

# 2022 Correctional Officer Total Compensation Survey

Report to the  
Governor and  
Legislature

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## Details of Revisions

Salaries for Los Angeles and Orange Counties were revised, as well as insurance contributions for Orange, Santa Clara, San Bernardino, and San Diego Counties. Education incentive pay and insurance contributions were revised for the State of California. Los Angeles County PEPPRA retirement contributions were also revised.

Incorporating these revisions changed the State's Total Compensation Lag as follows:

Classification	Original Lag	Revised Lag
California State Correctional Officer Entry-Level <i>Range J Minimum</i>	-34.0%	-32.8%
California State Correctional Officer Full Journey-Level <i>Range K Maximum</i>	-23.8%	-23.4%

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## Executive Summary

When comparing compensation for California State Correctional Officers with the six largest law enforcement agencies in the state employing peace officers in correctional facilities, the state's total compensation lags behind these agencies. The table below illustrates the state's lag for entry-level and full journey-level officers compared to the average of the six agencies.

**Table 1: Wage and Total Compensation Lead/Lag Summary**

Classification	Wage Lead/Lag	Total Compensation Lead/Lag
California State Correctional Officer Entry-Level <i>Range J Minimum</i>	-26.8%	-32.8%
California State Correctional Officer Full Journey-Level <i>Range K Maximum</i>	-9.6%	-23.4%

## Survey Background and Methodology

The California Correctional Officer is a sworn peace officer, pursuant to Penal Code section 830.5, and is responsible for protecting the public by enforcing State and Federal laws and regulations while supervising the conduct of inmates or parolees in a state correctional facility. Correctional officers perform duties that vary among institutions and among designated posts within an institution due to security levels of inmates, design of correctional facilities, geographical location, watch assignment, and the number of inmates. Assignments include duty in towers, housing units, reception centers, kitchens, outside crew supervision, search and escort, control booths, yard, gun posts, and transportation. Persons selected as a state correctional officer must successfully pass a background investigation and rigorous selection process, followed by a 13-week training program at the California Department of Corrections and Rehabilitation's (CDCR's) Basic Correctional Officer Academy. After graduating from the department's academy, officers complete a formal two-year apprenticeship program, which includes a minimum of 3,600 hours of on-the-job training featuring frequent job assignment rotations and performance evaluations.

To ensure the recruitment and retention of qualified correctional officers, state Government Code section 19827.1 requires the California Department of Human Resources (CalHR) to, "take into consideration the salary and benefits of other large employers of peace officers in California."

Additionally, Government Code section 19826(c) requires CalHR to complete a compensation report and submit its findings to the parties meeting and conferring, and to the Legislature.

Article 15.19 of the Bargaining Unit 6 Memorandum of Understanding (MOU) established a Joint Labor Management group to, "meet to discuss the criteria, comparators and methodology" for this report.

The intent of this report is to use the best available data to compare the state's total compensation costs with other local government employers in California. This report does not define the appropriate

level of compensation for state correctional officers. Instead, this report compares how state correctional officers and deputy sheriffs are compensated, by measuring the employer’s costs for providing wages and common employee benefits.

## Survey Methodology

The Joint Labor Management group agreed to survey the six sheriff’s departments in Table 1 as comparators for this report. These six sheriff’s departments were selected because they are the largest county law enforcement agencies in the state employing peace officers in correctional facilities.<sup>1</sup> While it is challenging to find county sheriff jobs that exactly match the full range of duties and responsibilities of a state correctional officer, all of the classifications in this report are peace officers and perform duties comparable to the primary duties of a state correctional officer.

Employer	Classification Title
Los Angeles County Sheriff’s Department	Deputy Sheriff
Orange County Sheriff’s Department	Deputy Sheriff I
Santa Clara County Sheriff’s Department	Sheriff Correctional Deputy
Sacramento County Sheriff’s Department	Deputy Sheriff
San Bernardino County Sheriff’s Department	Deputy Sheriff
San Diego County Sheriff’s Department	Deputy Sheriff, Detentions/Court Services

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<sup>1</sup> Based on the count of sworn officers employed as of July 5, 2021, according to a report from the Commission on Peace Officer Standards and Training (POST).

