2017 California State Employee Total Compensation Report

For Bargaining Units 2, 7, 13 and 18

Report to the Governor and Legislature

Published January 2019
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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 six of the nine occupations examined in this report. However, when comparing total compensation, the state was at or above the market average for five of the nine occupations. The table on the next page illustrates the details.
Summary of Report Findings

Table 1: Comparison of State Compensation to Market Average

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Occupation Title</th>
<th>MEDIAN WAGE ONLY</th>
<th>TOTAL COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Lawyers</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>7</td>
<td>Detectives and Criminal Investigators</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>7</td>
<td>Forensic Science Technicians</td>
<td>-</td>
<td>+</td>
</tr>
<tr>
<td>13</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>13</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>18</td>
<td>Psychiatric Technicians</td>
<td>-</td>
<td>+</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Employer Group</th>
<th>Wages</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government</td>
<td>OES Survey (see pg. 52)</td>
<td>NCS (see pg. 53)</td>
</tr>
<tr>
<td>Private Sector</td>
<td>OES Survey (see pg. 52)</td>
<td>NCS (see pg. 53)</td>
</tr>
<tr>
<td>Federal Government</td>
<td>OES Survey (see pg. 52)</td>
<td>OPM (see pg. 56)</td>
</tr>
<tr>
<td>State Government</td>
<td>SCO (see pg. 48)</td>
<td>SCO (see pg. 49)</td>
</tr>
</tbody>
</table>

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.
Comparing Data

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

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

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

According to Government Code section 19826(a) and (c), when the state establishes or adjusts salaries, “consideration shall be given to the prevailing rates for comparable service in other public employment and in private business,” and CalHR must submit its findings to the parties meeting and conferring, and to the Legislature at least six months prior to the expiration of a Memorandum of Understanding (MOU). The law requires that the state’s report contains, “salaries of employees in comparable occupations in private industry and other governmental agencies.” The Budget Act, Chapter 29, Statutes of 2018, Item 7501-001-0001, Provision 1 requires that in addition to salaries the report must include total compensation and geographic comparisons.
Mapping of State Jobs

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

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

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

Table 3: Example of a SOC Code

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Minor Group</th>
<th>Broad Occupation</th>
<th>Detailed Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>10</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

Thanks to the mapping, the state is able to:

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

- Attorneys and Hearing Officers
- Protective Services and Public Safety
- Stationary Engineers
- Psychiatric Technicians

This report covers 149 rank-and-file and related excluded classifications associated with the four bargaining units listed above. They are mapped to nine 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:

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

2. State classifications represent a significant portion of the bargaining unit.

About 15,000 full-time state employees are represented in the nine occupations included in this report. Chart 1 (on the next page) illustrates the percentage of employees associated with each bargaining unit in this report.
Chart 1: Full-Time State Employees in Bargaining Units 2, 7, 13 & 18 included in this Report

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 is 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.

Table 4: Average Annual Total Compensation Costs for Rank-and-File Employees by Unit in 2017

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Annual Scheduled Hours</th>
<th>Annual Hours Worked</th>
<th>Wages</th>
<th>Benefits Other Benefits</th>
<th>Benefits Overtime</th>
<th>Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>2,080</td>
<td>1,762</td>
<td>$121,498</td>
<td>$73,358</td>
<td>$30</td>
<td>$194,886</td>
</tr>
<tr>
<td>7</td>
<td>2,084</td>
<td>1,954</td>
<td>$67,454</td>
<td>$48,099</td>
<td>$8,436</td>
<td>$123,990</td>
</tr>
<tr>
<td>13</td>
<td>2,080</td>
<td>1,922</td>
<td>$72,783</td>
<td>$46,042</td>
<td>$8,030</td>
<td>$126,855</td>
</tr>
<tr>
<td>18</td>
<td>2,080</td>
<td>2,148</td>
<td>$61,533</td>
<td>$39,409</td>
<td>$15,420</td>
<td>$116,362</td>
</tr>
</tbody>
</table>

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. 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 are 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

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>-7.4%</td>
<td>-</td>
<td>21.0%</td>
<td>14.0%</td>
</tr>
<tr>
<td>7</td>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>8.8%</td>
<td>33.9%</td>
<td>-</td>
<td>10.3%</td>
</tr>
<tr>
<td>7</td>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>7.4%</td>
<td>-</td>
<td>-</td>
<td>7.4%</td>
</tr>
<tr>
<td>13</td>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>10.3%</td>
<td>24.9%</td>
<td>30.4%</td>
<td>10.8%</td>
</tr>
<tr>
<td>18</td>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>12.3%</td>
<td>26.1%</td>
<td>-</td>
<td>15.8%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>23-1011</td>
<td>Lawyers</td>
<td>-10.3%</td>
<td>-38.1%</td>
<td>-2.0%</td>
<td>-17.2%</td>
</tr>
<tr>
<td>7</td>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-18.7%</td>
<td>-</td>
<td>2.9%</td>
<td>-6.4%</td>
</tr>
<tr>
<td>7</td>
<td>33-3051</td>
<td>Police and Sheriff's Patrol Officers</td>
<td>-36.1%</td>
<td>-</td>
<td>21.2%</td>
<td>-35.0%</td>
</tr>
<tr>
<td>13</td>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-19.4%</td>
<td>-11.1%</td>
<td>13.1%</td>
<td>-16.0%</td>
</tr>
</tbody>
</table>

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 2014 and 2017 Reports

The table below compares the state’s lead/lag from the 2014 and 2017 total compensation reports for occupations with employees in units 2, 7, 13 and 18.

Table 7: Market Average Total Compensation Lead/Lag in 2014 and 2017

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>2014 Total Comp. State Lead/Lag</th>
<th>2017 Total Comp. State Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>23-1011</td>
<td>Lawyers</td>
<td>-19.6%</td>
<td>-17.2%</td>
</tr>
<tr>
<td>2</td>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>5.5%</td>
<td>14.0%</td>
</tr>
<tr>
<td>7</td>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-14.5%</td>
<td>-6.4%</td>
</tr>
<tr>
<td>7</td>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-35.8%</td>
<td>-35.0%</td>
</tr>
<tr>
<td>7</td>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>1.8%</td>
<td>10.3%</td>
</tr>
<tr>
<td>7</td>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>3.1%</td>
<td>7.4%</td>
</tr>
<tr>
<td>13</td>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-8.4%</td>
<td>-16.0%</td>
</tr>
<tr>
<td>13</td>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>15.0%</td>
<td>10.8%</td>
</tr>
<tr>
<td>18</td>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>35.6%</td>
<td>15.8%</td>
</tr>
</tbody>
</table>
Bargaining Units in Detail

Since 1982, rank-and-file state employees in California have been divided into different bargaining units based upon the type of work they perform, and are covered under collective bargaining rules outlined in the Ralph C. Dills Act. Each bargaining unit is represented by a union that negotiates employee wages, benefits, hours of work, and other terms and conditions of employment through an MOU. This report includes nine benchmark occupations from four of these bargaining units. The state will negotiate MOUs with unions representing these bargaining units in 2019. Please refer to page 14 for a description of the benchmark selection criteria and Appendix B for a detailed list of state classifications in each occupation.

On the following pages there is a brief description of each bargaining unit in this report. This is followed by a description of each occupation from the federal SOC system, the EDD’s estimate of future job growth between 2016 and 2026 in California, and vacancy and turnover information for the state’s classifications in the occupation. Please see the Glossary of Terms for definitions.
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

<table>
<thead>
<tr>
<th>Department</th>
<th>Count of Employees*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Justice</td>
<td>1,145</td>
</tr>
<tr>
<td>Department of Industrial Relations</td>
<td>538</td>
</tr>
<tr>
<td>State Compensation Insurance Fund</td>
<td>362</td>
</tr>
<tr>
<td>Department of Social Services</td>
<td>188</td>
</tr>
<tr>
<td>California Department of Corrections and Rehabilitation</td>
<td>155</td>
</tr>
<tr>
<td>Employment Development Department</td>
<td>148</td>
</tr>
<tr>
<td>California Department of Transportation</td>
<td>129</td>
</tr>
<tr>
<td>Department of General Services</td>
<td>108</td>
</tr>
<tr>
<td>Franchise Tax Board</td>
<td>101</td>
</tr>
<tr>
<td>Public Utilities Commission</td>
<td>99</td>
</tr>
</tbody>
</table>

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

KEY STATISTICS FOR UNIT*

4,182
Full-Time Employees

89
State Classifications

7
Occupations

KEY STATISTICS IN REPORT*

3,847
Full-Time Employees

92.0%
of Unit 2
Full-Time Employees

83
Unit 2
Classifications

2
Unit 2
Occupations

*Includes rank-and-file and related excluded employees as of March 2017.
Lawyers

SOC Code: 23-1011

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

The State Employs:

3,240 full-time employees in 51 classifications

This occupation represents 77.5% of BU 2 and related excluded employees

Statewide Monthly Median Total Compensation Comparison for the Lawyers Occupation

Market Average -17.2%
Local Government -10.3%
Private Sector -38.1%
Federal Government -2.0%

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

The following displays the average 2017 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.

Average Age
- Lawyers: 47
- BU 2 Employees: 49
- All State Employees: 46

Average Years of State Service
- Lawyers: 13
- BU 2 Employees: 14
- All State Employees: 13

2017 Turnover Rate
- Involuntary Separation Rate
  - Lawyers: 0.3%
  - BU 2 Employees: 2.3%
  - All State Employees: 0.5%

- Voluntary Separation Rate
  - Lawyers: 1.9%
  - BU 2 Employees: 3.0%
  - All State Employees: 1.9%

- Retirement Rate
  - Lawyers: 2.0%
  - BU 2 Employees: 2.5%
  - All State Employees: 3.0%

- Total Turnover Rate
  - Lawyers: 4.5%
  - BU 2 Employees: 4.7%
  - All State Employees: 6.5%

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 the Administrative Law Judges, Adjudicators, & Hearing Officers 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:**

- 607 full-time employees in 32 classifications
- This occupation represents 14.5% of BU 2 and related excluded employees

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

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Government</td>
<td>$18,323</td>
<td>$6,914</td>
</tr>
<tr>
<td>Market Average</td>
<td>$15,755</td>
<td>$5,428</td>
</tr>
<tr>
<td>Local Government</td>
<td>$19,670</td>
<td>$6,960</td>
</tr>
<tr>
<td>Private Sector</td>
<td>$14,473</td>
<td>$4,927</td>
</tr>
<tr>
<td>Federal Government</td>
<td>N/A</td>
<td>$9,546</td>
</tr>
</tbody>
</table>

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

- **Market Average:** 14.0%
- **Local Government:** -7.4%
- **Private Sector:** N/A
- **Federal Government:** 21.0%

The Market Average is a weighted average for all three employer groups.
**Administrative Law Judges, Adjudicators, & Hearing Officers**

The following displays the average 2017 state employee workforce data for Administrative Law Judges, Adjudicators, & Hearing Officers, Bargaining Unit 2 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.

