

**SURVEY  
REPORT**

**FEBRUARY 2008**

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**California Department of  
Personnel Administration**



**2008  
Total Compensation Survey  
General Classifications**

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## California Department of Personnel Administration

### Total Compensation Survey General Classification

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# Executive Summary

CPS Human Resource Services (CPS) was retained by the State of California Department of Personnel Administration (DPA) to conduct a Total Compensation Survey relative to a variety of benchmark classifications. In addition to base salary information, this Total Compensation Survey collected information concerning employer costs of other components of employee compensation, including health, dental and vision insurance; employer pickup of employee retirement contributions; employer Social Security and Medicare contributions; as well as longevity pay, education incentives, and other special pays. All of these components of compensation were combined to determine the Total Compensation offered to each benchmark classification by the State of California and each survey respondent.

The major features of this Total Compensation Survey include the following:

- Benchmark classes are divided into two groups: the General Classification Group and the Education Classification Group.
- The General Classification Group consists of thirty-six benchmark classifications drawn from the Administrative and Professional (4 classes), Office and Support Services (4 classes), Protective Services (2 classes), Engineering and Engineering Related (6 classes), Professional Scientific (7 classes), Crafts and Maintenance (5 classes), Printing Related (2 classes), Health and Social Services (3 classes), and Medical Related (3 classes) occupational areas.
- The Education Classification Group consists of two Instructor and one Consultant benchmark classifications.
- For the General Classification Group, forty-seven California cities and counties and the Federal Government were selected as survey respondents. Respondents were chosen to ensure that data was collected from the major public employers in California, and to ensure adequate geographic representation.
- For the General Classification Group, data is presented on a statewide basis, and also broken down into four geographic regions: Northern California, the Bay Area, Central California, and Southern California.
- For the Education Classification Group, sixteen County Offices of Education were selected as survey respondents. Instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs, are often conducted by County Offices of Education in California. These respondents were selected because they are the most likely to employ classifications matching the Instructor benchmark classes in the Education Classification Group.
- The data collected for this Total Compensation Survey reflects compensation practices in effect as of September 1, 2007.
- The data presented in this report compares the actual compensation levels offered by the State of California and the survey respondents for each benchmark classification, without statistical manipulation or weighting of the data.

## General Classification Group

The table below presents a summary of the statewide data collected for the General Classification Group classes. The classes are grouped by occupational area. For two of the benchmark classes, Inspector and Digital Print Operator, no matching classes were found within the survey respondents.

**Table 1: Summary of Statewide Data – General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$4,637	-4.28%	\$5,764	\$6,272	-8.82%
Research Analyst	\$5,616	\$5,728	-1.99%	\$7,024	\$7,553	-7.53%
Staff Services Manager I	\$6,127	\$7,122	-16.24%	\$7,609	\$8,787	-15.48%
Librarian	\$5,097	\$4,960	2.69%	\$6,465	\$6,459	0.10%
<b>Office and Support Services</b>						
Account Clerk	\$2,876	\$3,418	-18.85%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$4,142	-17.79%	\$4,763	\$5,467	-14.78%
Security Guard	\$2,639	\$3,104	-17.62%	\$3,819	\$4,332	-13.43%
Institutional Cook	\$3,526	\$3,098	12.14%	\$4,555	\$4,179	8.25%
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$6,040	-7.51%	\$6,677	\$7,666	-14.80%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$7,358	3.40%	\$9,200	\$9,203	-0.03%
Senior Transportation Civil Engineer	\$8,965	\$8,325	7.14%	\$10,612	\$10,271	3.21%
Safety Engineer	\$7,616	\$6,371	16.35%	\$9,199	\$7,844	14.73%
Engineering Technician	\$4,766	\$4,726	0.84%	\$6,109	\$6,154	-0.75%
Delineator	\$4,544	\$5,297	-16.57%	\$5,870	\$6,796	-15.78%
Construction Supervisor	\$5,878	\$6,198	-5.44%	\$7,341	\$7,294	0.63%
<b>Professional Scientific</b>						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$5,488	2.09%	\$7,012	\$7,006	0.09%
Industrial Hygienist	\$6,577	\$7,151	-8.72%	\$8,058	\$8,957	-11.16%
Public Health Microbiologist	\$6,139	\$5,802	5.49%	\$7,587	\$7,640	-0.70%
Research Scientist (Master's req'd)	\$7,044	\$6,164	12.50%	\$8,561	\$7,783	9.09%
Supervising Biologist	\$6,897	\$6,690	3.01%	\$8,438	\$8,309	1.52%
Veterinarian	\$6,575	\$8,126	-23.58%	\$8,056	\$9,497	-17.89%
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$3,554	-1.63%	\$4,743	\$4,833	-1.90%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Highway/Road Maintenance Worker	\$3,120	\$3,645	-16.83%	\$4,337	\$4,941	-13.94%
Carpenter	\$4,012	\$4,564	-13.76%	\$5,297	\$5,859	-10.61%
Maintenance Mechanic	\$4,207	\$4,921	-16.97%	\$5,507	\$6,118	-11.10%
Plumber	\$4,201	\$4,727	-12.52%	\$5,500	\$6,002	-9.11%
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,339	3.65%	\$5,825	\$5,803	0.38%
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$5,620	22.30%	\$8,316	\$7,248	12.84%
Clinical Dietician <sup>1</sup>	\$4,132	\$5,046	-22.11%	\$5,426	\$6,753	-24.45%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%
<b>Medical Related</b>						
Licensed Psychiatric Technician <sup>1</sup>	\$3,649	\$3,783	-3.67%	\$4,680	\$5,452	-16.51%
Pharmacy Technician <sup>1</sup>	\$3,209	\$3,411	-6.29%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant <sup>1</sup>	\$2,862	\$3,213	-12.26%	\$4,059	\$4,908	-20.91%

For each class the State of California maximum base salary and the median maximum base salary reported by survey respondents are shown, followed by the “State Relationship to Median” column. That column presents the percentage by which the State of California salary would have to be adjusted to equal the survey median maximum salary. A positive percentage indicates that the State of California salary is above the survey median salary; a negative percentage indicates that it is below. Similarly, the State of California maximum Total Compensation, the median maximum Total Compensation reported by survey respondents, and the percentage by which the State of California maximum Total Compensation would have to be adjusted to equal the median survey maximum Total Compensation, are shown.

A review of the summary statewide data reveals the following.

- State of California Total Compensation is lower than the median Total Compensation reported by survey respondents for 24 of the 34 benchmark classes for which data was obtained.
- For 2 of those 24 benchmark classes - Clinical Dietician and Certified Nursing Assistant - State of California Total Compensation is more than 20% lower than the survey median Total Compensation. However, survey respondents reported very few matches to the

<sup>1</sup> Employees in these classifications working for the California Department of Corrections and Rehabilitation have received court-ordered salary increases. Employees in these classifications working for the California Departments of Mental Health, Developmental Services, and Veterans Affairs have pending equity salary adjustments that have been negotiated and are awaiting legislative approval and implementation. These court-ordered and pending equity salary adjustments have not been included in the State of California Maximum Base Salary and State of California Maximum Total Compensation figures included in this table.