This report separately compares the compensation of entry-level correctional officers and deputy sheriffs (after graduating from the academy), and full journey-level correctional officers and deputy sheriffs.

State Classification Title	State Classification Code
Correctional Officer	9662

CalHR developed and distributed a survey instrument to the six counties with detailed questions focusing on the duties, annual salary, and employee benefits such as employer retirement contribution practices, common pay incentives, and employer insurance contributions for health, dental, and vision. The salary and benefit elements were combined to create a simple average total compensation comparison between the state and the average of the six county government agencies. Salary and benefit information collected was current as of January 31, 2022.

## Entry-Level Total Compensation Data Elements

The survey compares the employer costs for the following compensation items for entry-level officers:

Wages	Benefits
Minimum Base Pay <i>Employee's pay after academy graduation</i>	Family Health Insurance Premium
Education Pay <i>60 college credits or Associate's Degree</i>	Family Dental Insurance Premium Family Vision Insurance Premium
POST Pay <i>Basic POST</i>	PEPRA Retirement Plan Contributions <sup>2</sup> OPEB Prefunding Contributions <sup>3</sup>
Longevity Pay <i>None for Entry-Level</i>	Benefit Trust Fund Contributions

## Full Journey-Level Total Compensation Data Elements

The survey also compares the employer costs for the following compensation items for full journey-level officers:

Wages	Benefits
Maximum Base Pay <i>Deputy Sheriff Journey Max. Pay</i>	Family Health Insurance Premium
Education Pay <i>Highest incentive offered for Bachelor's Degree or higher</i>	Family Dental Insurance Premium Family Vision Insurance Premium
POST Pay <i>Advanced POST</i>	Classic Retirement Plan Contributions <sup>4</sup> OPEB Prefunding Contributions
Longevity Pay <i>Highest incentive offered for years of service</i>	Benefit Trust Fund Contributions

<sup>2</sup> According to CalPERS, public employees hired on or after January 1, 2013 are "new members" subject to benefits defined in the Public Employees' Pension Reform Act (PEPRA).

<sup>3</sup> Other Post-Employment Benefits (OPEB) are the benefits that an employee will begin to receive at the start of retirement, typically health or other medical benefits.

<sup>4</sup> According to CalPERS, public employees hired on or prior to December 2012 are considered "classic members".



## Survey Findings

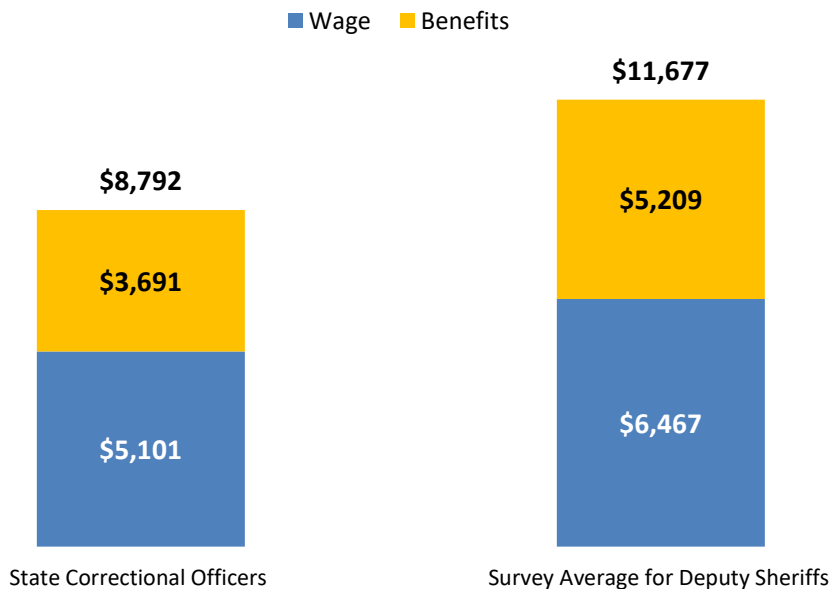
To find the total compensation cost, CalHR asked each county how much they spent on employee medical insurance, retirement, and to prefund OPEB. If pay incentives were subject to retirement, these incentives were included with the base pay to determine the employer’s retirement contributions.

