



2013 California State Employee Total Compensation Report

For Bargaining Units 6, 9, 10, and 12
First Published February 2015
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Message from the Director

I know I speak for everyone at CalHR when I say that “our most valuable assets” are the men and women who have answered the call to public service in California. This report is just one of many steps we are taking at CalHR to recognize their contributions.

Offering competitive compensation is crucial to our ability to recruit and retain a highly qualified workforce in state government, and the 2013 California State Employee Total Compensation Report reflects our commitment to better understanding our position in the labor market. By closely following the model developed by the U.S. Bureau of Labor Statistics, and by tapping into its data on wages and benefits, we can now provide policy-makers with a consistent method of comparing our compensation practices with other employers in California.

We selected this path because the Bureau is a well-respected, independent source for labor market information. It has been collecting statistics on the nation’s economy since 1885, and is known for its monthly reports on inflation, employment, unemployment and pay and benefits.

I would like to express my sincere appreciation to the Bureau, California’s Employment Development Department, and the State Controller’s Office for providing us with the data necessary for this report. I would also like to thank my staff in the Office of Financial Management and Economic Research for their thoughtful analysis.

Moving forward, we will continue to evaluate and refine how we use this benchmark data, as we continue to compare our total compensation package with other employers in California.

Richard Gillihan, Director
Department of Human Resources

Details of Revisions

Table 5, on page 46, which displays the percentage of state workers associated with each bargaining unit employed in each region, has been updated.

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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, which makes it critical that the state understands how its compensation compares with other employers.

Making simple wage comparisons, however, provides an incomplete picture; it's similar to assessing the value of one home with another, without considering the size or location of the land. That's why statutes require the Department of Human Resources to compare state employee salaries *and* benefits with public and private sector employers.

To meet this challenge the Department turned to the U.S. Department of Labor's Bureau of Labor Statistics, 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).

When these surveys are combined with other data, the state's "total compensation" can be compared with public sector and private sector workers employed in the same occupations.

By using the Bureau's benchmark data and established methodology for calculating employee costs, the state can now compare its compensation practices with other employer groups in California, and provide valuable insight to current and prospective employees as well as policy-makers and the public.

Report Findings

- In 10 occupations, the state's total compensation was at or above the market.
- In four occupations, the state's total compensation was below the market.

Summary of Report Findings

Occupations Where State Compensation is At/Above Market or Below Market

BU	Occupation Title	At/Above Market	Below Market
6	Correctional Officers and Jailers	✓	
6	First Line Supervisors of Correctional Officers	✓	
6	Probation Officers and Correctional Treatment Specialists	✓	
9	Civil Engineers	✓	
9	Environmental Engineers	✓	
9	Electrical Engineers		✓
10	Environmental Scientists and Specialists		✓
10	Chemists		✓
10	Epidemiologists	✓	
12	Operating Engineers and Other Equipment Operations		✓
12	Maintenance and Repair Workers	✓	
12	Stock Clerks and Order Fillers	✓	
12	Highway Maintenance Workers	✓	
12	Landscaping and Groundskeeping Workers	✓	

For more detail see pages 24-25.

About This Report

The 2013 California Total Compensation Report compares state employee wages and benefits with three different employer groups:

- Local Government
- Private Sector
- Federal Government

Much of the data in this report was provided by the Bureau and the State of California's Employment Development Department (EDD). Wage and benefit data from two surveys produced by the Bureau were combined to find the total compensation for local government and private sector workers. The OES survey also provided federal employee wage data for each occupation, while federal employee benefit estimates originated from a Congressional Budget Office report.

The following is covered in this report:

- ✓ Total compensation comparisons for state workers in 220 classifications mapped to 14 occupations.
- ✓ These occupations were selected because they are associated with the four bargaining units (6, 9, 10 and 12) with contracts expiring in 2015.
- ✓ These occupations represent nearly 79 percent of full-time equivalent workers associated with these bargaining units (rank-and-file as well as related excluded).

In addition to comparing wages and benefits statewide, state employee total compensation is compared with data from four geographic regions in California: Sacramento, San Francisco, Los Angeles and San Diego.

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, state salary ranges “shall be based on the principle that like salaries shall be paid for comparable duties and responsibilities.” The law goes on to say that 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 report its findings. The Budget Act of 2014 (Chapter 25, Statutes 2014) requires that in addition to salaries the report must include total compensation and geographic comparisons.

Previously, the Department and Cooperative Personnel Services, Human Resources Consulting (CPS) jointly prepared the 2006, 2007 and 2008 Total Compensation Surveys. However, because of the difficulty of obtaining comparable private sector data, the 2008 survey was limited to reporting wages and benefits for local government and federal government workers.

The Department reevaluated its approach to producing a total compensation report, and determined that using data published by the Bureau was the best alternative. Doing so allows the Department to compare a more extensive list of compensation practices with public sector and private sector employers.

The table on the next page compares the items collected and calculated into total compensation costs in the 2008 survey with those in the 2013 report.

Table 1: Comparing the 2008 Survey and 2013 Total Compensation Report

Item	2008 Survey	2013 Report
Number of Classifications Included	36	220
Local Government Comparisons ¹	✓	✓
Private Sector Comparisons ¹		✓
Federal Government Comparisons ¹	✓	✓
Base Salary	✓	✓
Longevity Pay	✓	✓
Recruitment and Retention Pay		✓
Overtime Pay		✓
Shift Differential Pay		✓
Incentive/Bonus Pay	✓	✓
Employee Merit Awards		✓
Holiday Bonuses		✓
Employer pick-up of employee retirement contribution	✓	✓
Employer Contribution to Defined Benefit Retirement Plan		✓
Employer Contribution to Defined Contribution Retirement Plan	✓	✓
Employer Contributions to Health, Dental and Vision	✓	✓
Employer Contribution to Life Insurance		✓
Employer Contribution to Disability Insurance		✓
Employer Contribution to Social Security and Medicare	✓	✓
Employer Contribution to Unemployment Insurance		✓
Employer Contribution to Workers Compensation		✓
Value of Paid Leave		✓

See Glossary for definition of terms.

Mapping of State Jobs

In 2011 Department staff began the process of mapping the state's 3,800 classifications to 840 detailed occupations as defined by the federal government's Standard Occupational Classification (SOC) system. These occupations are grouped into 23 major groups, 97 minor groups, 461 broad occupations and 840 detailed occupations.

Thanks to the mapping of state classes to the SOC system, employee compensation can now be compared with data collected by the federal government.

The mapping used in this report has been reviewed by Bureau staff working on the OES survey and by the Department's Personnel Management Division staff.

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

Correctional Officers (33-3012)			
Major Group	Minor Group	Broad Occupation	Detailed Occupation
33	30	1	2

About the National Compensation Survey

According to the Bureau, the National Compensation Survey (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 businesses and state and local government agencies. Federal government, agricultural, household workers, and workers who are self-employed are not included in the survey.

The NCS data collected are used in the following reports:

- Employment Cost Index (ECI)
- Employee Benefit Incidence and Provisions
- Employer Costs for Employee Compensation (ECEC)

For more information on each report, please see the Glossary.

The 2013 California State Employee Total Compensation Report uses data from the ECEC, which reports the average total compensation on an hourly basis for private sector, state 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 the Department with unpublished estimates of annual hours worked and hourly wage and benefit costs for private sector and local government workers separately, which allowed us to annualize these costs and create “benefit percentages” for each employer group.² The table below summarizes how these percentages were created.

NCS Wage for Major Occupational Group	NCS Total Benefits for Group	Benefit Formula	Benefit %
\$40,000 / Year	\$20,000 / Year	$(\$20,000 / \$40,000) = 50\%$	50%

NCS Benefit Data

The Bureau provided the Department with a detailed breakout of total compensation costs from the NCS for the Pacific Region³ – with local government and private sector employee data reported separately. The map below illustrates the five states in the Pacific Region.

Private sector data was provided in two sets: one was filtered for large employers (500 or more employees); the other included all employers, regardless of employer size. We used large employer data from the NCS and OES for our statewide analysis, while all regional comparisons included all private sector employers.

NCS Published Areas



Federal Employee Benefit Data

The Bureau collects and reports federal employee wages in the OES survey by detailed occupation, but it does not include federal workers in its NCS report. To find the percentage of benefits to wages for federal workers we used data from a well-known Congressional Budget Office (CBO) report, entitled “Comparing Compensation of Federal and Private Sector Employees”.⁴ The CBO analysis closely followed the Bureau’s methodology for collecting federal wages and benefits.⁵ For its comparison, however, the CBO grouped federal workers by education level rather than occupation. Therefore, we applied the federal benefit percentages to each occupation based upon the required education for state jobs in each occupation (see Appendix D).⁶ The author of the CBO report provided the Department with unpublished estimates of annual hours worked for federal workers, which allowed us to annualize these benefit percentages.⁷

About the OES Survey

According to the Bureau, the Occupational Employment Statistics (OES) survey is the only comprehensive source of regularly produced occupational employment and wage rate information for the U.S. economy, as well as states, and all metropolitan and nonmetropolitan areas in each state. The survey covers all full-time and part-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 EDD is the SWA, and collects local government and private sector wages. The Bureau collects state and federal employee wages for its portion of the survey.

All wage data in the survey is categorized using the federal SOC system. These occupations typically include entry-level through journey level workers, and often first level supervisors. Some occupations even include managers. Therefore, the OES survey represents a wide-spectrum of wages for each occupation.

The survey is mailed to approximately 97,000 local government and private sector employers in California over a three year period updating any aged survey data using the ECI before combining it with current data. The EDD draws samples from its database of employers paying into the California Unemployment Insurance (UI) fund.

The OES data in this report was filtered for full-time workers and reflects median wages in California as of March 2013. Private sector wages were filtered for large employers (500 or more employees) for all statewide comparisons, while regional comparisons included private sector wages from all employers.

Methodology for Combining Benefit Percentages and Wages

Prior to completing this report, we contacted the Bureau and the EDD to learn how the data is collected and calculated in the NCS and OES surveys. This allowed us to better understand how we could combine both surveys for benchmarking purposes as well as how to collect and calculate state employee costs in a comparable manner.

To find the total compensation for a detailed occupation, the benefit percentage from the NCS or the CBO report was combined with the wage data from the corresponding employer group and detailed occupation reported in the OES survey.

Here's how this works: Multiply the OES annual wage by the benefit percentage to find the value of benefits, and then add the annual wage from the OES survey. This produces the total compensation for workers in the occupation.

Using wage and benefit data in this way is a logical solution to find the median total compensation for each detailed occupation. It also allows an employer to categorize and compare a wide spectrum of employee benefits and pay incentives and see how its compensation compares with other employers in the labor market.

OES Annual Wage for Detailed Occupational Group	Benefit %	Multiply Annual Wage by Benefit Percentage	Add OES Annual Wage and Value of Benefits	Total Compensation For Occupation
\$40,000 / Year	50%	$(\$40,000 \times 50\%) = \$20,000$	$\$40,000 + \$20,000$	\$60,000 / Year

Benchmark Selections

Previously published state salary surveys used “benchmark classifications” to measure compensation for each bargaining unit. This report takes a different approach; it uses “benchmark occupations,” which is a better comparison with the two federal surveys used in this report.

Government Code section 19826(c) and the Budget Act of 2014 mandates that a total compensation survey must be completed at least six months prior to the expiration of an MOU agreement or upon reopening negotiations under an existing MOU. Therefore, this report includes benchmark occupations from the four bargaining units with MOU’s expiring by July 2, 2015:

- Unit 6 Correctional Officers
- Unit 9 Professional Engineers
- Unit 10 Professional Scientists
- Unit 12 Craft and Maintenance Workers

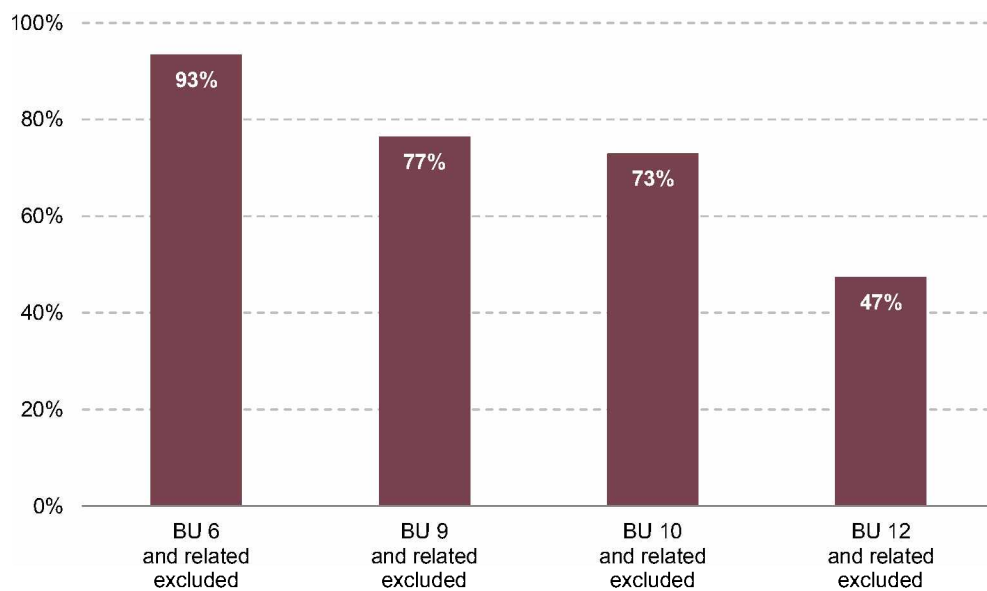
This report covers 220 rank-and-file and related excluded classifications associated with the four bargaining units listed above, and mapped to 14 detailed occupations categorized by SOC code. All classifications mapped to the same benchmark occupation are compared, as a group, to the wage and benefit data for the corresponding occupation. It was determined this was the best way to compare the competitiveness of state employee wages and benefits, because the OES and NCS surveys include all workers in an occupation – from entry level through journey level, and, in many occupations, related supervisors. Where occupations did not include first-level supervisors, state wage and benefit data for rank-and-file employees were collected and compared separately. For more details on the specific classes in each occupation, please see Appendix B.

The benchmark occupations used in this report were selected using the following criteria:

- ✓ State classifications that have consistent duties and qualifications with the SOC definition.
- ✓ State classifications in the occupation represent a significant portion of the bargaining unit.

Approximately 41,654 full-time state employees are represented in the 14 occupations included in this report. Chart 1 illustrates the percentage of rank-and-file and related excluded employees covered in the report associated with each bargaining unit.

Chart 1: Percent of Full-Time Equivalent State Employees Associated With Each Bargaining Unit Included in This Report



State Employee Wages

March 2013 OES wage data is used in this report, and includes only full-time workers. To remain consistent, full-time state employee wage data was collected for the same month. The median state wage for each occupation was compared with the median wage from the OES survey. (The median is the number in the middle of a group. For example, if there are 101 salaries listed in descending order, then the 51st salary would be the median salary.) To do this, all salaries paid to state workers associated with the same bargaining unit and mapped to the same occupation were collected for each classification. All “wage related” pay differentials paid to employees in each classification were collected and divided by the count of employees in the classification to get an average. This average was then added to the base salary to calculate the wage paid to each employee. Then the median wage for each occupation was found.

When the median state wage is compared to the three employer groups, the state pays at or above the market in eight of the 14 occupations, and below in six occupations with at least two of the employer groups. For details, please see Appendix A.

Calculating State Employee Benefit Percentages

To calculate the percentage of benefits to wages for state workers, the methodology used by the Bureau for the NCS was closely followed.

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 the State Controller's Office (SCO) for each bargaining unit separately, and then divided by the number of employees to find an average annual benefit cost per employee.⁸ The annual benefit cost was then divided by the annual wage for that bargaining unit to find a "benefit percentage." For more detailed definitions, please see the Glossary.

Wages: The average base pay for each bargaining unit was collected. Then qualifying pay differentials were totaled, and divided by the count of employees associated with the bargaining unit. The average pay differential was then added to the average base pay to arrive at the average wage for each bargaining unit.

Benefits

Supplemental Pay: This includes the employer's costs for overtime pay, shift differentials (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 personal development days accrued is assumed used and 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 insurance⁹, health insurance or CoBen, dental insurance, vision insurance, short-term disability insurance, long-term disability insurance, and administrative fees paid by the state for each plan.

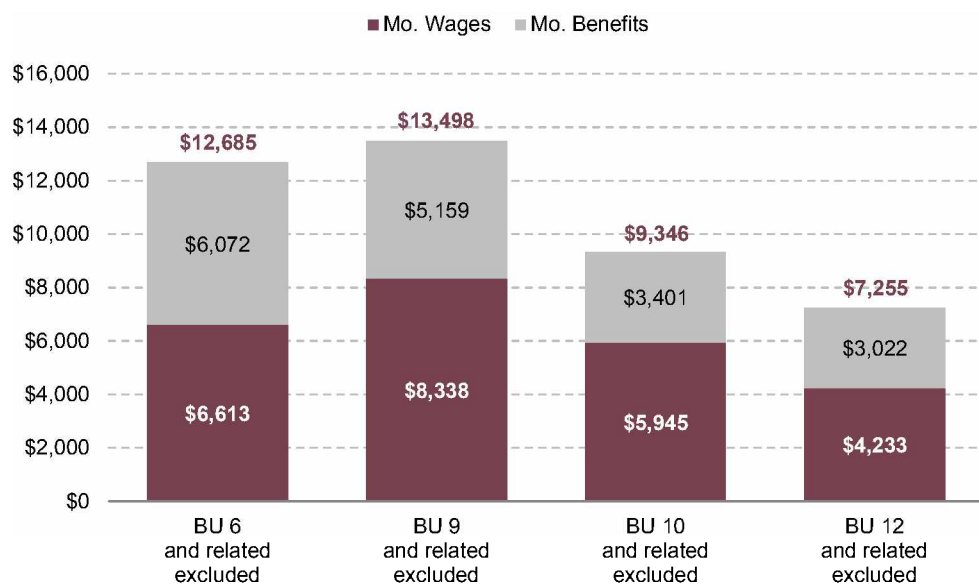
Retirement and Savings: This includes the employer contribution towards retirement plans administered by CalPERS.