Certified Nursing Assistant benchmark, so considerable caution should be taken in interpreting that data.

- For 13 of those 24 benchmark classes - Staff Services Manager I, Account Clerk, Legal Typist, Security Guard, Insurance Investigator/Analyst, Delineator, Industrial Hygienist, Veterinarian, Highway/Road Maintenance Worker, Carpenter, Maintenance Mechanic, Vocational Rehabilitation Counselor, and Licensed Psychiatric Technician - State of California Total Compensation is from 10% to 20% lower than the survey median Total Compensation. However, caution should be taken in interpreting the Industrial Hygienist and Vocational Rehabilitation Counselor data because very few matches were reported for those benchmark classes.
- For the other 9 of those 24 benchmark classes, State of California Total Compensation is lower than survey median Total Compensation by less than 10%; and for 5 of those 9 benchmark classes it is lower by less than 5%.
- State of California Total Compensation is higher than the median Total Compensation reported by survey respondents for 10 benchmark classes. For 2 of those 10 benchmark classes - Safety Engineer and Clinical Social Worker - State of California Total Compensation is from 10% to 20% higher than the survey median Total Compensation. For the other 8 of those 10 benchmark classes, it is higher by less than 10%; and for 6 of those 8 benchmark classes it is higher by less than 5%.

### **Education Classification Group**

The following table presents a summary of the statewide data collected for the Education Classification Group benchmark classes. For one of the three benchmark classes, Education Programs Consultant, no matching classes were found within the County Offices of Education that were survey respondents. As a result, no data for the Education Programs Consultant class appears in the table.

The compensation of public sector Teachers is usually based on instructional schedules that differ from the 52 week/12 month schedule that typically governs compensation practices relating to the classes within the General Classification Group. For example, the State of California Teacher classes that match to the Education Classification Group benchmark classes are compensated based on an annual 220 day work schedule. As a result, to provide a consistent and appropriate comparison point for compensation data relating to these benchmark classes, each survey respondent was asked to report the annual work day schedule on which it based its compensation practices. Survey data was then converted to daily compensation rates, and those daily rates were used in comparing State of California and survey median data, as presented in the table below.

In this table the State of California maximum daily base salary and maximum daily Total Compensation are compared to the median maximum daily base salary and median maximum daily Total Compensation reported by survey respondents. The "State Relationship to Median" columns present the percentages by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. (For information purposes, the monthly maximum salary and monthly maximum Total Compensation for the State of California Education Programs Consultant class is also shown.)

**Table 2: Summary of Statewide Data - Education Classification Group**

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Max Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	\$6,954/mo.	N/A	N/A	\$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	\$335	\$382	-14.06%	\$393	\$455	-15.51%
Institutional Teacher (Vocational)	\$335	\$310	7.40%	\$393	\$379	3.79%

A review of this data reveals the following.

- For the Institutional Teacher (Academic) benchmark class, the State of California Total Compensation is 15.51% lower than the median Total Compensation reported by survey respondents.
- For the Institutional Teacher (Vocational) benchmark class, the State of California Total Compensation is 3.79% higher than the survey median Total Compensation.
- The State of California practice of compensating its Academic and Vocational Institutional Teachers at the same level is not the typical practice among survey respondents.

The report that follows presents the detailed findings of this Total Compensation Survey, including more extensive discussion of the survey findings, geographic breakdowns of the data for the General Classification Group, and appendices that contain the specific data reported by each survey respondent for each survey class, as well as a variety of specific compensation practices and policies reported by survey respondents. The appendices are available upon request.

## I – Survey Background and Methodology

This is the fourth Total Compensation Survey conducted by CPS Human Resource Services (CPS) on behalf of the State of California Department of Personnel Administration (DPA). The first, involving a wide variety of benchmark classifications, was conducted in 2006. The second survey, involving Firefighter and related benchmark classes, was conducted in late 2006 and early 2007. The third survey, involving Public Safety classes, was completed in the latter part of 2007.

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

- Minimum and maximum base salary
- Employer contributions to employee deferred compensation accounts
- Longevity pay, education incentives, and other special pays
- Employer contributions for health, dental and vision insurance; or for a cafeteria benefit plan
- Employer pickup of the employee retirement contribution, if any
- Employer contributions to Social Security/Medicare

The combination of these compensation components typically exceeds the cost of the base salary for a benchmark class quite substantially, and, for the purposes of this Survey, constitutes the Total Compensation offered to employees.

In addition to these components, information has been collected regarding a number of other elements of compensation, including the features of the retirement plan and the retiree health, dental and vision benefits provided to retirees, as well as the employer cost of retirement related benefits.

For the General Classification Group, data was sought from the Federal Government and forty-seven California cities and counties. It is presented on both a statewide basis, and broken down into the four geographic regions. The survey agencies by region are shown on the following pages.



**Table 3: Survey Agencies by Region – General Classification Group**

General Classification Group Survey Agencies		
Region	Agencies	
Northern California	City of Chico City of Eureka City of Redding City of Sacramento City of Yuba City County of El Dorado County of Sacramento Federal Government	City of Davis City of Folsom City of Roseville City of Woodland County of Butte County of Placer County of Yolo
Bay Area	City of Hayward City of San Jose City/County of San Francisco County of Contra Costa County of San Mateo County of Solano Federal Government	City of Oakland City of Vacaville County of Alameda County of Marin County of Santa Clara
Central California	City of Bakersfield City of Modesto City of Stockton County of Fresno County of Merced County of Tulare Federal Government	City of Fresno City of Santa Barbara City of Visalia County of Kern County of San Joaquin
Southern California	City of Anaheim City of Los Angeles City of San Diego County of Orange County of San Bernardino County of Ventura Federal Government	City of Long Beach City of Pasadena County of Los Angeles County of Riverside County of San Diego

Note that Federal Government data is included in each regional breakdown, including any geographic differential provided to Federal employees in that region, in order to provide an accurate reflection of the regional public sector labor market, in which the Federal Government is a significant employer. Federal Government data, without any geographic differential, is included only once within the display of statewide data.

For the Education Classification Group, data was sought from the sixteen County Offices of Education shown below. Due to the relatively small number of survey respondents, the data gathered from the Education Group classes is presented on a statewide basis only.

**Table 4: Survey Agencies – Education Classification Group**

County Offices of Education	
Amador County Office of Education	Napa County Office of Education
Del Norte County Office of Education	Riverside County Office of Education
Fresno County Office of Education	Sacramento County Office of Education
Kern County Office of Education	San Diego County Office of Education
Lassen County Office of Education	San Joaquin County Office of Education
Los Angeles County Office of Education	San Luis Obispo County Office of Education
Madera County Office of Education	Solano County Office of Education
Marin County Office of Education	Ventura County Office of Education

The next section of this report provides information concerning the specific benchmark classes within the General Classification and Education Classification Groups, including the number of survey matches reported for each benchmark class.