When comparing the entry-level wage, the state lagged by 26.8 percent (see Table 2). When comparing total compensation (including the employer’s costs for medical insurance, retirement benefits, prefunding OPEB), the state’s lag increased to 32.8 percent. Please see Attachment A for more details.

**Table 2: Comparing Monthly Employer Total Compensation Costs for Entry-Level Officers**

Classification	Wage (Minimum Base Salary + Incentives)	State Wage Lead/Lag	Benefits	Total Compensation	State Total Compensation Lead/Lag
Correctional Officer (Range J)	\$5,101	-26.8%	\$3,691	\$8,792	-32.8%
Deputy Sheriff	\$6,467		\$5,209	\$11,677	

**Chart 1: Entry-Level Total Compensation Comparison**

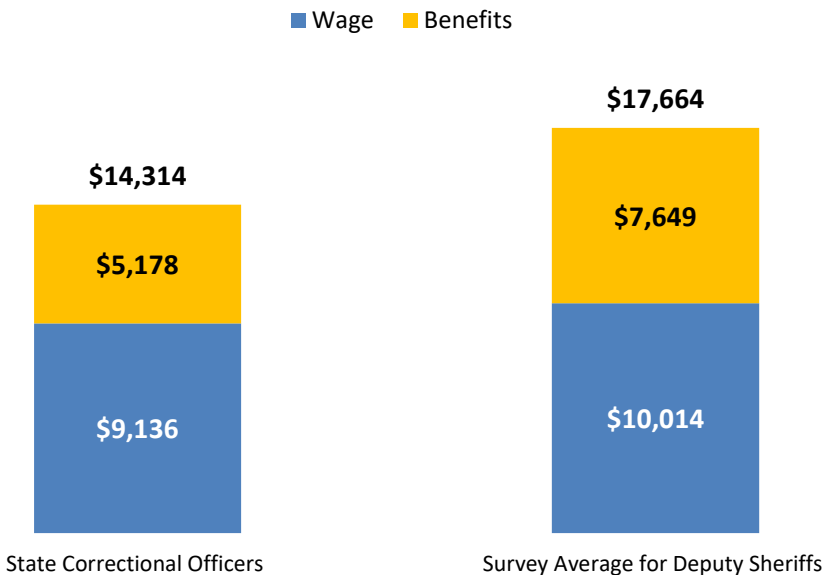


When comparing the full journey-level wage, the state lagged by 9.6 percent (see Table 3). Including the employer’s costs for medical insurance and retirement benefits, the state’s lag increased to 23.4 percent. Please see Attachment B for more details.

**Table 3. Comparing Monthly Employer Total Compensation Costs for Full Journey-Level Officers**

Classification	Wage (Maximum Base Salary + Incentives)	State Wage Lead/Lag	Benefits	Total Compensation	State Total Compensation Lead/Lag
Correctional Officer (Range K)	\$9,136	-9.6%	\$5,178	\$14,314	-23.4%
Deputy Sheriff	\$10,014		\$7,649	\$17,664	

**Chart 2: Full Journey-Level Total Compensation Comparison**



## Employer Benefit Contributions

The survey's comparison of benefits includes the employer contribution to retirement, prefunding OPEB, and the contribution to active employee medical insurance benefits.

## Retirement and Prefunding Other Post-Employment Benefits

The following components are included in the retirement benefit costs: employer pickup of the employee's retirement contribution, employer contribution towards retirement, employer contribution to prefunding OPEB, employer pickup of the employee's contribution to prefund OPEB, and the employer's maximum contribution to a deferred compensation retirement savings plan.

For the entry-level total compensation comparison, we collected the employer's required retirement contributions for PEPRA safety tier plans.<sup>5</sup> For the full journey-level total compensation comparison, we collected the employer's required retirement contributions for classic safety tier plans. Please see Attachment C for more details.

When we compared the employer contributions to retirement and to prefund OPEB, the state spent less than the survey average.

