

2021 California State Employee Total Compensation Report

For Bargaining Units 1, 3, 4, 7, 11, 14, 15, 16, 17, 19, 20, and 21

Report to the
Governor and
Legislature

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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 for the state to understand 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 wages only, the state was below the market average for 22 of the 43 occupations examined in this report. However, when comparing total compensation, the number dropped to 13 of the 43 occupations.

Summary of Report Findings

Table 1: Comparison of State Compensation to Market Average

| Bargaining Unit | Occupation Title | Wage ¹ | Total Comp |
|-----------------|--|-------------------|------------|
| BU 01 | Accountants and Auditors | -8.3% | 6.0% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | -0.7% | 10.8% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | -3.1% | 9.1% |
| BU 01 | Computer Systems Analysts | -19.9% | -0.3% |
| BU 01 | Eligibility Interviewers, Government Programs | 9.8% | 10.6% |
| BU 01 | Management Analysts | -33.5% | -17.2% |
| BU 01 | Payroll and Timekeeping Clerks | 5.7% | 9.4% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | 6.9% | 11.2% |
| BU 01 | Urban and Regional Planners | -24.5% | -13.4% |
| BU 03 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 24.1% | 20.6% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | -12.9% | -3.5% |
| BU 04 | Court, Municipal, and License Clerks | -8.2% | -3.8% |
| BU 04 | Legal Secretaries and Administrative Assistants | -19.5% | -10.9% |
| BU 04 | Office Clerks, General | 2.3% | 8.8% |
| BU 07 | Detectives and Criminal Investigators | -26.3% | -16.5% |
| BU 07 | Forensic Science Technicians | 25.7% | 34.2% |
| BU 07 | Police and Sheriff's Patrol Officers | -51.4% | -49.4% |
| BU 07 | Public Safety Telecommunicators | 3.1% | 5.1% |
| BU 11 | Architectural and Civil Drafters | -4.2% | 13.2% |
| BU 11 | Civil Engineering Technologists and Technicians | -17.6% | -2.4% |
| BU 11 | Transportation Inspectors | -35.8% | -20.3% |
| BU 14 | Graphic Designers | 5.8% | 22.5% |
| BU 14 | Printing Press Operators | 14.7% | 22.2% |

¹ Median wages were compared for all occupations, except for Dentists, Physicians, and Psychiatrists, where the mean was used.

| Bargaining Unit | Occupation Title | Wage ¹ | Total Comp |
|-----------------|---|-------------------|------------|
| BU 15 | Cooks, Institution and Cafeteria | 17.7% | 28.3% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 0.3% | 15.2% |
| BU 16 | Dentists, General | 47.7% | 46.4% |
| BU 16 | Family Medicine Physicians | 36.4% | 35.2% |
| BU 16 | Psychiatrists | 14.1% | 12.5% |
| BU 17 | Nurse Practitioners | -15.0% | 1.0% |
| BU 17 | Registered Nurses | -5.3% | 8.5% |
| BU 19 | Clinical, Counseling, and School Psychologists | 17.6% | 17.9% |
| BU 19 | Dietitians and Nutritionists | -6.7% | -5.1% |
| BU 19 | Healthcare Social Workers | 11.7% | 14.5% |
| BU 19 | Pharmacists | -15.6% | -13.1% |
| BU 19 | Recreational Therapists | 18.2% | 18.5% |
| BU 19 | Rehabilitation Counselors | 22.1% | 18.9% |
| BU 20 | Dental Assistants | 27.9% | 33.2% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 5.5% | 22.0% |
| BU 20 | Medical Assistants | -54.9% | -42.9% |
| BU 20 | Nursing Assistants | -0.3% | 7.4% |
| BU 20 | Pharmacy Technicians | -2.3% | 16.7% |
| BU 21 | Instructional Coordinators | 23.3% | 27.1% |
| BU 21 | Librarians and Media Collections Specialists | -1.5% | 9.4% |

Authority and Background

According to Government Code section 19826, subdivisions (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 43, Statutes of 2022, Item 7501-001-0001, Provision 1, requires that in addition to salaries the report must include total compensation and geographic comparisons.