CPS prepared survey instruments for the General Classification Group and the Education Classification Group, and distributed them to survey respondents in early September 2007, seeking information concerning compensation practices in effect as of September 1, 2007. The survey instruments, which can be found in Appendices 6 and 7, include descriptions of each benchmark class. Data was collected in October and November 2007, with data analysis and report preparation occurring in December 2007 and January 2008.

The tables presented in the body of this report compare the maximum base salary and the maximum Total Compensation offered by the State of California to the median maximum base salary and median maximum Total Compensation reported by survey respondents for each benchmark class. The median represents the midpoint of the data – the point at which there are an equal number of higher and lower compensation levels as reported by survey respondents – and is typically utilized in surveys as a valid point of comparison. The median has been the comparison point utilized in the prior Total Compensation Surveys conducted by CPS on behalf of DPA.

In these tables the relationship of the State of California and survey respondent base salary and Total Compensation data is presented as a percentage in the “State Relationship to Median” column. The number shown in this column is the percentage by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. If the State of California base salary or Total Compensation is higher than the survey median, a positive percentage is shown; if it is lower, a negative percentage is shown.

The Appendices to this report contain a great deal of the detailed data gathered in this Total Compensation Survey, including the specific compensation data reported by each survey respondent for each benchmark classification. For information purposes, the detailed compensation spreadsheets also compare the mean, or average, State of California maximum base salary and Total Compensation to the mean base salary and mean Total Compensation

reported by survey respondents for each benchmark class. The Appendices are available upon request.

By definition, a Total Compensation Survey presents a snapshot of the compensation practices in effect at a specific point in time. For this Survey, that point in time is September 1, 2007. Compensation practices and policies are dynamic and subject to constant revision and adjustment. Because of the large number of benchmark classes, components of compensation, and survey respondents that are the subject of this Total Compensation Survey, there is no doubt that, as of the date of issuance of this report, there has been some adjustment to the September 1, 2007 compensation levels it presents.

It should also be noted that there has been no weighting or statistical manipulation of the data presented in this report. This Survey gathered the actual base salary and Total Compensation levels provided to the benchmark classes by the specific survey respondents, and compares that data to the actual base salary and Total Compensation offered to those benchmark classes by the State of California. In making these types of comparison, statistical manipulation of data is not necessary.

## II – Discussion of Benchmark Classes

This Total Compensation Survey involved two classification groups, each with its own survey respondents. The General Classification Group consists of thirty-six benchmark classes with cities, counties and the Federal Government as survey respondents. The Education Classification Group consists of three benchmark classes with County Offices of Education as survey respondents.

The individual benchmark classes included in each group, the State of California class matching each benchmark, the number of matches reported by survey respondents for each class, and comments related to some benchmark classes and survey responses, are presented in this section.

### General Classification Group

The General Classification Group is comprised of thirty-six classes drawn from nine occupational areas: Administrative and Professional (4 classes); Office and Support Services (4 classes); Protective Services (2 classes); Engineering and Engineering Related (6 classes); Professional Scientific (7 classes); Crafts and Maintenance (5 classes); Printing Related (2 classes); Health and Social Services (3 classes); and Medical Related (3 classes). The survey description of each benchmark class can be found in the General Classification Group survey instrument that appears in Appendix 6.

#### Administrative and Professional

The Administrative and Professional benchmark classes are **Staff Analyst**, **Research Analyst**, **Staff Services Manager I**, and **Librarian**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Staff Analyst	Staff Services Analyst Rg. C	38
Research Analyst	Research Analyst II (General)	38
Staff Services Manager I	Staff Services Manager I	23
Librarian	Librarian Rg. A	31

Note that the State of California match to the **Staff Analyst** benchmark is the Staff Service Analyst Range C classification, which is the entry range for employees possessing a college degree. Consequently, survey matches to this benchmark were sought from classes with a college degree as an entry requirement.

Matches to the **Research Analyst** benchmark include some broad classifications that are used by survey respondents to do research as well as other types of journey level analytical work.

## Office and Support Services

The Office and Support Services benchmark classes are **Account Clerk**, **Legal Typist**, **Security Guard**, and **Institutional Cook**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Account Clerk	Account Clerk II	47
Legal Typist	Senior Legal Typist Rg. B	40
Security Guard	Security Guard	18
Institutional Cook	Correctional Supervising Cook	25

Survey matches to the **Legal Typist** benchmark include classes identified as performing journey level legal secretarial support work. Survey matches to the **Institutional Cook** benchmark come primarily from counties, because cities are less likely to maintain the types of institutions at which this class would be utilized.

## Protective Services

The Protective Services benchmark classes are **Inspector** and **Insurance Investigator/Analyst**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Inspector	Inspector II	0
Insurance Investigator/Analyst	Assoc. Insurance Investigator	14

Among the large number of classes maintained by the State of California in this occupational area are matches to these benchmarks - classes that perform specific Protective Services functions that do not require status as a sworn peace officer. Many survey respondents do not maintain classification plans in the Protective Services area that provide for this function, resulting in the relatively small number of matches for the **Insurance Investigator/Analyst** benchmark. Since no matches were found for the **Inspector** benchmark, there is no data relative to that benchmark included in this report.

## Engineering and Engineering Related

The Engineering and Engineering Related benchmark classes are **Transportation/Civil Engineer**, **Senior Transportation/Civil Engineer**, **Safety Engineer**, **Construction Supervisor**, **Engineering Technician**, and **Delineator**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Transportation/Civil Engineer	Transportation Engineer Rg. D	35
Senior Transportation/Civil Engineer	Senior Transportation Engineer	40
Safety Engineer	Associate Safety Engineer	18
Construction Supervisor	Construction Supervisor I	30
Engineering Technician	Transportation Engineering Technician Rg. C	46
Delineator	Senior Delineator	33

Matches to the **Transportation/Civil Engineer** and **Senior Transportation/Civil Engineer** benchmarks are State-registered engineers. Matches to the **Senior Transportation/Civil**

**Engineer** benchmark are classes performing first line supervision of professional engineering staff. Survey matches to the **Safety Engineer** benchmark include journey level classes that require the equivalent of a four year college degree, but are not State-registered engineers.