The State of California made a supplemental contribution of \$778 million to CalPERS which paid part of the 2021-2022 required employer contribution to the State Peace Officers and Firefighters Retirement Plan, and effectively reduced the employer contribution rate that year (see D-1 of 2020 State Valuation).<sup>6</sup> As of July 1, 2022, the required employer contribution to the State Peace Officer and Firefighters Retirement Plan was 50.0%.

## Medical Insurance

To find the value of employer contributions for active employee medical insurance benefits, we combined the employer's

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<sup>5</sup> The State's Police Officer and Firefighter (POFF) Retirement plan is equivalent to local government "Safety" retirement plans in this report.

<sup>6</sup> <https://www.calpers.ca.gov/docs/forms-publications/2020-state-valuation.pdf>

contributions for health, dental, and vision premiums.<sup>7</sup> The medical insurance benefits value also includes any employer contribution to a benefit trust fund for health, dental, or vision insurance purposes.<sup>8</sup>

## Employer Contributions to Prefunding OPEB

Providing OPEB (retiree medical insurance) is a valuable benefit offered by the State of California and some local governments. This benefit is most commonly offered after working a minimum number of years. All of the surveyed jurisdictions offer an employer-subsidized retiree insurance plan or some form of a retiree health savings or reimbursement account for at least some or all of their active or retired employees. The State of California and Bargaining Unit 6 employees began prefunding retiree health insurance in 2016. For this report, CalHR asked each county if they also make contributions to prefunding OPEB and included this amount in the employer's costs for benefits. Of the six surveyed counties, two contribute to prefunding OPEB or a health savings account for retired employees.

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<sup>7</sup> For this report we included the maximum contributions by employers for health, dental and vision for a family plan [member + dependents].

<sup>8</sup> For the purposes of calculating total compensation, the state's monthly employer contribution to a benefit trust fund for correctional officers includes vision and dental contributions per employee. Orange County contributes \$0.30 per hour per employee into a benefit trust fund for dental, life insurance, and disability benefits.

**Table 4. Employer Contributions to Prefunding OPEB**

Employer	Prefunding OPEB Employer Contribution per Employee <sup>9</sup>
State of California (Correctional Officers)	4.0% of pensionable compensation/ monthly OPEB
Los Angeles County Sheriff's Department	\$0
Orange County Sheriff's Department	\$0
Santa Clara County Sheriff's Department	\$0
Sacramento County Sheriff's Department	\$54/monthly to Health Savings/Reimbursement Account
San Bernardino County Sheriff's Department	Various percentages of base pay - 1-9 years of service = 0.25% 10- 15 years of service = 2.0% 16-19 years of service = 3.0% 20-24 years of service = 4.0% 25+ years of service = 5.0% Retirement Medical Trust Plan
San Diego County Sheriff's Department	\$0

<sup>9</sup> Employer contributions have been converted to monthly amounts.

## Glossary of Terms

**Entry-Level Total Compensation:** Minimum monthly salary + monthly pay incentives + maximum monthly employer-paid benefits (medical insurance and retirement).

**Full Journey-Level Total Compensation:** Maximum monthly salary + maximum monthly pay incentives + maximum monthly employer-paid benefits (medical insurance and retirement).

**Maximum Salary:** Maximum monthly salary of a full journey-level officer. If the employer includes an Advanced POST incentive as part of the base pay salary, that amount was listed as the maximum salary.

**Medical Insurance Benefits:** Sum of employer's maximum/family rate contribution to a cafeteria plan, or health, dental, and vision insurance premiums. The insurance benefits value also includes the employer contribution to a benefit trust fund.

**Minimum Salary:** Minimum monthly salary of an officer after academy graduation. If the employer includes a Basic POST incentive as part of the base pay salary, that amount was listed as the minimum salary.

**Pay Incentives:** Minimum or maximum monthly pay differentials refer to the sum of the following pay differentials for Entry-Level: physical fitness pay, education incentives for an Associate's Degree or 60 college units, and Basic POST incentives. Full Journey-Level pay differentials include incentives for a Bachelor's Degree or highest incentive offered for education pay, Advanced POST, and highest incentive available for longevity pay if offered by the employer.

**POST Certification:** The POST issues certificates to peace officers. There are Basic, Intermediate, and Advanced POST certificates awarded to peace officers that have acquired the specified training and experience requirements for each level.

