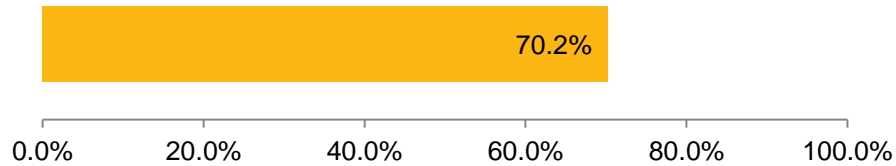
State of California

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



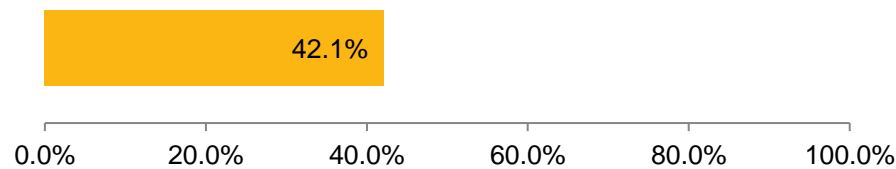
Local Government

Building and Grounds Cleaning and Maintenance Occupations



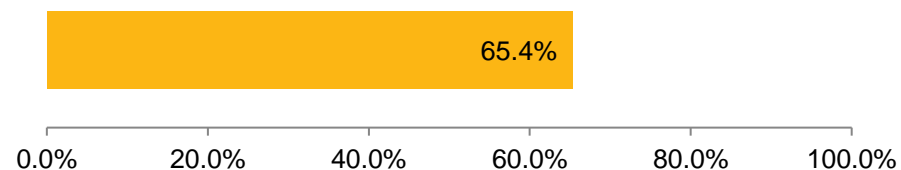
Private Sector (500+ Employees)

Building and Grounds Cleaning and Maintenance Occupations



Federal Government

Federal Equivalent To Unit 12 Occupations In 2020 Report



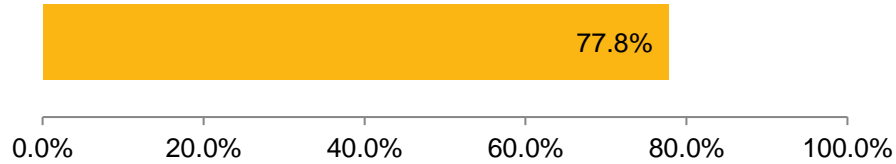
Benefit Percentage Summary Sheet

51-8021 - Stationary Engineers & Boiler Operators

Benefit Percentage

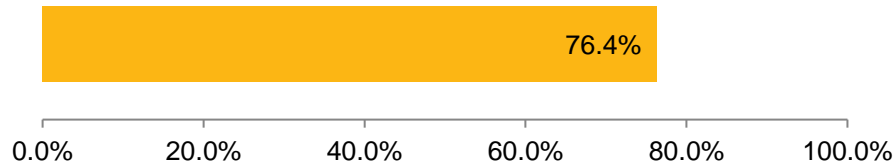
State of California

Average of all rank-and-file employees associated with Unit 13



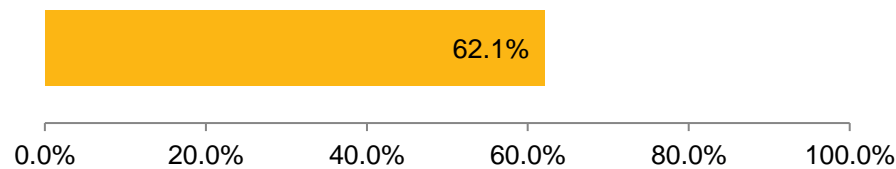
Local Government

Production, Transportation, and Material Moving Occupations



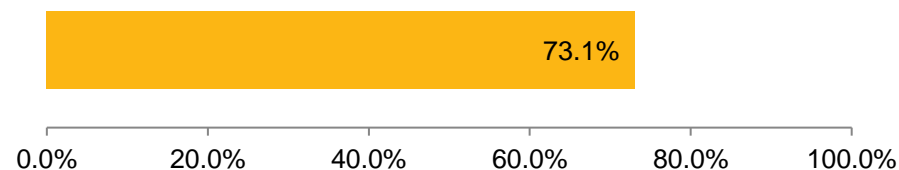
Private Sector (500+ Employees)

Production Occupations



Federal Government

Federal Equivalent To Unit 13 Occupations In 2020 Report



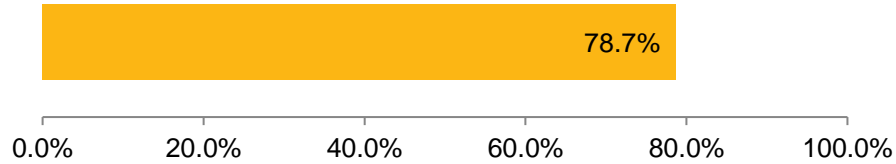
Benefit Percentage Summary Sheet

51-8031 - Water & Wastewater Treatment Plant & System Operators

Benefit Percentage

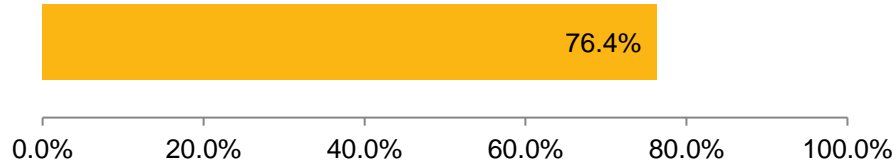
State of California

Average of all rank-and-file and supervisory employees associated with Unit 13



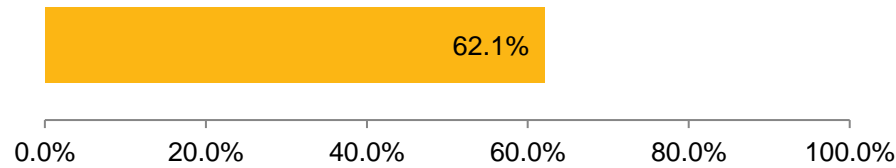
Local Government

Production, Transportation, and Material Moving Occupations



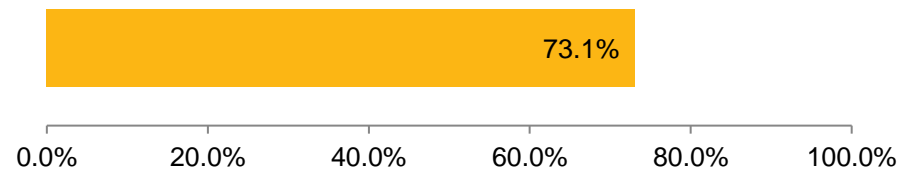
Private Sector (500+ Employees)

Production Occupations



Federal Government

Federal Equivalent To Unit 13 Occupations In 2020 Report



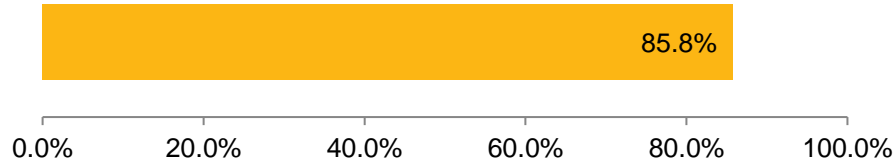
Benefit Percentage Summary Sheet

29-2053 - Psychiatric Technicians

Benefit Percentage

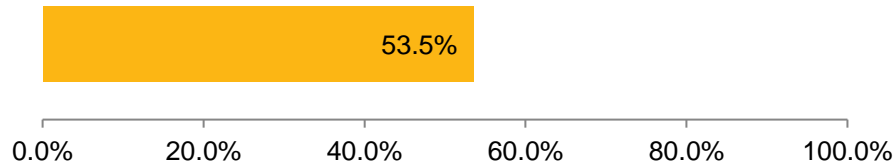
State of California

Average of all rank-and-file and supervisory employees associated with Unit 18



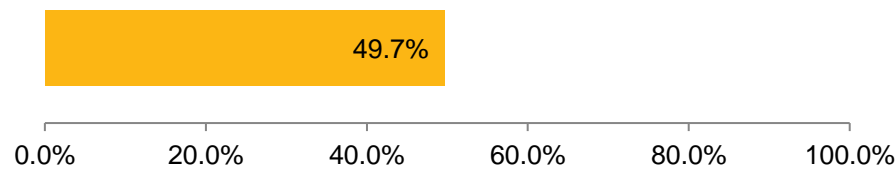
Local Government

Healthcare Practitioners and Technical Occupations



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations



Federal Government

N/A



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 more than 1.5 million employees. Within this system there are currently 47 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	4.8%	14.2%
San Francisco Bay Area	11.9%	22.0%
San Diego County	2.7%	11.9%
Sacramento Area	-	9.0%