<table>
<thead>
<tr>
<th></th>
<th>ALJs, Adjudicators, &amp; Hearing Officers</th>
<th>BU 2 Employees</th>
<th>All State Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Age</td>
<td>59</td>
<td>49</td>
<td>46</td>
</tr>
<tr>
<td>Average Years of State Service</td>
<td>17</td>
<td>14</td>
<td>13</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2017 Turnover Rate</th>
<th>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</th>
<th>BU 2 Employees</th>
<th>All State Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntary Separation Rate</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Voluntary Separation Rate</td>
<td>0.3%</td>
<td>1.9%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Retirement Rate</td>
<td>3.0%</td>
<td>2.5%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Total Turnover Rate</td>
<td>4.8%</td>
<td>5.4%</td>
<td>6.5%</td>
</tr>
</tbody>
</table>

The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.
Bargaining Unit 7

Bargaining Unit 7 is made up of employees protecting state lands and buildings, furnishing emergency services, issuing licenses or permits, arresting individuals violating penal or administrative laws, and protecting the public from fraudulent practices and schemes. Four occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. The total compensation dollars on the following pages may not always equal wages plus benefits due to rounding. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 7

- Detectives and Criminal Investigators
- Police and Sheriff’s Patrol Officers (rank-and-file only)
- Police, Fire, & Ambulance Dispatchers (rank-and-file only)
- Forensic Science Technicians

Top 10 Departments with Bargaining Unit 7 Employees

<table>
<thead>
<tr>
<th>Department</th>
<th>Count of Employees*</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Highway Patrol</td>
<td>1,190</td>
</tr>
<tr>
<td>Department of Justice</td>
<td>903</td>
</tr>
<tr>
<td>Department of Consumer Affairs</td>
<td>841</td>
</tr>
<tr>
<td>Department of Motor Vehicles</td>
<td>782</td>
</tr>
<tr>
<td>Department of State Hospitals</td>
<td>688</td>
</tr>
<tr>
<td>Department of Parks and Recreation</td>
<td>537</td>
</tr>
<tr>
<td>Department of Fish and Wildlife</td>
<td>398</td>
</tr>
<tr>
<td>Alcoholic Beverage Control</td>
<td>266</td>
</tr>
<tr>
<td>Department of Insurance</td>
<td>239</td>
</tr>
<tr>
<td>California Department of Forestry and Fire Protection</td>
<td>177</td>
</tr>
</tbody>
</table>
Detectives and Criminal Investigators

SOC Code: 33-3021

Federal Government Definition: Employees in the Detectives and Criminal Investigators occupation conduct investigations related to suspected violations of Federal, State, or local laws to prevent or solve crimes.

The State Employs:

- **1,510** full-time employees in **21** classifications
- This occupation represents **21.0%** of BU 7 and related excluded employees

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

<table>
<thead>
<tr>
<th></th>
<th>Wage</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Government</td>
<td>$13,522</td>
<td>$6,191</td>
</tr>
<tr>
<td>Market Average</td>
<td>$14,389</td>
<td>$5,989</td>
</tr>
<tr>
<td>Local Government</td>
<td>$16,052</td>
<td>$6,712</td>
</tr>
<tr>
<td>Private Sector</td>
<td>N/A</td>
<td>$7,691</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$13,133</td>
<td>$5,442</td>
</tr>
</tbody>
</table>

Below Average Growth

- 6%
- 11%
- 17%
- 0%

Projected Growth for Occupation in California by 2026 according to the EDD: 4.8%

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

- **Market Average**: -6.4%
- Local Government: -18.7%
- Private Sector: N/A
- Federal Government: 2.9%

The Market Average is a weighted average for all three employer groups.
Detectives and Criminal Investigators

The following displays the average 2017 state employee workforce data for Detectives and Criminal Investigators, Bargaining Unit 7 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.

Average Age
- Detectives and Criminal Investigators: 46
- BU 7 Employees: 44
- All State Employees: 46

Average Years of State Service
- Detectives and Criminal Investigators: 16
- BU 7 Employees: 14
- All State Employees: 13

Vacancy Rate
- Detectives: 20.3%
- BU 7 Employees: 15.4%
- All State Employees: 13.6%

2017 Turnover Rate

- Detectives and Criminal Investigators: 5.3%
- BU 7 Employees: 6.0%
- All State Employees: 6.5%

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

The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.
Police and Sheriff's Patrol Officers

SOC Code: 33-3051

Federal Government Definition: Employees in the Police and Sheriff's Patrol Officers occupation maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area, direct traffic, issue traffic summonses, investigate accidents, apprehend and arrest suspects, or serve legal processes of courts.

The State Employs:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Employees</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>860 full-time employees in 9 classifications</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

This occupation represents 11.9% of BU 7 and related excluded employees.

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

<table>
<thead>
<tr>
<th>Group</th>
<th>Wage</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Government</td>
<td>$10,499</td>
<td>$5,712</td>
</tr>
<tr>
<td>Market Average</td>
<td>$14,175</td>
<td>$8,247</td>
</tr>
<tr>
<td>Local Government</td>
<td>$14,291</td>
<td>$8,316</td>
</tr>
<tr>
<td>Private Sector</td>
<td>$8,277</td>
<td>$3,514</td>
</tr>
<tr>
<td>Federal Government</td>
<td>N/A</td>
<td>$4,763</td>
</tr>
</tbody>
</table>

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

- Market Average: -35.0%
- Local Government: -36.1%
- Private Sector: N/A
- Federal Government: 21.2%

The Market Average is a weighted average for all three employer groups.
Police and Sheriff's Patrol Officers

The following displays the average 2017 state employee workforce data for employees in the Police and Sheriff's Patrol Officers occupation, Bargaining Unit 7 employees, and for all state employees. See the Glossary of Terms for definitions.

<table>
<thead>
<tr>
<th></th>
<th>Police and Sheriff's Patrol Officers</th>
<th>BU 7 Employees</th>
<th>All State Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Age</td>
<td>42</td>
<td>44</td>
<td>46</td>
</tr>
<tr>
<td>Average Years of State Service</td>
<td>11</td>
<td>14</td>
<td>13</td>
</tr>
</tbody>
</table>

2017 Turnover Rate

- **Involuntary Separation Rate**: 0.5%, 0.4%, 0.5%
- **Voluntary Separation Rate**: 2.1%, 2.3%, 3.0%
- **Retirement Rate**: 1.3%, 3.3%, 3.0%
- **Total Turnover Rate**: 6.0%, 6.5%, 6.5%

The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.
Police, Fire, & Ambulance Dispatchers

SOC Code: 43-5031

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

The State Employs:

- 962 full-time employees in 3 classifications
- This occupation represents 13.3% of BU 7 and related excluded employees

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

<table>
<thead>
<tr>
<th>Compensation</th>
<th>California Government</th>
<th>Market Average</th>
<th>Local Government</th>
<th>Private Sector</th>
<th>Federal Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage</td>
<td>$9,869</td>
<td>$8,848</td>
<td>$8,997</td>
<td>$6,526</td>
<td>N/A</td>
</tr>
<tr>
<td>Benefits</td>
<td>$4,500</td>
<td>$3,635</td>
<td>$3,722</td>
<td>$2,282</td>
<td>N/A</td>
</tr>
<tr>
<td>Wage - Benefits</td>
<td>$5,369</td>
<td>$5,213</td>
<td>$5,275</td>
<td>$4,244</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Below Average Growth

7.5%
Projected Growth for Occupation in California by 2026 according to the EDD

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

- Market Average: 10.3%
- Local Government: 8.8%
- Private Sector: 33.9%
- Federal Government: N/A

The Market Average is a weighted average for all three employer groups.
Police, Fire, & Ambulance Dispatchers

The following displays the average 2017 state employee workforce data for employees in the Police, Fire, & Ambulance Dispatchers occupation, Bargaining Unit 7 employees, and for all state employees. See the Glossary of Terms for definitions.

**Average Age**
- Dispatchers: 41
- BU 7 Employees: 44
- All State Employees: 46

**Average Years of State Service**
- Dispatchers: 11
- BU 7 Employees: 14
- All State Employees: 13

**Vacancy Rate**
- Dispatchers: 12.2%
- BU 7 Employees: 15.4%
- All State Employees: 13.6%

**2017 Turnover Rate**
- Involuntary Separation Rate
  - Dispatchers: 0.3%
  - BU 7 Employees: 2.3%
  - All State Employees: 0.5%
- Voluntary Separation Rate
  - Dispatchers: 5.6%
  - BU 7 Employees: 3.0%
  - All State Employees: 3.0%
- Retirement Rate
  - Dispatchers: 2.1%
  - BU 7 Employees: 3.3%
  - All State Employees: 3.0%
- Total Turnover Rate
  - Dispatchers: 8.0%
  - BU 7 Employees: 6.0%
  - All State Employees: 6.5%

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

SOC Code: 19-4092

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

**The State Employs:**

- 525 full-time employees in 13 classifications
- This occupation represents 7.3% of BU 7 and related excluded employees

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

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

- Market Average: 7.4%
- Local Government: 7.4%
- Private Sector: N/A
- Federal Government: N/A

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

The following displays the average 2017 state employee workforce data for employees in the Forensic Science Technicians occupation, Bargaining Unit 7 employees, and for all state employees. See the Glossary of Terms for definitions.

**Average Age**
- **Forensic Science Technicians**: 47
- **BU 7 Employees**: 44
- **All State Employees**: 46

**Average Years of State Service**
- **Forensic Science Technicians**: 18
- **BU 7 Employees**: 14
- **All State Employees**: 13

**2017 Turnover Rate**
- **Involuntary Separation Rate**
  - Forensic Science Technicians: 0.0%
  - BU 7 Employees: 2.8%
  - All State Employees: 0.4%
- **Voluntary Separation Rate**
  - Forensic Science Technicians: 2.8%
  - BU 7 Employees: 2.3%
  - All State Employees: 3.0%
- **Retirement Rate**
  - Forensic Science Technicians: 3.0%
  - BU 7 Employees: 3.3%
  - All State Employees: 3.0%
- **Total Turnover Rate**
  - Forensic Science Technicians: 5.2%
  - BU 7 Employees: 6.0%
  - All State Employees: 6.5%

The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.
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 total compensation dollars on the following pages may not always equal wages plus benefits due to rounding. 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 (rank-and-file only)

Top 10 Departments with Bargaining Unit 13 Employees

<table>
<thead>
<tr>
<th>Department</th>
<th>Count of Employees*</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Department of Corrections and Rehabilitation</td>
<td>460</td>
</tr>
<tr>
<td>Department of General Services</td>
<td>189</td>
</tr>
<tr>
<td>Department of State Hospitals</td>
<td>65</td>
</tr>
<tr>
<td>California Department of Transportation</td>
<td>50</td>
</tr>
<tr>
<td>Department of Developmental Services</td>
<td>34</td>
</tr>
<tr>
<td>Department of Veteran’s Affairs</td>
<td>32</td>
</tr>
<tr>
<td>California Department of Forestry and Fire Protection</td>
<td>27</td>
</tr>
<tr>
<td>Department of Parks and Recreation</td>
<td>24</td>
</tr>
<tr>
<td>Military Department</td>
<td>18</td>
</tr>
<tr>
<td>Department of Public Health</td>
<td>17</td>
</tr>
</tbody>
</table>

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

KEY STATISTICS FOR UNIT*

952  
Full-Time Employees

12  
State Classifications

4  
Occupations

KEY STATISTICS IN REPORT*

870  
Full-Time Employees

91.4%  
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 2017.
**Stationary Engineers & Boiler Operators**

SOC Code: 51-8021

**Federal Government Definition:** Employees in the Stationary Engineers & Boiler Operators 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:**

732 full-time employees in 5 classifications

This occupation represents 76.9% of BU 13 and related excluded employees

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

- **California Government:** $10,593
- **Market Average:** $12,016
- **Local Government:** $12,075
- **Private Sector:** $11,508
- **Federal Government:** $9,009

Wage: $4,389, $4,664, $4,778, $4,494, $3,876
Benefits: $5,132, $7,352, $7,597, $7,014, $5,133

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

- Below Average Growth: 7.7%
- Federal Government: 13.1%
- Local Government: -19.4%
- Private Sector: -11.1%
- Market Average: -16.0%

The Market Average is a weighted average for all three employer groups.
Stationary Engineers & Boiler Operators

The following displays the average 2017 state employee workforce data for Stationary Engineers & Boiler Operators, Bargaining Unit 13 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.