Survey Findings: Total Compensation

Since 1982, rank-and-file state employees in California have been divided into different bargaining units based upon the type of work they perform, and are covered under collective bargaining rules outlined in the Ralph C. Dills Act. Each bargaining unit is represented by a union that negotiates employee wages, benefits, hours of work, and other terms and conditions of employment through an MOU. This report includes 43 benchmark occupations from 12 of these bargaining units. The state will be negotiating new MOUs with unions representing these bargaining units in 2023.

On the next two pages the state's total compensation for each occupation is compared separately with large private sector employers (500+) and the public sector (local government and federal government). 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.

The State and Other Employers

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average.

Table 2: Comparing the State with Other Employers in California

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|--|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | 4.6% | 8.0% | -23.3% | 6.0% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | -3.4% | 27.5% | -3.6% | 10.8% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | 5.9% | 11.2% | 11.4% | 9.1% |
| BU 01 | Computer Systems Analysts | 2.5% | -1.0% | - | -0.3% |
| BU 01 | Eligibility Interviewers, Government Programs | 8.4% | - | 21.7% | 10.6% |
| BU 01 | Management Analysts | -17.3% | -16.0% | -24.2% | -17.2% |
| BU 01 | Payroll and Timekeeping Clerks | 6.9% | 13.1% | 20.8% | 9.4% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | 11.2% | - | - | 11.2% |
| BU 01 | Urban and Regional Planners | -13.3% | -10.8% | -20.8% | -13.4% |
| BU 03 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 20.6% | - | - | 20.6% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | -9.9% | 5.8% | 0.5% | -3.5% |
| BU 04 | Court, Municipal, and License Clerks | -3.8% | - | - | -3.8% |
| BU 04 | Legal Secretaries and Administrative Assistants | -6.7% | -24.6% | - | -10.9% |
| BU 04 | Office Clerks, General | 3.4% | 25.7% | -0.1% | 8.8% |
| BU 07 | Detectives and Criminal Investigators | -37.9% | - | 0.2% | -16.5% |
| BU 07 | Forensic Science Technicians | 34.2% | - | - | 34.2% |
| BU 07 | Police and Sheriff's Patrol Officers | -51.0% | - | 27.1% | -49.4% |
| BU 07 | Public Safety Telecommunicators | 5.1% | - | - | 5.1% |
| BU 11 | Architectural and Civil Drafters | -4.8% | 25.2% | - | 13.2% |
| BU 11 | Civil Engineering Technologists and Technicians | -3.3% | 17.5% | - | -2.4% |
| BU 11 | Transportation Inspectors | -7.4% | - | -23.2% | -20.3% |