Source: 2020 Federal Government Locality Pay Tables¹

¹ 2020 General Schedule (GS) Locality Pay Tables: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/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 16 million Californians working in nonfarm jobs in 2020.³

Table 2: Number of Workers by Employer Group in California

Employer	Number of Workers	Percent of Nonfarm Workers
Private Sector (500+ workers) ⁴	2,581,720	16.0%
Local Government	1,704,800	10.6%
State Government ⁵	236,312	1.5%
Federal Government ⁶	195,900	1.2%

Table 3: Number of Local Government Workers in More Detail

Employer	Number of Workers	Percent of Nonfarm Workers
Local Government Education	903,300	5.6%
Counties	356,400	2.2%
Cities	260,300	1.6%
Special Districts	127,800	0.8%
Indian Tribal Government	57,000	0.4%

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

³ 16,140,500 of nonfarm jobs in 2020, 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 2019 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
2	23-1011	Lawyers	3,462	9,730	5,340	2,630
2	23-1021	Administrative Law Judges	648	390	-	550
9	17-2051	Civil Engineers	6,908	7,610	4,620	800
9	17-2081	Environmental Engineers	1,403	890	240	360
9	17-2071	Electrical Engineers	781	830	6,990	550
10	19-2041	Environmental Scientists	2,831	2,580	-	520
10	19-1041	Epidemiologists	202	380	-	-
10	19-2031	Chemists	153	580	1,820	330
12	47-4051	Highway Maintenance Workers	3,504	2,990	-	-
12	49-9071	Maintenance and Repair Workers	908	19,010	14,590	1,690
12	53-7065	Stockers and Order Fillers	840	4,140	48,800	620
12	49-3042	Mobile Heavy Equipment Mechanics	585	2,050	930	680
12	47-2111	Electricians	525	2,500	10,070	320
12	47-2141	Painters	314	1,230	1,860	250
12	37-3011	Landscaping Workers	275	11,220	5,730	50
13	51-8021	Stationary Engineers	739	980	950	60
13	51-8031	Water Treatment Plant Operators	143	8,670	190	60
18	29-2053	Psychiatric Technicians	5,697	770	410	-

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.^{7 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	\$6,955
Federal Government	\$8,923
State Government	\$10,592

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

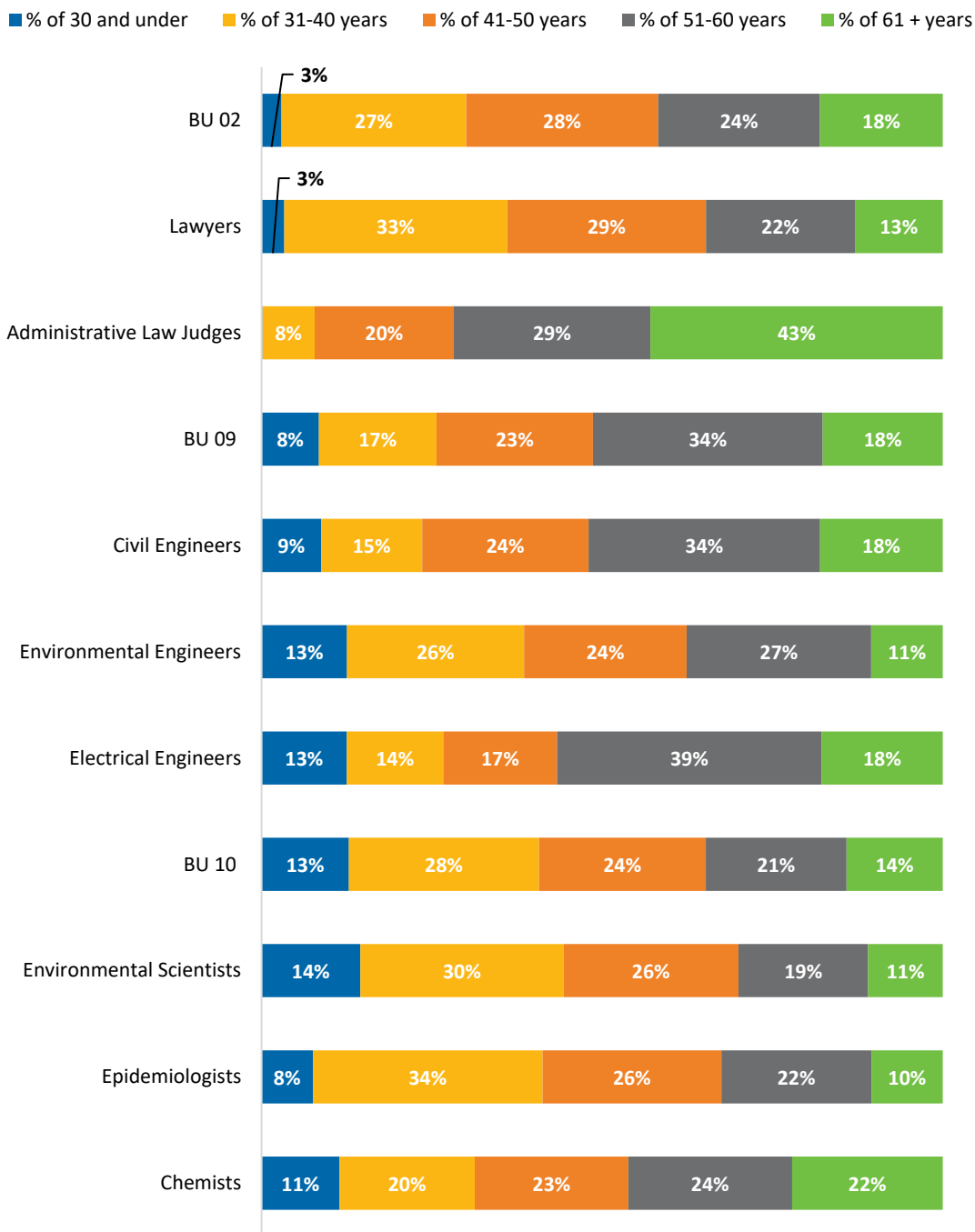
Bargaining Unit	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Unit 2	\$10,138
Unit 9	\$11,433
Unit 10	\$10,523
Unit 12	\$10,045
Unit 13	\$10,579
Unit 18	\$9,376

⁷ Local government and state employee average annual premiums was \$6,955 and \$10,592 in FY 2020-21, according to the California Employer's Retiree Benefit Trust Fund (CERBT) managed by CalPERS. The average cost varies for retired employees associated with each bargaining unit.

⁸ The federal government's average monthly cost for an annuitant's health care premium was \$743.62 as of March 2020 (annualized to \$8,923 for 2020), according to the U.S. Office of Personnel Management.