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

Wages + Benefits = Total Compensation

When the value of employee benefits is added to wages, it has a significant impact on the monthly total compensation for state employees. The chart below illustrates the effect that benefits have for workers associated with each bargaining unit.

Chart 2: Average Monthly Total Compensation
For State Employees Associated With Each Bargaining Unit



Monthly total compensation may not equal wages and benefits due to rounding.

Bargaining Unit Comparisons

Although this report compares the total compensation costs for workers employed by different employer groups, comparisons can also be made between state workers associated with different bargaining units. The table below provides more detail, including the annual scheduled hours of work and the average annual hours worked for rank-and-file and related excluded employees associated with each bargaining unit.

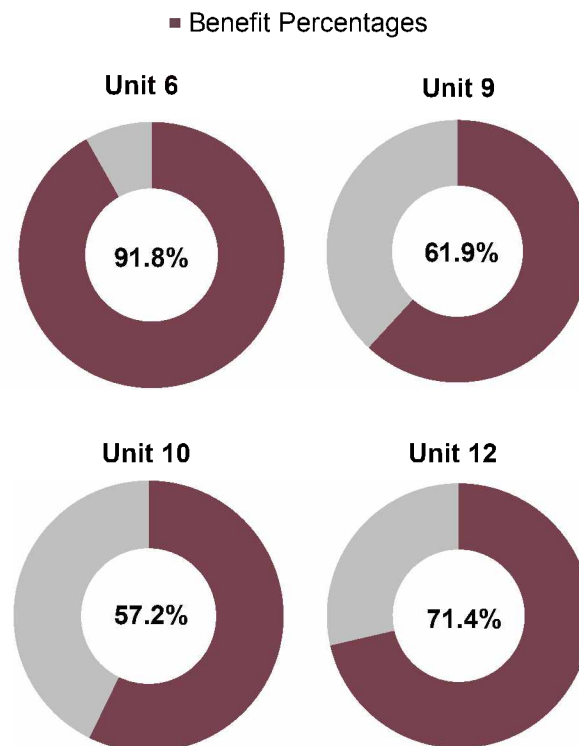
Table 2: Average Annual Total Compensation by Bargaining Unit in 2013

Data	Unit 6 and related excluded ¹⁰	Unit 9 and related excluded	Unit 10 and related excluded	Unit 12 and related excluded
Annual Scheduled Hours	2,123	2,080	2,080	2,080
Annual Hours Worked	1,982	1,701	1,781	1,893
Wages	\$79,357	\$100,061	\$71,334	\$50,799
Benefits	\$72,866	\$61,910	\$40,817	\$36,264
Total Compensation	\$152,223	\$161,971	\$112,151	\$87,063

For details of Benefit Percentages used for each bargaining unit, see Appendix C-1.
For definitions of Annual Scheduled Hours and Annual Hours Worked, see Glossary.

Benefit Percentages For Bargaining Units

Below are the primary benefit percentages for employees associated with each bargaining unit. Some of the occupations associated with Units 6 and 12 used only rank-and-file classifications, so separate benefit percentages were created based exclusively on their rank-and-file employees. One occupation associated with Unit 6 is made up entirely of supervisory classifications, so a separate benefit percentage was created for that occupation. For details, please see Appendix C.



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 CBO data. There is a "Comparison to State of CA" column, which displays the percentage difference between the state's median total compensation for each occupation and the corresponding employer group. A negative percentage indicates that the state's compensation is below that employer group.

State Compensation At or Above Market

State total compensation was at or above the market in 10 of the 14 occupations. The table below compares the median total compensation for state government workers with workers employed by each employer group. A positive percentage indicates the state's median total compensation is above the median total compensation for that employer group. A negative percentage indicates that the state government's compensation would need to increase by that percentage to equal the employer group in that column.

Table 3: Occupations Where State Compensation Is At Or Above The Market

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
33-3012	Correctional Officers and Jailers	40.2%	—	28.1%
33-1011	First-Line Supervisors of Correctional Officers	18%	—	11.6%
21-1092	Probation Officers and Correctional Treatment Specialists	39.8%	—	—
17-2051	Civil Engineers	3.3%	15.1%	12.9%
17-2081	Environmental Engineers	11.2%	5.1%	-7.3%
19-1041	Epidemiologists*	16.5%	-14.8%	—
49-9071	Maintenance and Repair Workers, General	19.8%	17.1%	-2%
43-5081	Stock Clerks and Order Fillers	13.4%	49.1%	8.9%
47-4051	Highway Maintenance Workers	11.7%	—	—
37-3011	Landscaping and Groundskeeping Workers	4.8%	39.7%	-27.2%

A dash (—) is used where data is not available. *According to the OES employment estimate, more epidemiologists work for local government than large private sector employers (500+ employees), so the Epidemiologist occupation was included with this group of state occupations compensated at or above the market. For a list of the employment estimates for each occupation, please see Appendix D-3.

State Compensation Below Market

State total compensation was below the market in four of the 14 occupations. The table below compares the median total compensation for state government workers with workers employed by each employer group. A negative percentage indicates that the state government's median compensation would need to increase by that percentage to equal the employer group in that column. A positive percentage indicates the state's median total compensation is above the median total compensation for that employer group.

Table 4: Occupations Where State Compensation Is Below The Market

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.
17-2071	Electrical Engineers	-5.8%	-1.3%	15.4%
19-2041	Environmental Scientists and Specialists, Including Health	-3.7%	-36.6%	-39.2%
19-2031	Chemists	-12.5%	-5.7%	-33.2%
47-2073	Operating Engineers and Other Equipment Operators	-7.4%	-19.5%	-9.9%

Bargaining Units in Detail

Since 1982, rank-and-file state employees in California have been divided into 21 units based upon the type of work they perform, and are covered by 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 a Memorandum of Understanding, also called an MOU.

This report includes benchmark occupations from four of these bargaining units (6, 9, 10 and 12). The state will be renegotiating MOUs with these bargaining units in 2015. On the following pages are brief descriptions of each bargaining unit as well as a description of each occupation from the federal SOC system. The EDD's data estimating future job growth in California is also displayed for each occupation, which is one indication of labor market demand.¹¹ For a detailed list of classifications used for each benchmark occupation, please see Appendix B.

Unit 6

Corrections



Unit 9

Professional
Engineers



Unit 10

Professional
Scientists



Unit 12

Craft and
Maintenance





Bargaining Unit 6

There are more than 26,900 full-time equivalent rank-and-file and related excluded employees associated with Bargaining Unit 6. This group is made up almost entirely of peace officers, and consists of more than 50 classifications, which have been mapped to 14 occupations. Three of these 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. Together, the three occupations include 32 classifications, consisting of both rank-and-file and related excluded employees. They account for approximately 93 percent of the full-time equivalent employees associated with Unit 6.

Occupations Examined for Bargaining Unit 6

- Correctional Officers – Rank-and-File Only
- Supervising Correctional Officers – Supervisors Only
- Probation Officers and Correctional Treatment Specialists*– Rank-and-File, Supervisory and Managerial

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

* State classifications include parole agents and correctional counselors. See Appendix B-3 for details.

6

9

10

12

Below Average Growth



The number of jobs in this occupation is projected to grow by

6%

in California by 2022 according to the EDD

The State
Leads/Lags each
Employer Group by:

Local Government
40.2%

Private Sector
N/A

Federal Government
28.1%

Correctional Officers and Jailers

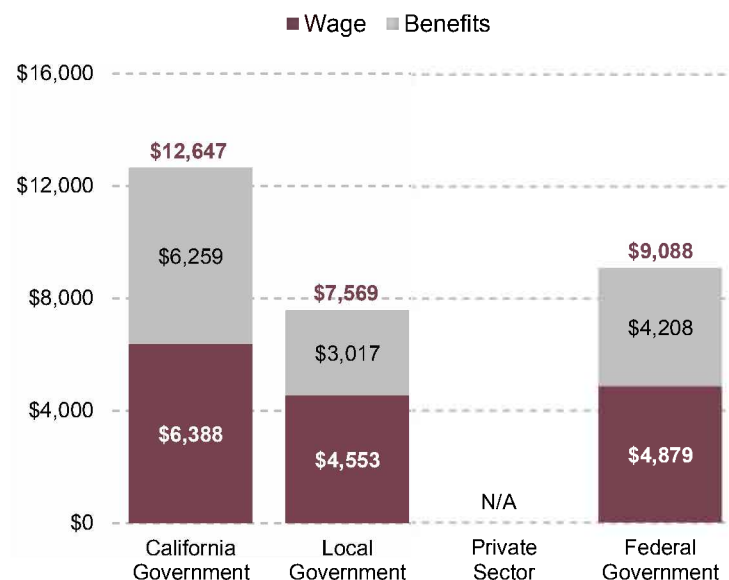
SOC Code: 33-3012

Federal Government Definition: Employees in the Correctional Officers and Jailers occupation guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. Employees in this occupation may guard prisoners in transit between jail, courtroom, prison, or other points. This includes sworn officers who spend the majority of their time guarding prisoners in correctional institutions.

The State Employs:

- 19,625 full-time equivalent employees in this occupation in two classifications
- This occupation represents 73 percent of employees associated with Unit 6

Statewide Monthly Median Total Compensation Comparison for the Correctional Officer Occupation



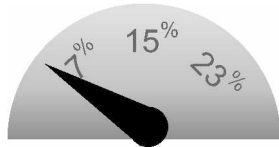
6

9

10

12

Below Average Growth



The number of jobs in this occupation is projected to grow by

6%

in California by 2022 according to the EDD

First-Line Supervisors of Correctional Officers

SOC Code: 33-1011

Federal Government Definition: Employees in the First-Line Supervising Correctional Officer Occupation directly supervise and coordinate activities of correctional officers and jailers.

The State Employs:

- 3,470 full-time equivalent employees in this occupation in 12 classifications
- This occupation represents 13 percent of employees associated with Unit 6

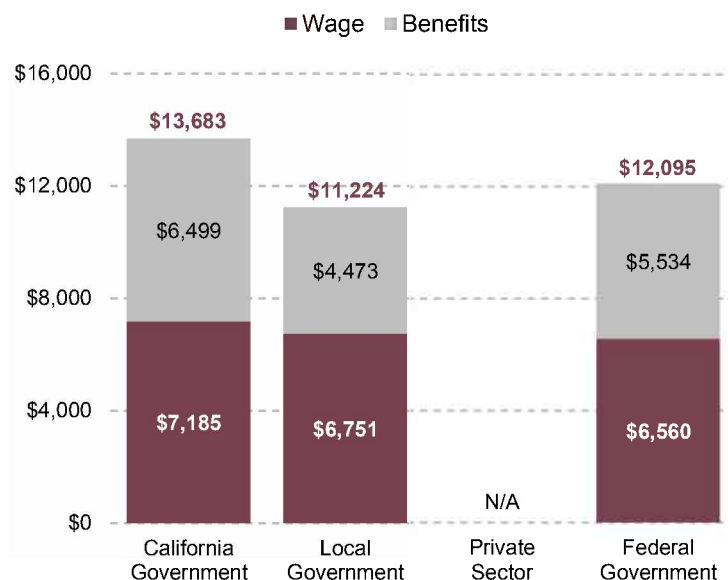
The State
Leads/Lags each
Employer Group by:

Local Government
18%

Private Sector
N/A

Federal Government
11.6%

Statewide Monthly Median Total Compensation Comparison for the Supervising Correctional Officer Occupation



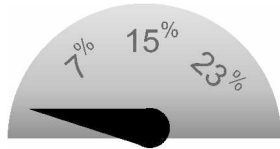
6

9

10

12

Below Average Growth



The number of jobs in this occupation is projected to grow by

2%

in California by 2022 according to the EDD

Probation Officers and Treatment Specialists

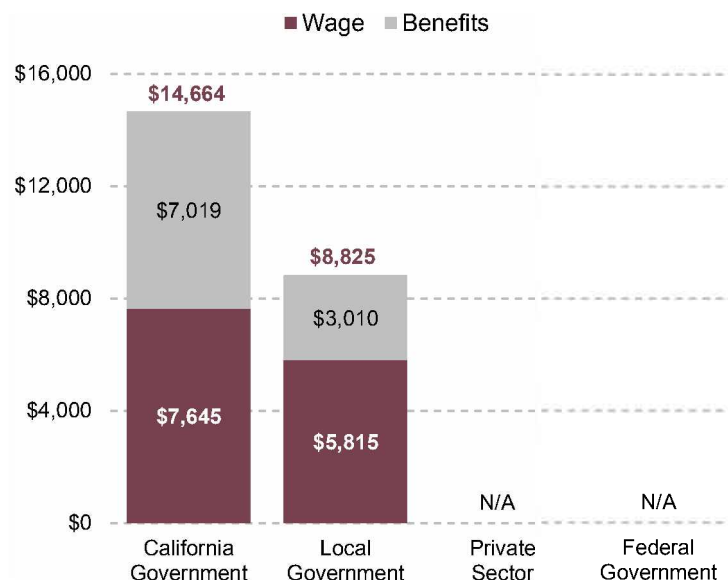
SOC Code: 21-1092

Federal Government Definition: Employees in the Probation Officer and Correctional Treatment Specialists Occupation provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. They make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.

The State Employs:

- 2,095 full-time equivalent employees in this occupation in 18 classifications
- This occupation represents 8 percent of employees associated with Unit 6

Statewide Monthly Median Total Compensation Comparison for the Probation Officer and Treatment Specialist Occupation



The State Leads/Lags each Employer Group by:

Local Government 39.8%

Private Sector N/A

Federal Government N/A



Bargaining Unit 9

There are more than 12,000 full-time equivalent rank-and-file and related excluded employees associated with Bargaining Unit 9. This group is made up of professional engineers, and consists of almost 300 classifications, which have been mapped to 37 occupations. Three of these 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. Together, the three occupations include 84 classifications, consisting of both rank-and-file and related excluded employees. They account for approximately 77 percent of the full-time equivalent employees associated with Unit 9.

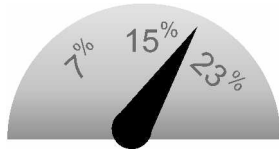
Occupations Examined for Bargaining Unit 9

- Civil Engineers – Rank-and-File and Supervisory
- Environmental Engineers – Rank-and-File and Supervisory
- Electrical Engineers – Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

Article 3.1 of the Unit 9 MOU requires the Department, in collaboration with the union, to complete a separate salary survey of benchmark classifications with specific local government jurisdictions. This report does not fulfill that requirement.

Above Average Growth



The number of jobs in this occupation is projected to grow by

18%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
3.3%

Private Sector
15.1%

Federal Government
12.9%

6

9

10

12

Civil Engineers

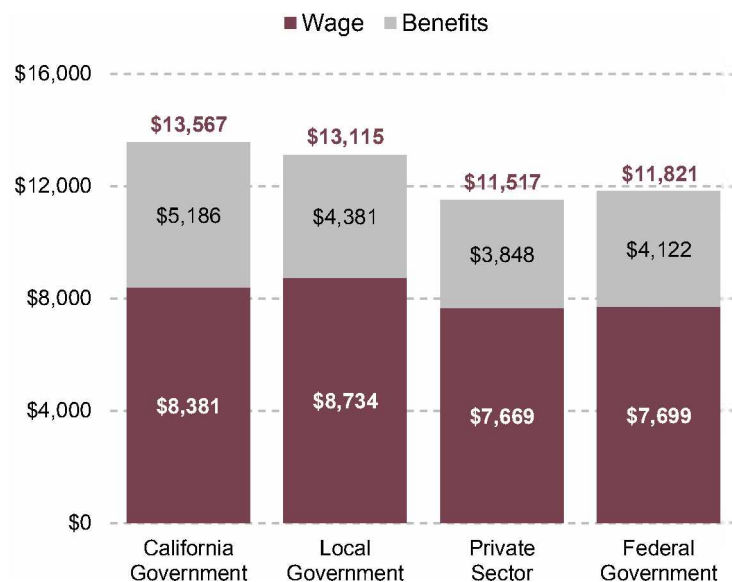
SOC Code: 17-2051

Federal Government Definition: Employees in the Civil Engineer Occupation perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems.

The State Employs:

- 7,297 full-time equivalent employees in this occupation in 36 classifications
- This occupation represents 60 percent of employees associated with Unit 9

Statewide Monthly Median Total Compensation Comparison for the Civil Engineer Occupation



Above Average Growth



The number of jobs in this occupation is projected to grow by

25%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
11.2%

Private Sector
5.1%

Federal Government
-7.3%

6

9

10

12

Environmental Engineers

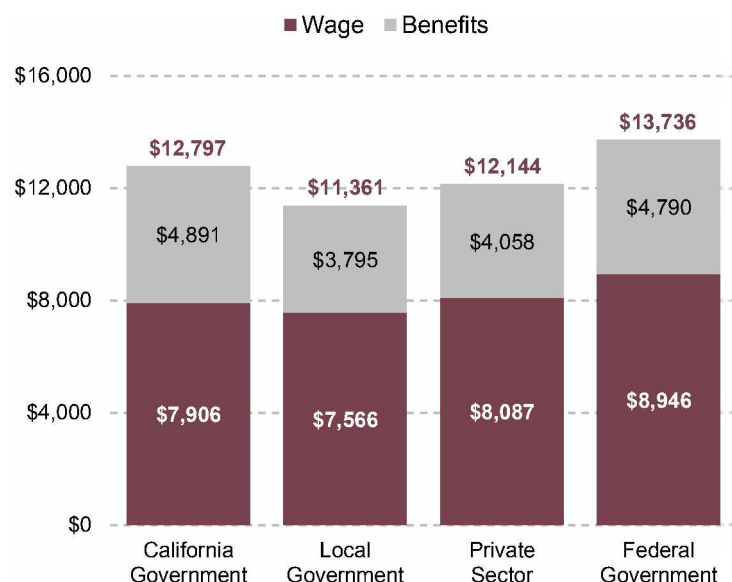
SOC Code: 17-2081

Federal Government Definition: Employees in the Environmental Engineer Occupation research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Their work may include waste treatment, site remediation, or pollution control technology.