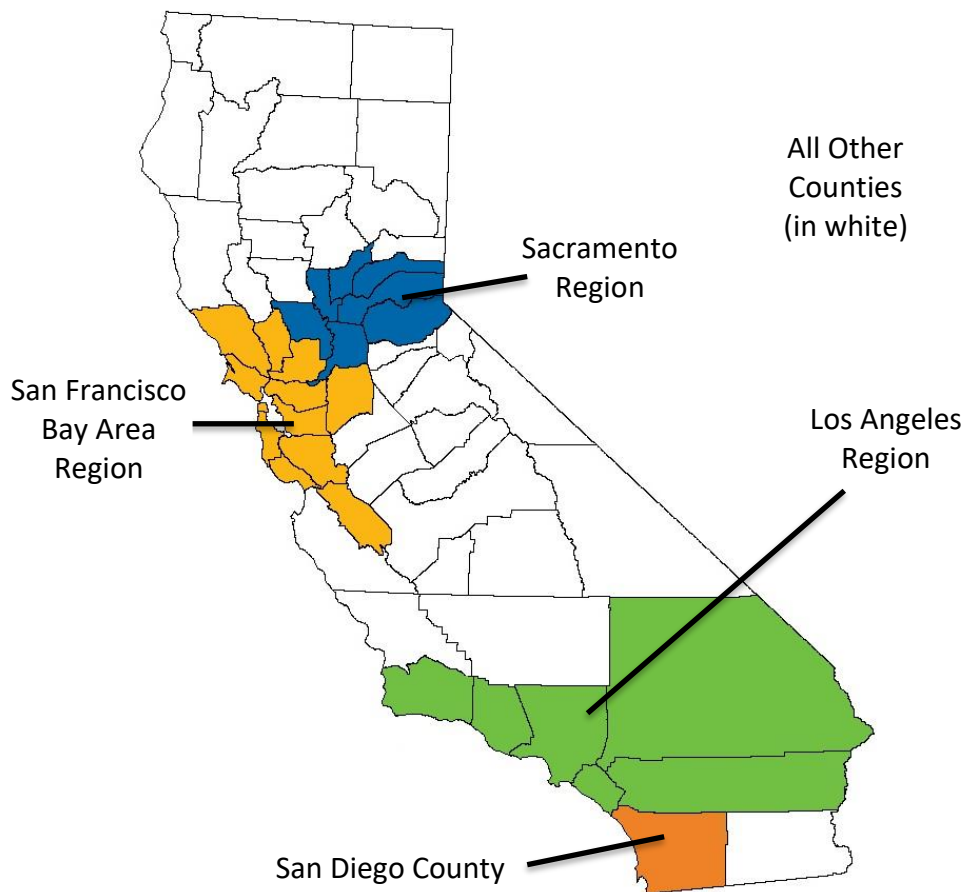
| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 14 | Graphic Designers | 21.3% | 23.2% | 10.9% | 22.5% |
| BU 14 | Printing Press Operators | -10.0% | 28.4% | | 22.2% |
| BU 15 | Cooks, Institution and Cafeteria | 25.1% | 35.4% | 14.4% | 28.3% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | -2.8% | 33.8% | 8.5% | 15.2% |
| BU 16 | Dentists, General | 39.9% | 48.3% | - | 46.4% |
| BU 16 | Family Medicine Physicians | - | 35.2% | - | 35.2% |
| BU 16 | Psychiatrists | - | 12.5% | - | 12.5% |
| BU 17 | Nurse Practitioners | 1.8% | 0.7% | - | 1.0% |
| BU 17 | Registered Nurses | 11.3% | 8.3% | 2.0% | 8.5% |
| BU 19 | Clinical, Counseling, and School Psychologists | 19.4% | 10.5% | - | 17.9% |
| BU 19 | Dietitians and Nutritionists | 2.6% | -8.2% | -16.2% | -5.1% |
| BU 19 | Healthcare Social Workers | 12.7% | 15.6% | - | 14.5% |
| BU 19 | Pharmacists | -15.1% | -13.3% | -5.4% | -13.1% |
| BU 19 | Recreational Therapists | 10.3% | 30.5% | -8.7% | 18.5% |
| BU 19 | Rehabilitation Counselors | 18.9% | - | - | 18.9% |
| BU 20 | Dental Assistants | 34.1% | 33.1% | 32.9% | 33.2% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 27.1% | 19.4% | 15.3% | 22.0% |
| BU 20 | Medical Assistants | -21.2% | -46.4% | - | -42.9% |
| BU 20 | Nursing Assistants | 6.2% | 8.6% | -4.2% | 7.4% |
| BU 20 | Pharmacy Technicians | 18.1% | 17.1% | 6.0% | 16.7% |
| BU 21 | Instructional Coordinators | 27.3% | - | 9.1% | 27.1% |
| BU 21 | Librarians and Media Collections Specialists | -6.4% | 25.9% | -16.3% | 9.4% |

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

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.

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.



Comparison in Sacramento Region

The table below displays the state’s total compensation lead or lag compared to each employer group and the Market Average in the Sacramento Region.

Table 3: Comparing State Employee Total Compensation in the Sacramento Region*

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|--|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | 4.5% | 16.3% | -19.3% | 4.6% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | -0.1% | 21.1% | 0.3% | 15.6% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | 0.1% | - | - | 0.1% |
| BU 01 | Computer Systems Analysts | -0.9% | 29.0% | - | 10.5% |
| BU 01 | Eligibility Interviewers, Government Programs | 4.0% | - | 29.1% | 5.9% |
| BU 01 | Management Analysts | -22.2% | 2.3% | -2.4% | -11.0% |
| BU 01 | Payroll and Timekeeping Clerks | 21.2% | 20.0% | - | 21.0% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | -11.3% | - | - | -11.3% |
| BU 01 | Urban and Regional Planners | -21.6% | - | - | -21.6% |
| BU 03 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 14.5% | - | - | 14.5% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | -3.2% | 11.9% | -0.4% | -1.0% |
| BU 04 | Court, Municipal, and License Clerks | 9.5% | - | - | 9.5% |
| BU 04 | Legal Secretaries and Administrative Assistants | -11.8% | - | - | -11.8% |
| BU 04 | Office Clerks, General | 1.1% | 24.7% | 6.8% | 5.7% |
| BU 07 | Detectives and Criminal Investigators | -42.6% | - | -45.8% | -44.4% |
| BU 07 | Forensic Science Technicians | 22.2% | - | - | 22.2% |
| BU 07 | Police and Sheriff’s Patrol Officers | -116.7% | - | - | -116.7% |
| BU 07 | Public Safety Telecommunicators | -7.5% | - | - | -7.5% |
| BU 11 | Civil Engineering Technologists and Technicians | -14.9% | - | - | -14.9% |
| BU 11 | Transportation Inspectors | - | - | -11.9% | -11.9% |