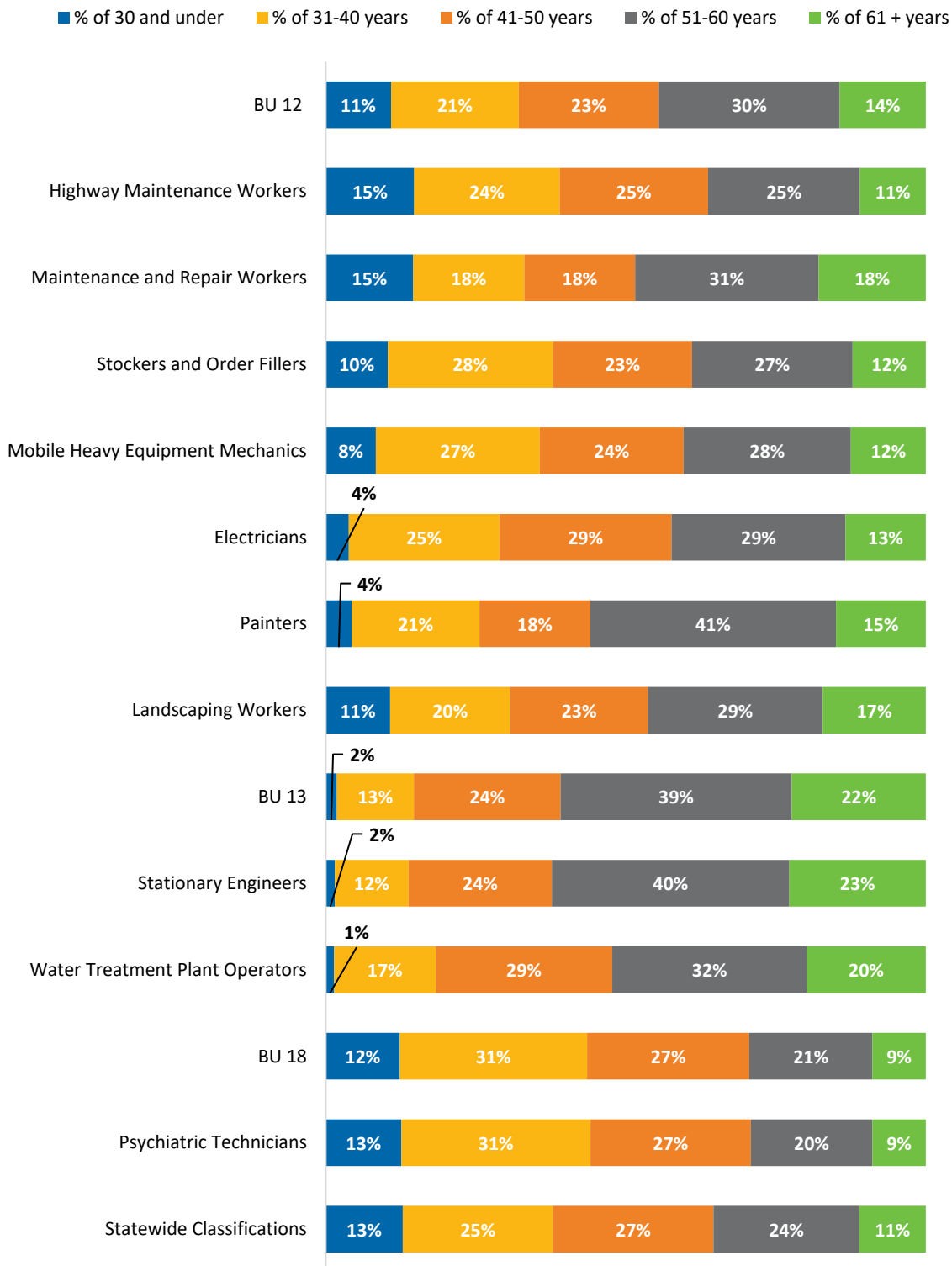
Demographics: Age of State Employees

2020 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.

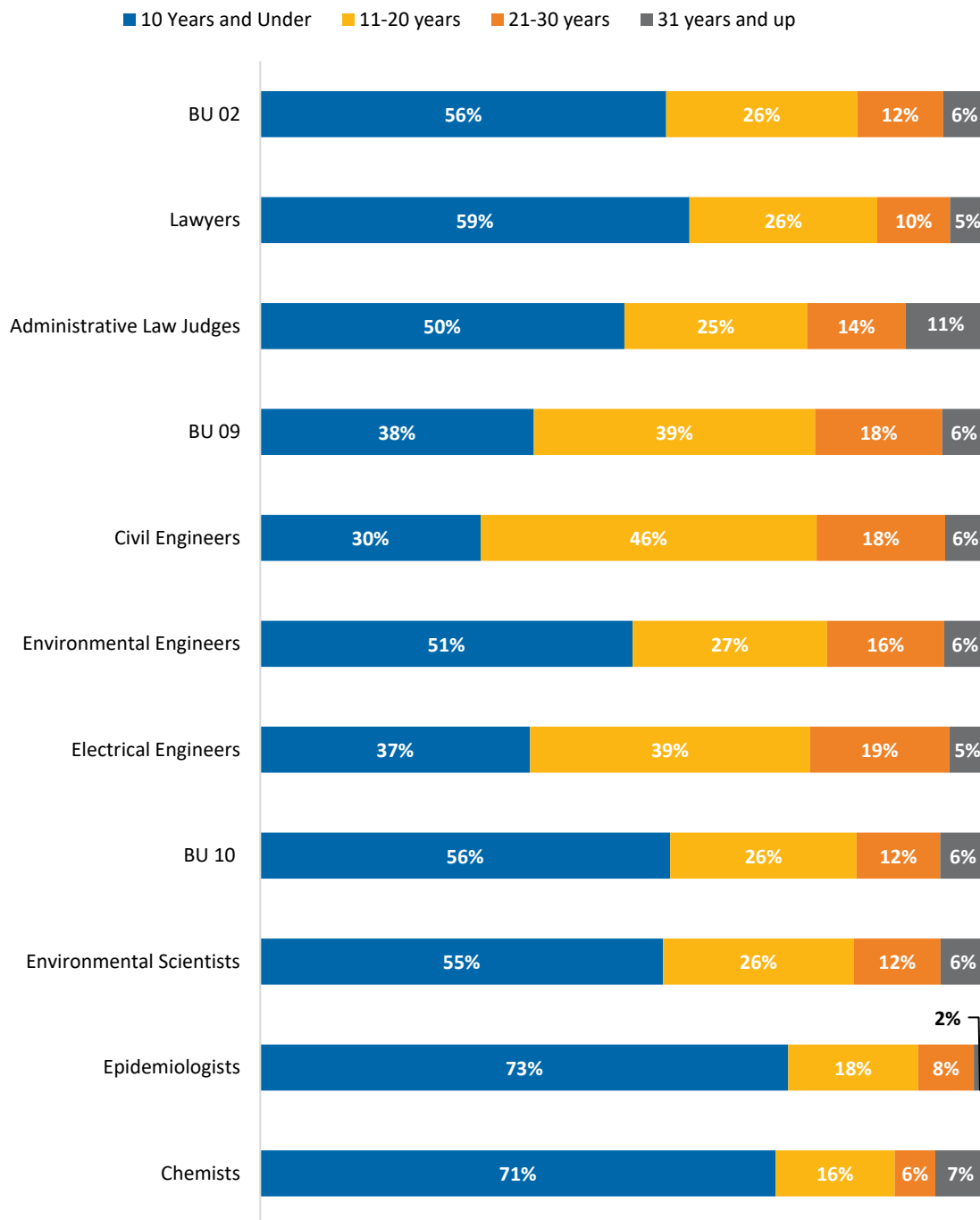
Age of State Employees Continued



* Percentages may not equal 100 due to rounding.