The State Employs:

- 1,210 full-time equivalent employees in this occupation in 22 classifications
- This occupation represents 10 percent of employees associated with Unit 9

Statewide Monthly Median Total Compensation Comparison for the Environmental Engineer Occupation



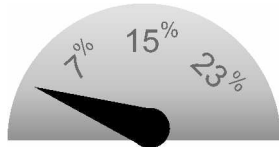
6

9

10

12

Below Average Growth



The number of jobs in this occupation is projected to grow by

5%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
-5.8%

Private Sector
-1.3%

Federal Government
15.4%

Electrical Engineers

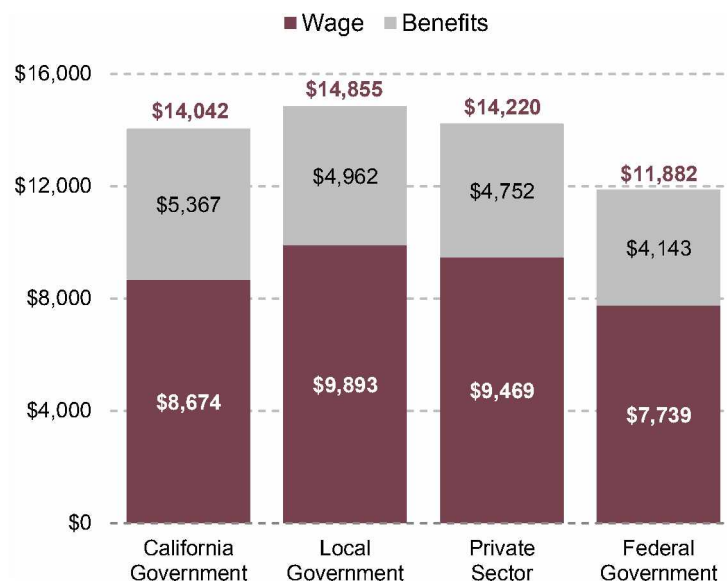
SOC Code: 17-2071

Federal Government Definition: Employees in the Electrical Engineer Occupation research, design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use.

The State Employs:

- 732 full-time equivalent employees in this occupation in 26 classifications
- This occupation represents 6 percent of employees associated with Unit 9

Statewide Monthly Median Total Compensation Comparison for the Electrical Engineer Occupation





Bargaining Unit 10

There are more than 2,900 full-time equivalent rank-and-file and related excluded employees associated with Bargaining Unit 10. This group is made up of professional scientists, and consists of almost 260 classifications, which have been mapped to 34 occupations. Three of these 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. Together, the three occupations include 59 classifications, consisting of both rank-and-file and related excluded employees. They account for approximately 73 percent of the full-time equivalent employees associated with Unit 10.

Occupations Examined for Bargaining Unit 10

- Environmental Scientists – Rank-and-File and Supervisory
- Chemists – Rank-and-File and Supervisory
- Epidemiologists – Rank-and-File and Supervisory

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

Article 17.3 of the Unit 10 MOU requires the Department to complete a separate salary survey of benchmark classifications with specific public sector jurisdictions. This report does not fulfill that requirement.

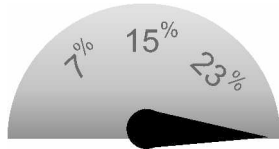
6

9

10

12

Above Average Growth



The number of jobs in this occupation is projected to grow by

30%

in California by 2022
according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
-3.7%

Private Sector
-36.6%

Federal Government
-39.2%

Environmental Scientists and Specialists

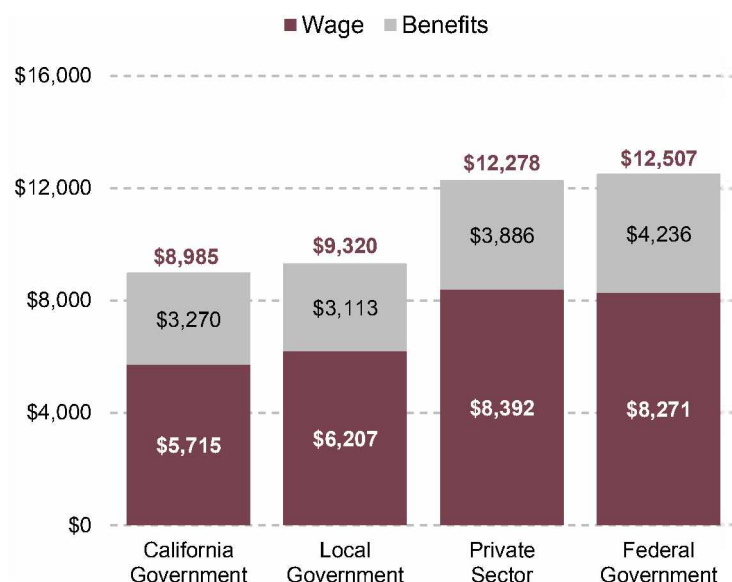
SOC Code: 19-2041

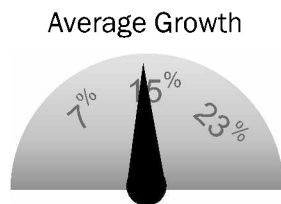
Federal Government Definition: Employees in the Environmental Scientist and Specialist, Including Health Occupation conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or the health of the population. Using knowledge of various scientific disciplines, environmental scientists may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources.

The State Employs:

- 1,887 full-time equivalent employees in this occupation in 26 classifications
- This occupation represents 63 percent of employees associated with Unit 10

Statewide Monthly Median Total Compensation Comparison
for the Environmental Scientist Occupation





The number of jobs in this occupation is projected to grow by

15%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
-12.5%

Private Sector
-5.7%

Federal Government
-33.2%

6

9

10

12

Chemists

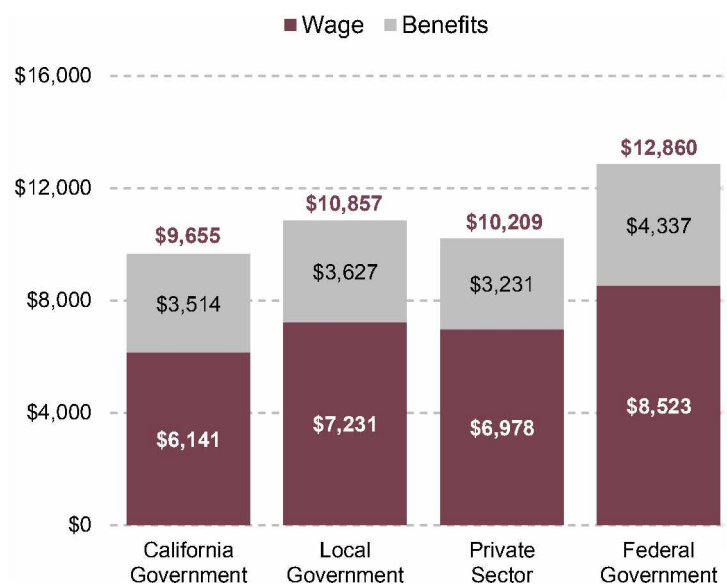
SOC Code: 19-2031

Federal Government Definition: Employees in the Chemist Occupation conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge.

The State Employs:

- 152 full-time equivalent employees in this occupation in 22 classifications
- This occupation represents 5 percent of employees associated with Unit 10

Statewide Monthly Median Total Compensation Comparison for the Chemist Occupation



6

9

10

12

No Job Growth
Estimate Available
for this Occupation
in California

Epidemiologist

SOC Code: 19-1041

Federal Government Definition: Employees in the Epidemiologist Occupation investigate and describe the determinants and distribution of disease, disability, or health outcomes. They may develop the means for prevention and control.

The State Employs:

- 133 full-time equivalent employees in this occupation in 11 classifications
- This occupation represents 4 percent of employees associated with Unit 10

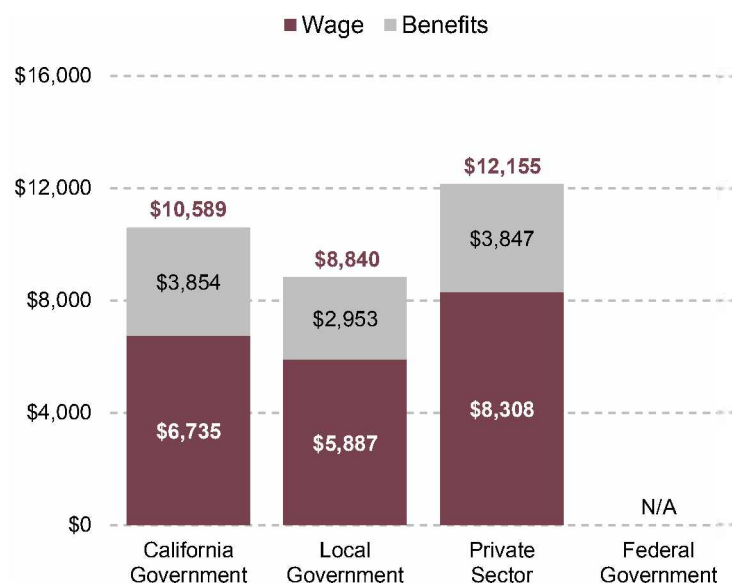
The State
Leads/Lags each
Employer Group by:

Local Government
16.5%

Private Sector
-14.8%

Federal Government
N/A

Statewide Monthly Median Total Compensation Comparison
for the Epidemiologist Occupation





Bargaining Unit 12

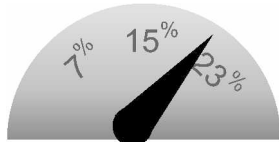
There are over 10,600 full-time equivalent rank-and-file and related excluded employees associated with Bargaining Unit 12. This group is made up of craft and maintenance workers, and consists of almost 420 classifications, which have been mapped to 102 occupations. Five of these occupations were selected for this report based upon the strength of their match to the SOC description and the number of state employees in the occupation. Together, these five occupations include 45 classifications, consisting of both rank-and-file and related excluded employees. They account for approximately 47 percent of the full-time equivalent employees associated with Unit 12.

Occupations Examined for Bargaining Unit 12

- Operating Engineers – Rank-and-File Only
- Maintenance and Repair – Rank-and-File and Supervisory
- Stock Clerks – Rank-and-File Only
- Highway Maintenance – Rank-and-File and Supervisory
- Landscapers – Rank-and-File Only

Please note total compensation dollars on the following pages may not always equal wages plus benefits due to rounding.

Above Average Growth



The number of jobs in this occupation is projected to grow by

22%

in California by 2022
according to the EDD

**The State
Leads/Lags each
Employer Group by:**

Local Government
-7.4%

Private Sector
-19.5%

Federal Government
-9.9%

6

9

10

12

Operating Engineers

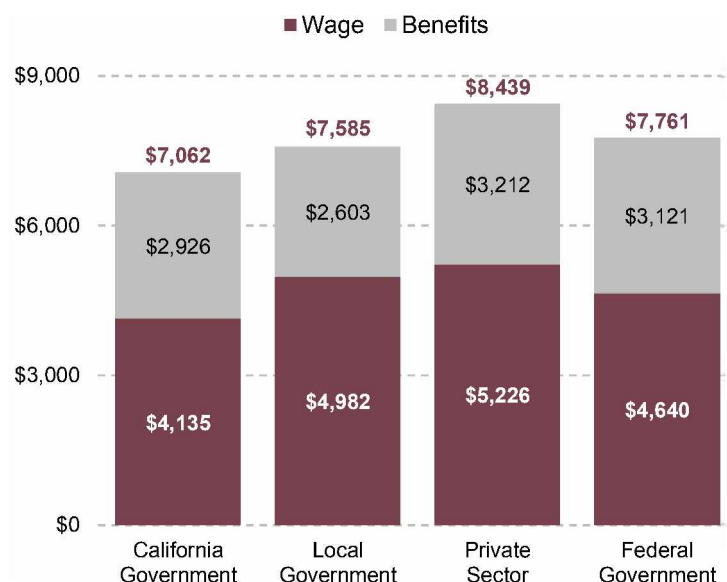
SOC Code: 47-2073

Federal Government Definition: Employees in the Operating Engineers and Other Construction Equipment Operator Occupation operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. They may repair and maintain equipment in addition to other duties.

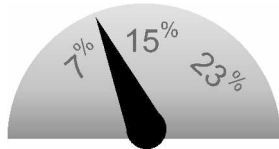
The State Employs:

- 1,983 full-time equivalent employees in this occupation in five classifications
- This occupation represents 19 percent of employees associated with Unit 12

Statewide Monthly Median Total Compensation Comparison for the Operating Engineer Occupation



Below Average Growth



The number of jobs in this occupation is projected to grow by

12%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
19.8%

Private Sector
17.1%

Federal Government
-2%

6

9

10

12

Maintenance and Repair Workers

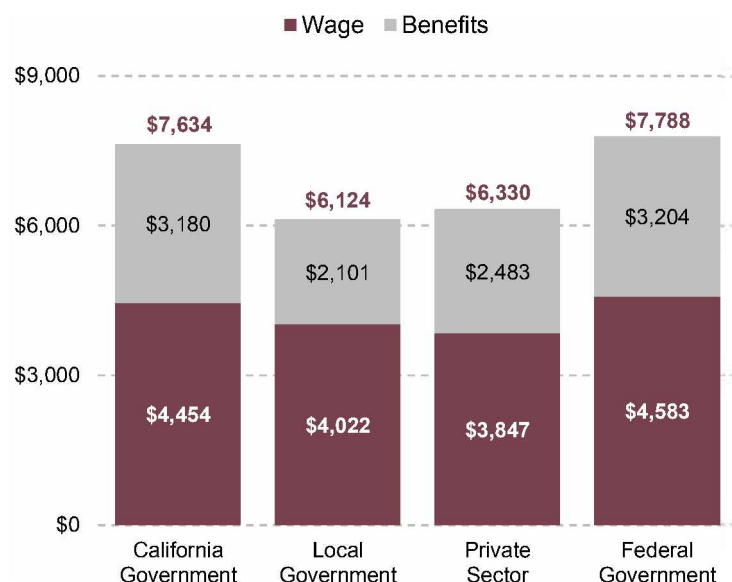
SOC Code: 49-9071

Federal Government Definition: Employees in the Maintenance and Repair Workers Occupation perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Their duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

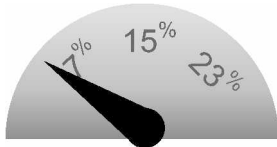
The State Employs:

- 980 full-time equivalent employees in this occupation in 22 classifications
- This occupation represents 9 percent of employees associated with Unit 12

Statewide Monthly Median Total Compensation Comparison for the Maintenance Worker Occupation



Below Average Growth



The number of jobs in this occupation is projected to grow by

6%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
13.4%

Private Sector
49.1%

Federal Government
8.9%

6

9

10

12

Stock Clerks and Order Fillers

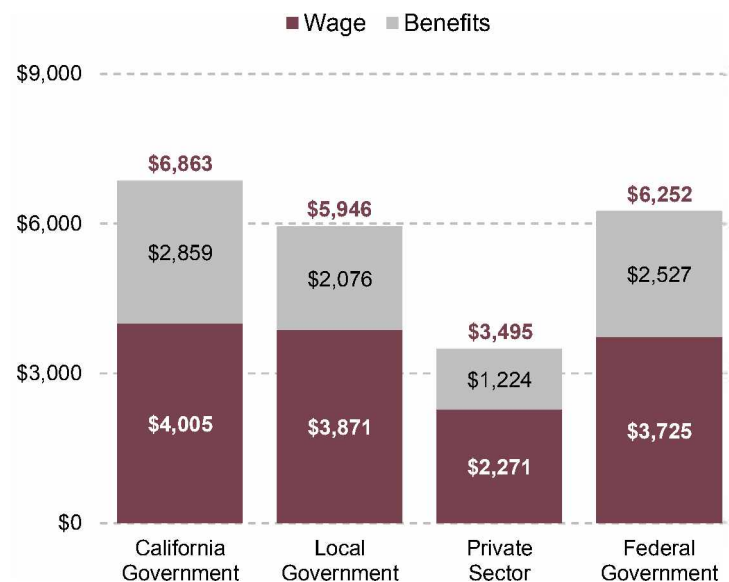
SOC Code: 43-5081

Federal Government Definition: Employees in the Stock Clerk and Order Filler Occupation receive, store, and issue sales floor merchandise, materials, equipment, and other items from stockroom, warehouse, or storage yard to fill shelves, racks, tables, or customers' orders. They may mark prices on merchandise and set up sales displays.

The State Employs:

- 695 full-time equivalent employees in this occupation in four classifications
- This occupation represents 7 percent of employees associated with Unit 12

Statewide Monthly Median Total Compensation Comparison for the Stock Clerk Occupation



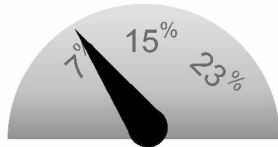
6

9

10

12

Below Average Growth



The number of jobs in this occupation is projected to grow by

8%

in California by 2022 according to the EDD

Highway Maintenance Workers

SOC Code: 47-4051

Federal Government Definition: Employees in the Highway Maintenance Worker Occupation maintain highways, municipal and rural roads, airport runways, and rights-of-way. Duties include patching broken or eroded pavement, repairing guard rails, highway markers, and snow fences. Employees may also mow or clear brush from along the road or plow snow from roadway.