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 14 | Graphic Designers | 27.9% | 44.1% | - | 36.0% |
| BU 15 | Cooks, Institution and Cafeteria | 17.1% | 37.2% | - | 22.2% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 9.5% | 28.4% | 20.0% | 18.1% |
| BU 17 | Nurse Practitioners | 18.3% | -21.1% | - | -13.7% |
| BU 17 | Registered Nurses | 17.0% | -5.3% | 7.1% | -3.8% |
| BU 19 | Clinical, Counseling, and School Psychologists | - | 33.2% | - | 33.2% |
| BU 19 | Dietitians and Nutritionists | -3.9% | -15.3% | - | -12.6% |
| BU 19 | Healthcare Social Workers | - | 5.1% | - | 5.1% |
| BU 19 | Pharmacists | -22.9% | -31.3% | -18.0% | -30.2% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 26.6% | -0.1% | 6.9% | 3.8% |
| BU 20 | Medical Assistants | -43.7% | -61.1% | - | -60.5% |
| BU 20 | Nursing Assistants | - | 6.2% | 6.0% | 6.2% |
| BU 20 | Pharmacy Technicians | 8.3% | 2.9% | -0.2% | 3.0% |
| BU 21 | Instructional Coordinators | 56.6% | - | - | 56.6% |
| BU 21 | Librarians and Media Collections Specialists | 4.7% | - | - | 4.7% |

*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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in the San Francisco Region.

Table 4: Comparing State Employee Total Compensation in the San Francisco Bay Area Region*

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|--|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | -7.0% | -0.4% | -32.3% | -2.2% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | 1.7% | 18.1% | -6.4% | -0.8% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | 4.4% | 2.6% | - | 3.2% |
| BU 01 | Computer Systems Analysts | -11.7% | -7.8% | - | -8.3% |
| BU 01 | Eligibility Interviewers, Government Programs | -21.2% | - | 9.8% | -12.6% |
| BU 01 | Management Analysts | -32.1% | -27.6% | -37.5% | -29.2% |
| BU 01 | Payroll and Timekeeping Clerks | -4.7% | 10.9% | 24.7% | 3.2% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | -4.6% | - | - | -4.6% |
| BU 01 | Urban and Regional Planners | -29.7% | - | - | -29.7% |
| BU 03 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 15.2% | - | - | 15.2% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | -19.8% | 3.1% | -9.5% | -8.4% |
| BU 04 | Court, Municipal, and License Clerks | -43.8% | - | - | -43.8% |
| BU 04 | Legal Secretaries and Administrative Assistants | -35.7% | -44.0% | - | -39.0% |
| BU 04 | Office Clerks, General | -8.3% | 0.8% | -10.8% | -5.9% |
| BU 07 | Detectives and Criminal Investigators | -30.6% | - | -39.3% | -34.5% |
| BU 07 | Forensic Science Technicians | 29.4% | - | - | 29.4% |
| BU 07 | Police and Sheriff's Patrol Officers | -65.2% | - | 18.7% | -63.4% |
| BU 07 | Public Safety Telecommunicators | -30.3% | - | - | -30.3% |
| BU 11 | Civil Engineering Technologists and Technicians | -8.3% | - | - | -8.3% |
| BU 14 | Graphic Designers | 3.9% | 1.4% | - | 1.7% |