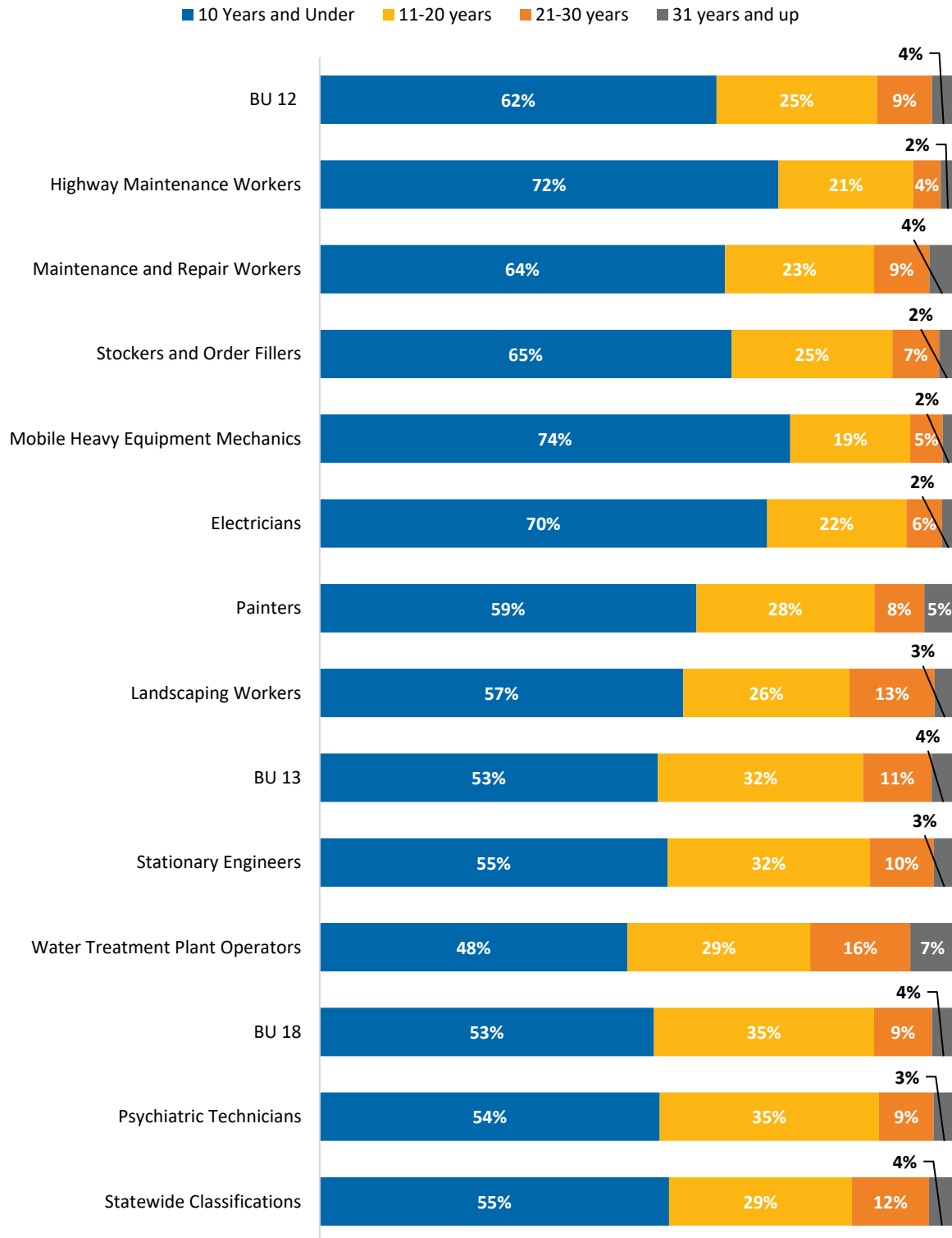
Demographics: Length of State Service

2020 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.