The State Employs:

- 868 full-time equivalent employees in this occupation in four classifications
- This occupation represents 8 percent of employees associated with Unit 12

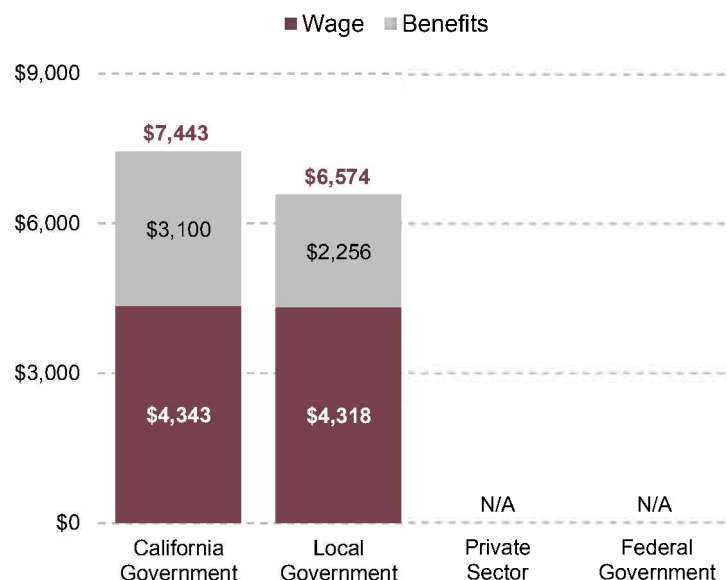
The State Leads/Lags each Employer Group by:

Local Government
11.7%

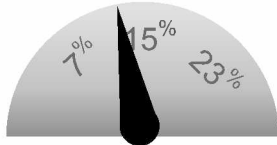
Private Sector
N/A

Federal Government
N/A

Statewide Monthly Median Total Compensation Comparison for the Highway Maintenance Worker Occupation



Below Average Growth



The number of jobs in this occupation is projected to grow by

14%

in California by 2022 according to the EDD

The State Leads/Lags each Employer Group by:

Local Government
4.8%

Private Sector
39.7%

Federal Government
-27.2%

6

9

10

12

Landscapers and Groundskeepers

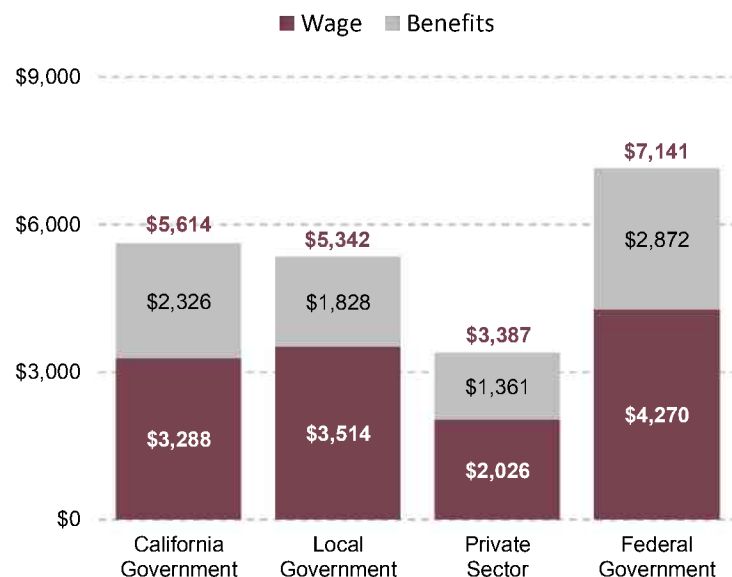
SOC Code: 37-3011

Federal Government Definition: Employees in the Landscaping and Groundskeeping Worker Occupation maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of segmental concrete masonry wall units.

The State Employs:

- 528 full-time equivalent employees in this occupation in 10 classifications
- This occupation represents 5 percent of employees associated with Unit 12

Statewide Monthly Median Total Compensation Comparison for the Landscaping Occupation



Geographic Comparisons

When comparing compensation, it is important to recognize that wages can vary significantly between geographic regions. The OES survey demonstrates this, and the federal government has a policy of paying its white-collar employees more to work in four regions of California than it does in the rest of the state. (For details, please see Appendix D.) Therefore, the EDD was asked to provide a break-out of OES surveyed wages for the same regions in California:

- ✓ Sacramento Area
- ✓ Greater Los Angeles Area
- ✓ San Francisco Bay Area
- ✓ San Diego County



Where State Employees Work

Although the Sacramento region is home to the greatest concentration of state workers, approximately 65 percent are employed elsewhere in California. The table below illustrates the percentage of state employees associated with each bargaining unit employed in each region.

Table 5: Percent of State of California Employees By Region

Bargaining Unit	Sacramento Region	San Francisco Region	Los Angeles Region	San Diego County	Other Counties
Unit 6 and related excluded	9%	15%	17%	3%	56%
Unit 9 and related excluded	38%	18%	26%	6%	13%
Unit 10 and related excluded	55%	17%	12%	3%	13%
Unit 12 and related excluded	16%	17%	25%	6%	36%
All State Workers	35%	16%	21%	4%	24%

Percentages may not add up to 100 due to rounding.
Table updated May 2015

Comparison With Sacramento Region

The Sacramento Region consists of the following seven counties: El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba. The table below compares the median total compensation for state government workers with local government, private sector and federal government workers in the same occupation.

Table 6: Comparing State Employee Median Total Compensation with Sacramento Region

SOC Code	Occupation Title	Local Gov.	Private Sector*	Federal Gov.
33-3012	Correctional Officers and Jailers	28.2%	—	—
33-1011	First-Line Supervisors of Correctional Officers	6.1%	—	—
21-1092	Probation Officers and Correctional Treatment Specialists	36.3%	—	—
17-2051	Civil Engineers	5.6%	22.7%	13.1%
17-2081	Environmental Engineers	17.6%	23.7%	5.4%
17-2071	Electrical Engineers	-5.9%	-6.7%	11.6%
19-2041	Environmental Scientists and Specialists, Including Health	-7.7%	5.3%	-36.1%
19-2031	Chemists	2.6%	14.7%	-34.9%
19-1041	Epidemiologists	31.1%	—	—
47-2073	Operating Engineers and Other Equipment Operators	-7.3%	-18%	-13.8%
49-9071	Maintenance and Repair Workers, General	21.8%	41.5%	-2.3%
43-5081	Stock Clerks and Order Fillers	22.1%	59.5%	17.1%
47-4051	Highway Maintenance Workers	12.1%	—	—
37-3011	Landscaping and Groundskeeping Workers	12.1%	50.6%	—

*Private sector wages and benefits included all establishment sizes for regional comparisons.

A dash (—) is used where data is not available.

A negative percent indicates the state's median total compensation is below the employer group in that column.

Comparison With San Francisco Region

The San Francisco Region consists of the following twelve counties: Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma. The table below compares the median total compensation for state government workers with local government, private sector and federal government workers in the same occupation.

Table 7: Comparing State Employee Median Total Compensation with San Francisco Region

SOC Code	Occupation Title	Local Gov.	Private Sector*	Federal Gov.
33-3012	Correctional Officers and Jailers	24.9%	—	22.1%
33-1011	First-Line Supervisors of Correctional Officers	—	—	4.8%
21-1092	Probation Officers and Correctional Treatment Specialists	30.7%	—	—
17-2051	Civil Engineers	-0.1%	17.5%	-1.2%
17-2081	Environmental Engineers	-2.2%	17.2%	-17.8%
17-2071	Electrical Engineers	—	6.6%	2.2%
19-2041	Environmental Scientists and Specialists, Including Health	-28.5%	-5.5%	-69.8%
19-2031	Chemists	-11%	0.4%	-39.8%
19-1041	Epidemiologists	7.5%	-58.5%	—
47-2073	Operating Engineers and Other Equipment Operators	-22.9%	-23.2%	-24.8%
49-9071	Maintenance and Repair Workers, General	5.2%	34.5%	-4.4%
43-5081	Stock Clerks and Order Fillers	7.5%	59.1%	3.4%
47-4051	Highway Maintenance Workers	-4%	—	—
37-3011	Landscaping and Groundskeeping Workers	-17.1%	45.9%	-39%

*Private sector wages and benefits included all establishment sizes for regional comparisons.

A dash (—) is used where data is not available.

A negative percent indicates the state's median total compensation is below the employer group in that column.

Comparison With Los Angeles Region

The Los Angeles Region consists of the following six counties: Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura. The table below compares the median total compensation for state government workers with local government, private sector and federal government workers in the same occupation.

Table 8: Comparing State Employee Median Total Compensation with Los Angeles Region

SOC Code	Occupation Title	Local Gov.	Private Sector*	Federal Gov.
33-3012	Correctional Officers and Jailers	41.5%	—	28.1%
33-1011	First-Line Supervisors of Correctional Officers	24.4%	—	10.2%
21-1092	Probation Officers and Correctional Treatment Specialists	39.9%	72.3%	—
17-2051	Civil Engineers	0.9%	26.1%	14.5%
17-2081	Environmental Engineers	9.6%	14.2%	-1.6%
17-2071	Electrical Engineers	—	15.2%	12.9%
19-2041	Environmental Scientists and Specialists, Including Health	1.5%	-4.8%	-18.2%
19-2031	Chemists	-15.5%	16.5%	-28.2%
19-1041	Epidemiologists	22.9%	48.3%	—
47-2073	Operating Engineers and Other Equipment Operators	-7.8%	-27.9%	-7.6%
49-9071	Maintenance and Repair Workers, General	19.6%	43.9%	-2%
43-5081	Stock Clerks and Order Fillers	11.8%	62.4%	11.6%
47-4051	Highway Maintenance Workers	11.6%	—	—
37-3011	Landscaping and Groundskeeping Workers	0.5%	54.9%	3.2%

*Private sector wages and benefits included all establishment sizes for regional comparisons.

A dash (—) is used where data is not available.

A negative percent indicates the state's median total compensation is below the employer group in that column.

Comparison With San Diego County

The San Diego Region consists of only one county: San Diego. The table below compares the median total compensation for state government workers with local government, private sector and federal government workers in the same occupation.

Table 9: Comparing State Employee Median Total Compensation with San Diego Region

SOC Code	Occupation Title	Local Gov.	Private Sector*	Federal Gov.
33-3012	Correctional Officers and Jailers	—	—	26.6%
33-1011	First-Line Supervisors of Correctional Officers	—	—	13.7%
21-1092	Probation Officers and Correctional Treatment Specialists	—	—	—
17-2051	Civil Engineers	11.9%	32.2%	11.8%
17-2081	Environmental Engineers	14.1%	32.2%	1.4%
17-2071	Electrical Engineers	—	18.7%	12.4%
19-2041	Environmental Scientists and Specialists, Including Health	-0.8%	3.2%	-15.4%
19-2031	Chemists	-17.8%	-11.2%	-18.6%
19-1041	Epidemiologists	—	—	—
47-2073	Operating Engineers and Other Equipment Operators	-3.6%	-4.8%	-13%
49-9071	Maintenance and Repair Workers, General	20.1%	47%	-0.8%
43-5081	Stock Clerks and Order Fillers	-3%	62.5%	18.9%
47-4051	Highway Maintenance Workers	9.4%	—	—
37-3011	Landscaping and Groundskeeping Workers	9.9%	54.9%	—

*Private sector wages and benefits included all establishment sizes for regional comparisons.

A dash (—) is used where data is not available.

A negative percent indicates the state's median total compensation is below the employer group in that column.

State Benefits Not Included In Total Compensation

The NCS captures the employer's costs for most benefits provided to employees. However, there are some benefits the state offers which are not included in the NCS. There are other benefits the state does not contribute to but offers on a voluntary basis. In this section, many of these benefits are briefly described.

Employee Assistance Program

All active state employees and their dependents are eligible to participate in the Employee Assistance Program, which is designed to help employees and their dependents cope with emotional health, family, and other personal problems. All services are confidential, and at no cost to the employee. A qualified intake representative assesses needs and connects or refers the caller to a professional who can help with marriage, family and relationships issues; stress and anxiety; grief and loss; alcohol and drug dependency; and other emotional health issues. Clinical services are provided face-to-face, over the phone, or through web-based video.

EAP also features services to help balance work and life and take care of all kinds of chores and challenges. Telephonic consultations are available for childcare and eldercare assistance; financial services; legal services; identity theft recovery services, pre-retirement services; and daily living services.

State Defined Contribution Program: Savings Plus

Through Savings Plus, most state employees may establish and manage 401(k) and 457 plans. In 2013, they were allowed to save up to \$17,500 in each plan (\$35,000 combined), if under 50. Savings Plus allows employees to save for their retirement on both a before-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 a well-diversified mix of investment funds with low fees.

License and Professional Association Membership

Depending upon 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 allows Departments to reimburse state scientists \$100 dollars a year to belong to professional societies.

Reimbursement Accounts

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

Long Term Care

Long Term Care insurance helps protect assets and lifestyle against the cost of long-term care services not covered by health insurance, which may be needed due to a chronic illness, frailty of old age, or a serious accident. Employees and eligible dependents may purchase this insurance through CalPERS.

Transportation Benefits

There are two 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 other benefit is the Transit and Vanpool Incentive program, where employees receive a transit subsidy of 75 percent of the total transportation cost per month, up to a maximum of \$65. Similarly, Vanpool riders in a vanpool may receive reimbursement of 75 percent of their total transportation cost, up to a maximum of \$65. The vanpool coordinator/driver for each vanpool receives a reimbursement amount of \$100 per month.

California Works Well

The California Works Well Wellness Program is designed to reduce sickness-related absenteeism and increase employee productivity, with the long-term goal of reducing overall health care costs. The program informs employees about chronic disease risk-factors and creates opportunities for physical activity and healthy eating at work, along with other interventions such as smoking cessation, weight management, and biometric screenings. Wellness programs are managed and offered independently at each Department.

Uniform/Equipment Allowance

Depending upon the bargaining unit, some state employees receive an allowance or reimbursement for uniforms and/or equipment.

Training and Professional Development

The Statewide Learning and Performance Management (SLPM) program at the Department of Human Resources provides classroom and virtual training for state employees. This training includes competency based training, soft skills training, and leadership training. The SLPM also provide leadership and guidance to departments on training and professional development.

Flexible Schedules

The state offers flexible schedules to many of its workers, often in the form of a formal Alternate Work Week Schedule (AWWS). 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.

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.

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.

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.

Poll Worker Leave

Employees may be granted paid time off for public service as a member of a Precinct Election Board. (Gov. Code § 19844.7)

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)

Retiree Health Insurance (Other Post-Employment Benefits)

State employees, along with qualifying dependents, are eligible for comprehensive health insurance coverage once they retire with sufficient years of state service. The state contributed, on average, \$9,570 for each retiree's health insurance premium in fiscal year 2013-14. See Appendix D for more details.

Conclusion

According to the results of the 2013 Total Compensation Report:

- State employees working in 10 occupations received total compensation at or above the market
- State employees working in four occupations received total compensation below the market

Thanks to the mapping of classifications to the federal SOC system, the Department can now use the Bureau's established methodology for calculating employee costs and compare it with benchmark data. This provides the state with several new opportunities:

- ✓ To systematically categorize and measure a wide spectrum of employee benefits and pay incentives
- ✓ To assess the competitiveness of its compensation practices with other employers in the labor market
- ✓ To compare compensation practices between employees in different bargaining units
- ✓ To educate current and prospective employees about its compensation practices
- ✓ To analyze the growth of its compensation costs with other employers
- ✓ To inform policy-makers and the public

Glossary of Terms

Definitions originated from the Bureau, the EDD or CalHR.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: Add Annual Scheduled Hours plus any overtime hours worked during the year, and then subtract all vacation, holiday and personal leave hours accrued during the year as well as sick leave hours used during the year.
Annual Leave	Annual Leave is a consolidated leave plan. Consolidated leave plans provide a single amount of time off for workers to use for 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.
Annual Scheduled Hours	This is the total number of hours in a year that workers are scheduled to work. Most full-time workers are scheduled to work 40 hours a week, 52 weeks a year, which equates to 2,080 annual scheduled hours.
Bargaining Units	A group of employees working in similar classifications or occupations represented by a union for bargaining purposes.
Base Salary	Wages paid for work performed during a unit of time, such as monthly. Base salary does not include overtime or incentive pay.
Bureau	The U.S. Bureau of Labor Statistics is part of the Department of Labor and is the principal fact-finding agency for the federal government in the broad field of labor economics and statistics.
CB/ID	Collective Bargaining Identifier (CB/ID) refers to a three-digit code that is assigned to each job classification. CB/ID designates if a classification is rank-and-file (R), managerial (M), supervisory (S), confidential (C), exempt/excluded (E) or unassigned (U); as well as the collective bargaining unit the classification is aligned to, if applicable. CB/IDs for Bargaining Unit 10 and its related excluded employees look like this: R10, M10, S10, C10, E10, and U10.
Defined Benefit Retirement Plan	Defined benefit pension plans provide employees with guaranteed retirement benefits based on benefit formulas. A participant's retirement age, length of service and preretirement earnings may affect the benefits received.
Defined Contribution Retirement Plan	Defined contribution plans are retirement plans that specify the level of employer contributions and place those contributions into individual employee accounts. Under this type of plan, the employee contributes a predetermined portion of the employee's earnings (usually pretax) to an individual account, all or part of which is matched by the employer.
Disability Insurance	Disability insurance pays part of a workers wages if they have to stop working because of a non-work-related illness or injury.
Employee Benefit Incidence and Provisions	The Bureau collects and publishes data from the National Compensation Survey the incidence (access to and participation in) employer-provided benefits as well as key provisions of employee benefit plans, such as health care, retirement plan coverage, life insurance, and paid leave.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: Add Annual Scheduled Hours plus any overtime hours worked during the year, and then subtract all vacation, holiday and personal leave hours accrued during the year as well as sick leave hours used during the year.
ECEC	The Employer Cost for Employee Compensation is a total compensation report (wages and benefits) produced by the Bureau from the National Compensation Survey. The ECEC series shows employer costs per hour worked for wages and salaries and individual benefits.
ECI	The Employer Cost Index (ECI) is a measure of the change in the cost of labor, independent of the influence of employment shifts among occupations and industry categories. The total compensation series includes changes in wages and salaries and in employer costs for employee benefits.
EDD	The Employment Development Department 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 a 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.
Employer pick-up of Employee Retirement Contribution	The rate an employer pays on behalf of the employee (to cover part or the employee's entire share) to a retirement plan.
Flex Elect	The State of California's Flex Elect program offers two types of employee benefits: pre-tax reimbursement accounts for out-of-pocket medical and dependent care expenses, and Cash Options in lieu of receiving state-sponsored health and/or dental benefits.
Health, Dental and Vision	Employer contributions made to health, dental and/or vision insurance premiums for an employee.
Holiday Bonus	Payment to employees as a holiday gift. For State of California employees, in 2013, the Governor granted employees four hours of paid Informal Time Off leave (often called ITO) to use on either Christmas Eve or New Year's Eve. ITO was calculated as a Holiday Bonus.
Holiday Leave	Holidays are days off from work on days of special religious, cultural, social, or patriotic significance on which work and business ordinarily cease. Employees may receive either full or partial pay for holidays.
Holiday Premium Pay	Payment for working a designated holiday; usually an add-on to a base rate.
Legally Required Benefits	Employer contributions made to legally require benefits for an employee, such as Social Security and Medicare. Most state employees participate in these programs. However, most peace officers, firefighters and safety employees do not participate in Social Security or Medicare.
Life Insurance	An insurance plan that provides a lump-sum payment to a designated beneficiary or beneficiaries of deceased employees.
Longevity Pay	Payment to an employee based on seniority or length of service with an employer.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: Add Annual Scheduled Hours plus any overtime hours worked during the year, and then subtract all vacation, holiday and personal leave hours accrued during the year as well as sick leave hours used during the year.
Long-Term Disability	Long-term disability plans provide a monthly benefit to eligible employees who, because of a non-work-related illness or injury, are unable to work for an extended length of time. Benefits usually are paid as a fixed percentage of pre-disability earnings, up to a set limit.
Mean	The mean is the arithmetic average of a group of numbers.
Median	The median is the midpoint of a group of numbers.
NCS	The National Compensation Survey is a detailed compensation survey conducted by the Bureau. The NCS produces three separate reports: the Employment Cost Index, the Employee Benefit Incidence and Provisions, and the Employer Costs for Employee Compensation.
Occupation	Workers are classified into occupational categories based upon work performed, skills, education, training, and credentials.
OES	The Occupational Employment Statistics (OES) Survey is a labor market survey of private sector, local and state government and federal government wages. The survey is conducted jointly by the Bureau of Labor Statistics and State Workforce Agencies, such as the California Employment Development Department.
OPEB	Other Post-Employment Benefits (OPEB) are benefits other than pensions received in retirement. OPEB generally takes the form of health insurance and dental, vision, prescription, or other healthcare benefits provided to eligible retirees, including, in some cases, their beneficiaries. It may also include some types of life insurance, legal services, and other benefits.
Overtime Pay	Payment for work over and above the employee's regular pay in excess of a specified number of hours per day or per week.
Paid Leave	Leave from work (or pay in lieu of time off) provided on an annual basis and normally taken in blocks of days or weeks by an employee. Vacation, sick and holiday paid leave are the most common.
Personal Leave	Personal leave is a general-purpose leave benefit, used for reasons important to the individual employee, but not otherwise provided by other forms of leave. Some employers place restrictions on the purposes for which personal leave may be used. State employees receive Personal Development Days (PDD) which falls into this category.
Private Sector	The private sector is comprised of for-profit and not-for-profit businesses and organizations. By contrast, the public sector is made up of government employers.
Retirement Plans	Retirement plans are classified as either defined benefit or defined contribution plans. Defined benefit plans determine payments according to a fixed formula based on salary, years of service, and age. Defined contribution plans determine the value of individual accounts on the basis of the amount of money contributed and the rate of return on the money invested.
Related Excluded	Employees in classifications that do not have collective bargaining rights under the Ralph C. Dills Act, but whose job duties are related to rank-and-file employees in a bargaining unit. These employees are generally designated managerial, confidential, and supervisory.