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 14 | Printing Press Operators | -50.0% | - | - | -50.0% |
| BU 15 | Cooks, Institution and Cafeteria | 8.1% | 31.2% | 3.3% | 18.1% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | -14.0% | 22.6% | 3.7% | 6.1% |
| BU 16 | Dentists, General | 34.4% | - | - | 34.4% |
| BU 17 | Nurse Practitioners | -20.8% | -18.6% | - | -19.3% |
| BU 17 | Registered Nurses | -19.6% | -12.0% | -11.0% | -13.7% |
| BU 19 | Clinical, Counseling, and School Psychologists | 17.6% | 4.5% | - | 13.4% |
| BU 19 | Dietitians and Nutritionists | -25.5% | -29.9% | -27.9% | -28.6% |
| BU 19 | Healthcare Social Workers | -6.4% | 0.2% | - | -2.9% |
| BU 19 | Pharmacists | -16.7% | -17.6% | -8.8% | -17.0% |
| BU 19 | Recreational Therapists | - | 6.7% | -13.9% | -4.5% |
| BU 19 | Rehabilitation Counselors | -33.9% | - | - | -33.9% |
| BU 20 | Dental Assistants | -19.2% | - | 9.4% | -3.6% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 12.3% | -3.7% | -2.3% | 4.2% |
| BU 20 | Medical Assistants | -50.9% | -53.4% | - | -53.1% |
| BU 20 | Nursing Assistants | -10.2% | -0.4% | -17.2% | -5.9% |
| BU 20 | Pharmacy Technicians | -16.8% | -3.5% | -8.1% | -6.4% |
| BU 21 | Librarians and Media Collections Specialists | -30.3% | 14.9% | - | 3.4% |

*The San Francisco Region consists of the following counties: Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma. Dashes (-) are used where data are not available. A negative percent indicates the state's total compensation is below that of the employer group in that column.

Comparison in Los Angeles Region

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in the Los Angeles Region.

Table 5: Comparing State Employee Total Compensation in the Los Angeles Region*

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|--|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | 14.0% | 26.4% | -10.4% | 22.1% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | 0.1% | 37.7% | 6.2% | 20.6% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | 2.3% | 18.4% | - | 11.3% |
| BU 01 | Computer Systems Analysts | -8.3% | -7.9% | - | -8.0% |
| BU 01 | Eligibility Interviewers, Government Programs | 9.6% | - | 11.3% | 9.7% |
| BU 01 | Management Analysts | -23.8% | -13.6% | -23.0% | -17.5% |
| BU 01 | Payroll and Timekeeping Clerks | 10.1% | 16.0% | 22.7% | 12.6% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | 14.3% | - | - | 14.3% |
| BU 01 | Urban and Regional Planners | -9.2% | - | - | -9.2% |
| BU 03 | Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors | 4.2% | - | - | 4.2% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | -6.1% | 15.1% | 6.3% | 3.5% |
| BU 04 | Court, Municipal, and License Clerks | -0.3% | - | - | -0.3% |
| BU 04 | Legal Secretaries and Administrative Assistants | -33.9% | -13.3% | - | -26.2% |
| BU 04 | Office Clerks, General | 2.0% | 31.8% | 2.6% | 10.0% |
| BU 07 | Detectives and Criminal Investigators | -41.9% | - | -4.3% | -28.7% |
| BU 07 | Forensic Science Technicians | 28.6% | - | - | 28.6% |
| BU 07 | Police and Sheriff's Patrol Officers | -71.3% | - | 19.1% | -70.2% |
| BU 07 | Public Safety Telecommunicators | 5.1% | - | - | 5.1% |
| BU 11 | Architectural and Civil Drafters | -8.2% | 25.4% | - | 9.5% |
| BU 11 | Civil Engineering Technologists and Technicians | -11.0% | - | - | -11.0% |