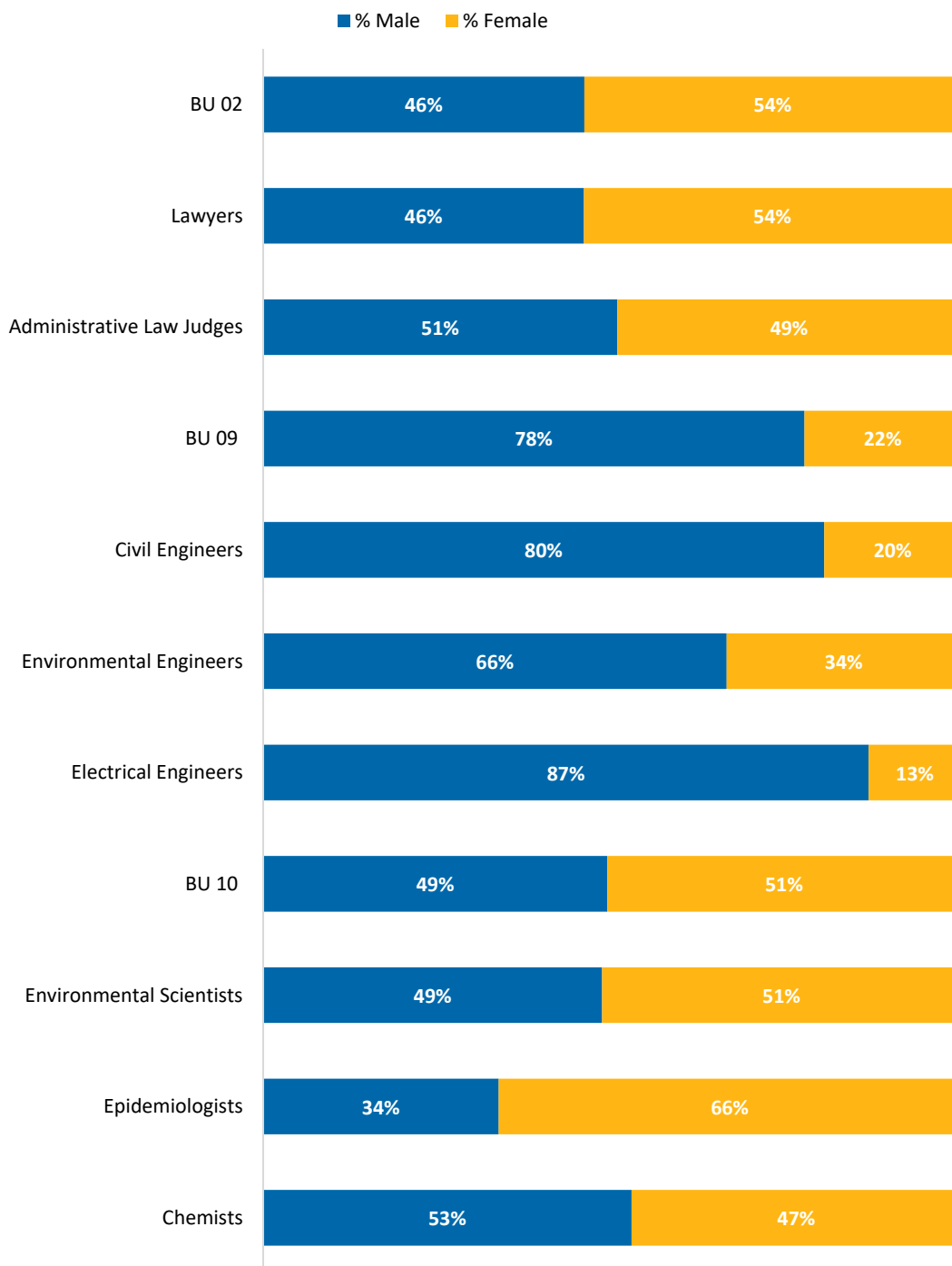
Length of State Service Continued



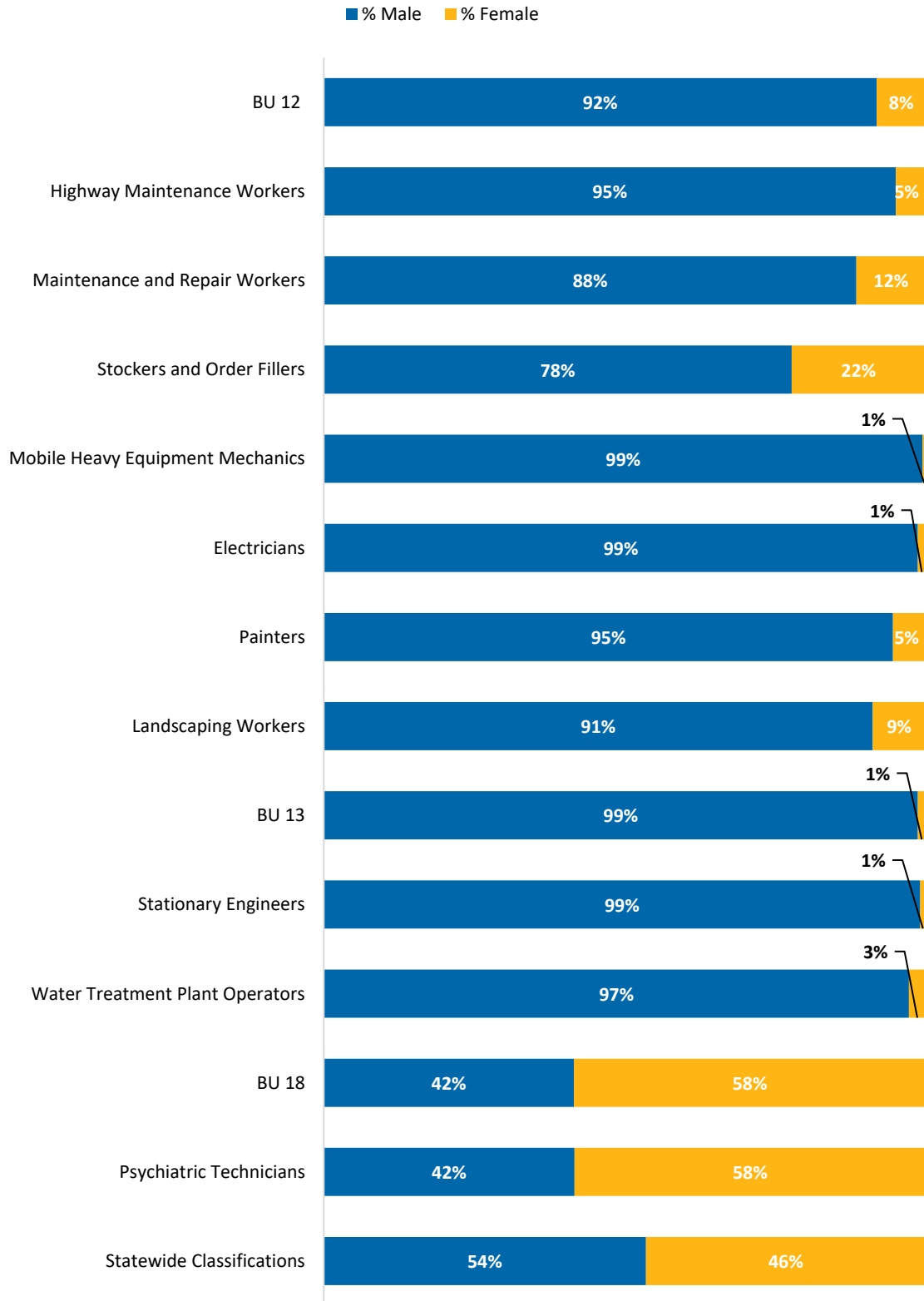
* Percentages may not equal 100 due to rounding.

Demographics: Gender of State Employees

2020 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

2020 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.

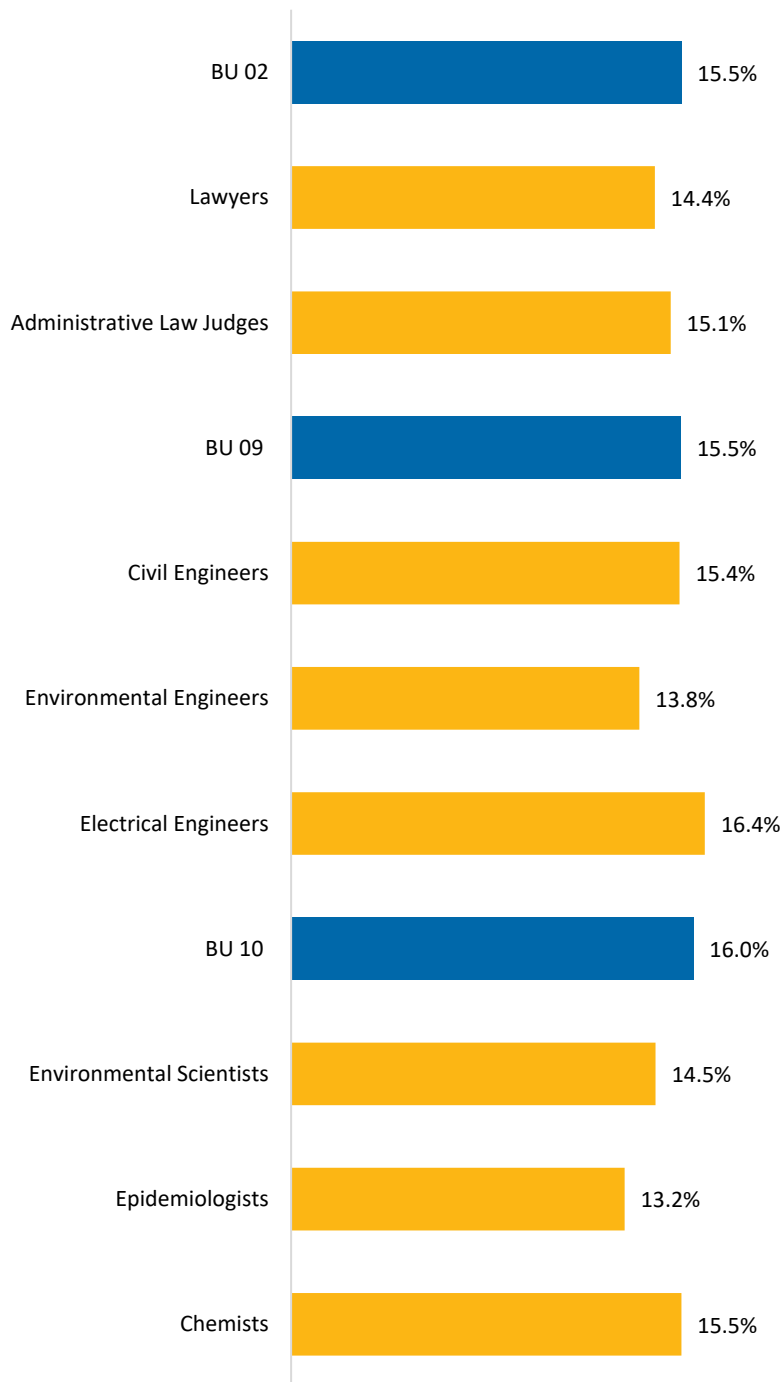
Table 7: 2020 Average Age and Years of State Service at Retirement

Bargaining Unit/Occupation	Average Age	Average Years of State Service
BU 2	63	26
Lawyers	61	28
Administrative Law Judges	65	23
BU 9	60	29
Civil Engineers	60	29
Environmental Engineers	60	29
Electrical Engineers	62	29
BU 10	60	29
Environmental Scientists	60	29
Epidemiologists	57	25
Chemists	63	29
BU 12	60	21
Highway Maintenance Workers	60	23
Maintenance and Repair Workers	59	19
Stockers and Order Fillers	60	19
Mobile Heavy Equipment Mechanics	60	23
Electricians	61	19
Painters	60	23
Landscaping Workers	63	19
BU 13	59	23
Stationary Engineers	60	23
Water Treatment Plant Operators	58	22
BU 18	56	23
Psychiatric Technicians	56	23
All State Employees	58	25