Annual Hours Worked	The Bureau calculates Annual Hours Worked as follows: Add Annual Scheduled Hours plus any overtime hours worked during the year, and then subtract all vacation, holiday and personal leave hours accrued during the year as well as sick leave hours used during the year.
Retirement, Employer Contribution	Employer contributions made to retirement plans for an employee.
Shift Differential	Payment over and above an employee's regular pay for working a nonstandard shift, typically nights and weekends.
Sick Leave	Employer paid time-off offered to employees to compensate for time away from work while sick or injured.
Short-Term Disability	Short-term disability plans provide benefits for non-work-related illnesses or accidents on a per-disability basis, typically for a 6-month to 12-month period.
SOC	Standard Occupational Categorization (SOC) system is a list of defined occupations maintained by the federal government's Office of Management and Budget. The 2010 SOC system contains 840 detailed occupations.
State Classification	A defined state job. The State of California maintains definitions and salaries for approximately 3,800 classifications.
Supplemental Pay	Premium pay for overtime and work on weekends and holidays; shift differential pay; and nonwage cash payments. It also includes Non-Production Bonuses, such as any payment that is over and above the employee's regular pay and is not directly related to output of an employee or group
Unemployment Insurance	A joint Federal-State program, established in 1935 under the Social Security Act, under which State administered funds obtained through payroll taxes provide payments to eligible unemployed persons for specified periods of time. Levels of benefits and tax rates are established by each State.
Vacation Leave	Vacations are leave from work (or pay in lieu of time off) provided on an annual basis and normally taken in blocks of days or weeks. Paid vacations commonly are granted to employees only after they meet specified service requirements. The amount of vacation leave received each year usually varies with the length of service. Vacation time off normally is paid at full pay or partial pay, or it may be a percentage of employee earnings.
Value of Paid Leave	Vacation, annual leave, holiday, and other employer paid leave hours accrued (and assumed used) are added to sick leave hours used during the year. This number is multiplied by an hourly rate for paid leave to find the annual cost to the employer.
Wage – OES	A wage includes commission, tips, deadheading pay, guaranteed pay, on-call pay, hazard pay, incentive pay, piece rate, portal-to-portal pay, production bonuses, and cost-of-living allowances.
Wage - NCS	Same as above only longevity and recruitment and retention bonuses are not included in the wage.
Weekend Premium Pay	Payment over and above an employee's regular pay for working on a Saturday, Sunday, or other non-scheduled workday.
Workers Compensation	Workers' compensation provides wage replacement and medical benefits to employees injured in the course of employment. This is a legally required benefit paid by the employer.

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This report would not have been possible without the work of thousands of economists and staff at the Bureau and the EDD which produce 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 the EDD's Labor Market Information Division. State employee compensation data was provided by the State Controller's Office. Additional assistance was provided by CalHR's Personnel Management Division, Personnel Services Branch, the Benefits Division and the Savings Plus Program.

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Attachments

The following attachments are included with this report:

Appendix A – Detailed Comparisons for Each Occupation

Appendix B – Detailed List of State Classes in Each Occupation

Appendix C – Benefit Percentage Calculation Table

Appendix D – Other Information Related To The Report

Endnotes

¹ The 2008 Survey included 48 local government agencies and the federal government. The 2008 Survey did not include comparisons with private sector employers. The OES survey used in this report includes wage data from 97,000 local government and private sector employers, as well as federal government wages.

² The Bureau was able to provide estimates for wages, benefits and annual hours worked for most major occupational groups for the private sector; however, local government sample data was insufficient for it to produce estimates for several major occupational groups so when this was the case the local government high level or "All Worker" benefit percentage were used instead.

³ For a list of all localities: "NCS Published Areas, National Compensation Survey- Wages" *Bureau of Labor Statistics*, September 16, 2011, <http://www.bls.gov/ncs/ocs/compub.htm>

⁴ "Comparing the Compensation of Federal and Private Sector Employees," *Congressional Budget Office*, January 2012, <http://www.cbo.gov/publication/42921>

⁵ The CBO was able to collect and compare federal employee wages and benefits using the Bureau's methodology with a few exceptions. Life and disability insurance for federal employees could not be included in the CBO's federal benefit estimate, but "account(s) for a small portion of compensation, on average," according to CBO analyst Justin Falk.

Justin Falk, "Comparing Benefits and Total Compensation in the Federal Government and the Private Sector," *Congressional Budget Office* January 2012, http://www.cbo.gov/sites/default/files/2012-04/FedBenefitsWP_0.pdf

The CBO was also unable to obtain Supplemental Pay (bonuses and overtime) separate from wages for federal workers. To compensate for this, the Department applied the State's Supplemental Pay Percentage for each bargaining unit to Federal Benefit Percentages at the occupational level.

Additionally, the CBO report included costs for retiree health for federal workers. Because the NCS/ECEC does not include a cost for retiree health, we removed this cost (\$2.20/hr.) from the hourly federal benefit total.

⁶ When state classifications in an occupation had different levels of education required, we calculated the percentage of state workers with each education requirement (for example, 60 percent bachelor's degree, and 40 percent master's degree) and assumed the same would be true for federal workers in the same occupation.

⁷ Estimate of annual hours worked for federal employees by education level provided by Justin Falk, Congressional Budget Office, September 8, 2014.

⁸ The NCS methodology was closely followed. However, the NCS/ECEC data used in this report was filtered for full-time workers only, while the state employee wage and benefit data used to calculate the state employee benefit percentages included all workers associated with each bargaining unit, regardless of time-base.

⁹ The state pays for a Group Term Life Insurance policy for Managers, Supervisors and Excluded employees. The cost for these employees was included whenever they were part of an occupation. However, all state employees enrolled in a CalPERS retirement plan are automatically covered in a Group Term Life Insurance plan, but those policies are funded through retirement contributions.

¹⁰ Unit 6 rank-and-file employees are scheduled to work 2,130 hours a year, while related supervisory and managerial employees are scheduled to 2,080 hours a year. The weighted average is 2,123 hours a year for the entire group.

¹¹ Projected growth of jobs is between 2012-2022, "Projections of Employment by Industry and Occupation," http://www.labormarketinfo.edd.ca.gov/LMID/Projections_of_Employment_by_Industry_and_Occupation.html

Appendix A

Detailed Comparisons 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.

Summary Sheet for State of California Correctional Officer and Jailer Occupational Classifications

SOC Code: 33-3012 - Correctional Officers and Jailers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,388	98.0%	\$12,647

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,553	28.7%	\$7,569	40.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,879	23.6%	\$9,088	28.1%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,460	14.5%	\$9,078	28.2%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,710	10.6%	\$9,494	24.9%
Private Sector	-	-	-	-
Federal Government	\$5,291	17.2%	\$9,853	22.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,448	30.4%	\$7,396	41.5%
Private Sector	-	-	-	-
Federal Government	\$4,880	23.6%	\$9,089	28.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	-	-	-	-
Federal Government	\$4,983	22.0%	\$9,280	26.6%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California Correctional Officer Supervisory Occupational Classifications

SOC Code: 33-1011 - First-Line Supervisors of Correctional Officers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,185	90.5%	\$13,683

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,751	6.0%	\$11,224	18.0%
Private Sector (500+)	-	-	-	-
Federal Government	\$6,560	8.7%	\$12,095	11.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,731	-7.6%	\$12,854	6.1%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	-	-	-	-
Federal Government	\$7,069	1.6%	\$13,033	4.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,219	13.4%	\$10,340	24.4%
Private Sector	-	-	-	-
Federal Government	\$6,665	7.2%	\$12,289	10.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	-	-	-	-
Federal Government	\$6,408	10.8%	\$11,813	13.7%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Probation Officers Occupational Classifications
SOC Code: 21-1092 - Probation Officers & Correctional Treatment Specialists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,645	91.8%	\$14,664

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,815	23.9%	\$8,825	39.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,155	19.5%	\$9,340	36.3%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,696	12.4%	\$10,162	30.7%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,806	24.0%	\$8,811	39.9%
Private Sector	\$3,035	60.3%	\$4,064	72.3%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	-	-	-	-
Federal Government	-	-	-	-

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California Civil Engineering Occupational Classifications

SOC Code: 17-2051 - Civil Engineers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$8,381	61.9%	\$13,567

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,734	-4.2%	\$13,115	3.3%
Private Sector (500+)	\$7,669	8.5%	\$11,517	15.1%
Federal Government	\$7,699	8.1%	\$11,821	12.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,529	-1.8%	\$12,807	5.6%
Private Sector	\$7,392	11.8%	\$10,493	22.7%
Federal Government	\$7,674	8.4%	\$11,783	13.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,041	-7.9%	\$13,576	-0.1%
Private Sector	\$7,886	5.9%	\$11,195	17.5%
Federal Government	\$8,945	-6.7%	\$13,735	-1.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,951	-6.8%	\$13,441	0.9%
Private Sector	\$7,058	15.8%	\$10,019	26.1%
Federal Government	\$7,552	9.9%	\$11,596	14.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,964	5.0%	\$11,958	11.9%
Private Sector	\$6,481	22.7%	\$9,200	32.2%
Federal Government	\$7,798	7.0%	\$11,973	11.8%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Environmental Engineering Occupational Classifications
 SOC Code: 17-2081 - Environmental Engineers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$7,906	61.9%	\$12,797

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,566	4.3%	\$11,361	11.2%
Private Sector (500+)	\$8,087	-2.3%	\$12,144	5.1%
Federal Government	\$8,946	-13.2%	\$13,736	-7.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,026	11.1%	\$10,550	17.6%
Private Sector	\$6,877	13.0%	\$9,763	23.7%
Federal Government	\$7,881	0.3%	\$12,100	5.4%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$8,707	-10.1%	\$13,075	-2.2%
Private Sector	\$7,460	5.6%	\$10,590	17.2%
Federal Government	\$9,820	-24.2%	\$15,077	-17.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,706	2.5%	\$11,570	9.6%
Private Sector	\$7,739	2.1%	\$10,986	14.2%
Federal Government	\$8,467	-7.1%	\$13,001	-1.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,323	7.4%	\$10,997	14.1%
Private Sector	\$6,109	22.7%	\$8,672	32.2%
Federal Government	\$8,220	-4.0%	\$12,621	1.4%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California

Electrical Engineering Occupational Classifications

SOC Code: 17-2071 - Electrical Engineers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$8,674	61.9%	\$14,042

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,893	-14.0%	\$14,855	-5.8%
Private Sector (500+)	\$9,469	-9.2%	\$14,220	-1.3%
Federal Government	\$7,739	10.8%	\$11,882	15.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$9,902	-14.1%	\$14,868	-5.9%
Private Sector	\$10,557	-21.7%	\$14,986	-6.7%
Federal Government	\$8,088	6.8%	\$12,418	11.6%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	\$9,243	-6.6%	\$13,121	6.6%
Federal Government	\$8,946	-3.1%	\$13,735	2.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	\$8,383	3.4%	\$11,901	15.2%
Federal Government	\$7,965	8.2%	\$12,230	12.9%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	\$8,039	7.3%	\$11,412	18.7%
Federal Government	\$8,009	7.7%	\$12,297	12.4%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Environmental Scientist Occupational Classifications
 SOC Code: 19-2041 - Environmental Scientists & Specialists, Including Health

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$5,715	57.2%	\$8,985

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,207	-8.6%	\$9,320	-3.7%
Private Sector (500+)	\$8,392	-46.8%	\$12,278	-36.6%
Federal Government	\$8,271	-44.7%	\$12,507	-39.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,445	-12.8%	\$9,677	-7.7%
Private Sector	\$5,856	-2.5%	\$8,509	5.3%
Federal Government	\$8,088	-41.5%	\$12,231	-36.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,687	-34.5%	\$11,543	-28.5%
Private Sector	\$6,522	-14.1%	\$9,477	-5.5%
Federal Government	\$10,091	-76.6%	\$15,260	-69.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,897	-3.2%	\$8,855	1.5%
Private Sector	\$6,478	-13.3%	\$9,413	-4.8%
Federal Government	\$7,022	-22.9%	\$10,619	-18.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,032	-5.5%	\$9,058	-0.8%
Private Sector	\$5,986	-4.7%	\$8,698	3.2%
Federal Government	\$6,859	-20.0%	\$10,372	-15.4%

Please Note:

A negative percentage indicates a lag for the State.

An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California Chemist Occupational Classifications

SOC Code: 19-2031 - Chemists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,141	57.2%	\$9,655

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,231	-17.7%	\$10,857	-12.5%
Private Sector (500+)	\$6,978	-13.6%	\$10,209	-5.7%
Federal Government	\$8,523	-38.8%	\$12,860	-33.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,262	-2.0%	\$9,402	2.6%
Private Sector	\$5,665	7.7%	\$8,232	14.7%
Federal Government	\$8,631	-40.6%	\$13,023	-34.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,138	-16.2%	\$10,718	-11.0%
Private Sector	\$6,618	-7.8%	\$9,617	0.4%
Federal Government	\$8,946	-45.7%	\$13,499	-39.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,426	-20.9%	\$11,151	-15.5%
Private Sector	\$5,548	9.6%	\$8,062	16.5%
Federal Government	\$8,201	-33.5%	\$12,374	-28.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$7,575	-23.3%	\$11,374	-17.8%
Private Sector	\$7,390	-20.3%	\$10,738	-11.2%
Federal Government	\$7,588	-23.6%	\$11,449	-18.6%

Please Note:

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The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California Epidemiologists Occupational Classifications

SOC Code: 19-1041 - Epidemiologists

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$6,735	57.2%	\$10,589

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,887	12.6%	\$8,840	16.5%
Private Sector (500+)	\$8,308	-23.3%	\$12,155	-14.8%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,856	27.9%	\$7,291	31.1%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$6,526	3.1%	\$9,799	7.5%
Private Sector	\$11,549	-71.5%	\$16,781	-58.5%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,434	19.3%	\$8,160	22.9%
Private Sector	\$3,764	44.1%	\$5,470	48.3%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	-	-	-	-
Private Sector	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Equipment Operators Occupational Classifications
 SOC Code: 47-2073 - Operating Engineers & Other Construction Equipment Operators

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,135	70.8%	\$7,062

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,982	-20.5%	\$7,585	-7.4%
Private Sector (500+)	\$5,226	-26.4%	\$8,439	-19.5%
Federal Government	\$4,640	-12.2%	\$7,761	-9.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,978	-20.4%	\$7,578	-7.3%
Private Sector	\$5,728	-38.5%	\$8,329	-18.0%
Federal Government	\$4,805	-16.2%	\$8,037	-13.8%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,701	-37.9%	\$8,679	-22.9%
Private Sector	\$5,984	-44.7%	\$8,701	-23.2%
Federal Government	\$5,267	-27.4%	\$8,810	-24.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,998	-20.9%	\$7,609	-7.8%
Private Sector	\$6,213	-50.2%	\$9,034	-27.9%
Federal Government	\$4,542	-9.8%	\$7,597	-7.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,806	-16.2%	\$7,317	-3.6%
Private Sector	\$5,091	-23.1%	\$7,402	-4.8%
Federal Government	\$4,772	-15.4%	\$7,981	-13.0%

Please Note:

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An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California Maintenance and Repair Worker Occupational Classifications

SOC Code: 49-9071 - Maintenance & Repair Workers, General

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,454	71.4%	\$7,634

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,022	9.7%	\$6,124	19.8%
Private Sector (500+)	\$3,847	13.6%	\$6,330	17.1%
Federal Government	\$4,583	-2.9%	\$7,788	-2.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,924	11.9%	\$5,974	21.8%
Private Sector	\$3,051	31.5%	\$4,469	41.5%
Federal Government	\$4,595	-3.2%	\$7,808	-2.3%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,751	-6.7%	\$7,234	5.2%
Private Sector	\$3,415	23.3%	\$5,001	34.5%
Federal Government	\$4,690	-5.3%	\$7,969	-4.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,032	9.5%	\$6,138	19.6%
Private Sector	\$2,925	34.3%	\$4,283	43.9%
Federal Government	\$4,584	-2.9%	\$7,790	-2.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,007	10.0%	\$6,101	20.1%
Private Sector	\$2,765	37.9%	\$4,050	47.0%
Federal Government	\$4,531	-1.7%	\$7,698	-0.8%

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The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Stock Clerk and Order Filler Occupational Classifications
 SOC Code: 43-5081 -Stock Clerks, Order Fillers, Stockroom, Warehouse, or Storage Yard

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,005	71.4%	\$6,863

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,871	3.3%	\$5,946	13.4%
Private Sector (500+)	\$2,271	43.3%	\$3,495	49.1%
Federal Government	\$3,725	7.0%	\$6,252	8.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,481	13.1%	\$5,348	22.1%
Private Sector	\$2,042	49.0%	\$2,778	59.5%
Federal Government	\$3,391	15.3%	\$5,692	17.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,132	-3.2%	\$6,348	7.5%
Private Sector	\$2,066	48.4%	\$2,810	59.1%
Federal Government	\$3,949	1.4%	\$6,629	3.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,942	1.6%	\$6,056	11.8%
Private Sector	\$1,896	52.6%	\$2,580	62.4%
Federal Government	\$3,614	9.8%	\$6,066	11.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,603	-15.0%	\$7,072	-3.0%
Private Sector	\$1,894	52.7%	\$2,576	62.5%
Federal Government	\$3,315	17.2%	\$5,564	18.9%

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An empty field indicates that no information was provided.