- Average Age: 53 for Stationary Engineers & Boiler Operators, 53 for BU 13 Employees, 46 for All State Employees
- Average Years of State Service: 13 for Stationary Engineers & Boiler Operators, 13 for BU 13 Employees, 13 for All State Employees

2017 Turnover Rate

- Involuntary Separation Rate: 0.1% for Stationary Engineers & Boiler Operators, 0.2% for BU 13 Employees, 0.5% for All State Employees
- Voluntary Separation Rate: 1.7% for Stationary Engineers & Boiler Operators, 1.9% for BU 13 Employees, 3.0% for All State Employees
- Retirement Rate: 4.8% for Stationary Engineers & Boiler Operators, 5.4% for BU 13 Employees, 6.7% for All State Employees
- Total Turnover Rate: 6.7% for Stationary Engineers & Boiler Operators, 7.4% for BU 13 Employees, 6.5% for All State Employees

The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.
Water & Wastewater Treatment Plant & System Operators

SOC Code: 51-8031

**Federal Government Definition:** Employees in the Water & Wastewater Treatment Plant & System Operators 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:**

- **138** full-time employees in 3 classifications
- **This occupation represents 14.5% of BU 13 and related excluded employees**

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

- **Wage**
- **Benefits**

<table>
<thead>
<tr>
<th>California Government</th>
<th>Market Average</th>
<th>Local Government</th>
<th>Private Sector</th>
<th>Federal Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,938</td>
<td>$9,754</td>
<td>$9,808</td>
<td>$8,213</td>
<td>$7,610</td>
</tr>
<tr>
<td>$4,662</td>
<td>$3,766</td>
<td>$3,787</td>
<td>$3,207</td>
<td>$2,888</td>
</tr>
<tr>
<td>$6,276</td>
<td>$5,987</td>
<td>$6,021</td>
<td>$5,006</td>
<td>$4,722</td>
</tr>
</tbody>
</table>

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

- **Declining Growth**
  - 6%
  - 11%
  - 17%
- **22%**
- **-4.5%**

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

- **Market Average**: 10.8%
- **Local Government**: 10.3%
- **Private Sector**: 24.9%
- **Federal Government**: 30.4%

*The Market Average is a weighted average for all three employer groups.*
Water & Wastewater Treatment Plant & System Operators

The following displays the average 2017 state employee workforce data for employees in the occupation, Bargaining Unit 13 employees, and for all state employees. See the Glossary of Terms for definitions.

Average Age
- Water Treatment Operators: 53
- BU 13 Employees: 53
- All State Employees: 46

Average Years of State Service
- Water Treatment Operators: 15
- BU 13 Employees: 13
- All State Employees: 13

2017 Turnover Rate

- Involuntary Separation Rate:
  - Water & Wastewater System Operators: 0.0%
  - BU 13 Employees: 0.2%
  - All State Employees: 0.5%
- Voluntary Separation Rate:
  - Water & Wastewater System Operators: 2.8%
  - BU 13 Employees: 3.0%
  - All State Employees: 3.0%
- Retirement Rate:
  - Water & Wastewater System Operators: 6.4%
  - BU 13 Employees: 5.4%
  - All State Employees: 3.0%
- Total Turnover Rate:
  - Water & Wastewater System Operators: 9.2%
  - BU 13 Employees: 7.4%
  - All State Employees: 6.5%

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 almost entirely of psychiatric technicians, primarily within state institutions. 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. The total compensation dollars on the following pages may not always equal wages plus benefits due to rounding. See Appendix B for a detailed list of state classifications in each occupation.

Occupation Examined for Bargaining Unit 18
• Psychiatric Technicians

Departments with Bargaining Unit 18 Employees

<table>
<thead>
<tr>
<th>Department</th>
<th>Count of Employees*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of State Hospitals</td>
<td>3,868</td>
</tr>
<tr>
<td>Department of Developmental Services</td>
<td>1,405</td>
</tr>
<tr>
<td>California Department of Corrections and Rehabilitation</td>
<td>918</td>
</tr>
<tr>
<td>Department of Veterans Affairs</td>
<td>2</td>
</tr>
</tbody>
</table>

The California Department of Corrections and Rehabilitation count includes employees working at California Correctional Health Care Services.
Psychiatric Technicians
SOC Code: 29-2053

Federal Government Definition: Employees in the Psychiatric Technicians 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:

- 6,009 full-time employees in 12 classifications
- This occupation represents 97.0% of BU 18 and related excluded employees

Statewide Monthly Median Total Compensation Comparison for the Psychiatric Technicians Occupation

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

- Market Average: 15.8%
- Local Government: 12.3%
- Private Sector: 26.1%
- Federal Government: N/A

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

The following displays the average 2017 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.

### Average Age
- **Psychiatric Technicians**: 44
- **BU 18 Employees**: 44
- **All State Employees**: 46

### Average Years of State Service
- **Psychiatric Technicians**: 13
- **BU 18 Employees**: 13
- **All State Employees**: 13

### 2017 Turnover Rate

<table>
<thead>
<tr>
<th></th>
<th>Psychiatric Technicians</th>
<th>BU 18 Employees</th>
<th>All State Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntary Separation Rate</td>
<td>0.8%</td>
<td>2.6%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Voluntary Separation Rate</td>
<td>0.8%</td>
<td>2.6%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Retirement Rate</td>
<td>0.5%</td>
<td>2.8%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Total Turnover Rate</td>
<td>6.0%</td>
<td>6.1%</td>
<td>6.5%</td>
</tr>
</tbody>
</table>

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*

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Sacramento Region</th>
<th>San Francisco Region</th>
<th>Los Angeles Region</th>
<th>San Diego County</th>
<th>Other Counties</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>42.5%</td>
<td>20.3%</td>
<td>26.7%</td>
<td>7.2%</td>
<td>3.3%</td>
</tr>
<tr>
<td>7</td>
<td>23.0%</td>
<td>17.3%</td>
<td>32.6%</td>
<td>6.0%</td>
<td>21.1%</td>
</tr>
<tr>
<td>13</td>
<td>18.0%</td>
<td>23.4%</td>
<td>18.4%</td>
<td>3.0%</td>
<td>37.2%</td>
</tr>
<tr>
<td>18</td>
<td>1.7%</td>
<td>28.2%</td>
<td>29.4%</td>
<td>0.9%</td>
<td>39.9%</td>
</tr>
<tr>
<td>All State Workers</td>
<td>35.7%</td>
<td>17.4%</td>
<td>20.1%</td>
<td>3.8%</td>
<td>22.9%</td>
</tr>
</tbody>
</table>

*State employee data derived from California State Controller’s Office. Percentages may not equal 100 due to rounding.
Comparison in Sacramento Region

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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1011</td>
<td>Lawyers</td>
<td>-5.2%</td>
<td>-4.3%</td>
<td>3.9%</td>
<td>-3.8%</td>
</tr>
<tr>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>-</td>
<td>-</td>
<td>14.1%</td>
<td>14.1%</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-14.1%</td>
<td>-</td>
<td>-34.6%</td>
<td>-24.7%</td>
</tr>
<tr>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-29.3%</td>
<td>-</td>
<td>-</td>
<td>-29.3%</td>
</tr>
<tr>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>10.5%</td>
<td>-</td>
<td>-</td>
<td>10.5%</td>
</tr>
<tr>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>-9.3%</td>
<td>-</td>
<td>-</td>
<td>-9.3%</td>
</tr>
<tr>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-22.4%</td>
<td>-12.0%</td>
<td>-</td>
<td>-16.9%</td>
</tr>
<tr>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>8.9%</td>
<td>-</td>
<td>-</td>
<td>8.9%</td>
</tr>
<tr>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*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*

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1011</td>
<td>Lawyers</td>
<td>-17.1%</td>
<td>-48.7%</td>
<td>-4.8%</td>
<td>-30.6%</td>
</tr>
<tr>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>-7.2%</td>
<td>-</td>
<td>13.7%</td>
<td>10.4%</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-11.6%</td>
<td>-</td>
<td>-48.1%</td>
<td>-31.8%</td>
</tr>
<tr>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-52.1%</td>
<td>-</td>
<td>16.7%</td>
<td>-50.5%</td>
</tr>
<tr>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>-9.7%</td>
<td>-</td>
<td>-</td>
<td>-9.7%</td>
</tr>
<tr>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>9.4%</td>
<td>-</td>
<td>-</td>
<td>9.4%</td>
</tr>
<tr>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-24.2%</td>
<td>-23.6%</td>
<td>-</td>
<td>-24.0%</td>
</tr>
<tr>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>-5.7%</td>
<td>0.7%</td>
<td>-</td>
<td>-5.6%</td>
</tr>
<tr>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>21.2%</td>
<td>-</td>
<td>-</td>
<td>21.2%</td>
</tr>
</tbody>
</table>

*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*

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1011</td>
<td>Lawyers</td>
<td>-15.1%</td>
<td>-18.4%</td>
<td>-0.4%</td>
<td>-13.8%</td>
</tr>
<tr>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>-16.6%</td>
<td>-</td>
<td>21.0%</td>
<td>10.1%</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-25.7%</td>
<td>-</td>
<td>-27.4%</td>
<td>-26.3%</td>
</tr>
<tr>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-38.3%</td>
<td>-</td>
<td>22.9%</td>
<td>-37.6%</td>
</tr>
<tr>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>8.8%</td>
<td>-</td>
<td>-</td>
<td>8.8%</td>
</tr>
<tr>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>3.0%</td>
<td>-</td>
<td>-</td>
<td>3.0%</td>
</tr>
<tr>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-9.5%</td>
<td>0.7%</td>
<td>-</td>
<td>-5.9%</td>
</tr>
<tr>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>4.4%</td>
<td>16.2%</td>
<td>-</td>
<td>4.6%</td>
</tr>
<tr>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>10.8%</td>
<td>38.9%</td>
<td>-</td>
<td>16.4%</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1011</td>
<td>Lawyers</td>
<td>-3.7%</td>
<td>-26.0%</td>
<td>-1.5%</td>
<td>-7.1%</td>
</tr>
<tr>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>-</td>
<td>-</td>
<td>27.1%</td>
<td>27.1%</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>16.7%</td>
<td>-</td>
<td>5.1%</td>
<td>6.8%</td>
</tr>
<tr>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>-14.8%</td>
<td>-</td>
<td>23.0%</td>
<td>-11.7%</td>
</tr>
<tr>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>12.7%</td>
<td>-</td>
<td>-</td>
<td>12.7%</td>
</tr>
<tr>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>12.0%</td>
<td>-</td>
<td>-</td>
<td>12.0%</td>
</tr>
<tr>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-</td>
<td>-3.5%</td>
<td>-</td>
<td>-3.5%</td>
</tr>
<tr>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>18.5%</td>
<td>-</td>
<td>35.3%</td>
<td>19.2%</td>
</tr>
<tr>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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*

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Local Govt.</th>
<th>Private Sector</th>
<th>Federal Govt.</th>
<th>Market Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-1011</td>
<td>Lawyers</td>
<td>16.6%</td>
<td>-</td>
<td>10.6%</td>
<td>16.2%</td>
</tr>
<tr>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>2.5%</td>
<td>-</td>
<td>45.5%</td>
<td>29.3%</td>
</tr>
<tr>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>20.7%</td>
<td>-</td>
<td>13.0%</td>
<td>15.7%</td>
</tr>
<tr>
<td>33-3051</td>
<td>Police and Sheriff’s Patrol Officers</td>
<td>1.1%</td>
<td>-</td>
<td>33.5%</td>
<td>1.7%</td>
</tr>
<tr>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>25.2%</td>
<td>-</td>
<td>-</td>
<td>25.2%</td>
</tr>
<tr>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>41.0%</td>
<td>-</td>
<td>-</td>
<td>41.0%</td>
</tr>
<tr>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-22.7%</td>
<td>5.4%</td>
<td>-</td>
<td>-12.2%</td>
</tr>
<tr>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>33.4%</td>
<td>37.9%</td>
<td>-</td>
<td>33.6%</td>
</tr>
<tr>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>11.2%</td>
<td>-</td>
<td>-</td>
<td>11.2%</td>
</tr>
</tbody>
</table>

*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

On the following pages you will find 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.
State Employee Wages

CalHR received wage data for state employees from the State Controller’s Office. This report compares the monthly median wage for full-time workers as of March 2017. (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 (SWA). In California, the Employment Development Department (EDD) is the SWA responsible for collecting local-government and private-sector wages. The Bureau collects federal employee wage data.