### **Professional Scientific**

The Professional Scientific benchmark classes are **Biologist, Supervising Biologist, Public Health Microbiologist, Chemist, Research Scientist (Master’s Degree required), Industrial Hygienist, and Veterinarian.**

<b>Survey Benchmark</b>	<b>State of CA Classification</b>	<b>Number of Survey Matches</b>
Biologist	Associate Biologist	7
Supervising Biologist	Supervising Biologist	6
Public Health Microbiologist	Public Health Microbiologist	23
Chemist	Chemist Rg. C	17
Research Scientist (Master’s req)	Research Scientist III	12
Industrial Hygienist	Associate Industrial Hygienist	6
Veterinarian	Veterinary Medical Officer III	14

As the table indicates, relatively few matches were found within survey respondents for most of these Professional Scientific benchmark classes. Many respondents are either too small to maintain specialized classes such as these in the scientific area, and/or, in the case of many cities, they do not have programmatic responsibility in these areas. Survey matches to the **Research Scientist (Master’s Degree required)** benchmark came primarily from classes involved in epidemiology work. The few matches to the **Industrial Hygienist** benchmark are classes that do not require certification.

### **Crafts and Maintenance**

The Crafts and Maintenance benchmark classes are **Carpenter, Plumber, Building Maintenance Worker, Highway/Road Maintenance Worker, and Maintenance Mechanic.**

<b>Survey Benchmark</b>	<b>State of CA Classification</b>	<b>Number of Survey Matches</b>
Carpenter	Carpenter I Rg. A	38
Plumber	Plumber I Rg. A	37
Building Maintenance Worker	Bldg. Maintenance Worker Rg A	33
Highway/Road Maintenance Worker	Highway Maintenance Worker I Caltrans	29
Maintenance Mechanic	Maintenance Mechanic Rg. A	35

For the **Maintenance Mechanic** benchmark the State of California matching class has a relatively broad class concept. Survey matches to this benchmark often were classes involved with maintenance in the HVAC area.

## Printing Related

The Printing Related benchmark classes are **Digital Print Operator** and **Graphic Designer**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Digital Print Operator	Digital Print Operator	0
Graphic Designer	Graphic Designer II	20

The **Digital Print Operator** benchmark class description requires matches to perform complex, electronic manipulation of digital printing equipment. No survey respondents maintain classes that perform similar functions, resulting in no matches for this benchmark. Consequently, there is no data to present for this class in the tables included in this report.

## Health and Social Services

The Health and Social Services benchmark classes are **Clinical Dietician**, **Clinical Social Worker**, and **Vocational Rehabilitation Counselor**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Clinical Dietician <sup>2</sup>	Clinical Dietician	22
Clinical Social Worker	Clinical Social Worker Rg. Q	20
Vocational Rehabilitation Counselor	Senior Vocational Rehab Counselor, QRP	5

The functions performed by the **Clinical Dietician** and **Clinical Social Worker** classes are typically county responsibilities in California. Consequently counties, and not cities, provided the bulk of the matches for these benchmarks.

The functions performed by the **Vocational Rehabilitation Counselor** class are generally a state responsibility in California. In addition, this benchmark class requires possession of a Master's degree, resulting in very few matches among survey respondents.

## Medical Related

The Medical and Medical Related benchmark classes are **Certified Nursing Technician**, **Licensed Psychiatric Technician**, and **Pharmacy Technician**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Certified Nursing Technician <sup>2</sup>	Certified Nursing Assistant Rg. B	5
Licensed Psychiatric Technician <sup>2</sup>	Licensed Psychiatric Tech Rg. A	15
Pharmacy Technician <sup>2</sup>	Pharmacy Technician Rg. A	13

While some survey respondents perform functions similar to those performed by the **Certified Nursing Technician** class, the benchmark description for this class includes a specific licensure requirement, resulting in few matches among survey respondents.

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<sup>2</sup> Please refer to footnote 1 on page 3.

For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were found primarily within counties, which are more likely to have responsibility for the functions performed by these classes.

## Education Classification Group

The Education Classification Group is comprised of three classes: **Education Programs Consultant**, **Institutional Teacher (Academic)**, and **Institutional Teacher (Vocational)**. The survey descriptions of these classes can be found in the Education Classification Group survey instrument that appears in Appendix 7.

The survey respondents for this group were sixteen County Offices of Education because in California these offices typically are responsible for instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs. These programs are more likely to utilize classifications that are matches to the benchmark classes in this group.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Education Programs Consultant	Education Programs Consultant	0
Institutional Teacher (Academic)	Institutional Teacher (Academic) Range F	16
Institutional Teacher (Vocational)	Institutional Teacher (Vocational) Range F	9

Within County Offices of Education, classes performing functions related to the **Education Programs Consultant** benchmark are management/administrator classes, resulting in the determination that they are not matches to this journey level benchmark. Since no matches to this benchmark were identified there is no data to report within the tables presented in this report. All of the County Offices of Education reported matches to the **Institutional Teacher (Academic)** benchmark, but only 9 reported matches to the **Institutional Teacher (Vocational)** benchmark.



### III – California Statewide Survey Results

This report section presents and discusses the statewide results of this Total Compensation Survey for the General Classification and Education Classification Groups.

#### General Classification Group

Table 1, which appears above within the Executive Summary section of this report on pages 2 and 3, presents the statewide survey results for all of the classes within the General Classification Group. In this section, those results are presented by the nine occupational areas that make up the classes within the General Classification Group.

#### Administrative and Professional

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$4,637	-4.28%	\$5,764	\$6,272	-8.82%
Research Analyst	\$5,616	\$5,728	-1.99%	\$7,024	\$7,553	-7.53%
Staff Services Manager I	\$6,127	\$7,122	-16.24%	\$7,609	\$8,787	-15.48%
Librarian	\$5,097	\$4,960	2.69%	\$6,465	\$6,459	0.10%

Most survey respondents reported matches to these benchmark classes. As the data indicates, State of California Total Compensation is lower than the survey median maximum Total Compensation by less than 10% for the journey level analyst classes, **Staff Analyst** and **Research Analyst**. The percentage increases to 15.48% for the first level supervisory benchmark class in this occupational area, **Staff Services Manager I**.

#### Office and Support Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Office Support Services</b>						
Account Clerk	\$2,876	\$3,418	-18.85%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$4,142	-17.79%	\$4,763	\$5,467	-14.78%
Security Guard	\$2,639	\$3,104	-17.62%	\$3,819	\$4,332	-13.43%
Institutional Cook	\$3,526	\$3,098	12.14%	\$4,555	\$4,179	8.25%

With the exception of the **Institutional Cook** benchmark, survey data indicates that the State of California maximum Total Compensation is moderately lower than the median maximum Total

Compensation reported by survey respondents for classes in the Office and Support Services occupational group.

### Protective Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$6,040	-7.51%	\$6,677	\$7,666	-14.80%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A

As noted above, there were relatively few matches reported for the **Insurance Investigator/Analyst benchmark** since it is a non-peace officer classification within the Protective Services occupational group. That fact should be taken into consideration when interpreting this data.