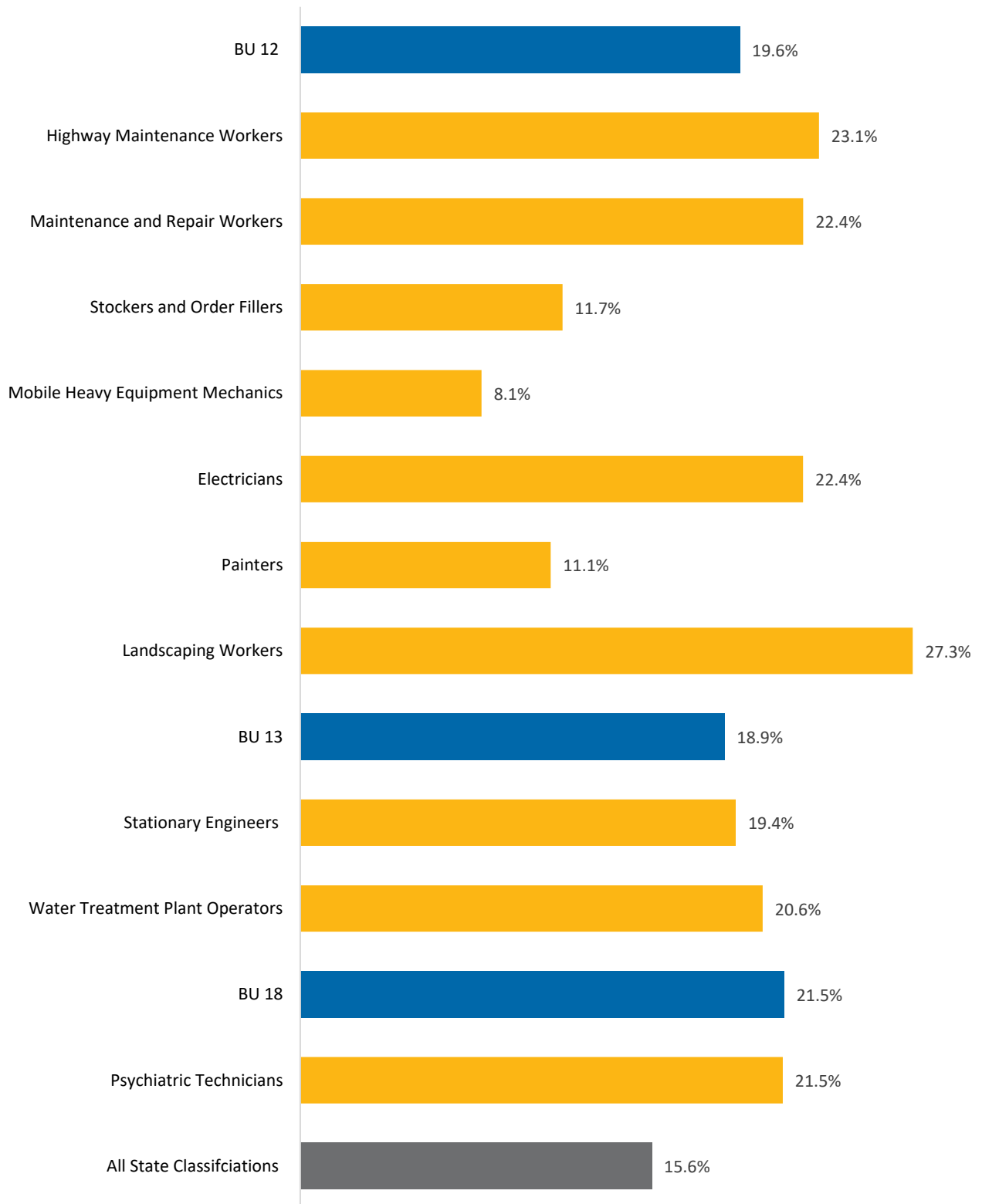
⁹ Average age and years of state service was calculated using the CalHR's Veterans Opportunity in the Workforce and the State (VOWS) data system.

Workforce Data: Vacancy Rate

2020 Percent of Vacant Positions Compared to Full-Time Established Positions Associated with each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

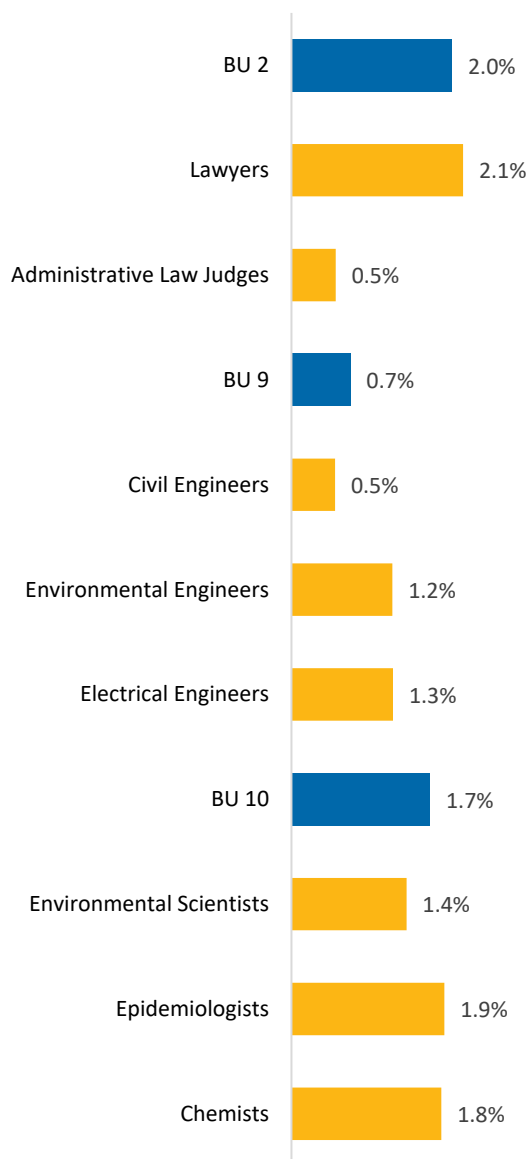


Vacancy Rate Continued



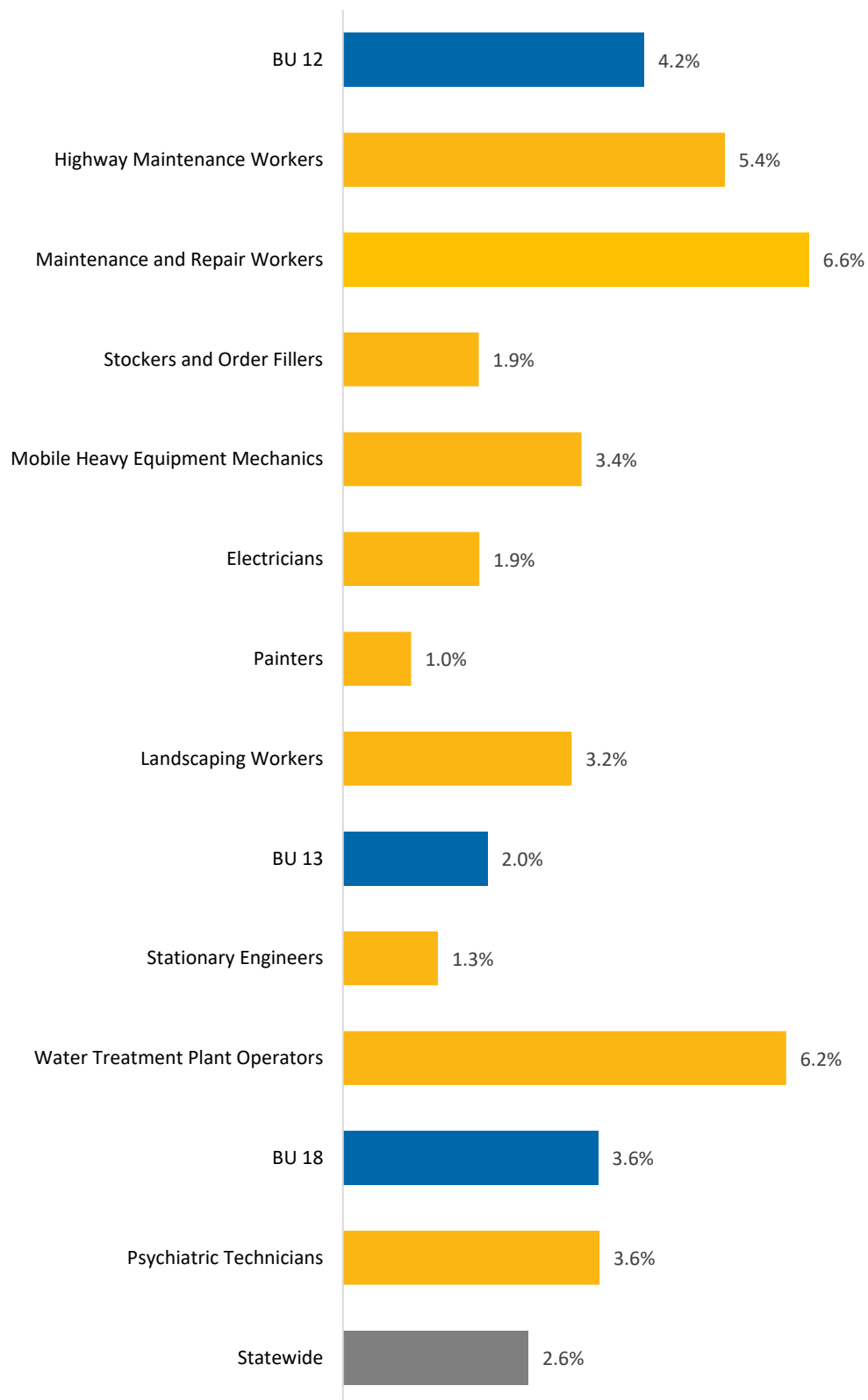
Workforce Data: Voluntary Separation Rate