**Retirement and Prefunding OPEB Benefits:** Sum of employer contributions: the employer contribution to retirement, employer pick-up of the employee's retirement contribution, the employer's maximum contribution to the employee's deferred compensation,

the employer's contribution to prefunding OPEB, and the employer's pickup of the employee's prefunded OPEB contribution. OPEB principally includes health care benefits, but also may include dental, vision, life insurance, disability, legal and other services to eligible retirees, including, in some cases, their beneficiaries. There are two types of OPEB plans: Defined benefit plans under which specific benefits are to be provided to employees and their beneficiaries after the end of their employment; and defined contribution plans under which a specific amount is contributed to plan members' accounts for each year of active employment. The Entry-Level salary calculations include the employer's retirement cost based on the retirement plan for new employees. The Full Journey-Level salary calculations include the employer's retirement cost based on the classic retirement plan.

**Wage:** Base salary plus applicable pay incentives.

**Attachment A - Correctional Officer Entry-Level Monthly Total Compensation Comparison**

Employer	Classification Title	Minimum Base Salary	Pay Incentives	Wage (Minimum Base Salary + Incentives)	Benefits		Total Compensation
					Retirement & OPEB Prefunding	Medical Insurance	
Los Angeles County	Deputy Sheriff	\$6,416	\$430	\$6,846	\$2,004	\$2,278	\$11,128
Orange County	Deputy Sheriff I	\$6,576	\$329	\$6,905	\$4,289	\$1,545	\$12,739
Santa Clara County	Sheriff Correctional Deputy	\$7,741	\$194	\$7,935	\$4,002	\$3,110	\$15,047
Sacramento County	Deputy Sheriff	\$6,408	\$320	\$6,729	\$3,493	\$1,737	\$11,959
San Bernardino County	Deputy Sheriff	\$5,883	\$59	\$5,942	\$3,243	\$1,417	\$10,602
San Diego County	Deputy Sheriff, Detentions/Court Services	\$4,448	\$0	\$4,448	\$2,448	\$1,690	\$8,585
<b>Survey Average:</b>		<b>\$6,245</b>	<b>\$222</b>	<b>\$6,467</b>	<b>\$3,246</b>	<b>\$1,963</b>	<b>\$11,677</b>
<b>State of California</b>	<b>Correctional Officer (Range J)</b>	<b>\$4,920</b>	<b>\$181</b>	<b>\$5,101</b>	<b>\$1,879</b>	<b>\$1,812</b>	<b>\$8,792</b>
<b>State Lag:</b>		<b>-26.9%</b>		<b>-26.8%</b>			<b>-32.8%</b>



**Attachment B - Correctional Officer Full Journey-Level Monthly Total Compensation Comparison**

Employer	Classification Title	Maximum Base Salary	Pay Incentives	Wage (Maximum Base Salary + Incentives)	Benefits		Total Compensation
					Retirement & OPEB Prefunding	Medical Insurance	
Los Angeles County	Deputy Sheriff	\$8,191	\$2,167	\$10,358	\$3,387	\$2,278	\$16,024
Orange County	Deputy Sheriff I	\$9,435	\$1,146	\$10,581	\$7,430	\$1,545	\$19,556
Santa Clara County	Sheriff Correctional Deputy	\$9,410	\$706	\$10,116	\$5,102	\$3,110	\$18,329
Sacramento County	Deputy Sheriff	\$9,015	\$1,803	\$10,818	\$6,258	\$1,737	\$18,813
San Bernardino County	Deputy Sheriff	\$9,256	\$185	\$9,441	\$6,377	\$1,417	\$17,235
San Diego County	Deputy Sheriff, Detentions/Court Services	\$7,974	\$797	\$8,772	\$5,564	\$1,690	\$16,026
<b>Survey Average:</b>		<b>\$8,880</b>	<b>\$1,134</b>	<b>\$10,014</b>	<b>\$5,686</b>	<b>\$1,963</b>	<b>\$17,664</b>
<b>State of California</b>	<b>Correctional Officer (Range K)</b>	<b>\$8,216</b>	<b>\$920</b>	<b>\$9,136</b>	<b>\$3,366</b>	<b>\$1,812</b>	<b>\$14,314</b>
<b>State Lag:</b>		<b>-8.1%</b>		<b>-9.6%</b>			<b>-23.4%</b>

**Attachment C - Detailed Retirement Plan Information**

The table below summarizes the employer contributions to retirement as a percentage of pensionable compensation for Classic Safety Tier Employees and PEPRA Employees.