### Engineering and Engineering Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$7,358	3.40%	\$9,200	\$9,203	-0.03%
Senior Transportation Civil Engineer	\$8,965	\$8,325	7.14%	\$10,612	\$10,271	3.21%
Safety Engineer	\$7,616	\$6,371	16.35%	\$9,199	\$7,844	14.73%
Engineering Technician	\$4,766	\$4,726	0.84%	\$6,109	\$6,154	-0.75%
Delineator	\$4,544	\$5,297	-16.57%	\$5,870	\$6,796	-15.78%
Construction Supervisor	\$5,878	\$6,198	-5.44%	\$7,341	\$7,294	0.63%

For most of the benchmark classes in this occupational group – **Transportation/Civil Engineer, Senior Transportation/Civil Engineer, Engineering Technician, and Construction Supervisor** – survey data indicates that the State of California maximum Total Compensation differs from the survey median maximum Total Compensation by a relatively small margin, from 3.21% higher to .75% lower.

The other two classes, however, show more significant Total Compensation differences between the State of California maximum and the survey median maximum. For the **Safety Engineer** benchmark the State of California Total Compensation is 14.73% higher, which is the highest positive margin indicated by survey data for the benchmark classes in the General Classification Group. The State of California provides the same level of compensation to its matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes, even

though the **Transportation/Civil Engineer** is a State-registered engineer class and the **Safety Engineer** is not. It appears that this practice is not followed by survey respondents, as indicated by the salary data above. Survey respondents reported fewer matches to the **Safety Engineer** benchmark (18) than to the other benchmark classes in this occupational group, all of which had 30 or more matches reported.

For the **Delineator** benchmark class, State of California maximum Total Compensation is 15.78% lower than the survey median maximum Total Compensation.

### Professional Scientific

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Professional Scientific</b>						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$5,488	2.09%	\$7,012	\$7,006	0.09%
Industrial Hygienist	\$6,577	\$7,151	-8.72%	\$8,058	\$8,957	-11.16%
Public Health Microbiologist	\$6,139	\$5,802	5.49%	\$7,587	\$7,640	-0.70%
Research Scientist (Master's required)	\$7,044	\$6,164	12.50%	\$8,561	\$7,783	9.09%
Supervising Biologist	\$6,897	\$6,690	3.01%	\$8,438	\$8,309	1.52%
Veterinarian	\$6,575	\$8,126	-23.58%	\$8,056	\$9,497	-17.89%

Survey respondents reported relatively few matches to this group of benchmark classes. Only the **Public Health Microbiologist** benchmark had more than twenty matches reported (23), and there were fewer than ten matches reported for the **Biologist**, **Supervising Biologist**, and **Industrial Hygienist** benchmark classes. This fact must be taken into consideration in the interpretation of the data displayed above. For the **Veterinarian** benchmark class, State of California maximum Total Compensation is 17.89% lower than the survey median maximum Total Compensation, based on 14 reported matches.

## Crafts and Maintenance

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$3,554	-1.63%	\$4,743	\$4,833	-1.90%
Highway/Road Maintenance Worker	\$3,120	\$3,645	-16.83%	\$4,337	\$4,941	-13.94%
Carpenter	\$4,012	\$4,564	-13.76%	\$5,297	\$5,859	-10.61%
Maintenance Mechanic	\$4,207	\$4,921	-16.97%	\$5,507	\$6,118	-11.10%
Plumber	\$4,201	\$4,727	-12.52%	\$5,500	\$6,002	-9.11%

Most survey respondents reported matches to the benchmark classes in this occupational group. As the data above indicates, State of California maximum Total Compensation is lower than the survey median maximum total Compensation for each of these benchmarks. With the exception of the **Building Maintenance Worker** benchmark, State of California Total Compensation is from approximately 9% to approximately 14% lower than the survey median for this occupational group.

## Printing Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,339	3.65%	\$5,825	\$5,803	0.38%

As noted above, there were no matches reported to the **Digital Print Operator** benchmark by survey respondents. The class is utilized within the complex, highly automated printing programs maintained by the State of California. Survey respondents do not maintain comparable printing programs. Data from the 20 matches reported to the **Graphic Designer** benchmark class indicates that the State of California maximum Total Compensation and survey median maximum Total Compensation are separated by less than 1%.

## Health and Social Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$5,620	22.30%	\$8,316	\$7,248	12.84%
Clinical Dietician <sup>3</sup>	\$4,132	\$5,046	-22.11%	\$5,426	\$6,753	-24.45%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%

There were only 5 matches reported by survey respondents to the **Vocational Rehabilitation Counselor** benchmark class, since the functions performed by the class tend to be within State-level programs. Consequently, caution should be taken in the interpretation of this data.

For the **Clinical Social Worker** and **Clinical Dietician** benchmark classes, matches were reported primarily by the California counties that were survey respondents. The 12.84% by which State of California maximum Total Compensation exceeds survey median maximum Total compensation for the **Clinical Social Worker** benchmark is one of the highest positive margins indicated by survey data. For the **Clinical Dietician** benchmark, the 24.45% by which State of California maximum Total Compensation trails survey median maximum Total Compensation is the highest negative margin indicated by survey data.

## Medical Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Medical and Medical Related</b>						
Licensed Psychiatric Technician <sup>3</sup>	\$3,649	\$3,783	-3.67%	\$4,680	\$5,452	-16.51%
Pharmacy Technician <sup>3</sup>	\$3,209	\$3,411	-6.29%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant <sup>3</sup>	\$2,862	\$3,213	-12.26%	\$4,059	\$4,908	-20.91%

There were only 5 matches to the **Certified Nursing Assistant** benchmark class reported by survey respondents, so caution must be taken in interpreting the survey data relative to that benchmark. For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were reported primarily by the California counties that were survey respondents.

<sup>3</sup> Please refer to footnote 1 on page 3.

## Education Classification Group

The table below, which also appears on page 5 within the Executive Summary section of this report, presents the statewide survey data for the Education Classification Group. As noted, because the compensation of public sector Teacher classes typically is based on an instructional calendar/schedule, and not on the 52 week/12 month work schedule that applies to classes within the General Classification Group, data for the State of California and survey respondent matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes has been converted to daily rates in order to provide a consistent and equivalent basis for comparison. The specific instructional/work day schedule for the State of California classes, and for each of the matches to these benchmarks that were reported by survey respondents, are included within Appendix 5.

For the **Education Programs Consultant** benchmark class, for which no matches were reported by survey respondents, the State of California monthly maximum base salary and monthly maximum Total Compensation are included in the table for information purposes.

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Maximum Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	\$6,954/mo.	N/A	N/A	\$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	\$335	\$382	-14.06%	\$393	\$455	-15.51%
Institutional Teacher (Vocational)	\$335	\$310	7.40%	\$393	\$379	3.79%

The State of California provides the same level of compensation to its matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes, a practice that is not followed by survey respondents. State of California maximum Total Compensation is 15.51% lower than the survey median maximum Total Compensation for the **Institutional Teacher (Academic)** benchmark class, but 3.79% higher for the **Institutional Teacher (Vocational)** benchmark class.