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Summary Sheet for State of California Highway Maintenance Worker Occupational Classifications

SOC Code: 47-4051 - Highway Maintenance Workers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$4,343	71.4%	\$7,443

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,318	0.6%	\$6,574	11.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,298	1.0%	\$6,543	12.1%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$5,084	-17.1%	\$7,740	-4.0%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,321	0.5%	\$6,579	11.6%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,428	-2.0%	\$6,741	9.4%
Private Sector	-	-	-	-
Federal Government	-	-	-	-

Please Note:

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An empty field indicates that no information was provided.

The Statewide Private Sector wages are from employers with over 500 employees.

Summary Sheet for State of California
Landscaping and Groundskeeping Occupational Classifications
 SOC Code: 37-3011 - Landscaping & Groundskeeping Workers

State Median Mo. Wage	State Average Mo. Benefits	State Median Mo. Total Comp
\$3,288	70.8%	\$5,614

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,514	-6.9%	\$5,342	4.8%
Private Sector (500+)	\$2,026	38.4%	\$3,387	39.7%
Federal Government	\$4,270	-29.9%	\$7,141	-27.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,245	1.3%	\$4,933	12.1%
Private Sector	\$2,100	36.1%	\$2,775	50.6%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$4,325	-31.5%	\$6,574	-17.1%
Private Sector	\$2,297	30.1%	\$3,035	45.9%
Federal Government	\$4,664	-41.9%	\$7,801	-39.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,673	-11.7%	\$5,583	0.5%
Private Sector	\$1,916	41.7%	\$2,531	54.9%
Federal Government	\$3,250	1.1%	\$5,436	3.2%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
Local Government	\$3,327	-1.2%	\$5,057	9.9%
Private Sector	\$1,918	41.7%	\$2,534	54.9%
Federal Government	-	-	-	-

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The Statewide Private Sector wages are from employers with over 500 employees.

Appendix B

Detailed Lists of State Classes in Each Occupation

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

Correctional Officers and Jailers (33-3012)

CB/ID	Class Code	Class Title
R06	9579	YOUTH CORRECTIONAL OFFICER
R06	9662	CORRECTIONAL OFFICER
Total Classes: 2		

First-Line Supervisors of Correctional Officers (33-1011)

CB/ID	Class Code	Class Title
S06	2025	CORRECTIONAL CONSULTANT I, CPOST
S06	9569	CAPTAIN, YOUTH AUTHORITY
S06	9570	TREATMENT TEAM SUPERVISOR
S06	9571	MAJOR, YOUTH AUTHORITY
S06	9574	LIEUTENANT, YOUTH AUTHORITY
S06	9577	SERGEANT, YOUTH AUTHORITY
S06	9656	CORRECTIONAL LIEUTENANT
S06	9659	CORRECTIONAL SERGEANT
S06	9902	CORRECTIONAL COUNSELOR III
S06	9903	CORRECTIONAL COUNSELOR II (SUPERVISOR)
S06	9908	SUPERVISING CASEWORK SPECIALIST II, YOUTH AUTHORITY
S06	9910	SUPERVISING CASEWORK SPECIALIST I, YOUTH AUTHORITY
Total Classes: 12		

Probation Officers & Correctional Treatment Specialists (21-1092)

CB/ID	Class Code	Class Title
S06	9560	PROGRAM ADMINISTRATOR, CORRECTIONAL SCHOOL (SUPERVISORY)
S06	9570	TREATMENT TEAM SUPERVISOR
S06	9580	SENIOR YOUTH CORRECTIONAL COUNSELOR
R06	9581	YOUTH CORRECTIONAL COUNSELOR
R06	9694	BOARD COORDINATING PAROLE AGENT, YOUTHFUL OFFENDER PAROLE BOARD
S06	9695	PAROLE AGENT III YOUTH AUTHORITY
R06	9696	PAROLE AGENT II, YOUTH AUTHORITY (SPECIALIST)
S06	9697	PAROLE AGENT II, YOUTH AUTHORITY (SUPERVISOR)
R06	9701	PAROLE AGENT I YOUTH AUTHORITY
M06	9746	CHIEF OF INVESTIGATIONS, BOARD OF PRISON TERMS
M06	9753	PAROLE ADMINISTRATOR II ADULT PAROLE
M06	9754	PAROLE ADMINISTRATOR I ADULT PAROLE
S06	9760	PAROLE AGENT III ADULT PAROLE
R06	9762	PAROLE AGENT II, ADULT PAROLE (SPECIALIST)
S06	9763	PAROLE AGENT II, ADULT PAROLE (SUPERVISOR)
R06	9765	PAROLE AGENT I ADULT PAROLE
R06	9901	CORRECTIONAL COUNSELOR II (SPECIALIST)
R06	9911	CASEWORK SPECIALIST, YOUTH AUTHORITY
Total Classes: 18		

Civil Engineers (17-2051)

CB/ID	Class Code	Class Title
S09	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCT AND CONSTRUCTION
S09	3120	SENIOR CIVIL ENGINEER
U09	3123	ASSOCIATE CIVIL ENGINEER
R09	3126	ASSISTANT CIVIL ENGINEER
R09	3128	ASSISTANT ENGINEERING SPECIALIST -CIVIL-
R09	3132	JUNIOR CIVIL ENGINEER
S09	3134	SENIOR ENGINEER, SFB CDC
R09	3135	TRANSPORTATION ENGINEER (CIVIL)
R09	3137	ENGINEER, WATER RESOURCES
U09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS
U09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS
U09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)
U09	3185	SENIOR BRIDGE ENGINEER
U09	3186	ASSOCIATE BRIDGE ENGINEER
S09	3257	SUPERVISING HYDRAULIC ENGINEER
S09	3258	SUPERVISING ENGINEER WATER RESOURCES
R09	3260	SENIOR HYDRAULIC ENGINEER
S09	3261	SENIOR ENGINEER WATER RESOURCES
R09	3263	ASSOCIATE HYDRAULIC ENGINEER
S09	3285	SENIOR ENGINEER, SEISMIC SAFETY COMMISSION
S09	3331	SUPERVISING STRUCTURAL ENGINEER
S09	3332	DISTRICT STRUCTURAL ENGINEER
R09	3336	SENIOR STRUCTURAL ENGINEER
R09	3345	STRUCTURAL ENGINEERING ASSOCIATE
R09	3359	LEAD SENIOR STRUCTURAL ENGINEER -EMERGENCY-
R09	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-
S09	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION
S09	3445	SUPERVISING CONSTRUCTION ENGINEER WATER RESOURCES
U09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER
R09	3846	WATER RESOURCE CONTROL ENGINEER
S09	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)
S09	4003	SUPERVISOR, HEALTH FACILITIES REVIEW
R09	4019	PROJECT DIRECTOR I
R09	4020	PROJECT DIRECTOR II
S09	4023	PROJECT DIRECTOR III
R09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)
Total Classes: 36		

Environmental Engineers (17-2081)

CB/ID	Class Code	Class Title
R09	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD
S09	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES
R09	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES
S09	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II
S09	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I
R09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER
R09	3726	HAZARDOUS SUBSTANCES ENGINEER
R09	3735	AIR RESOURCES ENGINEER
S09	3762	AIR RESOURCES SUPERVISOR I
S09	3763	AIR RESOURCES SUPERVISOR II
R09	3786	WASTE MANAGEMENT ENGINEER
U09	3790	SENIOR WASTE MANAGEMENT ENGINEER
S09	3795	SUPERVISING WASTE MANAGEMENT ENGINEER
S09	3821	SUPERVISING SANITARY ENGINEER
S09	3822	SENIOR SANITARY ENGINEER
R09	3825	ASSOCIATE SANITARY ENGINEER
R09	3848	SANITARY ENGINEER
R09	3875	STAFF AIR POLLUTION SPECIALIST
R09	3887	AIR POLLUTION SPECIALIST
R09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS
R09	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS
S09	9943	SENIOR AIR QUALITY ENGINEER, DEPARTMENT OF CONSUMER AFFAIRS
Total Classes: 22		

Electrical Engineers (17-2071)

CB/ID	Class Code	Class Title
R09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)
R09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS
S09	3002	SENIOR ELECTRICAL ENGINEER, CALTRANS (SUPERVISOR)
R09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)
S09	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)
S09	3165	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)
R09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)
R09	3377	ASSOCIATE ELECTRONICS ENGINEER
S09	3412	SENIOR ELECTRONIC ENGINEER, CALTRANS
S09	3455	SUPERVISING ELECTRICAL CONSTRUCTION ENGINEER WATER RESOURCES
S09	3599	SUPERVISING ELECTRICAL ENGINEER
R09	3600	SENIOR ELECTRICAL ENGINEER
R09	3603	ASSOCIATE ELECTRICAL ENGINEER
R09	3607	ASSISTANT ENGINEERING SPECIALIST -ELECTRICAL-
S09	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES
R09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)
S09	3610	SENIOR ELECTRICAL ENGINEER HYDRAULIC STRUCTURES
R09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES
R09	3613	ELECTRICAL ENGINEER
S09	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER
S09	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)
R09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)
R09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER
R09	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I
R09	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II
S09	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III
Total Classes: 26		

Environmental Scientists & Specialists, Including Health (19-2041)

CB/ID	Class Code	Class Title
S10	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II
S10	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)
R10	0757	INTEGRATED WASTE MANAGEMENT SPECIALIST
S10	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I
R10	0762	ENVIRONMENTAL SCIENTIST
S10	0764	SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)
R10	0765	SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)
10	0836	WATER QUALITY BIOLOGIST
R10	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST
S10	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)
R10	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)
R10	3528	ASSOCIATE HAZARDOUS MATERIALS SPECIALIST
R10	3529	HAZARDOUS MATERIALS SPECIALIST
10	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I
10	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II
R10	5579	RESEARCH SCIENTIST I (PHYSICAL/ENGINEERING SCIENCES)
R10	5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)
R10	5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)
R10	5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)
R10	5635	RESEARCH SCIENTIST V (PHYSICAL/ENGINEERING SCIENCE)
S10	5646	RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEERING SCIENCES)
S10	5655	RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEERING SCIENCES)
R10	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)
10	6168	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SUPERVISOR)
10	6170	ENVIRONMENTAL RESEARCH SCIENTIST
10	7413	ENVIRONMENTAL RESEARCH ASSISTANT
Total Classes: 26		

Chemists (19-2031)

CB/ID	Class Code	Class Title
S10	2035	RESEARCH AGRICULTURAL CHEMIST
R10	5576	RESEARCH SCIENTIST I (CHEMICAL SCIENCES)
R10	5581	RESEARCH SCIENTIST II (CHEMICAL SCIENCES)
R10	5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)
R10	5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)
R10	5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)
S10	5638	RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES)
S10	5650	RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES)
R10	6176	CHIEF CHEMIST, PESTICIDE EVALUATION
S10	8044	CHIEF BRANCH PUBLIC HEALTH LABORATORY
S10	8045	CHIEF, ENVIRONMENTAL HEALTH LABORATORY BRANCH
S10	8046	ASSISTANT LABORATORY CHIEF PUBLIC HEALTH LABORATORIES
S10	8047	CHIEF, SANITATION AND RADIATION LABORATORY BRANCH
R10	8049	RESEARCH RADIOCHEMIST
S10	8056	CHIEF, FOOD AND DRUG LABORATORY BRANCH
R10	8057	SPECTROSCOPIST
U10	8058	RESEARCH CHEMIST
R10	8060	CHEMIST
R10	8061	RESEARCH CLINICAL CHEMIST
S10	8063	CHIEF, HAZARDOUS MATERIALS LABORATORY SECTION
R10	8068	STAFF CHEMIST
S10	8070	SUPERVISING CHEMIST
Total Classes: 22		

Epidemiologists (19-1041)

CB/ID	Class Code	Class Title
R10	0563	SENIOR PUBLIC HEALTH BIOLOGIST
R10	0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST
R10	0565	ASSISTANT PUBLIC HEALTH BIOLOGIST
R10	5577	RESEARCH SCIENTIST I (EPIDEMIOLOGY/BIOSTATISTICS)
R10	5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTICS)
R10	5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATISTICS)
R10	5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)
R10	5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)
S10	5643	RESEARCH SCIENTIST SUPERVISOR I(EPIDEMIOLOGY/BIOSTATISTICS)
S10	5651	RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIOSTATISTICS)
S10	7962	SUPERVISING PUBLIC HEALTH BIOLOGIST
Total Classes: 11		

Operating Engineers & Other Construction Equipment Operators (47-2073)

CB/ID	Class Code	Class Title
R12	6286	CALTRANS EQUIPMENT OPERATOR II
R12	6389	STATE PARK EQUIPMENT OPERATOR
R12	6591	MILITARY DEPARTMENT HEAVY EQUIPMENT OPERATOR
R12	6592	MILITARY DEPARTMENT EQUIPMENT OPERATOR
R12	6890	CALTRANS EQUIPMENT OPERATOR I
Total Classes: 5		

*Class code 6387 Heavy fire equipment operator was removed due to the classification being tied to Bargaining Unit R08

Maintenance and Repair Workers, General (49-9071)

CB/ID	Class Code	Class Title
R12	0987	MAINTENANCE AIDE (SEASONAL)
R12	0989	MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)
R12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)
R12	0997	SENIOR MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)
R12	2930	EXHIBIT WORKER, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY
R12	5058	PARK MAINTENANCE WORKER I (ANGEL ISLAND)
R12	5065	PARK MAINTENANCE WORKER II (ANGEL ISLAND)
R12	5125	TELECOMMUNICATIONS FACILITIES TECHNICIAN I, CALIFORNIA HIGHWAY PATROL
R12	5126	TELECOMMUNICATIONS FACILITIES TECHNICIAN II, CALIFORNIA HIGHWAY PATROL
R12	6215	BUILDING MAINTENANCE WORKER
R12	6216	BUILDING MAINTENANCE WORKER -CORRECTIONAL FACILITY-
R12	6265	UTILITY CRAFTSWORKER, WATER RESOURCES
R12	6267	UTILITY CRAFTSWORKER APPRENTICE, WATER RESOURCES
S12	6672	OFFICE BUILDING MANAGER III
R12	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS
R12	6760	MAINTENANCE WORKER, DISTRICT FAIRS
R12	6767	PARK MAINTENANCE WORKER I
R12	6768	PARK MAINTENANCE WORKER II
R12	6777	UTILITY SHOPS SPECIALIST (CORRECTIONAL FACILITY)
R12	6940	MAINTENANCE MECHANIC
R12	6941	MAINTENANCE MECHANIC -CORRECTIONAL FACILITY-
R12	7215	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MAINTENANCE + REPAIR)
Total Classes: 22		

*Class Code 6707, 6710 Operator Tunnels and Tubes and Maintenance Worker, Tunnels and Tubes were removed due to the classification being tied to Bargaining Unit R13

*Class Code 9992, 9993 Maintenance and Service Occupational Trainee and Mechanical and Technical Occupational Trainee were removed due to the classification being tied to Bargaining Unit R15 and R11

Stock Clerks and Order Fillers (43-5081)

CB/ID	Class Code	Class Title
R12	1506	MATERIALS AND STORES SPECIALIST
R12	1508	MATERIALS AND STORES SUPERVISOR I -CORRECTIONAL FACILITY-
R12	7231	INDUSTRIAL WAREHOUSE AND DISTRIBUTION SPECIALIST, PRISON INDUSTRIES
S12	7237	INDUSTRIAL WAREHOUSE AND DISTRIBUTION MANAGER II, PRISON INDUSTRIES
Total Classes: 4		

* Class Code 1509, 1510, 1547, 1549, 1550, 1793, 1794 Stock Clerk, Service Assistant-Warehouse and Stores, Property Inspector (Specialist), Property Controller II, Property Controller I, Property Controller I (Correctional Facility), Property Controller II (Correctional Facility) was removed due to being tied to Bargaining Unit R04

Highway Maintenance Workers (47-4051)

CB/ID	Class Code	Class Title
S12	6239	CALTRANS MAINTENANCE MANAGER II
R12	6285	CALTRANS HIGHWAY MAINTENANCE LEADWORKER
R12	6287	CALTRANS HIGHWAY MAINTENANCE WORKER
R12	6296	CALTRANS LANDSCAPE MAINTENANCE LEADWORKER
Total Classes: 4		

Landscaping and Groundskeeping Workers (37-3011)

CB/ID	Class Code	Class Title
R12	0715	PARK LANDSCAPE MAINTENANCE TECHNICIAN
R12	0718	LEAD GROUNDSKEEPER I (CORRECTIONAL FACILITY)
R12	0719	SUPERVISING GROUNDSKEEPER I
R12	0720	LEAD GROUNDSKEEPER -CORRECTIONAL FACILITY-
R12	0725	LEAD GROUNDSKEEPER
R12	0731	GROUNDSKEEPER
R12	0743	GROUNDSKEEPER -CORRECTIONAL FACILITY-
R12	3712	SERVICE ASSISTANT (MAINTENANCE), CALTRANS
R12	6297	CALTRANS LANDSCAPE MAINTENANCE WORKER
R12	9994	SERVICE ASSISTANT (MAINTENANCE)
Total Classes: 10		

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 occupation.