2020 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



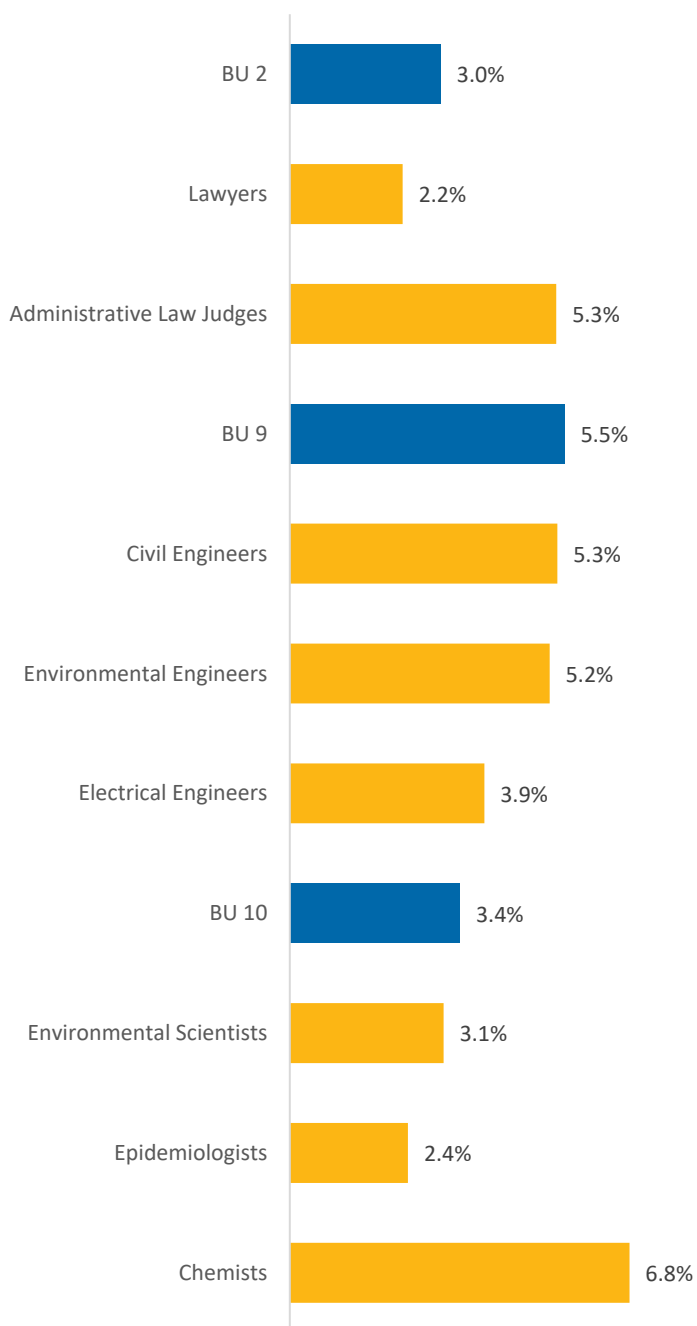
¹⁰ As a benchmark for comparison, voluntary separations, or the “quits rate,” for all state and local government, federal, and private sector workers nationwide is included from the Bureau’s Job Openings and Labor Turnover Survey from January-December 2018, <https://www.bls.gov/jlt/#>. The quits rate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

Voluntary Separation Rate Continued

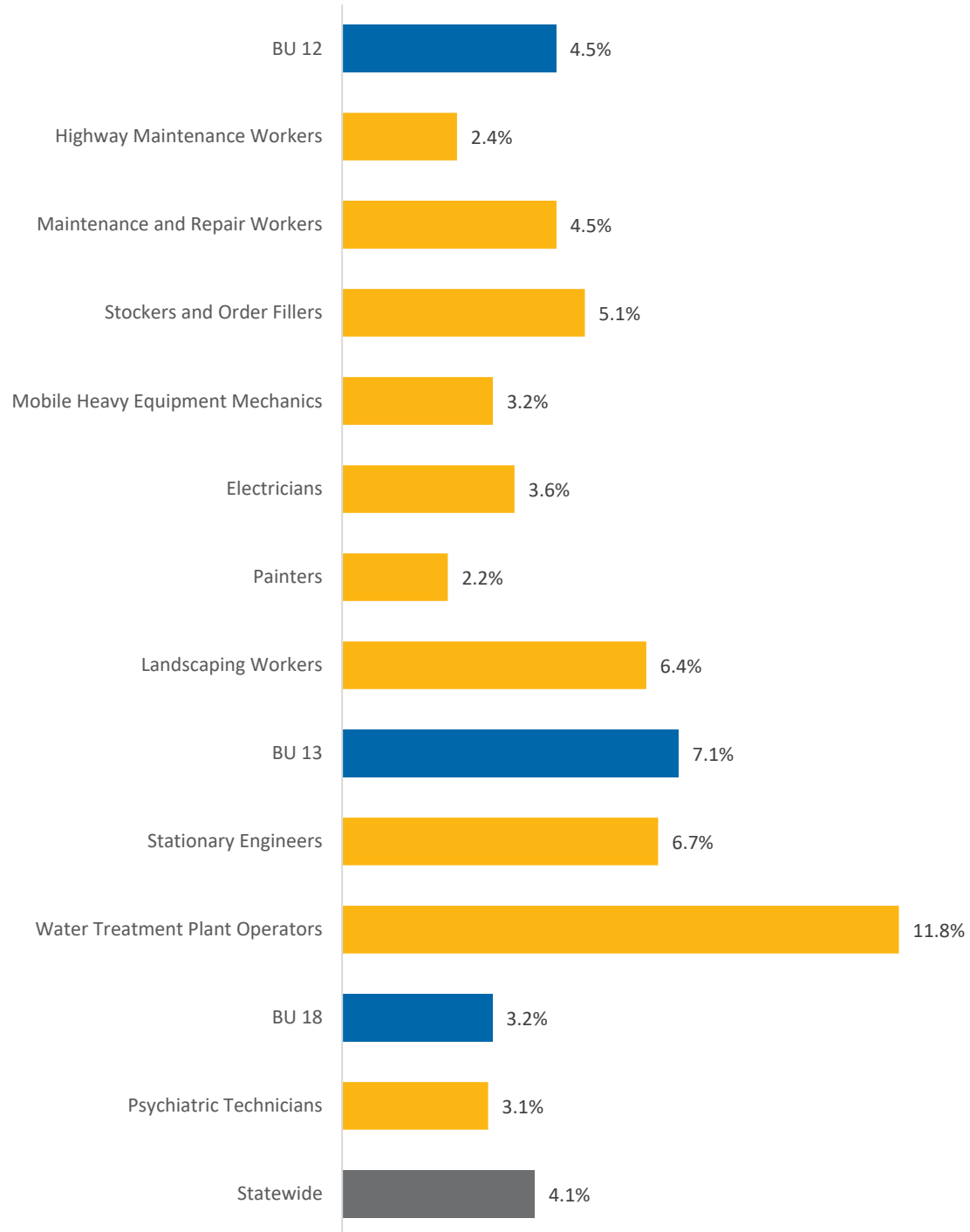


Workforce Data: Retirement Rate

2020 Percent of Service and Disability Retirements Associated with Each Occupation and Bargaining Uni (Rank-and-File and Related Excluded)