## IV – Regional Survey Results – General Classification Group

Survey results for the General Classification Group classes are presented below for each of the four survey regions: Northern California, the Bay Area, Central California and Southern California. The purpose of breaking down the survey data on a regional basis is to identify compensation issues that may be specific to particular benchmark classes in particular geographic areas. This is done by comparing the regional survey results to the statewide survey results, and identifying any significant variations between them for specific benchmarks.

**Table: Summary of Northern California Region Data  
General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$4,894	-10.07%	\$5,764	\$6,506	-12.88%
Research Analyst	\$5,616	\$6,200	-10.40%	\$7,024	\$8,127	-15.71%
Staff Services Manager I	\$6,127	\$7,074	-15.46%	\$7,609	\$8,808	-15.76%
Librarian	\$5,097	\$4,585	10.05%	\$6,465	\$6,186	4.31%
<b>Office Support Services</b>						
Account Clerk	\$2,876	\$3,277	-13.94%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$3,586	-1.99%	\$4,763	\$5,218	-9.56%
Security Guard	\$2,639	\$3,032	-14.89%	\$3,819	\$4,252	-11.33%
Institutional Cook	\$3,526	\$2,888	18.09%	\$4,555	\$4,047	11.15%
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$6,151	-9.49%	\$6,677	\$9,204	-37.83%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$6,988	8.26%	\$9,200	\$8,791	4.44%
Senior Transportation/Civil Engineer	\$8,965	\$8,091	9.75%	\$10,612	\$10,196	3.92%
Safety Engineer	\$7,616	\$6,507	14.56%	\$9,199	\$8,298	9.79%
Engineering Technician	\$4,766	\$4,511	5.35%	\$6,109	\$6,098	0.17%
Delineator	\$4,544	\$5,185	-14.11%	\$5,870	\$6,863	-16.93%
Construction Supervisor	\$5,878	\$5,165	12.13%	\$7,341	\$6,760	7.91%
<b>Professional Scientific</b>						
Biologist	\$5,584	\$5,607	-0.41%	\$6,989	\$6,987	0.03%
Chemist	\$5,605	\$5,607	-0.04%	\$7,012	\$7,009	0.04%
Industrial Hygienist	\$6,577	\$7,059	-7.33%	\$8,058	\$8,635	-7.16%
Public Health Microbiologist	\$6,139	\$5,578	9.14%	\$7,587	\$7,728	-1.86%



Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Research Scientist (Master's)	\$7,044	\$5,705	19.01%	\$8,561	\$7,628	10.90%
Supervising Biologist	\$6,897	\$6,459	6.35%	\$8,438	\$7,932	5.99%
Veterinarian	\$6,575	\$7,343	-11.68%	\$8,056	\$8,900	-10.48%
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$3,651	-4.39%	\$4,743	\$5,110	-7.76%
Highway/Road Maintenance Worker	\$3,120	\$3,659	-17.28%	\$4,337	\$4,981	-14.87%
Carpenter	\$4,012	\$3,960	1.30%	\$5,297	\$5,637	-6.42%
Maintenance Mechanic	\$4,207	\$4,271	-1.52%	\$5,507	\$5,801	-5.34%
Plumber	\$4,201	\$3,960	5.74%	\$5,500	\$5,637	-2.49%
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,226	6.16%	\$5,825	\$5,669	2.68%
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$5,178	28.41%	\$8,316	\$7,121	14.37%
Clinical Dietician <sup>4</sup>	\$4,132	\$5,038	-21.93%	\$5,426	\$7,139	-31.56%
Vocational Rehab Counselor	\$4,867	\$7,059	-45.04%	\$6,217	\$8,635	-38.88%
<b>Medical and Medical Related</b>						
Licensed Psychiatric Technician <sup>4</sup>	\$3,649	\$3,957	-8.43%	\$4,680	\$5,756	-23.00%
Pharmacy Technician <sup>4</sup>	\$3,209	\$3,416	-6.45%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant <sup>4</sup>	\$2,862	N/A	N/A	\$4,059	N/A	N/A

Comparison of the Northern California region and statewide data reveals that data reported by Northern California region survey respondents does not differ significantly from the statewide data – most differences are plus or minus 5%. Differences between the Northern California region and statewide data exceed 10% for only two benchmark classes, **Insurance Investigator/Analyst** and **Vocational Rehabilitation Counselor**. In both cases the number of survey matches within the Northern Region is very small, so the percentage difference in the regional and statewide data is not considered significant.

Within the Northern California region, State of California maximum Total Compensation is lower than the survey median maximum Total Compensation for 20 benchmark classes, and is higher for 13 classes.

Of the 5 matches statewide to the **Certified Nursing Assistant** benchmark class, none came from Northern California region respondents.

<sup>4</sup> Please refer to footnote 1 on page 3.