Employer	Classic Employees		PEPRA Employees	
	Employer Contribution	Benefit Formula	Employer Contribution	Benefit Formula
Los Angeles County	32.70%	Safety Plan B 2.62% @ 55 and over	29.27%	Safety Plan C 2.7 @ 57 and over
Orange County	70.22%	Safety Plan F 3% @ 50	62.11%	Safety Plan V 2.7 @ 57 and over
Santa Clara County	50.44%	Safety Tier 1 3% @ 50	50.44%	Safety Tier 3 2.7% @ 57
Sacramento County	57.35%	Safety Tier 2 3% @ 50	51.10%	Safety Tier 4 2.7% @ 57
San Bernardino County	61.66%	Safety Tier 1 3% @ 50	53.34%	Safety Tier 2 2.7% @ 57
San Diego County	63.43%	Safety Tier A 3% @ 50	55.03%	Safety Tier C & D 2.7% @ 57 2.5% @ 57
<i>State of California</i>	32.84%	<i>POFF</i> 3% @ 50	32.84%	<i>POFF</i> 2.5% @ 57

## Attachment D - Count of Deputy Sheriffs and Correctional Officers

Employer	Classification Title	Count of Employees
Los Angeles County	Deputy Sheriff - 2708	7,496
Orange County	Deputy Sheriff I- 6128	780
Santa Clara County	Sheriff Correctional Deputy- T84	665
Sacramento County	Deputy Sheriff- 27889	1,031
San Bernardino County	Deputy Sheriff-4913	371
San Diego County	Deputy Sheriff, Detentions/Court Services - 5757	937
<b>Survey Total</b>		<b>11,280<sup>1</sup></b>
State of California	Correctional Officer Range J	2,244
State of California	Correctional Officer Range K	19,035
<b>State of California Total</b>		<b>21,282<sup>2</sup></b>

<sup>1</sup> Count of deputy sheriffs provided by each county as of January 2022.

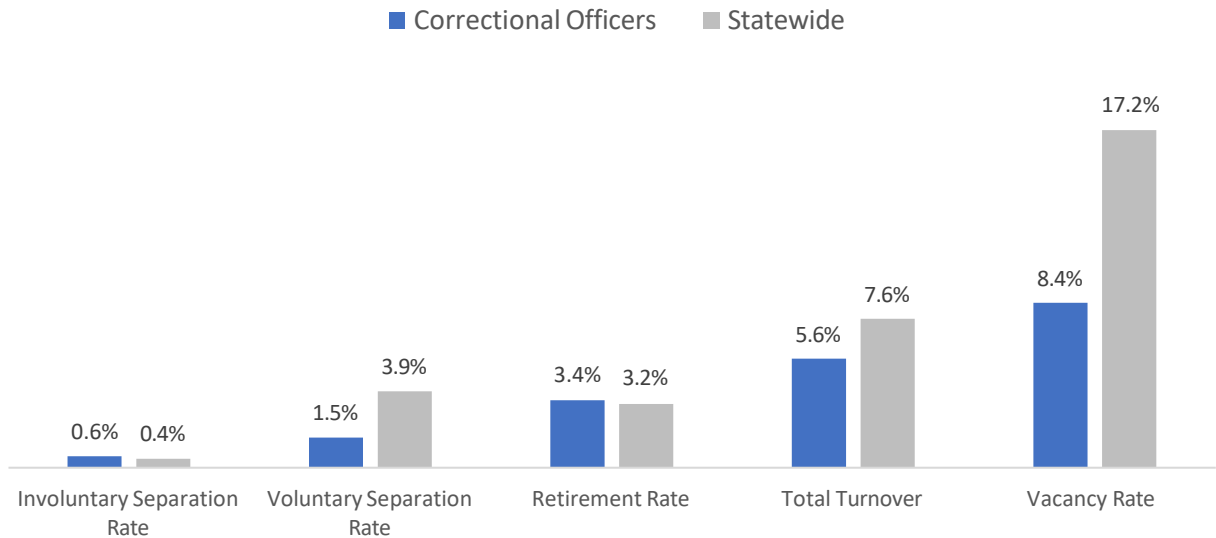
<sup>2</sup> The count of permanent, full time state correctional officers from State Controllers Office files as of January 2022.