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 11 | Transportation Inspectors | - | - | -29.1% | -29.1% |
| BU 14 | Graphic Designers | 8.0% | 21.2% | 2.7% | 18.0% |
| BU 14 | Printing Press Operators | -14.2% | 28.1% | | 20.1% |
| BU 15 | Cooks, Institution and Cafeteria | 27.9% | 34.5% | 24.3% | 30.3% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | -7.9% | 37.4% | 6.0% | 16.1% |
| BU 16 | Dentists, General | 48.9% | - | - | 48.9% |
| BU 16 | Family Medicine Physicians | - | 47.0% | - | 47.0% |
| BU 16 | Psychiatrists | - | 10.5% | - | 10.5% |
| BU 17 | Nurse Practitioners | 10.3% | 5.2% | - | 6.6% |
| BU 17 | Registered Nurses | 19.3% | 11.8% | 5.2% | 12.5% |
| BU 19 | Clinical, Counseling, and School Psychologists | 20.3% | 28.2% | - | 20.9% |
| BU 19 | Dietitians and Nutritionists | 10.6% | -4.1% | -12.5% | 0.7% |
| BU 19 | Healthcare Social Workers | 21.2% | 22.9% | - | 22.3% |
| BU 19 | Pharmacists | -11.6% | -9.5% | -4.7% | -9.6% |
| BU 19 | Recreational Therapists | -3.0% | 46.6% | - | 31.9% |
| BU 19 | Rehabilitation Counselors | 18.6% | - | - | 18.6% |
| BU 20 | Dental Assistants | 38.4% | - | 28.1% | 32.9% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 32.1% | 24.6% | 18.8% | 26.6% |
| BU 20 | Medical Assistants | -14.2% | -6.6% | - | -7.6% |
| BU 20 | Nursing Assistants | 9.6% | 4.2% | -7.0% | 4.8% |
| BU 20 | Pharmacy Technicians | 21.5% | 15.6% | 2.5% | 15.9% |
| BU 21 | Instructional Coordinators | -4.9% | - | -9.2% | -4.9% |
| BU 21 | Librarians and Media Collections Specialists | 2.6% | 37.8% | - | 9.2% |

*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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in San Diego County.

Table 6: Comparing State Employee Total Compensation in San Diego County

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | 16.3% | 23.5% | -5.9% | 15.0% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | 9.9% | - | 12.0% | 11.9% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | - | 16.0% | - | 16.0% |
| BU 01 | Computer Systems Analysts | 12.7% | 2.7% | - | 4.1% |
| BU 01 | Eligibility Interviewers, Government Programs | 15.2% | - | 10.7% | 15.0% |
| BU 01 | Management Analysts | -10.9% | -2.3% | -32.4% | -15.1% |
| BU 01 | Payroll and Timekeeping Clerks | 14.1% | 24.7% | - | 17.4% |
| BU 01 | Urban and Regional Planners | 12.5% | - | -10.0% | 9.1% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | 7.2% | 20.5% | 2.9% | 10.9% |
| BU 04 | Court, Municipal, and License Clerks | 1.6% | - | - | 1.6% |
| BU 04 | Legal Secretaries and Administrative Assistants | 14.5% | - | - | 14.5% |
| BU 04 | Office Clerks, General | 17.1% | 26.8% | 5.0% | 17.6% |
| BU 07 | Detectives and Criminal Investigators | -6.5% | - | 4.9% | 3.2% |
| BU 07 | Police and Sheriff's Patrol Officers | -9.4% | - | 41.1% | -5.2% |
| BU 07 | Public Safety Telecommunicators | 6.3% | - | - | 6.3% |
| BU 11 | Civil Engineering Technologists and Technicians | 9.3% | - | - | 9.3% |
| BU 14 | Graphic Designers | 29.9% | 33.0% | - | 32.0% |
| BU 15 | Cooks, Institution and Cafeteria | 19.9% | 40.6% | - | 27.2% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 13.4% | 32.9% | 15.3% | 22.1% |
| BU 17 | Nurse Practitioners | - | 19.9% | - | 19.9% |
| BU 17 | Registered Nurses | 17.7% | 18.7% | 9.9% | 17.7% |
| BU 19 | Clinical, Counseling, and School Psychologists | 21.7% | 8.5% | - | 19.6% |

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 19 | Dietitians and Nutritionists | -2.4% | 3.7% | -16.0% | -1.2% |
| BU 19 | Healthcare Social Workers | 11.4% | 23.9% | - | 20.9% |
| BU 19 | Pharmacists | -19.4% | -3.9% | 1.8% | -5.4% |
| BU 19 | Recreational Therapists | 42.8% | - | - | 42.8% |
| BU 20 | Dental Assistants | - | - | 34.1% | 34.1% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 26.1% | 19.4% | 19.6% | 22.0% |
| BU 20 | Medical Assistants | - | -6.4% | - | -6.4% |
| BU 20 | Nursing Assistants | 10.3% | 13.5% | 10.9% | 12.6% |
| BU 20 | Pharmacy Technicians | 11.9% | 24.7% | 9.3% | 20.4% |
| BU 21 | Instructional Coordinators | 38.2% | - | -15.2% | 36.7% |
| BU 21 | Librarians and Media Collections Specialists | -2.9% | 18.6% | - | -0.9% |

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

The table below displays the state’s total compensation lead or lag compared to each employer group and the Market Average in All Other Counties.