**Table: Summary of Bay Area Region Data  
General Classification Group**

<b>Classification</b>	<b>State of CA Maximum Base Salary</b>	<b>Survey Median Max Base Salary</b>	<b>State Relationship to Median</b>	<b>State of CA Maximum Total Compensation</b>	<b>Survey Median Max Total Compensation</b>	<b>State Relationship to Median</b>
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$5,466	-22.93%	\$5,764	\$7,128	-23.66%
Research Analyst	\$5,616	\$6,840	-21.79%	\$7,024	\$8,376	-19.25%
Staff Services Manager I	\$6,127	\$8,825	-44.03%	\$7,609	\$10,403	-36.73%
Librarian	\$5,097	\$5,689	-11.61%	\$6,465	\$7,618	-17.84%
<b>Office Support Services</b>						
Account Clerk	\$2,876	\$3,778	-31.35%	\$4,074	\$5,263	-29.18%
Legal Typist	\$3,516	\$4,974	-41.47%	\$4,763	\$6,222	-30.64%
Security Guard	\$2,639	\$3,739	-41.68%	\$3,819	\$5,131	-34.36%
Institutional Cook	\$3,526	\$3,872	-9.81%	\$4,555	\$5,165	-13.38%
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$6,231	-10.91%	\$6,677	\$8,200	-22.79%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$8,168	-7.23%	\$9,200	\$10,187	-10.74%
Senior Transportation/Civil Engineer	\$8,965	\$9,613	-7.22%	\$10,612	\$11,615	-9.46%
Safety Engineer	\$7,616	\$6,548	14.02%	\$9,199	\$8,192	10.94%
Engineering Technician	\$4,766	\$5,320	-11.62%	\$6,109	\$7,137	-16.83%
Delineator	\$4,544	\$6,232	-37.15%	\$5,870	\$7,896	-34.53%
Construction Supervisor	\$5,878	\$7,266	-23.61%	\$7,341	\$8,459	-15.24%
<b>Professional Scientific</b>						
Biologist	\$5,584	\$6,826	-22.24%	\$6,989	\$8,184	-17.10%
Chemist	\$5,605	\$6,796	-21.25%	\$7,012	\$7,991	-13.96%
Industrial Hygienist	\$6,577	\$8,217	-24.94%	\$8,058	\$9,931	-23.25%
Public Health Microbiologist	\$6,139	\$6,851	-11.59%	\$7,587	\$8,253	-8.78%
Research Scientist (Master's)	\$7,044	\$6,541	7.14%	\$8,561	\$8,259	3.52%
Supervising Biologist	\$6,897	\$8,217	-19.14%	\$8,438	\$9,931	-17.70%
Veterinarian	\$6,575	\$8,215	-24.94%	\$8,056	\$9,885	-22.70%
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$4,353	-24.48%	\$4,743	\$5,894	-24.27%
Highway/Road Maintenance Worker	\$3,120	\$4,451	-42.66%	\$4,337	\$6,065	-39.85%
Carpenter	\$4,012	\$5,652	-40.88%	\$5,297	\$7,436	-40.39%
Maintenance Mechanic	\$4,207	\$5,855	-39.17%	\$5,507	\$7,784	-41.35%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Plumber	\$4,201	\$6,260	-49.01%	\$5,500	\$8,336	-51.56%
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$5,136	-14.06%	\$5,825	\$7,058	-21.16%
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$6,450	10.83%	\$8,316	\$8,387	-0.85%
Clinical Dietician <sup>5</sup>	\$4,132	\$5,717	-38.36%	\$5,426	\$7,526	-38.69%
Vocational Rehab Counselor	\$4,867	\$5,949	-22.22%	\$6,217	\$7,543	-21.32%
<b>Medical and Medical Related</b>						
Licensed Psychiatric Technician <sup>5</sup>	\$3,649	\$4,748	-30.10%	\$4,680	\$6,546	-39.88%
Pharmacy Technician <sup>5</sup>	\$3,209	\$4,131	-28.72%	\$4,432	\$5,636	-27.15%
Certified Nursing Assistant <sup>5</sup>	\$2,862	\$3,796	-32.63%	\$4,059	\$5,506	-35.65%

Comparing the Bay Area and statewide survey data confirms the finding of the previous Total Compensation Surveys performed for DPA by CPS - Bay Area survey respondents as a group tend to offer the highest compensation levels provided by California public employers. For all 34 benchmark classes for which data was reported, the Bay Area survey median maximum Total Compensation is higher than in the statewide data, usually significantly higher. For all but 6 benchmark classes, the Bay Area median maximum Total Compensation data is at least 10% higher than the statewide data; for 11 benchmark classes it is more than 20% higher than the statewide data; and for 2 classes it is more than 30% higher.

Within the Bay Area, State of California maximum Total Compensation is lower than the median maximum Total Compensation reported by survey respondents for 32 of the 34 benchmark classes, often by significant percentages. For 27 of the benchmark classes, the State of California maximum Total Compensation is more than 15% lower in the Bay Area; for 13 of the benchmark classes it is lower by more than 25%; and for 8 of the benchmark classes it is lower by more than 35%. The differences are exhibited in all of the nine occupational groups that make up the benchmark classes in the General Classification Group.

State of California maximum Total Compensation exceeds the median maximum Total Compensation reported by Bay Area region respondents for only 2 benchmark classes, **Safety Engineer** and **Research Scientist (Master's Degree required)**. As noted above, the State of California practice of providing the same compensation level to its matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes is not typically followed by survey respondents. There were few matches to the **Research Scientist (Master's Degree required)** benchmark class reported by Bay Area survey respondents.

<sup>5</sup> Please refer to footnote 1 on page 3.

**Table: Summary of Central California Region Data  
General Classification Group**

<b>Classification</b>	<b>State of CA Maximum Base Salary</b>	<b>Survey Median Max Base Salary</b>	<b>State Relationship to Median</b>	<b>State of CA Maximum Total Compensation</b>	<b>Survey Median Max Total Compensation</b>	<b>State Relationship to Median</b>
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$4,257	4.25%	\$5,764	\$5,748	0.28%
Research Analyst	\$5,616	\$5,104	9.12%	\$7,024	\$6,694	4.69%
Staff Services Manager I	\$6,127	\$5,340	12.84%	\$7,609	\$6,640	12.73%
Librarian	\$5,097	\$4,500	11.72%	\$6,465	\$5,796	10.35%
<b>Office Support Services</b>						
Account Clerk	\$2,876	\$3,162	-9.94%	\$4,074	\$4,411	-8.26%
Legal Typist	\$3,516	\$3,977	-13.11%	\$4,763	\$5,171	-8.57%
Security Guard	\$2,639	\$2,665	-0.99%	\$3,819	\$4,309	-12.83%
Institutional Cook	\$3,526	\$2,596	26.39%	\$4,555	\$3,686	19.08%
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$5,280	6.02%	\$6,677	\$6,924	-3.69%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$6,556	13.93%	\$9,200	\$7,693	16.38%
Senior Transportation/Civil Engineer	\$8,965	\$7,857	12.36%	\$10,612	\$9,393	11.48%
Safety Engineer	\$7,616	\$5,401	29.08%	\$9,199	\$6,507	29.26%
Engineering Technician	\$4,766	\$4,816	-1.05%	\$6,109	\$5,973	2.21%
Delineator	\$4,544	\$4,885	-7.50%	\$5,870	\$6,040	-2.90%
Construction Supervisor	\$5,878	\$4,978	15.31%	\$7,341	\$6,661	9.25%
<b>Professional Scientific</b>						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$4,937	11.93%	\$7,012	\$5,858	16.46%
Industrial Hygienist	\$6,577	\$7,059	-7.33%	\$8,058	\$8,635	-7.16%
Public Health Microbiologist	\$6,139	\$5,779	5.86%	\$7,587	\$7,425	2.14%
Research Scientist (Master's req'd)	\$7,044	\$4,511	35.96%	\$8,561	\$6,121	28.50%
Supervising Biologist	\$6,897	\$7,059	-2.35%	\$8,438	\$8,635	-2.34%
Veterinarian	\$6,575	\$7,245	-10.19%	\$8,056	\$9,119	-13.20%
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$3,307	5.43%	\$4,743	\$4,640	2.15%
Highway/Road Maintenance Worker	\$3,120	\$3,219	-3.16%	\$4,337	\$4,243	2.16%
Carpenter	\$4,012	\$4,105	-2.32%	\$5,297	\$5,197	1.89%
Maintenance Mechanic	\$4,207	\$4,022	4.40%	\$5,507	\$5,241	4.83%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Plumber	\$4,201	\$4,272	-1.69%	\$5,500	\$5,585	-1.54%
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,280	4.96%	\$5,825	\$4,999	14.19%
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$5,752	20.48%	\$8,316	\$7,375	11.31%
Clinical Dietician <sup>6</sup>	\$4,132	\$5,049	-22.19%	\$5,426	\$6,672	-22.95%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%
<b>Medical and Medical Related</b>						
Licensed Psychiatric Technician <sup>6</sup>	\$3,649	\$3,797	-4.04%	\$4,680	\$5,054	-7.99%
Pharmacy Technician <sup>6</sup>	\$3,209	\$3,330	-3.77%	\$4,432	\$4,752	-7.20%
Certified Nursing Assistant <sup>6</sup>	\$2,862	N/A	N/A	\$4,059	N/A	N/A

The Central California region data represents the converse of the Bay Area region data, since Central California region public employers typically offer compensation levels that are among the lower levels in California. Comparing the Central California and statewide data, the median maximum Total Compensation reported by Central California survey respondents is lower than the statewide data for 28 of the 33 benchmark classes for which data was reported, typically 5% to 15% lower.