State Employee's Benefit Percentage Table

Value of Each Benefit Compared to Average Wage

Bargaining Unit	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
	Overtime	Other Pay					
Unit 06 and related excluded	14.7%	4.1%	16.7%	29.4%	10.1%	16.8%	91.8%
Unit 06 Rank & File Only	15.0%	4.4%	17.1%	34.2%	10.4%	16.9%	98.0%
Unit 06 Supervisory Only	15.5%	3.1%	16.0%	29.5%	9.0%	17.4%	90.5%
Unit 09 and related excluded	1.6%	0.6%	11.8%	18.3%	10.1%	19.4%	61.9%
Unit 10 and related excluded	0.3%	0.8%	12.9%	17.6%	11.1%	14.6%	57.2%
Unit 12 and related excluded	8.6%	1.9%	17.8%	16.7%	11.7%	14.7%	71.4%
Unit 12 Rank & File Only	8.2%	2.0%	17.2%	17.2%	11.6%	14.5%	70.8%

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

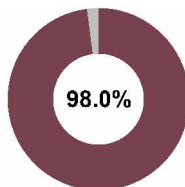
Benefit Percentage Summary Sheet for the Correctional Officer and Jailer Occupational Classifications

SOC Code: 33-3012 - Correctional Officers and Jailers

■ Benefit Percentage

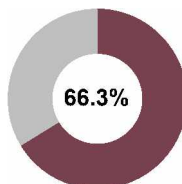
State of California

Average of all rank-and-file employees associated with Unit 6



Local Government

Protective Services Major Group



Private Sector (500+ Employees)

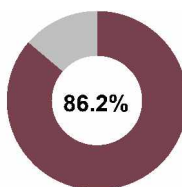
N/A

Private Sector (All Employees)

N/A

Federal Government

Weighted Education Level Used: High School Diploma or Less (see pg. 12)

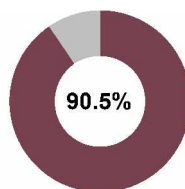


**Benefit Percentage Summary Sheet for the
Correctional Officer Supervisory Occupational Classifications**
SOC Code: 33-1011 - First-Line Supervisors of Correctional Officers

■ Benefit Percentage

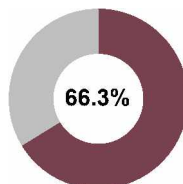
State of California

Average of all supervisory employees associated with Unit 6



Local Government

Protective Services Major Group



Private Sector (500+ Employees)

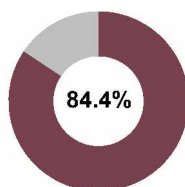
N/A

Private Sector (All Employees)

N/A

Federal Government

Weighted Education Level Used: 92% High School Diploma or Less, 8% Bachelor's Degree (see pg. 12)

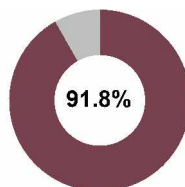


**Benefit Percentage Summary Sheet for the
Probation Officers Occupational Classifications**
SOC Code: 21-1092 - Probation Officers & Correctional Treatment Specialists

■ Benefit Percentage

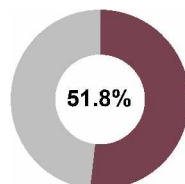
State of California

Average of all rank-and-file, supervisory, and managerial employees associated with Unit 6



Local Government

Community and Social Service Major Group

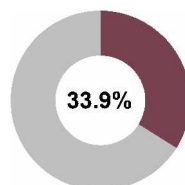


Private Sector (500+ Employees)

N/A

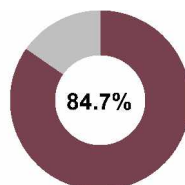
Private Sector (All Employees)

Professional and Related High Level Group



Federal Government

Weighted Education Level Used: 99% Bachelor's Degree, 1% Master's Degree (see pg. 12)



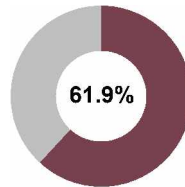
Benefit Percentage Summary Sheet for the Civil Engineering Occupational Classifications

SOC Code: 17-2051 - Civil Engineers

■ Benefit Percentage

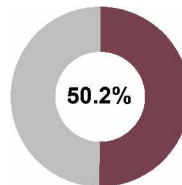
State of California

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



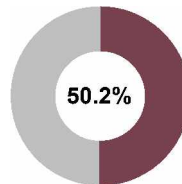
Local Government

Professional and Related High Level Group



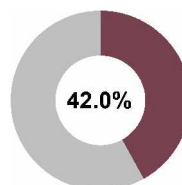
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



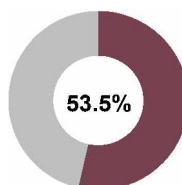
Private Sector (All Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Weighted Education Level Used: Bachelor's Degree (see pg. 12)



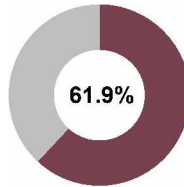
Benefit Percentage Summary Sheet for the Environmental Engineering Occupational Classifications

SOC Code: 17-2081 - Environmental Engineers

■ Benefit Percentage

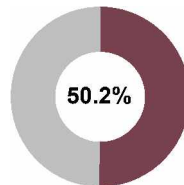
State of California

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



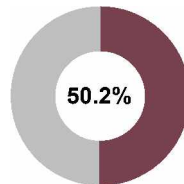
Local Government

Professional and Related High Level Group



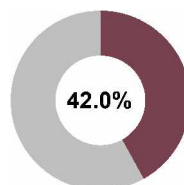
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



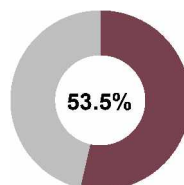
Private Sector (All Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Weighted Education Level Used: Bachelor's Degree (see pg. 12)



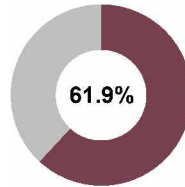
Benefit Percentage Summary Sheet for the Electrical Engineering Occupational Classifications

SOC Code: 17-2071 - Electrical Engineers

■ Benefit Percentage

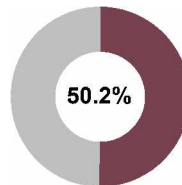
State of California

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



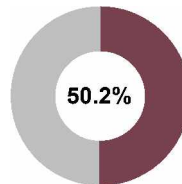
Local Government

Professional and Related High Level Group



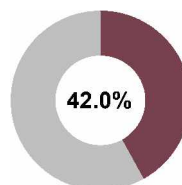
Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



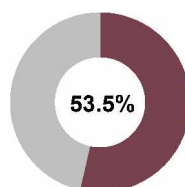
Private Sector (All Employees)

Architecture and Engineering Occupations Major Group



Federal Government

Weighted Education Level Used: Bachelor's Degree (see pg. 12)



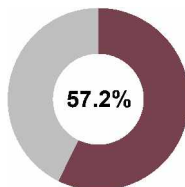
Benefit Percentage Summary Sheet for the Environmental Scientist Occupational Classifications

SOC Code: 19-2041 - Environmental Scientists & Specialists, Including Health

■ Benefit Percentage

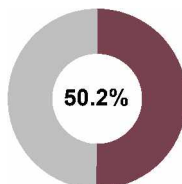
State of California

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



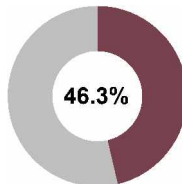
Local Government

Professional and Related High Level Group



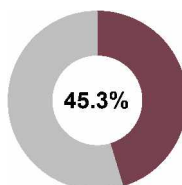
Private Sector (500+ Employees)

Life, Physical, and Social Science Occupations Major Group



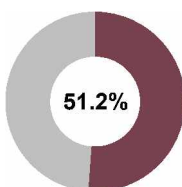
Private Sector (All Employees)

Life, Physical, and Social Science Occupations Major Group



Federal Government

Weighted Education Level Used: 63% Bachelor's Degree, 37% Master's Degree (see pg. 12)



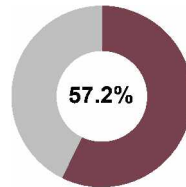
Benefit Percentage Summary Sheet for the Chemist Occupational Classifications

SOC Code: 19-2031 - Chemists

■ Benefit Percentage

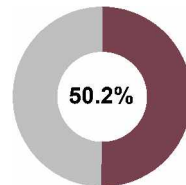
State of California

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



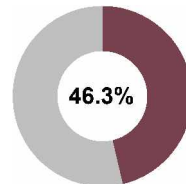
Local Government

Professional and Related High Level Group



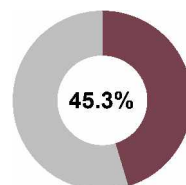
Private Sector (500+ Employees)

Life, Physical, and Social Science Occupations Major Group



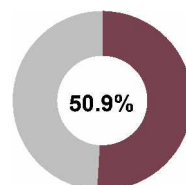
Private Sector (All Employees)

Life, Physical, and Social Science Occupations Major Group



Federal Government

Weighted Education Level Used: 73% Bachelor's Degree, 19% Master's Degree, 8% Professional/Doctorate Degree (see pg. 12)



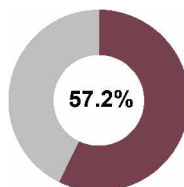
Benefit Percentage Summary Sheet for the Epidemiologists Occupational Classifications

SOC Code: 19-1041 - Epidemiologists

■ Benefit Percentage

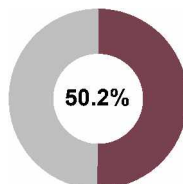
State of California

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



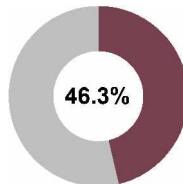
Local Government

Professional and Related High Level Group



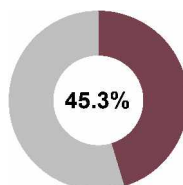
Private Sector (500+ Employees)

Life, Physical, and Social Science Occupations Major Group



Private Sector (All Employees)

Life, Physical, and Social Science Occupations Major Group



Federal Government

Weighted Education Level Used: 33% Bachelor's Degree, 13% Master's Degree, 54% Professional/Doctorate Degree (see pg. 12)

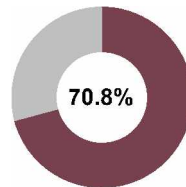
N/A

**Benefit Percentage Summary Sheet for the
Equipment Operators Occupational Classifications**
SOC Code: 47-2073 - Operating Engineers & Other Construction Equipment Operators

■ Benefit Percentage

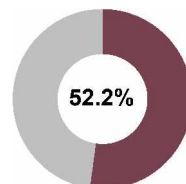
State of California

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



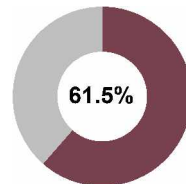
Local Government

All Local Government Workers (excluding education workers)



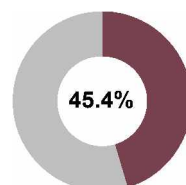
Private Sector (500+ Employees)

Natural Resources, Construction, and Maintenance High Level Group



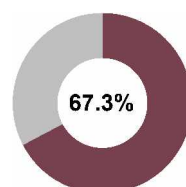
Private Sector (All Employees)

Natural Resources, Construction, and Maintenance High Level Group



Federal Government

Weighted Education Level Used: High School Diploma or Less (see pg. 12)



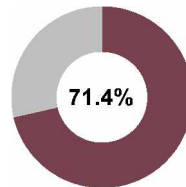
Benefit Percentage Summary Sheet for the Maintenance and Repair Worker Occupational Classifications

SOC Code: 49-9071 - Maintenance & Repair Workers, General

■ Benefit Percentage

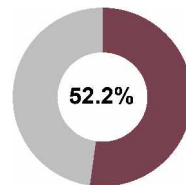
State of California

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



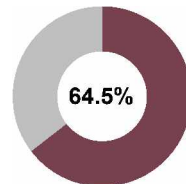
Local Government

All Local Government Workers (excluding education workers)



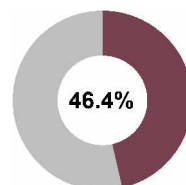
Private Sector (500+ Employees)

Installation, Maintenance, and Repair Occupations Major Group



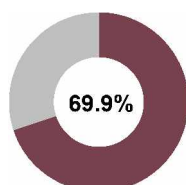
Private Sector (All Employees)

Installation, Maintenance, and Repair Occupations Major Group



Federal Government

Weighted Education Level Used: 53% High School Diploma or Less, 47% Some College (see pg. 12)



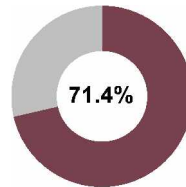
Benefit Percentage Summary Sheet for the Stock Clerk and Order Filler Occupational Classifications

SOC Code: 43-5081 -Stock Clerks, Order Fillers, Stockroom, Warehouse, or Storage Yard

■ Benefit Percentage

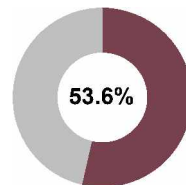
State of California

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



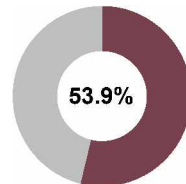
Local Government

Office and Administrative Support Occupations Major Group



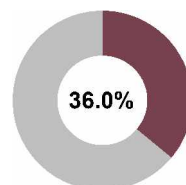
Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



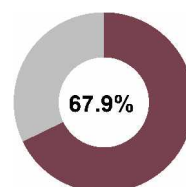
Private Sector (All Employees)

Office and Administrative Support Occupations Major Group



Federal Government

Weighted Education Level Used: High School Diploma or Less (see pg. 12)



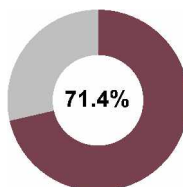
Benefit Percentage Summary Sheet for the Highway Maintenance Worker Occupational Classifications

SOC Code: 47-4051 - Highway Maintenance Workers

■ Benefit Percentage

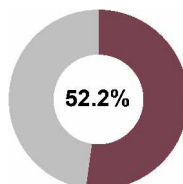
State of California

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



Local Government

All Local Government Workers (excluding education workers)



Private Sector (500+ Employees)

N/A

Private Sector (All Employees)

N/A

Federal Government

Weighted Education Level Used: High School Diploma or Less (see pg. 12)

N/A

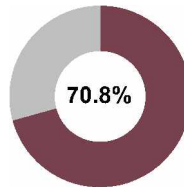
Benefit Percentage Summary Sheet for the Landscaping and Groundskeeping Occupational Classifications

SOC Code: 37-3011 - Landscaping & Groundskeeping Workers

■ Benefit Percentage

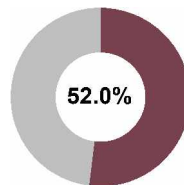
State of California

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



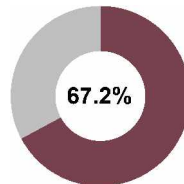
Local Government

Service Workers High Level Group



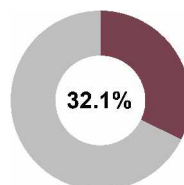
Private Sector (500+ Employees)

Building and Grounds Cleaning and Maintenance Major Group



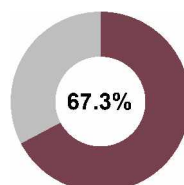
Private Sector (All Employees)

Building and Grounds Cleaning and Maintenance Major Group



Federal Government

Weighted Education Level Used: High School Diploma or Less (see pg. 12)



Appendix D

Other Information Related to this Report

On the following pages you will find additional information relevant to this report.

Geographic Differences: Federal Locality Pay

The federal government recognizes that wages and the cost of living are higher in four geographic regions in California, and pays its employees more to work there than other communities in the state. Although federal employees earn more in Sacramento than in rural communities, the majority of federal employees are paid even more in the other three regions.

Comparing Federal Locality Pay in Four Regions In California

Metro Area	Percent Higher Than Sacramento
Greater Los Angeles Area	4.1%
San Francisco Bay Area	10.6%
San Diego County	1.6%

Source: 2014 Federal Government Locality Pay Charts¹

¹ 2014 General Schedule (GS) Locality Pay Tables: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2014/general-schedule/>. The General Schedule (GS) classification and pay system covers the majority of civilian white-collar Federal employees (about 1.5 million worldwide) in professional, technical, administrative, and clerical positions. Different wage rates apply to federal blue-collar workers.

Size of 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 workers). EDD also produces a Quarterly Census of Employment and Wages, which estimates the number of workers for these employer groups.² The table below compares the number of workers in each group with 15 million Californians working in nonfarm jobs in 2013.³

Number of Workers By Employer Group in California

Employer	Number of Workers	Percent of Nonfarm Workers
Private Sector (500+ workers) ⁴	1,955,230	12.9%
Local Government	1,641,100	10.8%
State Government ⁵	216,911	1.4%
Federal Government ⁶	185,400	1.2%

Number of Local Government Workers in More Detail

Employer	Number of Workers	Percent of Nonfarm Workers
Local Government Education	891,000	5.9%
Counties	325,800	2.2%
Cities	253,900	1.7%
Special Districts	113,300	0.7%
Indian Tribal Government	57,100	0.4%

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

³ 15,147,400 nonfarm jobs in 2013, according to EDD's Quarterly Census of Employment and Wages.

⁴ Private Sector employment estimate is from the OES survey file using 2012 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.