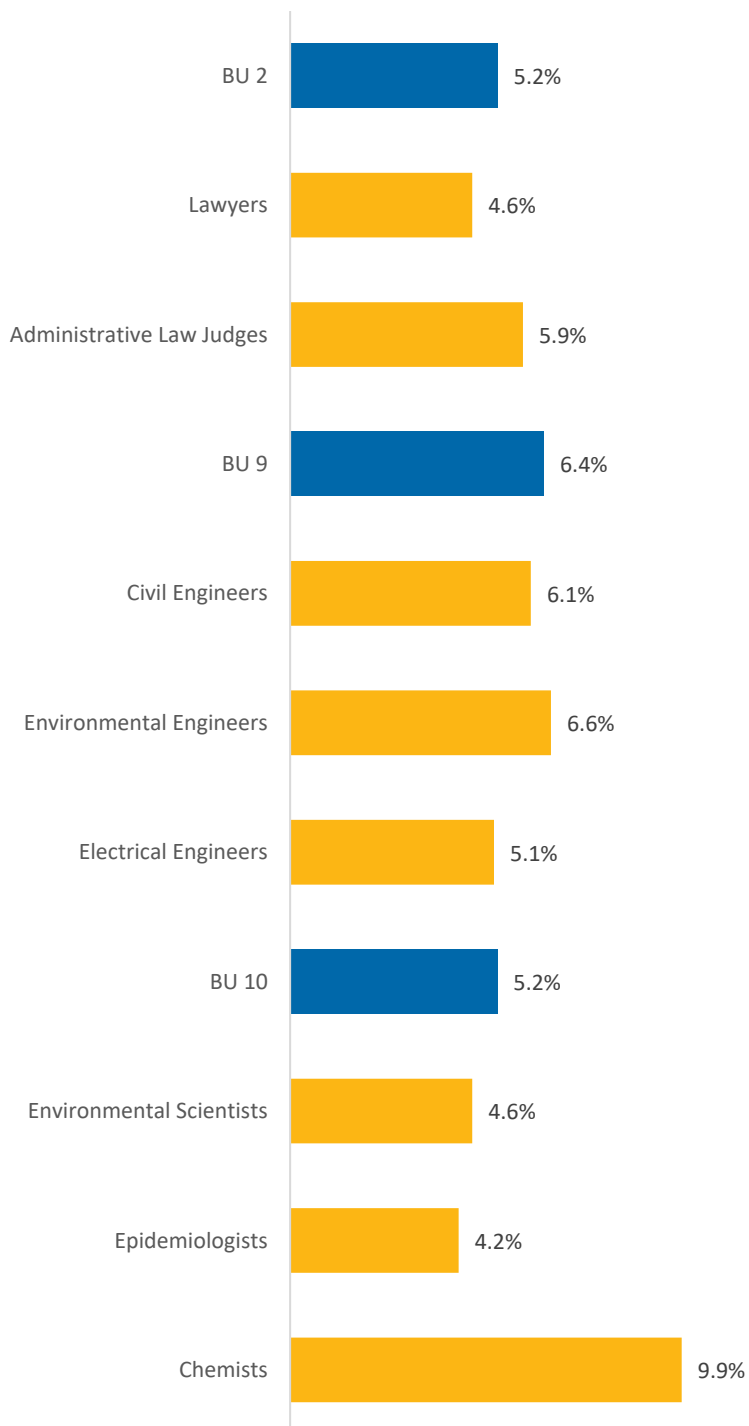


Retirement Rate Continued

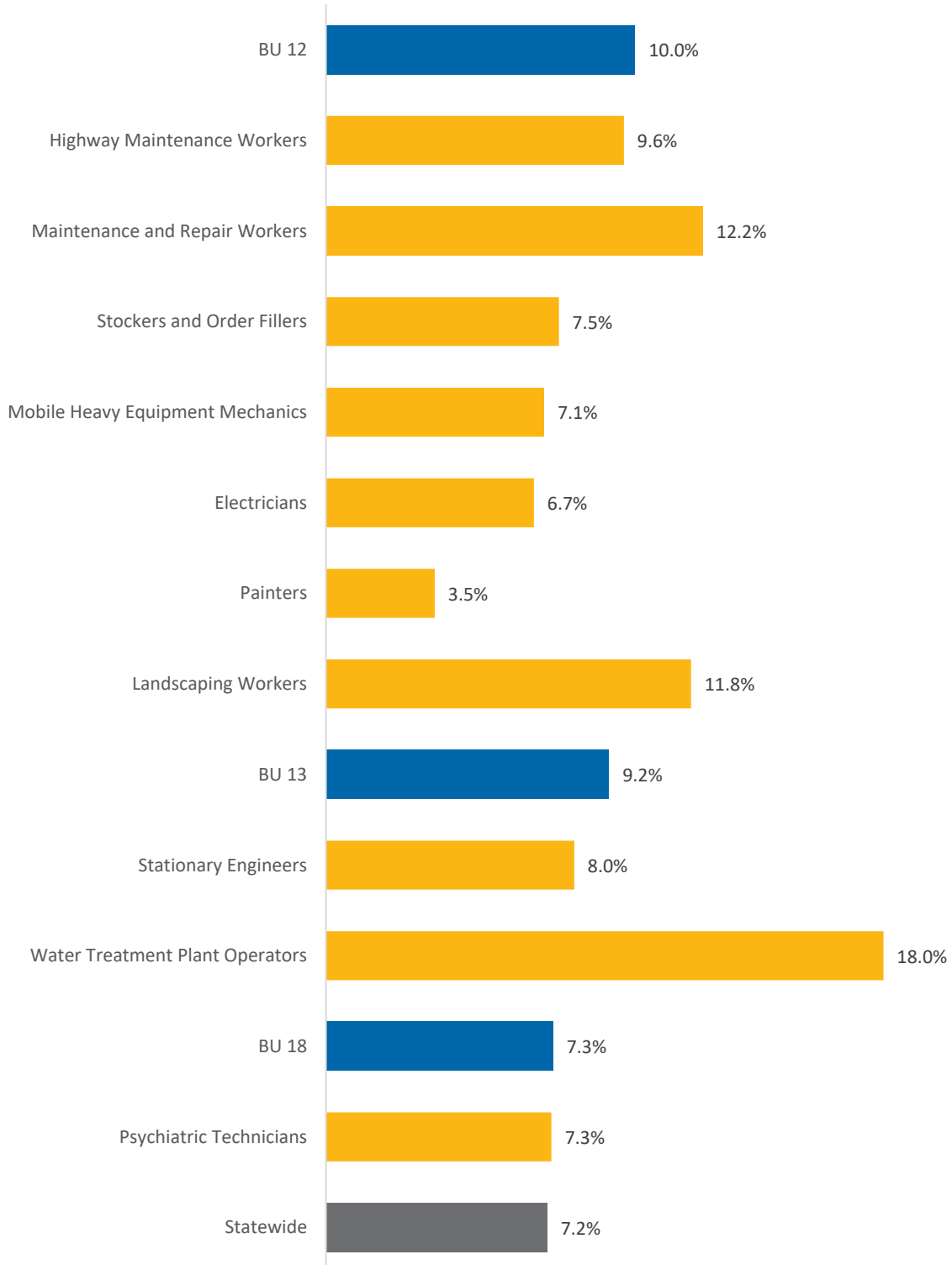


Workforce Data: Turnover Rate

2020 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 2020

Table 8: Percent of Employees That Earn Maximum Salary

Bargaining Unit/Occupation	Percentage at Max Salary
BU 2	46%
Lawyers	45%
Administrative Law Judges	68%
BU 9	62%
Civil Engineers	68%
Environmental Engineers	56%
Electrical Engineers	60%
BU 10	42%
Environmental Scientists	40%
Epidemiologists	48%
Chemists	53%
BU 12	54%
Highway Maintenance Workers	50%
Maintenance and Repair Workers	49%
Stockers and Order Fillers	51%
Mobile Heavy Equipment Mechanics	61%
Electricians	64%
Painters	69%
Landscaping Workers	59%
BU 13	81%
Stationary Engineers	81%
Water Treatment Plant Operators	81%
BU 18	82%
Psychiatric Technicians	80%
All State Employees	52%