## Attachment E- State Correctional Officer Profile

The charts below, and on the following pages, compare key statistics for state correctional officers with all state employees. The employee data is for the entire calendar year of 2021 unless indicated otherwise.

Correctional Officers	All State Employees
Average Age <b>40</b>	Average Age <b>45</b>
Average Years of State Service <b>11</b>	Average Years of State Service <b>12</b>

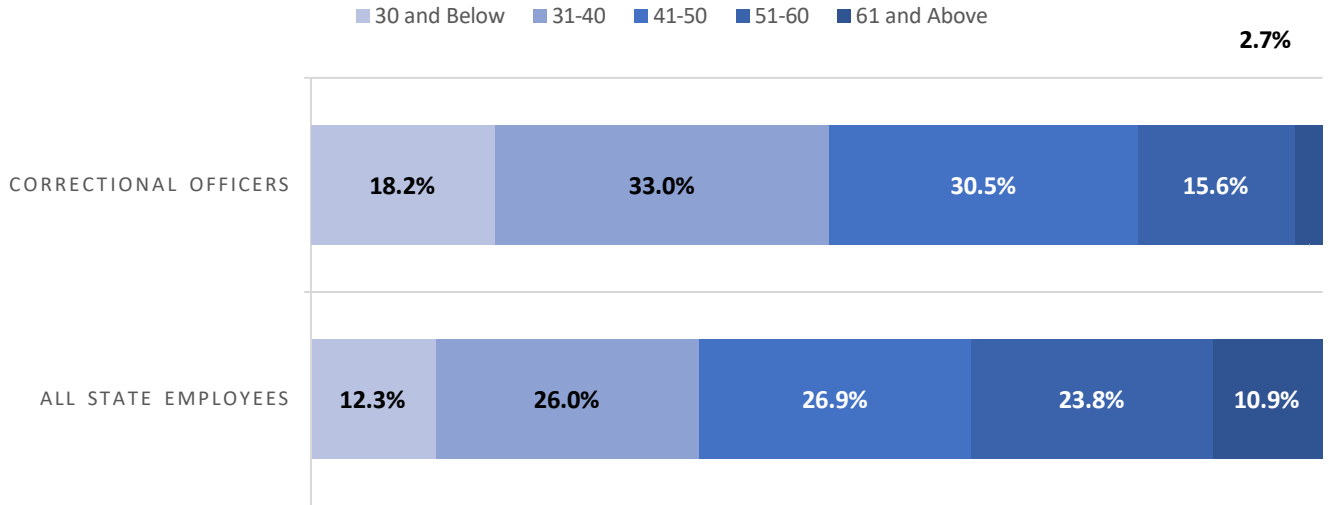
### Separations, Retirements, Turnover, & Vacancy Rates in 2021