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

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

The OES data in this report reflects wages for full-time workers in California as of March 2017. 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 2017 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 ECEC reports the following employer-paid benefit costs:

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

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

---

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.
Table 14: Calculating the Benefit Percentage From the NCS

<table>
<thead>
<tr>
<th>NCS Wage for Major Occupational Group</th>
<th>NCS Total Benefits for Major Occupational Group</th>
<th>Benefit Formula</th>
<th>Benefit %</th>
</tr>
</thead>
<tbody>
<tr>
<td>$80,000 / Year</td>
<td>$40,000 / Year</td>
<td>($40,000 / $80,000) = 50%</td>
<td>50%</td>
</tr>
</tbody>
</table>
National Compensation Survey Data

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

---

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 OPM.
Methodology for Combining Benefit Percentages and Wages

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

To find the total compensation for a detailed occupation, the benefit percentage from the NCS (for local government and private sector) and from the OPM (for federal government) was combined with the wage data from the corresponding employer group in the OES survey. Here’s how this works: Multiply the OES annual wage by the benefit percentage to find the dollar value for employee benefits, and then add this amount to the annual wage from the OES survey. This produces the annual total compensation estimate for workers in the occupation.

Table 15: Calculating the Value of Employee Benefits

<table>
<thead>
<tr>
<th>OES Annual Wage for Detailed Occupational Group</th>
<th>Benefit %</th>
<th>Multiply Annual Wage by Benefit Percentage</th>
<th>Add OES Annual Wage and Value of Benefits</th>
<th>Total Compensation for Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>$80,000 / Year</td>
<td>50%</td>
<td>($80,000 x 50%) = $40,000</td>
<td>$80,000 + $40,000</td>
<td>$120,000 / Year</td>
</tr>
</tbody>
</table>
State Benefits Not Included in Total Compensation

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

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

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

**Flexible Schedules**
The state offers flexible schedules to many of its workers, often in the form of an Alternate Work Week Schedule. This schedule allows employees and supervisors to mutually agree upon a varied distribution of their normal work hours. It does not change the number of hours worked, but simply allows each individual the flexibility to rearrange their work schedule to better meet their personal needs while also considering the needs of the office.
Jury Duty Leave
State employees called for jury duty are granted leave time during their service. Employees are not entitled to juror pay but are permitted to keep mileage payments.

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

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

Paid Leave for Promotional Exams/Promotional Interviews
State employees may be granted leave time to participate in civil service examinations and attend interviews. (Gov. Code §19991)

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

Retiree Health Insurance (Other Post-Employment Benefits)
The Bureau of Labor Statistics does not include retiree health insurance in the calculation of benefits for the National Compensation Survey. Following this methodology, the state did not include its contribution to retiree health in its benefit calculations.
State Defined Contribution Program: Savings Plus
Through Savings Plus, most state employees may establish and manage 401(k) and 457(b) plans. In 2017, employees were allowed to contribute up to $18,000 in each plan ($36,000 combined), if under the age of 50; and up to $24,000 in each plan ($48,000 combined) if 50 or older. Savings Plus allows employees to save for their retirement on both a pre-tax basis and after-tax basis with the designated Roth feature.

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

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

Supplemental Life Insurance
Excluded employees enrolled in the State-paid group term life insurance plan can purchase additional insurance coverage from MetLife. Under the voluntary supplemental life insurance plan, these employees may elect additional coverage in increments of $10,000 up to the lesser of $750,000 or eight times an employee’s basic annual earnings.

Teleworking
In some offices, the state encourages the use of teleworking (working from home) as a management work option. Appropriately planned and managed, telework can benefit managers, employees, and customers of the State of California.
Time-Off to Maintain Licensure
For state employees that must maintain professional licensure as a condition of employment, the state allows these employees time off for educational leave without loss of compensation. See related Memoranda of Understandings for more information.

Training and Professional Development
Statewide Talent Development provides training for state employees through innovative classroom and virtual solutions. These enterprise-wide programs include leadership development and process improvement through the Leadership Academy. Statewide Talent Development also provides leadership and guidance to departments on training and professional development.

Transportation Benefits
There are three transportation-related benefits the state offers to employees. The first is pre-tax parking, which allows employees to have their taxable income reduced by a specific dollar amount for work-related parking fees. The second benefit is the Transit and Vanpool Incentive Program, where employees receive a transit or vanpool subsidy of 75 percent, up to a maximum of $65. The vanpool coordinator/driver for each vanpool receives a reimbursement amount of $100 per month. The third benefit is the Bicycle Commuter Program. Active state employees who bike to work at least 50% of the days they are scheduled to work in a calendar month are eligible to receive a taxable $20 benefit.

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

For more information on state employee benefits:
http://calhr.ca.gov/employees/Pages/salary-and-benefits.aspx
## Glossary of Terms

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

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Hours Worked</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Annual Leave</strong></td>
<td>Annual Leave is a consolidated leave plan. Consolidated leave plans provide a single amount of time off for workers to use for any of a number of purposes, such as vacation, illness, and personal business. Upon separation or retirement, state employees are compensated for any unused hours.</td>
</tr>
<tr>
<td><strong>Annual Scheduled Hours</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Bargaining Units</strong></td>
<td>A group of employees working in similar classifications or occupations represented by a union for bargaining purposes.</td>
</tr>
<tr>
<td><strong>Base Salary</strong></td>
<td>Wages paid for work performed during a unit of time, such as monthly. Base salary does not include overtime or incentive pay.</td>
</tr>
<tr>
<td><strong>Bureau</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>CB/ID</strong></td>
<td>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 2 and its related excluded employees look like this: R02, M02, S02, and U02.</td>
</tr>
<tr>
<td><strong>Defined Benefit Retirement Plan</strong></td>
<td>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.</td>
</tr>
</tbody>
</table>
### 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, 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

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Flex Elect</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Health Insurance Plan</strong></td>
<td>Insurance plans that include coverage for one or more of the following: medical care, dental care, and vision care.</td>
</tr>
<tr>
<td><strong>Holiday Bonus</strong></td>
<td>Payment to employees as a holiday gift. For State of California employees, in 2017, 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.</td>
</tr>
<tr>
<td><strong>Holiday Leave</strong></td>
<td>Holidays are days off from work on days of special religious, cultural, social, or patriotic significance on which work and business ordinarily cease.</td>
</tr>
<tr>
<td><strong>Holiday Premium Pay</strong></td>
<td>Payment for working a designated holiday; usually an add-on to a base rate.</td>
</tr>
<tr>
<td><strong>Implicit Subsidy</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Involuntary Separation</strong></td>
<td>Involuntary separations include AWOL, death, dismissal, failure to meet employee conditions, termination with fault, illegal appointment, and resignation with fault.</td>
</tr>
<tr>
<td><strong>Legally Required Benefits</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Life Insurance</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Longevity Pay</strong></td>
<td>Payment to an employee based on seniority or length of service with an employer.</td>
</tr>
<tr>
<td><strong>Long-Term Disability</strong></td>
<td>Provides a monthly benefit to employees who, due to a non-work-related injury or illness, are unable to perform the duties of their normal occupation or any other, for periods of time extending beyond their short-term disability or sickness and accident insurance.</td>
</tr>
<tr>
<td><strong>Glossary of Terms Continued</strong></td>
<td></td>
</tr>
<tr>
<td>--------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>Market Average</strong></td>
<td>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 up, then divided by the total number of employees for all three groups to find the Market Average.</td>
</tr>
<tr>
<td><strong>Mean</strong></td>
<td>The mean is the arithmetic average of a group of numbers.</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>The median is the midpoint of a group of numbers after sorting in ascending or descending order.</td>
</tr>
<tr>
<td><strong>NCS</strong></td>
<td>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).</td>
</tr>
<tr>
<td><strong>Occupation</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>OES</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>OPEB</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>OPM</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Overtime Pay</strong></td>
<td>Payment over and above the employee's regular pay for working in excess of a specified number of hours per day or per week.</td>
</tr>
</tbody>
</table>
## Glossary of Terms Continued

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Paid Leave</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Personal Leave</strong></td>
<td>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 falls into this category.</td>
</tr>
<tr>
<td><strong>Private Sector</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Retirement Plans</strong></td>
<td>Includes defined benefit pension plans and defined contribution retirement plans.</td>
</tr>
<tr>
<td><strong>Related Excluded</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Retirement Rate</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Shift Differential</strong></td>
<td>Payment over and above an employee's regular pay for working a nonstandard shift, typically evenings, nights, and weekends.</td>
</tr>
<tr>
<td><strong>Sick Leave</strong></td>
<td>Employer paid time off offered to employees to compensate for time away from work while sick or injured.</td>
</tr>
<tr>
<td><strong>Short-Term Disability</strong></td>
<td>Provides short-term (typically 26 weeks) income protection to employees who are unable to work due to a non-work-related accident or illness.</td>
</tr>
<tr>
<td><strong>SOC</strong></td>
<td>Standard Occupational Classification (SOC) system is a list of defined occupations maintained by the federal government’s Office of Management and Budget. It has been adopted by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. The 2010 SOC system contains 840 detailed occupations.</td>
</tr>
<tr>
<td><strong>State Classification</strong></td>
<td>A defined state job. The State of California maintains definitions and salaries for approximately 2,800 civil service classifications.</td>
</tr>
<tr>
<td>Term</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Supplemental Pay</td>
<td>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).</td>
</tr>
<tr>
<td>Turnover Rate</td>
<td>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.</td>
</tr>
<tr>
<td>Unemployment Insurance</td>
<td>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.</td>
</tr>
<tr>
<td>Vacancy Rate</td>
<td>The vacancy rate is calculated by dividing an annual average of full-time equivalent vacant positions by the annual average of all established full-time equivalent positions. It does not include employees hired into blanket positions. (Blanket positions are intended to be used for temporary, seasonal, or intermittent workload.)</td>
</tr>
<tr>
<td>Vacation Leave</td>
<td>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.</td>
</tr>
<tr>
<td>Value of Paid Leave</td>
<td>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.</td>
</tr>
<tr>
<td>Voluntary Separation Rate</td>
<td>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.</td>
</tr>
<tr>
<td>Wage – OES</td>
<td>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.</td>
</tr>
<tr>
<td>Wage – NCS</td>
<td>Same as above only longevity and recruitment and retention bonuses are not included in the wage.</td>
</tr>
<tr>
<td>Weekend Premium Pay</td>
<td>Payment over and above an employee's regular pay for working on a Saturday, Sunday, or other non-scheduled workday.</td>
</tr>
<tr>
<td>Workers’ Compensation</td>
<td>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.</td>
</tr>
</tbody>
</table>
Acknowledgements

This report was possible through the work of thousands of economists and staff at the Bureau and the EDD which produces the NCS and OES surveys and graciously provided their data for our analysis. Special assistance was provided by the Bureau’s Pacific Regional Office and its national Office of Compensation and Working Conditions, and the EDD’s Labor Market Information Division. State employee compensation data was provided by the State Controller’s Office. Additional assistance was provided by the U.S. Office of Personnel Management, the California Public Employees’ Retirement System, and CalHR’s Personnel Management Division, Statewide Workforce Planning and Recruitment Unit, Benefits Division, Communications Office, and the Savings Plus Program.
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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

On the following pages you will find detailed comparisons of monthly wage and total compensation by employer group and labor market for each occupation.
# State Employee Wage and Total Compensation Comparisons to the Market Average

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>Market Average Median Wage</th>
<th>Market Average Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>23-1011</td>
<td>Lawyers</td>
<td>-23.9%</td>
<td>-17.2%</td>
</tr>
<tr>
<td>2</td>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>9.5%</td>
<td>14.0%</td>
</tr>
<tr>
<td>7</td>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>-14.6%</td>
<td>-6.4%</td>
</tr>
<tr>
<td>7</td>
<td>33-3051</td>
<td>Police and Sheriff's Patrol Officers</td>
<td>-44.4%</td>
<td>-35.0%</td>
</tr>
<tr>
<td>7</td>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>2.9%</td>
<td>10.3%</td>
</tr>
<tr>
<td>7</td>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>-10.4%</td>
<td>7.4%</td>
</tr>
<tr>
<td>13</td>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>-23.1%</td>
<td>-16.0%</td>
</tr>
<tr>
<td>13</td>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>4.6%</td>
<td>10.8%</td>
</tr>
<tr>
<td>18</td>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>-2.6%</td>
<td>15.8%</td>
</tr>
</tbody>
</table>