Within the Central California region, State of California maximum Total Compensation is higher than the survey median maximum Total Compensation for 19 of the 33 benchmark classes for which data was reported, and lower for 14 of the benchmark classes. (There were no matches to the **Certified Nursing Assistant** benchmark class among Central California respondents.)

<sup>6</sup> Please refer to footnote 1 on page 3.

**Table: Summary of Southern California Region Data  
General Classification Group**

<b>Classification</b>	<b>State of CA Maximum Base Salary</b>	<b>Survey Median Max Base Salary</b>	<b>State Relationship to Median</b>	<b>State of CA Maximum Total Compensation</b>	<b>Survey Median Max Total Compensation</b>	<b>State Relationship to Median</b>
<b>Administrative and Professional</b>						
Staff Analyst	\$4,446	\$4,234	4.77%	\$5,764	\$5,598	2.89%
Research Analyst	\$5,616	\$5,531	1.51%	\$7,024	\$6,984	0.56%
Staff Services Manager I	\$6,127	\$6,764	-10.40%	\$7,609	\$8,084	-6.25%
Librarian	\$5,097	\$5,025	1.41%	\$6,465	\$6,235	3.56%
<b>Office Support Services</b>						
Account Clerk	\$2,876	\$3,336	-15.98%	\$4,074	\$4,324	-6.14%
Legal Typist	\$3,516	\$4,393	-24.94%	\$4,763	\$5,245	-10.13%
Security Guard	\$2,639	\$3,073	-16.45%	\$3,819	\$4,343	-13.72%
Institutional Cook	\$3,526	\$3,186	9.64%	\$4,555	\$4,137	9.17%
<b>Protective Services</b>						
Insurance Investigator/Analyst	\$5,618	\$5,491	2.26%	\$6,677	\$6,566	1.67%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
<b>Engineering and Engineering Related</b>						
Transportation/Civil Engineer	\$7,617	\$7,500	1.54%	\$9,200	\$8,835	3.97%
Senior Transportation/Civil Engineer	\$8,965	\$8,265	7.81%	\$10,612	\$9,801	7.64%
Safety Engineer	\$7,616	\$6,413	15.80%	\$9,199	\$7,361	19.98%
Engineering Technician	\$4,766	\$4,741	0.52%	\$6,109	\$5,976	2.17%
Delineator	\$4,544	\$5,305	-16.74%	\$5,870	\$6,522	-11.11%
Construction Supervisor	\$5,878	\$5,931	-0.90%	\$7,341	\$7,190	2.05%
<b>Professional Scientific</b>						
Biologist	\$5,584	\$6,372	-14.11%	\$6,989	\$7,369	-5.44%
Chemist	\$5,605	\$6,314	-12.65%	\$7,012	\$7,459	-6.37%
Industrial Hygienist	\$6,577	\$6,883	-4.65%	\$8,058	\$8,306	-3.08%
Public Health Microbiologist	\$6,139	\$5,805	5.44%	\$7,587	\$6,981	7.98%
Research Scientist (Master's req'd)	\$7,044	\$5,988	15.00%	\$8,561	\$7,189	16.02%
Supervising Biologist	\$6,897	\$7,324	-6.19%	\$8,438	\$8,335	1.21%
Veterinarian	\$6,575	\$8,175	-24.33%	\$8,056	\$9,460	-17.43%
<b>Crafts and Maintenance</b>						
Building Maintenance Worker	\$3,497	\$3,357	4.02%	\$4,743	\$4,286	9.63%
Highway/Road Maintenance Worker	\$3,120	\$3,367	-7.90%	\$4,337	\$4,394	-1.33%
Carpenter	\$4,012	\$4,348	-8.37%	\$5,297	\$5,639	-6.46%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Maintenance Mechanic	\$4,207	\$4,746	-12.81%	\$5,507	\$5,809	-5.49%
Plumber	\$4,201	\$4,648	-10.63%	\$5,500	\$5,755	-4.62%
<b>Printing Related</b>						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,249	5.65%	\$5,825	\$5,505	5.50%
<b>Health and Social Services</b>						
Clinical Social Worker	\$7,233	\$5,452	24.63%	\$8,316	\$6,656	19.97%
Clinical Dietician <sup>7</sup>	\$4,132	\$4,852	-17.42%	\$5,426	\$6,027	-11.07%
Vocational Rehab Counselor	\$4,867	\$6,075	-24.81%	\$6,217	\$7,526	-21.05%
<b>Medical and Medical Related</b>						
Licensed Psychiatric Technician <sup>7</sup>	\$3,649	\$3,564	2.33%	\$4,680	\$4,605	1.61%
Pharmacy Technician <sup>7</sup>	\$3,209	\$3,276	-2.07%	\$4,432	\$4,272	3.61%
Certified Nursing Assistant <sup>7</sup>	\$2,862	\$2,610	8.81%	\$4,059	\$3,599	11.33%

A comparison of the Southern California region and statewide data reveals that, similar to the Central California region, the median maximum Total Compensation reported by Southern California respondents is lower than the statewide data for 29 of the 34 benchmark classes for which data was reported. In most cases the differences between the Southern California and statewide data are not substantial – less than 10% for most benchmark classes.

Within the Southern California region, State of California maximum Total Compensation exceeds the median maximum Total Compensation reported for 19 benchmark classes, and is lower for 15 benchmark classes.

<sup>7</sup> Please refer to footnote 1 on page 3.

## V – Conclusion

By definition, a compensation survey gathers data concerning the compensation practices of specific employers with regard to specific benchmark classes at a specific point in time. For this Total Compensation Survey, that point in time is September 1, 2007. The variety of compensation components covered in this survey and the inherent, dynamic nature of compensation practices, no doubt have resulted in some changes to the compensation levels presented in this report, in the several months since data was collected. While there may have been some adjustment to various compensation components, it is unlikely that the overall relationship of State of California Total Compensation to the survey median data presented here for the General Classification and Education Classification Groups will have changed significantly, so it remains current and accurate as of the date of this report.

Questions regarding this Total Compensation Survey and/or this report may be directed to CPS, at 916-263-3600.