# Demographics

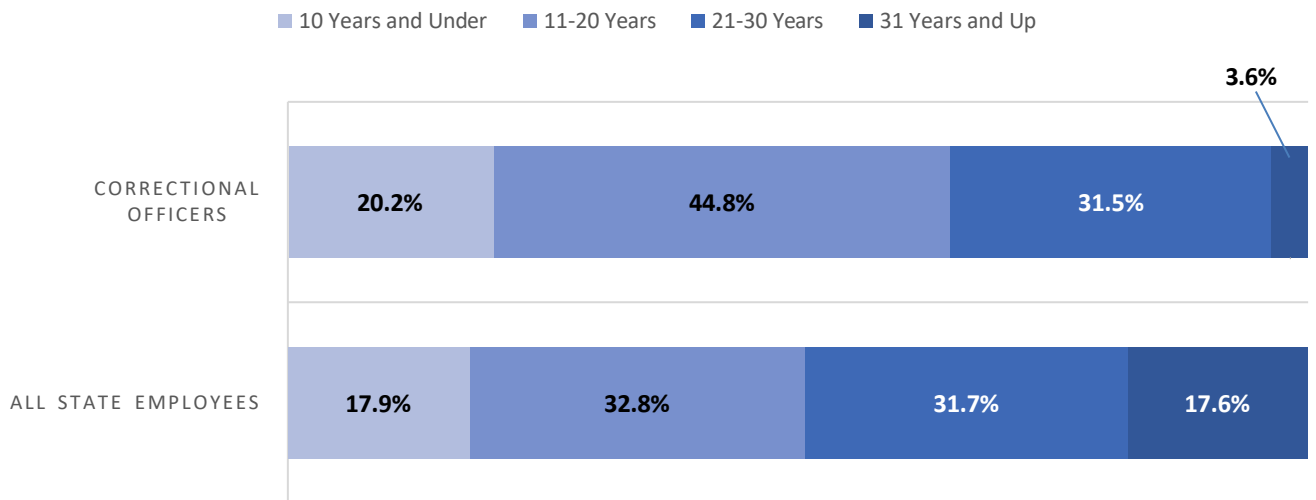
## Age of State Employees

2021 Percent of Correctional Officers and All State Employees by Age Group



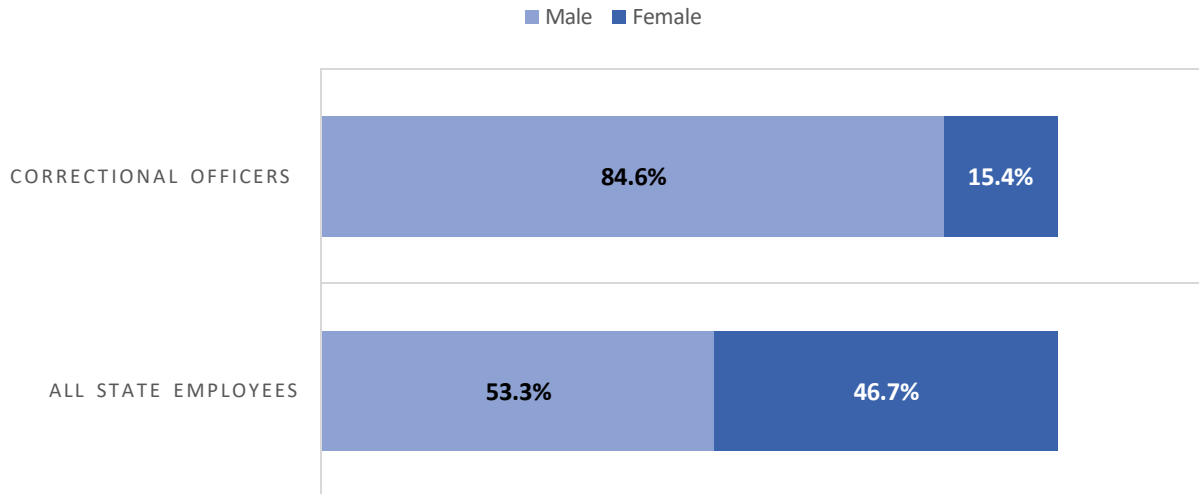
## Length of State Service

2021 Percent of Correctional Officers and All State Employees by Age Length of State Service



## Gender of State Employees

2021 Percent of Correctional Officers and All State Employees by Gender



## Average Age and Years of State Service at Retirement

2021 Average Age and Years of State Service at Retirement for Correctional Officers and All State Employees

State Employees	Average Age	Average Years of State Service
<b>Correctional Officers</b>	<b>55</b>	<b>23</b>
<b>All State Employees</b>	<b>60</b>	<b>24</b>

## Percentage of Employees That Earn Maximum Salary

Percent of Correctional Officers and All State Employees That Earn Maximum Salary of the Salary Range as of December 2021

State of California Employees	Percentage at Max. Salary
<b>Correctional Officers</b>	<b>56.6%</b>
<b>All State Employees</b>	<b>51.7%</b>