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

**SOC Code: 23-1011 - Lawyers**

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statewide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$13,418</td>
<td>-23.9%</td>
<td>$20,389</td>
<td>-17.2%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$12,397</td>
<td>-14.4%</td>
<td>$19,186</td>
<td>-10.3%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$16,107</td>
<td>-48.7%</td>
<td>$24,037</td>
<td>-38.1%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$11,997</td>
<td>-10.7%</td>
<td>$17,749</td>
<td>-2.0%</td>
</tr>
<tr>
<td><strong>Sacramento</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$11,767</td>
<td>-8.6%</td>
<td>$18,063</td>
<td>-3.8%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$11,829</td>
<td>-9.2%</td>
<td>$18,307</td>
<td>-5.2%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$12,156</td>
<td>-12.2%</td>
<td>$18,140</td>
<td>-4.3%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$11,297</td>
<td>-4.3%</td>
<td>$16,714</td>
<td>3.9%</td>
</tr>
<tr>
<td><strong>San Francisco</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$15,080</td>
<td>-39.2%</td>
<td>$22,731</td>
<td>-30.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$13,164</td>
<td>-21.5%</td>
<td>$20,373</td>
<td>-17.1%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$17,333</td>
<td>-60.0%</td>
<td>$25,867</td>
<td>-48.7%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$12,330</td>
<td>-13.8%</td>
<td>$18,243</td>
<td>-4.8%</td>
</tr>
<tr>
<td><strong>Los Angeles</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$12,969</td>
<td>-19.7%</td>
<td>$19,850</td>
<td>-13.8%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$12,835</td>
<td>-19.4%</td>
<td>$20,020</td>
<td>-15.1%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$13,802</td>
<td>-27.4%</td>
<td>$20,597</td>
<td>-18.4%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$11,812</td>
<td>-9.0%</td>
<td>$17,476</td>
<td>-0.4%</td>
</tr>
<tr>
<td><strong>San Diego</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$12,257</td>
<td>-13.1%</td>
<td>$18,643</td>
<td>-7.1%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$11,657</td>
<td>-7.6%</td>
<td>$18,041</td>
<td>-3.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$14,691</td>
<td>-35.6%</td>
<td>$21,924</td>
<td>-26.0%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$11,940</td>
<td>-10.2%</td>
<td>$17,665</td>
<td>-1.5%</td>
</tr>
<tr>
<td><strong>Other Counties</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$9,443</td>
<td>12.8%</td>
<td>$14,573</td>
<td>16.2%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$9,377</td>
<td>13.4%</td>
<td>$14,512</td>
<td>16.6%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$10,517</td>
<td>2.9%</td>
<td>$15,559</td>
<td>10.6%</td>
</tr>
</tbody>
</table>

Please Note: A negative percentage indicates a lag for the state. A dash (−) indicates that no information was available. The Private Sector wages are from employers with 500 employees or more.
# Summary Sheet for State of California

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

<table>
<thead>
<tr>
<th>State</th>
<th>Median Mo. Wage</th>
<th>State Average Mo. Benefits</th>
<th>Median Mo. Total Comp</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide</td>
<td>$11,409</td>
<td>60.6%</td>
<td>$18,323</td>
<td>14.0%</td>
</tr>
<tr>
<td>Labor Market</td>
<td>Monthly Median Wage</td>
<td>Lead/Lag</td>
<td>Monthly Median Total Compensation</td>
<td>Lead/Lag</td>
</tr>
<tr>
<td>Market Average</td>
<td>$10,327</td>
<td>9.5%</td>
<td>$15,755</td>
<td>14.0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$12,710</td>
<td>-11.4%</td>
<td>$19,670</td>
<td>-7.4%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$9,546</td>
<td>16.3%</td>
<td>$14,473</td>
<td>21.0%</td>
</tr>
</tbody>
</table>

## Sacramento

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$10,383</td>
<td>9.0%</td>
<td>$15,741</td>
<td>14.1%</td>
</tr>
<tr>
<td>Local Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$10,383</td>
<td>9.0%</td>
<td>$15,741</td>
<td>14.1%</td>
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</tbody>
</table>

## San Francisco

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$10,791</td>
<td>5.4%</td>
<td>$16,422</td>
<td>10.4%</td>
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<tr>
<td>Local Government</td>
<td>$12,690</td>
<td>-11.2%</td>
<td>$19,639</td>
<td>-7.2%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$10,434</td>
<td>8.5%</td>
<td>$15,819</td>
<td>13.7%</td>
</tr>
</tbody>
</table>

## Los Angeles

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$10,779</td>
<td>5.5%</td>
<td>$16,467</td>
<td>10.1%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$13,803</td>
<td>-21.0%</td>
<td>$21,361</td>
<td>-16.6%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$9,547</td>
<td>16.3%</td>
<td>$14,473</td>
<td>21.0%</td>
</tr>
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</table>

## San Diego

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$8,809</td>
<td>22.8%</td>
<td>$13,355</td>
<td>27.1%</td>
</tr>
<tr>
<td>Local Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$8,809</td>
<td>22.8%</td>
<td>$13,355</td>
<td>27.1%</td>
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</table>

## Other Counties

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$8,451</td>
<td>25.9%</td>
<td>$12,949</td>
<td>29.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$11,549</td>
<td>-1.2%</td>
<td>$17,873</td>
<td>2.5%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$6,592</td>
<td>42.2%</td>
<td>$9,994</td>
<td>45.5%</td>
</tr>
</tbody>
</table>

Please Note: A negative percentage indicates a lag for the state.
A dash (−) indicates that no information was available.
The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

**SOC Code: 33-3021 - Detectives and Criminal Investigators**

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statewide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$8,400</td>
<td>-14.6%</td>
<td>$14,389</td>
<td>-6.4%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$9,340</td>
<td>-27.4%</td>
<td>$16,052</td>
<td>-18.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$7,691</td>
<td>-4.9%</td>
<td>$13,133</td>
<td>2.9%</td>
</tr>
<tr>
<td><strong>Sacramento</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$9,847</td>
<td>-34.3%</td>
<td>$16,862</td>
<td>-24.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$8,978</td>
<td>-22.5%</td>
<td>$15,430</td>
<td>-14.1%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$10,657</td>
<td>-45.4%</td>
<td>$18,199</td>
<td>-34.6%</td>
</tr>
<tr>
<td><strong>San Francisco</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$10,414</td>
<td>-42.1%</td>
<td>$17,827</td>
<td>-31.8%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$8,781</td>
<td>-19.8%</td>
<td>$15,092</td>
<td>-11.6%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$11,727</td>
<td>-60.0%</td>
<td>$20,026</td>
<td>-48.1%</td>
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<tr>
<td><strong>Los Angeles</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$9,965</td>
<td>-35.9%</td>
<td>$17,084</td>
<td>-26.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$9,893</td>
<td>-35.0%</td>
<td>$17,003</td>
<td>-25.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$10,085</td>
<td>-37.6%</td>
<td>$17,223</td>
<td>-27.4%</td>
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<tr>
<td><strong>San Diego</strong></td>
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<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$7,370</td>
<td>-0.5%</td>
<td>$12,596</td>
<td>6.8%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,557</td>
<td>10.6%</td>
<td>$11,270</td>
<td>16.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$7,514</td>
<td>-2.5%</td>
<td>$12,832</td>
<td>5.1%</td>
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<tr>
<td><strong>Other Counties</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Market Average</td>
<td>$6,665</td>
<td>9.1%</td>
<td>$11,404</td>
<td>15.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,236</td>
<td>14.9%</td>
<td>$10,718</td>
<td>20.7%</td>
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<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$6,889</td>
<td>6.0%</td>
<td>$11,764</td>
<td>13.0%</td>
</tr>
</tbody>
</table>

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Please Note: A negative percentage indicates a lag for the state. A dash (‐) indicates that no information was available. The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

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

<table>
<thead>
<tr>
<th>Statewide</th>
<th>State Median Mo. Wage</th>
<th>State Average Mo. Benefits</th>
<th>State Median Mo. Total Comp</th>
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</thead>
<tbody>
<tr>
<td>Labor Market</td>
<td>Monthly Median Wage</td>
<td>Lead/Lag</td>
<td>Monthly Median Total Compensation</td>
</tr>
<tr>
<td>Market Average</td>
<td>$8,247</td>
<td>-44.8%</td>
<td>$14,175</td>
</tr>
<tr>
<td>Local Government</td>
<td>$8,316</td>
<td>-45.6%</td>
<td>$14,291</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,763</td>
<td>16.6%</td>
<td>$8,277</td>
</tr>
</tbody>
</table>

### Sacramento

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,898</td>
<td>-38.3%</td>
<td>$13,574</td>
<td>-29.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,898</td>
<td>-38.3%</td>
<td>$13,574</td>
<td>-29.3%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### San Francisco

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$9,195</td>
<td>-61.0%</td>
<td>$15,805</td>
<td>-50.5%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$9,290</td>
<td>-62.7%</td>
<td>$15,966</td>
<td>-52.1%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$5,034</td>
<td>11.9%</td>
<td>$8,748</td>
<td>16.7%</td>
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</tbody>
</table>

### Los Angeles

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$8,408</td>
<td>-47.2%</td>
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<td>-37.6%</td>
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<td>Local Government</td>
<td>$8,450</td>
<td>-47.9%</td>
<td>$14,522</td>
<td>-38.3%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,661</td>
<td>18.4%</td>
<td>$8,099</td>
<td>22.9%</td>
</tr>
</tbody>
</table>

### San Diego

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,819</td>
<td>-19.4%</td>
<td>$11,726</td>
<td>-11.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,016</td>
<td>-22.8%</td>
<td>$12,057</td>
<td>-14.8%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,654</td>
<td>18.5%</td>
<td>$8,087</td>
<td>23.0%</td>
</tr>
</tbody>
</table>

### Other Counties

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,002</td>
<td>-5.1%</td>
<td>$10,316</td>
<td>1.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,042</td>
<td>-5.8%</td>
<td>$10,384</td>
<td>1.1%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,018</td>
<td>29.6%</td>
<td>$6,983</td>
<td>33.5%</td>
</tr>
</tbody>
</table>

---

Please Note: A negative percentage indicates a lag for the state.
A dash (-) indicates that no information was available.
The Private Sector wages are from employers with 500 employees or more.
### Summary Sheet for State of California
#### SOC Code: 43-5031 - Police, Fire, & Ambulance Dispatchers

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statewide</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$5,213</td>
<td>2.9%</td>
<td>$8,848</td>
<td>10.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,275</td>
<td>1.7%</td>
<td>$8,997</td>
<td>8.8%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$4,244</td>
<td>21.0%</td>
<td>$6,526</td>
<td>33.9%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sacramento</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$5,181</td>
<td>3.5%</td>
<td>$8,836</td>
<td>10.5%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,181</td>
<td>3.5%</td>
<td>$8,836</td>
<td>10.5%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
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<td>-</td>
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</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>San Francisco</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$6,349</td>
<td>-18.2%</td>
<td>$10,828</td>
<td>-9.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,349</td>
<td>-18.2%</td>
<td>$10,828</td>
<td>-9.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
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</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Los Angeles</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$5,276</td>
<td>1.7%</td>
<td>$8,999</td>
<td>8.8%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,276</td>
<td>1.7%</td>
<td>$8,999</td>
<td>8.8%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>San Diego</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$5,053</td>
<td>5.9%</td>
<td>$8,619</td>
<td>12.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,053</td>
<td>5.9%</td>
<td>$8,619</td>
<td>12.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other Counties</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$4,329</td>
<td>19.4%</td>
<td>$7,383</td>
<td>25.2%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$4,329</td>
<td>19.4%</td>
<td>$7,383</td>
<td>25.2%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
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<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
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</tr>
</tbody>
</table>

Please Note: A negative percentage indicates a lag for the state. A dash (-) indicates that no information was available. The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

SOC Code: 19-4092 - Forensic Science Technicians

<table>
<thead>
<tr>
<th></th>
<th>State Median Mo. Wage</th>
<th>State Average Mo. Benefits</th>
<th>State Median Mo. Total Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$5,949</td>
<td>84.4%</td>
<td>$10,972</td>
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</table>