Table 7: Comparing State Employee Total Compensation in All Other Counties in California*

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 01 | Accountants and Auditors | 5.1% | 7.3% | -30.4% | 5.0% |
| BU 01 | Claims Adjusters, Examiners, and Investigators | 12.9% | 46.9% | 5.7% | 15.5% |
| BU 01 | Compensation, Benefits, and Job Analysis Specialists | 26.9% | 27.0% | - | 26.9% |
| BU 01 | Computer Systems Analysts | 15.0% | 12.5% | - | 14.0% |
| BU 01 | Eligibility Interviewers, Government Programs | 17.7% | - | 19.9% | 18.8% |
| BU 01 | Management Analysts | 7.2% | 5.4% | -19.6% | 0.8% |
| BU 01 | Payroll and Timekeeping Clerks | 19.8% | 34.7% | - | 23.8% |
| BU 01 | Tax Examiners and Collectors, and Revenue Agents | 20.5% | - | - | 20.5% |
| BU 01 | Urban and Regional Planners | 14.6% | - | - | 14.6% |
| BU 04 | Bookkeeping, Accounting, and Auditing Clerks | 10.3% | 21.3% | 11.3% | 11.6% |
| BU 04 | Court, Municipal, and License Clerks | 17.7% | - | - | 17.7% |
| BU 04 | Legal Secretaries and Administrative Assistants | 13.9% | - | - | 13.9% |
| BU 04 | Office Clerks, General | 19.5% | 31.2% | 13.6% | 20.9% |
| BU 07 | Detectives and Criminal Investigators | 12.5% | - | 18.7% | 16.8% |
| BU 07 | Forensic Science Technicians | 48.1% | - | - | 48.1% |
| BU 07 | Police and Sheriff’s Patrol Officers | -6.6% | - | 39.0% | -5.6% |
| BU 07 | Public Safety Telecommunicators | 27.8% | - | - | 27.8% |
| BU 11 | Civil Engineering Technologists and Technicians | 22.0% | - | - | 22.0% |
| BU 14 | Graphic Designers | 41.2% | 39.5% | - | 40.3% |
| BU 15 | Cooks, Institution and Cafeteria | 25.1% | 37.5% | - | 27.4% |
| BU 15 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 14.7% | 39.4% | 14.3% | 16.9% |

| Bargaining Unit | Occupation Title | Local Govt. | Private Sector | Federal Govt. | Market Average |
|-----------------|---|-------------|----------------|---------------|----------------|
| BU 16 | Dentists, General | 30.7% | - | - | 30.7% |
| BU 17 | Nurse Practitioners | 6.3% | 8.5% | - | 7.8% |
| BU 17 | Registered Nurses | 34.2% | 23.4% | 14.3% | 25.2% |
| BU 19 | Clinical, Counseling, and School Psychologists | 13.1% | - | - | 13.1% |
| BU 19 | Dietitians and Nutritionists | 7.8% | 4.4% | - | 5.8% |
| BU 19 | Healthcare Social Workers | 18.8% | 14.5% | - | 16.4% |
| BU 19 | Pharmacists | -9.0% | -15.1% | 0.1% | -13.7% |
| BU 19 | Rehabilitation Counselors | 32.1% | - | - | 32.1% |
| BU 20 | Dental Assistants | 42.7% | - | 36.9% | 40.8% |
| BU 20 | Licensed Practical and Licensed Vocational Nurses | 36.1% | 28.8% | 16.3% | 31.4% |
| BU 20 | Medical Assistants | 10.9% | -11.8% | - | -5.9% |
| BU 20 | Nursing Assistants | 14.6% | 15.6% | 10.2% | 15.2% |
| BU 20 | Pharmacy Technicians | 30.4% | 23.4% | 14.8% | 23.8% |
| BU 21 | Instructional Coordinators | 43.5% | - | - | 43.5% |
| BU 21 | Librarians and Media Collections Specialists | 26.7% | - | - | 26.7% |

*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.