### Statewide

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,565</td>
<td>-10.4%</td>
<td>$10,159</td>
<td>7.4%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,565</td>
<td>-10.4%</td>
<td>$10,159</td>
<td>7.4%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Federal Government</td>
<td>-</td>
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### Sacramento

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,751</td>
<td>-30.3%</td>
<td>$11,995</td>
<td>-9.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,751</td>
<td>-30.3%</td>
<td>$11,995</td>
<td>-9.3%</td>
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<tr>
<td>Private Sector (500+)</td>
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</tr>
<tr>
<td>Federal Government</td>
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### San Francisco

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,424</td>
<td>-8.0%</td>
<td>$9,942</td>
<td>9.4%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,424</td>
<td>-8.0%</td>
<td>$9,942</td>
<td>9.4%</td>
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<tr>
<td>Private Sector (500+)</td>
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<tr>
<td>Federal Government</td>
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### Los Angeles

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,874</td>
<td>-15.6%</td>
<td>$10,638</td>
<td>3.0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,874</td>
<td>-15.6%</td>
<td>$10,638</td>
<td>3.0%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
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</tbody>
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### San Diego

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,237</td>
<td>-4.9%</td>
<td>$9,653</td>
<td>12.0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,237</td>
<td>-4.9%</td>
<td>$9,653</td>
<td>12.0%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
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### Other Counties

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$4,182</td>
<td>29.7%</td>
<td>$6,471</td>
<td>41.0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$4,182</td>
<td>29.7%</td>
<td>$6,471</td>
<td>41.0%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
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<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

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Please Note: A negative percentage indicates a lag for the state.
A dash (-) indicates that no information was available.
The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

**SOC Code: 51-8021 - Stationary Engineers & Boiler Operators**

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>State Median Mo. Wage</th>
<th>State Median Mo. Benefits</th>
<th>State Median Mo. Total Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statewide</strong></td>
<td><strong>$5,973</strong></td>
<td>73.5%</td>
<td><strong>$10,362</strong></td>
</tr>
<tr>
<td>Market Average</td>
<td>$7,352</td>
<td>-24.0%</td>
<td>$12,109</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,597</td>
<td>-27.2%</td>
<td>$12,375</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$7,014</td>
<td>-14.1%</td>
<td>$11,607</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$5,133</td>
<td>-18.4%</td>
<td>$11,508</td>
</tr>
</tbody>
</table>

### Sacramento

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,406</td>
<td>-24.0%</td>
<td>$12,109</td>
<td>-16.9%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,786</td>
<td>-30.3%</td>
<td>$12,682</td>
<td>-22.4%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$7,074</td>
<td>-18.4%</td>
<td>$11,607</td>
<td>-12.0%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### San Francisco

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,873</td>
<td>-31.8%</td>
<td>$12,853</td>
<td>-24.0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,904</td>
<td>-32.3%</td>
<td>$12,875</td>
<td>-24.2%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$7,804</td>
<td>-30.6%</td>
<td>$12,804</td>
<td>-23.6%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
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### Los Angeles

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,719</td>
<td>-12.5%</td>
<td>$10,972</td>
<td>-5.9%</td>
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<tr>
<td>Local Government</td>
<td>$6,968</td>
<td>-16.7%</td>
<td>$11,351</td>
<td>-9.5%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$6,274</td>
<td>-5.0%</td>
<td>$10,294</td>
<td>0.7%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### San Diego

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,538</td>
<td>-9.5%</td>
<td>$10,727</td>
<td>-3.5%</td>
</tr>
<tr>
<td>Local Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$6,538</td>
<td>-9.5%</td>
<td>$10,727</td>
<td>-3.5%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Other Counties

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,121</td>
<td>-19.2%</td>
<td>$11,626</td>
<td>-12.2%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,807</td>
<td>-30.7%</td>
<td>$12,718</td>
<td>-22.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$5,977</td>
<td>-0.1%</td>
<td>$9,806</td>
<td>5.4%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Please Note: A negative percentage indicates a lag for the state.
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The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

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

<table>
<thead>
<tr>
<th>Statewide</th>
<th>State Median Mo. Wage</th>
<th>State Average Mo. Benefits</th>
<th>State Median Mo. Total Comp</th>
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</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$5,987</td>
<td>4.6%</td>
<td>$9,754</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,021</td>
<td>4.1%</td>
<td>$9,808</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$5,006</td>
<td>20.2%</td>
<td>$8,213</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,722</td>
<td>24.8%</td>
<td>$7,610</td>
</tr>
</tbody>
</table>

### Sacramento

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,114</td>
<td>2.6%</td>
<td>$9,960</td>
<td>8.9%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,114</td>
<td>2.6%</td>
<td>$9,960</td>
<td>8.9%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### San Francisco

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$7,092</td>
<td>-13.0%</td>
<td>$11,554</td>
<td>-5.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$7,100</td>
<td>-13.1%</td>
<td>$11,565</td>
<td>-5.7%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$6,618</td>
<td>-5.5%</td>
<td>$10,859</td>
<td>0.7%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
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### Los Angeles

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$6,407</td>
<td>-2.1%</td>
<td>$10,437</td>
<td>4.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$6,420</td>
<td>-2.3%</td>
<td>$10,458</td>
<td>4.4%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$5,584</td>
<td>11.0%</td>
<td>$9,162</td>
<td>16.2%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### San Diego

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$5,428</td>
<td>13.5%</td>
<td>$8,839</td>
<td>19.2%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,471</td>
<td>12.8%</td>
<td>$8,912</td>
<td>18.5%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$4,392</td>
<td>30.0%</td>
<td>$7,079</td>
<td>35.3%</td>
</tr>
</tbody>
</table>

### Other Counties

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Average</td>
<td>$4,460</td>
<td>28.9%</td>
<td>$7,267</td>
<td>33.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>$4,474</td>
<td>28.7%</td>
<td>$7,288</td>
<td>33.4%</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$4,141</td>
<td>34.0%</td>
<td>$6,794</td>
<td>37.9%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Please Note: A negative percentage indicates a lag for the state. A dash (‐) indicates that no information was available. The Private Sector wages are from employers with 500 employees or more.
## Summary Sheet for State of California

**SOC Code: 29-2053 - Psychiatric Technicians**

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>State Median Mo. Wage</th>
<th>State Average Mo. Benefits</th>
<th>State Median Mo. Total Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Statewide</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td>$5,230</td>
<td>-2.6%</td>
<td>$8,008</td>
</tr>
<tr>
<td>Local Government</td>
<td>$5,387</td>
<td>-5.7%</td>
<td>$8,336</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td>$4,760</td>
<td>6.6%</td>
<td>$7,023</td>
</tr>
<tr>
<td>Federal Government</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Labor Market</th>
<th>Monthly Median Wage</th>
<th>Lead/Lag</th>
<th>Monthly Median Total Compensation</th>
<th>Lead/Lag</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sacramento</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Local Government</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Federal Government</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
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<th>Monthly Median Total Compensation</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>San Francisco</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Local Government</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Private Sector (500+)</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
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<td>Federal Government</td>
<td></td>
<td>-</td>
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<th>Monthly Median Total Compensation</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Los Angeles</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Market Average</td>
<td></td>
<td>-</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Local Government</td>
<td></td>
<td>-</td>
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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

On the following pages you will find a complete list of State of California classifications mapped to each occupation.
## Lawyers

**SOC Code: 23-1011**

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**Total Classes: 51**

3,240

*Note: Employee counts are from March 2017.*
# Administrative Law Judges, Adjudicators, & Hearing Officers

**SOC Code: 23-1021**

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**Total Classes: 32** 607

Note: Employee counts are from March 2017.
# Detectives and Criminal Investigators

**SOC Code: 33-3021**

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**Total Classes: 21**

**Employee Count: 1,510**

*Note: Employee counts are from March 2017.*
# Police and Sheriff's Patrol Officers

**SOC Code: 33-3051**

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<tr>
<td>R07</td>
<td>1954</td>
<td>PEACE OFFICER I, DEVELOPMENTAL CENTER</td>
<td>43</td>
</tr>
</tbody>
</table>

**Total Classes: 9**

Total Employee Count: 860

Note: Employee counts are from March 2017.
## Police, Fire, & Ambulance Dispatchers

**SOC Code:** 43-5031

<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>R07</td>
<td>1663</td>
<td>PUBLIC SAFETY DISPATCHER, CALIFORNIA HIGHWAY PATROL</td>
<td>710</td>
</tr>
<tr>
<td>R07</td>
<td>1664</td>
<td>PUBLIC SAFETY OPERATOR, CALIFORNIA HIGHWAY PATROL</td>
<td>64</td>
</tr>
<tr>
<td>R07</td>
<td>1670</td>
<td>COMMUNICATIONS OPERATOR</td>
<td>188</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total Classes:</strong></td>
<td><strong>962</strong></td>
</tr>
</tbody>
</table>

Note: Employee counts are from March 2017.
## Forensic Science Technicians
**SOC Code: 19-4092**

<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>S07</td>
<td>8436</td>
<td>CRIMINAL IDENTIFICATION AND INTELLIGENCE SUPERVISOR</td>
<td>26</td>
</tr>
<tr>
<td>R07</td>
<td>8439</td>
<td>CRIMINAL INTELLIGENCE SPECIALIST III</td>
<td>30</td>
</tr>
<tr>
<td>R07</td>
<td>8440</td>
<td>CRIMINAL INTELLIGENCE SPECIALIST II</td>
<td>29</td>
</tr>
<tr>
<td>R07</td>
<td>8443</td>
<td>CRIMINAL INTELLIGENCE SPECIALIST I</td>
<td>16</td>
</tr>
<tr>
<td>S07</td>
<td>8454</td>
<td>CRIMINAL IDENTIFICATION SPECIALIST III</td>
<td>13</td>
</tr>
<tr>
<td>R07</td>
<td>8456</td>
<td>CRIMINAL IDENTIFICATION SPECIALIST II</td>
<td>90</td>
</tr>
<tr>
<td>R07</td>
<td>8460</td>
<td>LATENT PRINT ANALYST I</td>
<td>2</td>
</tr>
<tr>
<td>R07</td>
<td>8462</td>
<td>CRIMINAL IDENTIFICATION SPECIALIST I</td>
<td>35</td>
</tr>
<tr>
<td>R07</td>
<td>8466</td>
<td>CRIMINALIST</td>
<td>102</td>
</tr>
<tr>
<td>R07</td>
<td>8472</td>
<td>LATENT PRINT ANALYST II</td>
<td>24</td>
</tr>
<tr>
<td>S07</td>
<td>8473</td>
<td>LATENT PRINT SUPERVISOR</td>
<td>5</td>
</tr>
<tr>
<td>S07</td>
<td>8477</td>
<td>CRIMINALIST SUPERVISOR</td>
<td>34</td>
</tr>
<tr>
<td>R07</td>
<td>8478</td>
<td>SENIOR CRIMINALIST</td>
<td>119</td>
</tr>
</tbody>
</table>

**Total Classes:** 13

**Employee Count:** 525

Note: Employee counts are from March 2017.
# Stationary Engineers & Boiler Operators

**SOC Code: 51-8021**

<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>R13</td>
<td>6698</td>
<td>CHIEF ENGINEER I</td>
<td>27</td>
</tr>
<tr>
<td>S13</td>
<td>6699</td>
<td>CHIEF ENGINEER I -CORRECTIONAL FACILITY-</td>
<td>67</td>
</tr>
<tr>
<td>R13</td>
<td>6712</td>
<td>STATIONARY ENGINEER</td>
<td>321</td>
</tr>
<tr>
<td>R13</td>
<td>6713</td>
<td>STATIONARY ENGINEER (CORRECTIONAL FACILITY)</td>
<td>310</td>
</tr>
<tr>
<td>R13</td>
<td>6717</td>
<td>STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)</td>
<td>7</td>
</tr>
</tbody>
</table>

**Total Classes:** 5  
**Total Employee Count:** 732

Note: Employee counts are from March 2017.
### Water & Wastewater Treatment Plant & System Operators

**SOC Code: 51-8031**

<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>R13</td>
<td>6191</td>
<td>WATER AND SEWAGE PLANT OPERATOR, DEPARTMENT OF FORESTRY AND FIRE PROTECTION (SAFETY)</td>
<td>23</td>
</tr>
<tr>
<td>R13</td>
<td>6723</td>
<td>WATER AND SEWAGE PLANT SUPERVISOR</td>
<td>30</td>
</tr>
<tr>
<td>R13</td>
<td>6724</td>
<td>WATER AND SEWAGE PLANT SUPERVISOR -CORRECTIONAL FACILITY-</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total Classes:</strong></td>
<td><strong>138</strong></td>
</tr>
</tbody>
</table>

Note: Employee counts are from March 2017.
Psychiatric Technicians  
SOC Code: 29-2053

<table>
<thead>
<tr>
<th>CBID</th>
<th>Class Code</th>
<th>Class Title</th>
<th>Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>R18</td>
<td>7425</td>
<td>PSYCHIATRIC TECHNICIAN APPRENTICE</td>
<td>345</td>
</tr>
<tr>
<td>S18</td>
<td>8104</td>
<td>UNIT SUPERVISOR (SAFETY)</td>
<td>191</td>
</tr>
<tr>
<td>R18</td>
<td>8226</td>
<td>PSYCHIATRIC TECHNICIAN INSTRUCTOR</td>
<td>14</td>
</tr>
<tr>
<td>R18</td>
<td>8229</td>
<td>PSYCHIATRIC TECHNICIAN APPRENTICE</td>
<td>26</td>
</tr>
<tr>
<td>R18</td>
<td>8231</td>
<td>SENIOR PSYCHIATRIC TECHNICIAN</td>
<td>113</td>
</tr>
<tr>
<td>R18</td>
<td>8232</td>
<td>PSYCHIATRIC TECHNICIAN</td>
<td>513</td>
</tr>
<tr>
<td>R18</td>
<td>8233</td>
<td>PRE-LICENSED PSYCHIATRIC TECHNICIAN</td>
<td>0</td>
</tr>
<tr>
<td>R18</td>
<td>8236</td>
<td>PSYCHIATRIC TECHNICIAN ASSISTANT (SAFETY)</td>
<td>338</td>
</tr>
<tr>
<td>R18</td>
<td>8238</td>
<td>PSYCHIATRIC TECHNICIAN TRAINEE (SAFETY)</td>
<td>13</td>
</tr>
<tr>
<td>R18</td>
<td>8252</td>
<td>SENIOR PSYCHIATRIC TECHNICIAN (SAFETY)</td>
<td>488</td>
</tr>
<tr>
<td>R18</td>
<td>8253</td>
<td>PSYCHIATRIC TECHNICIAN (SAFETY)</td>
<td>3,879</td>
</tr>
<tr>
<td>R18</td>
<td>8254</td>
<td>PRE-LICENSED PSYCHIATRIC TECHNICIAN (SAFETY)</td>
<td>89</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Total Classes: 12</strong></td>
<td><strong>6,009</strong></td>
</tr>
</tbody>
</table>

Note: Employee counts are from March 2017.
Appendix C

Benefit Percentages

On the following page you will find a table displaying a detailed summary of benefit percentages for state government workers associated with each bargaining unit. The remaining pages display charts with benefit percentages used for each occupation.
# State Employee Benefit Percentage Table
for Each Bargaining Unit
Comparing the Average Value of Each Benefit to the Average Wage

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Count of Employees in BU</th>
<th>Annual Hours Worked</th>
<th>Supplemental Pay</th>
<th>Insurance</th>
<th>Retirement</th>
<th>Legally Required Benefits</th>
<th>Paid Leave</th>
<th>Total Benefit Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Overtime</td>
<td>Other Pay</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>3,683</td>
<td>1,762</td>
<td>0%</td>
<td>0.7%</td>
<td>9.2%</td>
<td>26.9%</td>
<td>8.3%</td>
<td>15.3%</td>
</tr>
<tr>
<td>BU R&amp;S02</td>
<td>4,024</td>
<td>1,758</td>
<td>0%</td>
<td>0.7%</td>
<td>9.2%</td>
<td>27.0%</td>
<td>8.2%</td>
<td>15.5%</td>
</tr>
<tr>
<td>7</td>
<td>5,949</td>
<td>1,954</td>
<td>12.5%</td>
<td>3.6%</td>
<td>17.8%</td>
<td>30.6%</td>
<td>4.1%</td>
<td>15.2%</td>
</tr>
<tr>
<td>BU R&amp;S07</td>
<td>7,098</td>
<td>1,936</td>
<td>11.3%</td>
<td>3.8%</td>
<td>17.5%</td>
<td>31.9%</td>
<td>4.4%</td>
<td>15.5%</td>
</tr>
<tr>
<td>13</td>
<td>834</td>
<td>1,922</td>
<td>11.0%</td>
<td>1.2%</td>
<td>16.8%</td>
<td>23.6%</td>
<td>6.8%</td>
<td>14.9%</td>
</tr>
<tr>
<td>BU R&amp;S13</td>
<td>950</td>
<td>1,917</td>
<td>10.6%</td>
<td>1.2%</td>
<td>16.4%</td>
<td>23.5%</td>
<td>6.8%</td>
<td>14.9%</td>
</tr>
<tr>
<td>18</td>
<td>5,789</td>
<td>2,148</td>
<td>25.1%</td>
<td>1.2%</td>
<td>21.4%</td>
<td>20.6%</td>
<td>5.6%</td>
<td>15.2%</td>
</tr>
<tr>
<td>BU R&amp;S18</td>
<td>6,081</td>
<td>2,128</td>
<td>23.3%</td>
<td>1.1%</td>
<td>21.0%</td>
<td>20.7%</td>
<td>5.5%</td>
<td>15.0%</td>
</tr>
</tbody>
</table>

Total Benefit Percentages may not equal sum total of individual benefits due to rounding.
Benefit Percentage Summary Sheet
SOC Code: 23-1011 - Lawyers

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

Local Government
Professional and Related High Level Group (excluding education, training, and library occupations)

Private Sector (500+ Employees)
Professional and Related High Level Group

Federal Government
Federal Occupation 0905 - General Attorney
Appendix C

Benefit Percentage Summary Sheet
SOC Code: 23-1021 - Administrative Law Judges, Adjudicators, & Hearing Officers

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

Local Government
Professional and Related High Level Group (excluding education, training, and library occupations)

Private Sector (500+ Employees)
N/A

Federal Government
Federal Occupation 0930 - Hearing & Appeals and Federal Occupation 0935 - Administrative Law Judge

<table>
<thead>
<tr>
<th>Benefit Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>State of California</td>
</tr>
<tr>
<td>60.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Local Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>54.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Private Sector (500+ Employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Federal Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>51.6%</td>
</tr>
</tbody>
</table>
Benefit Percentage Summary Sheet
SOC Code: 33-3021 - Detectives and Criminal Investigators

State of California
Average of all rank-and-file and supervisory employees associated with Unit 7

- Benefit Percentage
- 84.4%

Local Government
Protective Service Occupations Major Group

- Benefit Percentage
- 71.9%

Private Sector (500+ Employees)

- N/A

Federal Government
Federal Occupation 0082 - United States Marshal and Federal Occupation 1811 - Criminal Investigating

- Benefit Percentage
- 70.8%
Appendix C

Benefit Percentage Summary Sheet
SOC Code: 33-3051 - Police and Sheriff’s Patrol Officers

State of California
Average of all rank-and-file employees associated with Unit 7

- Benefit Percentage: 83.8%

Local Government
Protective Service Occupations Major Group

- Benefit Percentage: 71.9%

Private Sector (500+ Employees)
Service High Level Group

- Benefit Percentage: N/A

Federal Government
Federal Occupation 0083 - Police

- Benefit Percentage: 73.8%
Benefit Percentage Summary Sheet
SOC Code: 43-5031 - Police, Fire, & Ambulance Dispatchers

State of California
Average of all rank-and-file employees associated with Unit 7

- Benefit Percentage: 83.8%

Local Government
Office and Administrative Support Occupations Major Group

- Benefit Percentage: 70.6%

Private Sector (500+ Employees)
Office and Administrative Support Occupations Major Group

- Benefit Percentage: 53.8%

Federal Government

- Benefit Percentage: N/A
Benefit Percentage Summary Sheet
SOC Code: 19-4092 - Forensic Science Technicians

State of California
Average of all rank-and-file and supervisory employees associated with Unit 7

- Local Government
  Professional and Related High Level Group (excluding education, training, and library occupations)

- Private Sector (500+ Employees)

- Federal Government

N/A
Appendix C

Benefit Percentage Summary Sheet
SOC Code: 51-8021 - Stationary Engineers & Boiler Operators

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

Local Government
All Local Government Workers (excluding education, training, and library occupations)

Private Sector (500+ Employees)
Production Occupations Major Group

Federal Government
Federal Occupation 5402 - Boiler Plant Operating and Federal Occupation 5419 - Stationary-Engine Operating
Benefit Percentage Summary Sheet

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

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

Local Government
All Local Government Workers (excluding education, training, and library occupations)

Private Sector (500+ Employees)
Production Occupations Major Group

Federal Government
Federal Occupation 5408 - Wastewater Disposal Plant Operating and Federal Occupation 5409 - Water Treatment Plant Operating
Appendix C

Benefit Percentage Summary Sheet
SOC Code: 29-2053 - Psychiatric Technicians

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

Local Government
Professional and Related High Level Group (excluding education, training, and library occupations)

Private Sector (500+ Employees)
Healthcare Practitioners and Technical Occupations Major Group

Federal Government
N/A
Appendix D

Other Information Related to this Report

On the following pages you will find additional information relevant to this report. State employee data is from the California State Controller’s Office, unless noted otherwise.
Geographic Differences: Federal Locality Pay

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

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

<table>
<thead>
<tr>
<th>Metro Area</th>
<th>Percent Higher Than Sacramento</th>
<th>Percent Higher Than the Rest of the U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater Los Angeles Area</td>
<td>4.6%</td>
<td>13.2%</td>
</tr>
<tr>
<td>San Francisco Bay Area</td>
<td>11.5%</td>
<td>20.7%</td>
</tr>
<tr>
<td>San Diego County</td>
<td>2.4%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Sacramento Area</td>
<td>-</td>
<td>8.2%</td>
</tr>
</tbody>
</table>


---

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. The table below compares the number of workers in each group with the 16 million Californians working in nonfarm jobs in 2017.

Table 2: Number of Workers by Employer Group in California

<table>
<thead>
<tr>
<th>Employer</th>
<th>Number of Workers</th>
<th>Percent of Nonfarm Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Sector (500+ workers)</td>
<td>2,307,080</td>
<td>13.7%</td>
</tr>
<tr>
<td>Local Government</td>
<td>1,776,500</td>
<td>10.6%</td>
</tr>
<tr>
<td>State Government</td>
<td>227,647</td>
<td>1.4%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>187,300</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

Table 3: Number of Local Government Workers in More Detail

<table>
<thead>
<tr>
<th>Employer</th>
<th>Number of Workers</th>
<th>Percent of Nonfarm Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government Education</td>
<td>970,300</td>
<td>5.8%</td>
</tr>
<tr>
<td>Counties</td>
<td>347,800</td>
<td>2.1%</td>
</tr>
<tr>
<td>Cities</td>
<td>269,300</td>
<td>1.6%</td>
</tr>
<tr>
<td>Special Districts</td>
<td>128,600</td>
<td>0.8%</td>
</tr>
<tr>
<td>Indian Tribal Government</td>
<td>61,400</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

2 Source: https://www.labormarketinfo.edd.ca.gov/cgi/dataanalysis/AreaSelection.asp?tableName=ces
3 16,812,600 of nonfarm jobs in 2017, 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 2016 estimates.
5 State Government employment estimate is from the State Controller’s Office Unit Profiles of all state employees, excluding Judicial Branch and CSU employees.
6 Does not include Department of Defense employees.
Number of Workers Employed in Each Occupation by Employer Group

Using data provided by the EDD and the State Controller’s Office, the table below displays the number of workers employed in each occupation by employer group, which provides some perspective on the size of the state’s workforce in the labor market.

Table 4: Number of Workers by Occupation and Employer Group in California

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>SOC Code</th>
<th>Occupation Title</th>
<th>State of CA Workers(^7)</th>
<th>Local Govt. Workers</th>
<th>Private Sector Workers (500+)</th>
<th>Federal Govt. Workers(^8)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>23-1011</td>
<td>Lawyers</td>
<td>3,240</td>
<td>9,740</td>
<td>5,020</td>
<td>2,500</td>
</tr>
<tr>
<td>2</td>
<td>23-1021</td>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>607</td>
<td>190</td>
<td>-</td>
<td>580</td>
</tr>
<tr>
<td>7</td>
<td>33-3021</td>
<td>Detectives and Criminal Investigators</td>
<td>1,510</td>
<td>4,310</td>
<td>-</td>
<td>5,710</td>
</tr>
<tr>
<td>7</td>
<td>33-3051</td>
<td>Police and Sheriff's Patrol Officers</td>
<td>860</td>
<td>62,210</td>
<td>160</td>
<td>1,230</td>
</tr>
<tr>
<td>7</td>
<td>43-5031</td>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>962</td>
<td>4,500(^9)</td>
<td>290</td>
<td>-</td>
</tr>
<tr>
<td>7</td>
<td>19-4092</td>
<td>Forensic Science Technicians</td>
<td>525</td>
<td>1,870</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>13</td>
<td>51-8021</td>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>732</td>
<td>1,480</td>
<td>810</td>
<td>40</td>
</tr>
<tr>
<td>13</td>
<td>51-8031</td>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>138</td>
<td>8,950</td>
<td>220</td>
<td>70</td>
</tr>
<tr>
<td>18</td>
<td>29-2053</td>
<td>Psychiatric Technicians</td>
<td>6,009</td>
<td>690</td>
<td>230</td>
<td>-</td>
</tr>
</tbody>
</table>

\(^7\) Count of full-time equivalent State of California employees working in each occupation associated with the bargaining unit as of March 2017. Please refer to Appendix B for a complete list of state classifications included in each occupation.

\(^8\) The employment estimate counts for the three labor markets were pulled from the OES survey file using 2017 estimates.

\(^9\) Total count based on BLS estimates from each region in California.
Estimated OPEB Costs by Employer Group

Retiree health insurance coverage is a valuable benefit offered to some employees, but it is not included in the NCS. This benefit is often called Other Post-Employment Benefits (OPEB). Because the NCS does not collect or report employer costs for retiree health, it could not be included in the total compensation comparison.

However, using different sources of data, the Department produced an estimated cost for government employer groups offering this benefit in California, which is displayed in the table below. The local government and state government estimated costs are based upon data submitted to California Employer’s Retiree Benefit Trust Fund (CERBT) managed by CalPERS.10 There are 543 local government agencies participating in the CERBT program. The federal government’s estimated cost was provided by the Office of Personnel Management.11

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

<table>
<thead>
<tr>
<th>Employer</th>
<th>Avg. Annual Employer Cost Per Retiree Receiving OPEB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government</td>
<td>$7,254</td>
</tr>
<tr>
<td>Federal Government</td>
<td>$8,410</td>
</tr>
<tr>
<td>State Government</td>
<td>$10,202</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Avg. Annual Employer Cost Per Retiree Receiving OPEB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit 2</td>
<td>$9,919</td>
</tr>
<tr>
<td>Unit 7</td>
<td>$10,688</td>
</tr>
<tr>
<td>Unit 13</td>
<td>$10,516</td>
</tr>
<tr>
<td>Unit 18</td>
<td>$9,031</td>
</tr>
</tbody>
</table>

10 The CERBT file used to estimate the average costs for state retirees for the 2016 California State Employee Total Compensation Report included the “implicit subsidy” for retiree health care. The CERBT file used in this report does not include the “implicit subsidy.”

11 According to the U.S. Office of Personnel Management, the federal government’s average monthly cost for annuitant health care premiums was $700.80 as of March 2017 (annualized to $8,410 for 2017).
## Demographics: Age of State Employees

2017 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Age Group

<table>
<thead>
<tr>
<th>Occupation/Group</th>
<th>30 and under</th>
<th>31-40 years</th>
<th>41-50 years</th>
<th>51-60 years</th>
<th>61 + years</th>
</tr>
</thead>
<tbody>
<tr>
<td>BU 2 Lawyers</td>
<td>3.9%</td>
<td>25.2%</td>
<td>25.4%</td>
<td>25.4%</td>
<td>20.2%</td>
</tr>
<tr>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing...</td>
<td>3.8% 17.9%</td>
<td>31.4%</td>
<td>46.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BU 7 Detectives and Criminal Investigators</td>
<td>5.5% 25.4%</td>
<td>35.3%</td>
<td>23.7%</td>
<td>10.1%</td>
<td></td>
</tr>
<tr>
<td>Police and Sheriff’s Patrol Officers</td>
<td>15.0%</td>
<td>34.3%</td>
<td>28.0%</td>
<td>17.4%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>14.2%</td>
<td>38.1%</td>
<td>28.4%</td>
<td>16.3%</td>
<td>2.9%</td>
</tr>
<tr>
<td>Forensic Science Technicians</td>
<td>7.6%</td>
<td>25.8%</td>
<td>25.6%</td>
<td>30.6%</td>
<td>10.4%</td>
</tr>
<tr>
<td>BU 13 Stationary Engineers &amp; Boiler Operators</td>
<td>1.0% 10.8%</td>
<td>21.1%</td>
<td>45.5%</td>
<td>21.5%</td>
<td></td>
</tr>
<tr>
<td>Water &amp; Wastewater Treatment Plant &amp; System...</td>
<td>1.1% 11.2%</td>
<td>21.4%</td>
<td>44.9%</td>
<td>21.4%</td>
<td></td>
</tr>
<tr>
<td>BU 18 Psychiatric Technicians</td>
<td>14.1%</td>
<td>28.7%</td>
<td>25.6%</td>
<td>23.0%</td>
<td>8.6%</td>
</tr>
<tr>
<td>All State Employees</td>
<td>11.8%</td>
<td>23.1%</td>
<td>27.3%</td>
<td>26.7%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

* Percentages may not equal 100 due to rounding.
Demographics: Length of State Service

2017 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.
Demographics: Gender of State Employees

2017 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Gender

- **BU 2**
  - Lawyers: 47.6% Male, 52.4% Female

- **BU 7**
  - Detectives and Criminal Investigators: 62.9% Male, 37.1% Female

- **Police and Sheriff's Patrol Officers**
  - 84.3% Male, 15.7% Female

- **Police, Fire, & Ambulance Dispatchers**
  - 20.0% Male, 80.0% Female

- **Forensic Science Technicians**
  - 33.8% Male, 66.2% Female

- **BU 13**
  - Stationary Engineers & Boiler Operators: 98.3% Male, 1.7% Female

- **Water & Wastewater Treatment Plant & System Operators**
  - 96.0% Male, 4.0% Female

- **BU 18**
  - Psychiatric Technicians: 40.4% Male, 59.6% Female

- **All State Employees**
  - 53.6% Male, 46.4% Female
## Workforce Data: Average Age and Years of State Service at Retirement

2017 Average Age and Years of State Service at Retirement for Employees Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

### Table 7: 2017 Average Age and Years of State Service at Retirement

<table>
<thead>
<tr>
<th>Bargaining Unit/Occupation</th>
<th>Average Age</th>
<th>Average Years of State Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>BU 2</td>
<td>64</td>
<td>21</td>
</tr>
<tr>
<td>Lawyers</td>
<td>62</td>
<td>20</td>
</tr>
<tr>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>66</td>
<td>19</td>
</tr>
<tr>
<td>BU 7</td>
<td>58</td>
<td>24</td>
</tr>
<tr>
<td>Detectives and Criminal Investigators</td>
<td>56</td>
<td>24</td>
</tr>
<tr>
<td>Police and Sheriff's Patrol Officers</td>
<td>55</td>
<td>20</td>
</tr>
<tr>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>56</td>
<td>23</td>
</tr>
<tr>
<td>Forensic Science Technicians</td>
<td>59</td>
<td>28</td>
</tr>
<tr>
<td>BU 13</td>
<td>61</td>
<td>20</td>
</tr>
<tr>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>61</td>
<td>18</td>
</tr>
<tr>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>60</td>
<td>21</td>
</tr>
<tr>
<td>BU 18</td>
<td>58</td>
<td>22</td>
</tr>
<tr>
<td>Psychiatric Technicians</td>
<td>58</td>
<td>22</td>
</tr>
<tr>
<td>All State Employees</td>
<td>60</td>
<td>23</td>
</tr>
</tbody>
</table>
## Workforce Data: Vacancy Rate

2017 Percent of Vacant Positions Compared to Full-Time Established Positions Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

<table>
<thead>
<tr>
<th>Occupation/Unit</th>
<th>Vacancy Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>BU 2 Lawyers</td>
<td>12.0%</td>
</tr>
<tr>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>12.1%</td>
</tr>
<tr>
<td>BU 7 Detectives and Criminal Investigators</td>
<td>20.3%</td>
</tr>
<tr>
<td>Police and Sheriff's Patrol Officers</td>
<td>16.5%</td>
</tr>
<tr>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>12.2%</td>
</tr>
<tr>
<td>Forensic Science Technicians</td>
<td>16.6%</td>
</tr>
<tr>
<td>BU 13 Stationary Engineers &amp; Boiler Operators</td>
<td>19.9%</td>
</tr>
<tr>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>20.6%</td>
</tr>
<tr>
<td>BU 18 Psychiatric Technicians</td>
<td>16.5%</td>
</tr>
<tr>
<td>All State Employees</td>
<td>13.6%</td>
</tr>
</tbody>
</table>
Workforce Data: Voluntary Separation Rate


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 2017, 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.

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Workforce Data: Retirement Rate

2017 Percent of Service and Disability Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)
Workforce Data: Turnover Rate

2017 Percent of Voluntary and Involuntary Separations, and Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)

- BU 2: Lawyers - 4.7%
- BU 2: Administrative Law Judges, Adjudicators, & Hearing Officers - 5.4%
- BU 7: Detectives and Criminal Investigators - 5.3%
- BU 7: Police and Sheriff's Patrol Officers - 3.9%
- BU 7: Police, Fire, & Ambulance Dispatchers - 8.0%
- BU 7: Forensic Science Technicians - 8.0%
- BU 13: Stationary Engineers & Boiler Operators - 7.4%
- BU 13: Water & Wastewater Treatment Plant & System Operators - 6.7%
- BU 18: Psychiatric Technicians - 6.0%
- All State Employees - 6.5%
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 2017

Table 8: Percent of Employees That Earn Maximum Salary

<table>
<thead>
<tr>
<th>Bargaining Unit/Occupation</th>
<th>Percentage at Max. Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>BU 2</td>
<td>52%</td>
</tr>
<tr>
<td>Lawyers</td>
<td>47%</td>
</tr>
<tr>
<td>Administrative Law Judges, Adjudicators, &amp; Hearing Officers</td>
<td>76%</td>
</tr>
<tr>
<td>BU 7</td>
<td>55%</td>
</tr>
<tr>
<td>Detectives and Criminal Investigators</td>
<td>62%</td>
</tr>
<tr>
<td>Police and Sheriff's Patrol Officers</td>
<td>47%</td>
</tr>
<tr>
<td>Police, Fire, &amp; Ambulance Dispatchers</td>
<td>62%</td>
</tr>
<tr>
<td>Forensic Science Technicians</td>
<td>62%</td>
</tr>
<tr>
<td>BU 13</td>
<td>87%</td>
</tr>
<tr>
<td>Stationary Engineers &amp; Boiler Operators</td>
<td>89%</td>
</tr>
<tr>
<td>Water &amp; Wastewater Treatment Plant &amp; System Operators</td>
<td>90%</td>
</tr>
<tr>
<td>BU 18</td>
<td>78%</td>
</tr>
<tr>
<td>Psychiatric Technicians</td>
<td>78%</td>
</tr>
<tr>
<td>All State Employees</td>
<td>58%</td>
</tr>
</tbody>
</table>