Number of Workers By Occupation and Employer Group in California

SOC Code	Occupation Title	State of CA Workers ⁷	Local Govt. Workers	Private Sector Workers (500+)	Private Sector Workers (All)	Federal Govt. Workers ⁸
33-3012	Correctional Officers and Jailers	19,625	10,710	-	600	1,560
33-1011	First-Line Supervisors of Correctional Officers	3,470	470	-	60	150
21-1092	Probation Officers and Correctional Treatment Specialists	2,095	8,510	-	840	-
17-2051	Civil Engineers	7,297	7,070	940	19,320	880
17-2081	Environmental Engineers	1,210	850	280	4,740	400
17-2071	Electrical Engineers	732	1,220	9,600	22,360	330
19-2041	Environmental Scientists and Specialists, Including Health	1,887	3,170	850	7,350	600
19-2031	Chemists	152	480	2,390	9,710	390
19-1041	Epidemiologists	133	240	160	410	-
47-2073	Operating Engineers and Other Equipment Operators	1,983	2,540	2,060	18,990	310
49-9071	Maintenance and Repair Workers, General	980	18,980	11,100	90,090	2,020
43-5081	Stock Clerks and Order Fillers	695	3,770	13,560	199,140	540
47-4051	Highway Maintenance Workers	868	3,240	-	470	-
37-3011	Landscaping and Groundskeeping Workers	528	12,410	5,210	85,090	70

⁷ Count of full-time equivalent State of California employees working in each occupation. For a list of classes included in each occupation see Appendix B.

⁸ The employment estimate counts for the three labor markets were pulled from the OES survey file using 2012 estimates.

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, or OPEB. Government employers typically offer OPEB, while private sector employers typically do not.⁹ 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, we produced an estimated cost for government employer groups offering this benefit in California, which is displayed in the table below. The local government estimated cost is based upon data from 399 agencies participating in the California Employer's Retiree Benefit Trust Fund managed by CalPERS. The state's estimated cost is based upon the 2013 OPEB Actuarial Valuation produced for the State Controller's Office.¹⁰ The federal government's estimated cost is based upon the CBO report.¹¹

Estimated Average Annual OPEB Costs Per Retiree
for Government Employers in California in 2013-14

Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$6,861
State Government	\$9,570
Federal Government	\$7,886

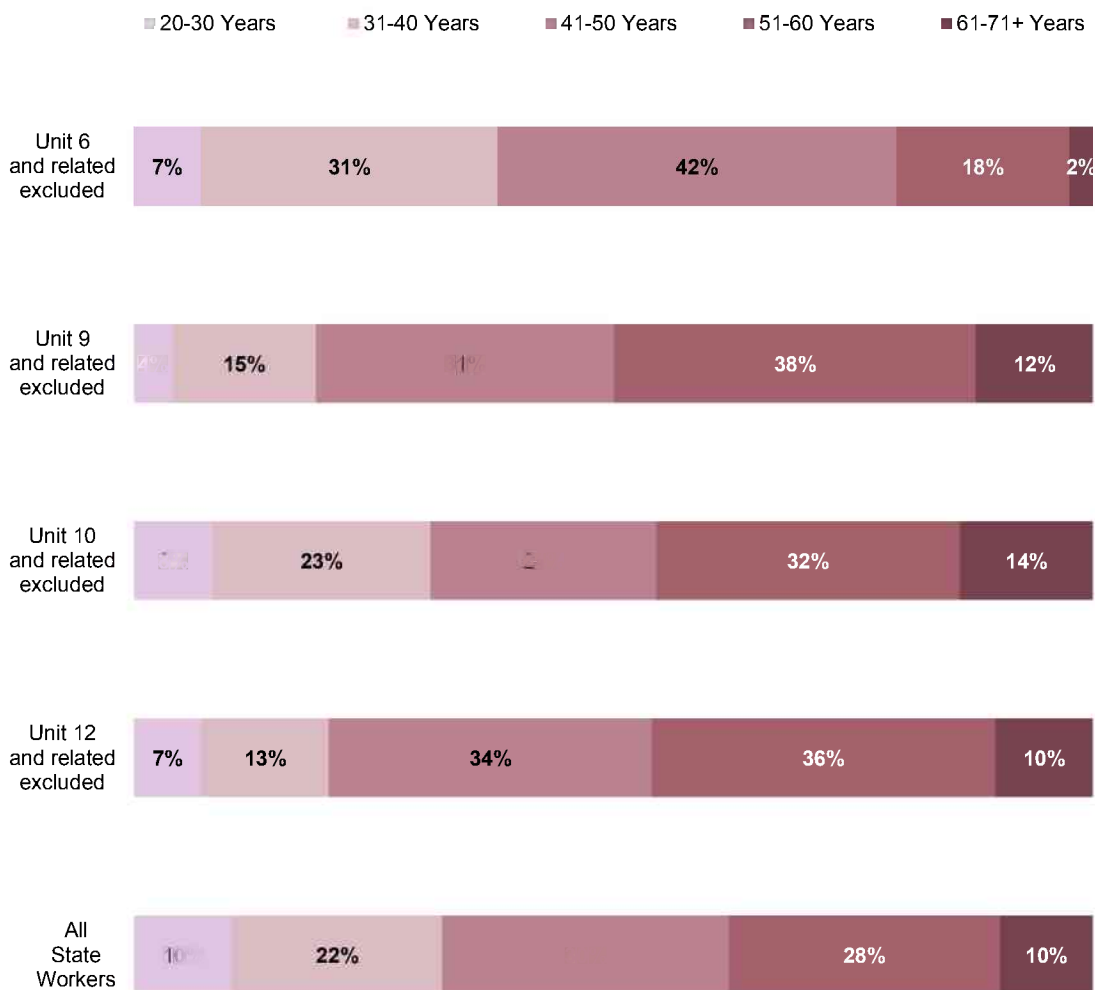
⁹ According to the NCS, nationwide 71 percent of state and local government workers have access to retire health prior to age 65. By contrast, only 38 percent of workers at large private sector firms have access to retiree health prior to age 65. Source: Table 42. Health-related benefits: Access, National Compensation Survey, March 2013

¹⁰ Source: *State of California Retiree Health Benefits Program, GASB Nos. 43 and 45 Actuarial Valuation Report, as of June 30, 2013*. pgs. 16 and 17.

¹¹ According to the CBO Working Paper *Comparing Benefits and Total Compensation in the Federal Government and the Private Sector*, the Federal Government was spending \$6,776 per retiree for OPEB in 2010. Health insurance premium costs had increased 16.4 percent for the Federal Government by 2013, so we revised the estimate to \$7,885.69 per retiree in 2013.

Demographics: Age of State Employees

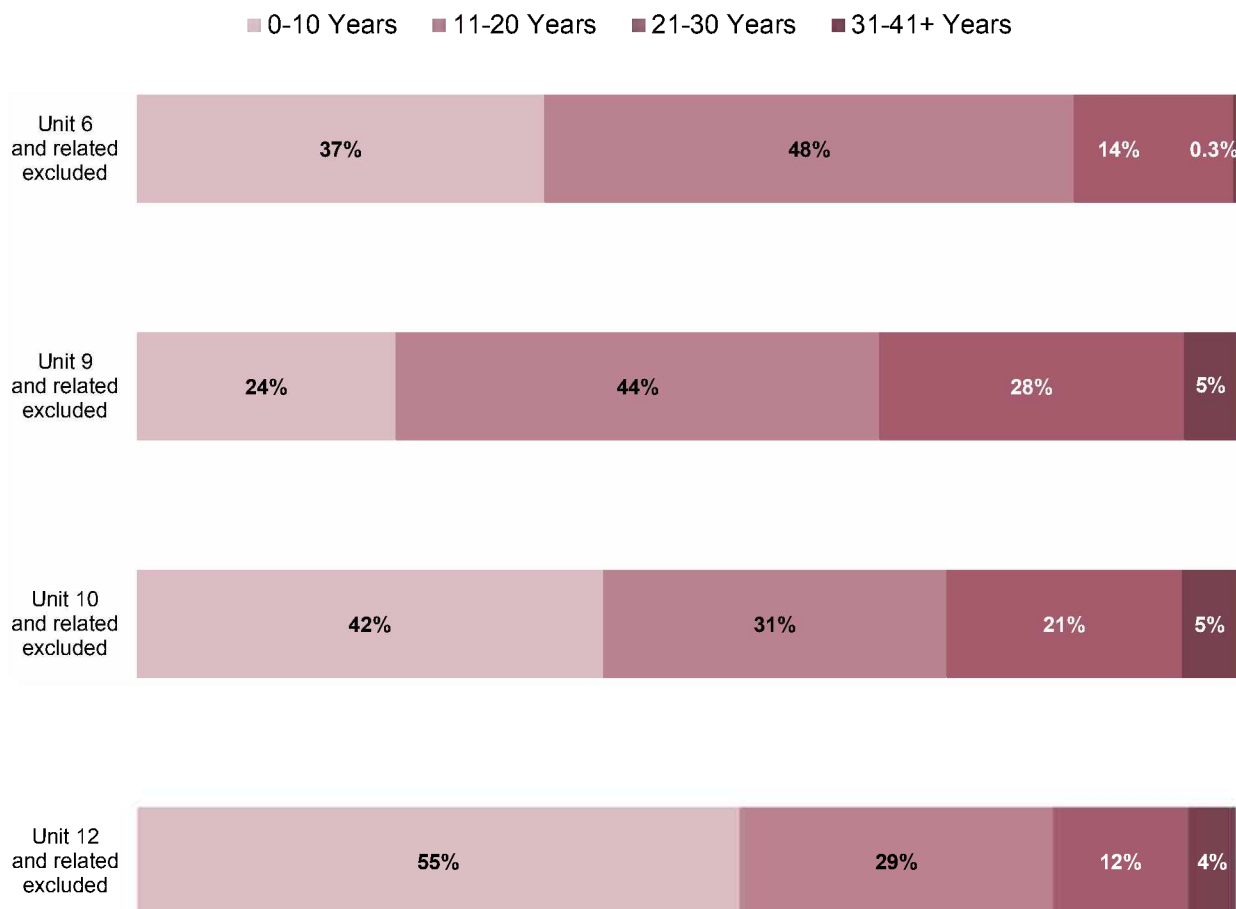
Percent of State Employees Associated With Each Bargaining Unit
By Age Group as of December 2013



*State employee data derived from CA State Controller's Office. Bargaining Unit 12 has 14 employees under the age of 20. These employees are not shown in the chart above.

Demographics: Length of State Service

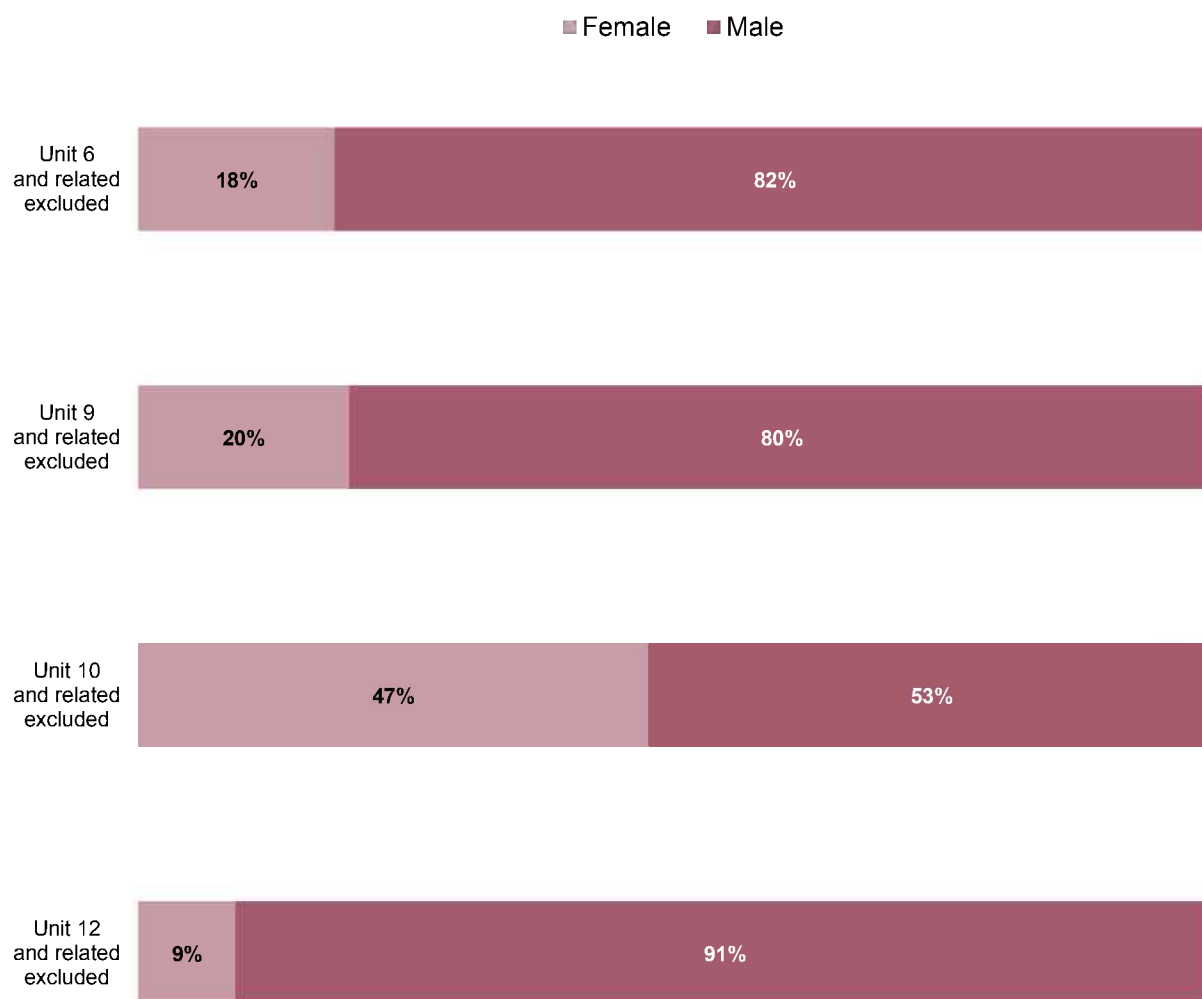
Percent of State Employees Associated With Each Bargaining Unit
By Length of State Service (January – December 2013)



*State employee data derived from CA State Controller's Office.

Demographics: Gender of State Employees

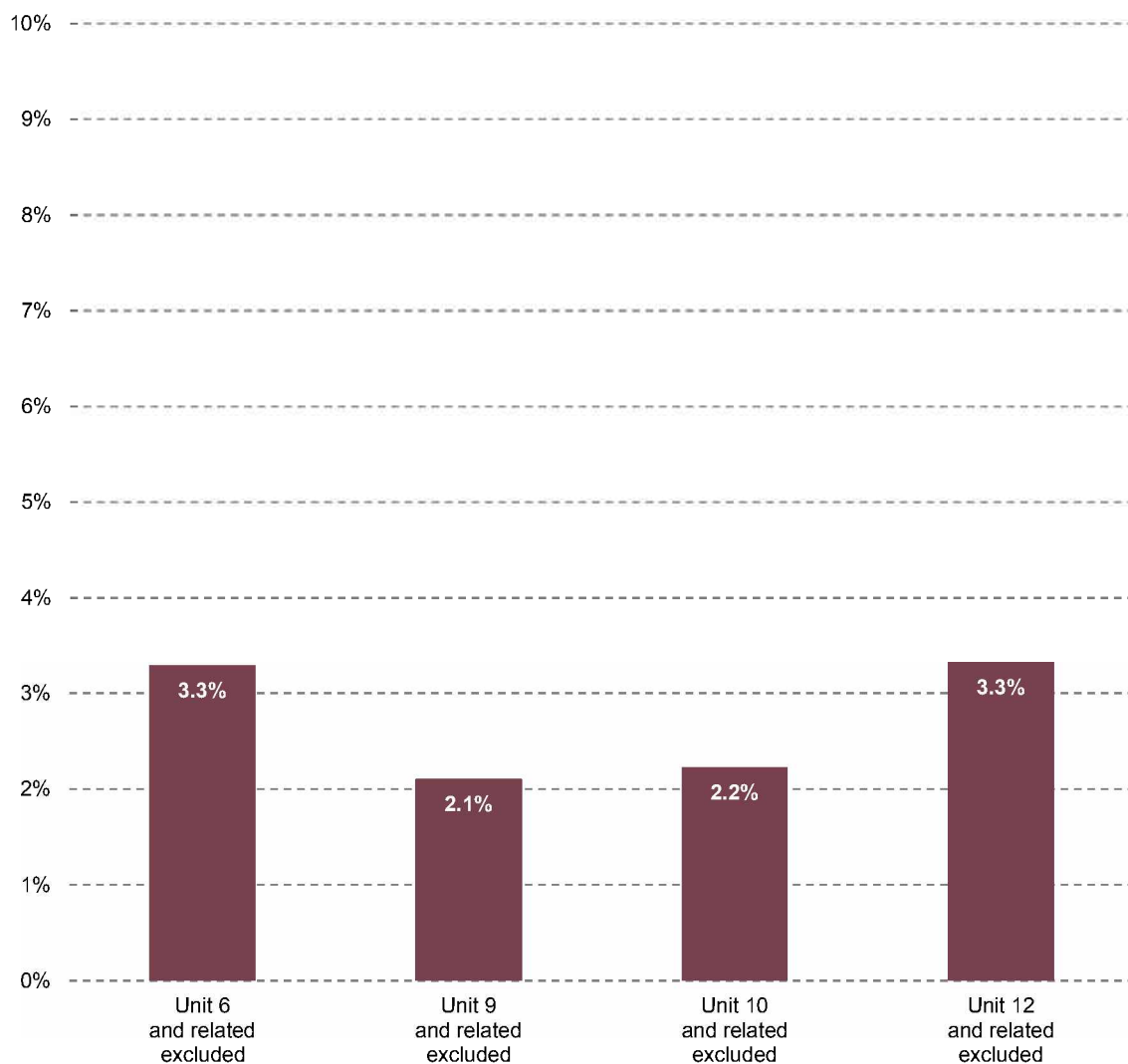
Percent of State Employees Associated With Each Bargaining Unit
By Gender as of December 2013



*State employee data derived from CA State Controller's Office.

Workforce Data: Retirement Rate

Percent of Service Retirements Compared To Established Positions
Associated with Each Bargaining Unit (July 2013 – June 2014)



*State employee data derived from CA State Controller's Office.

Workforce Data:

Average Age and Years of State Service at Retirement

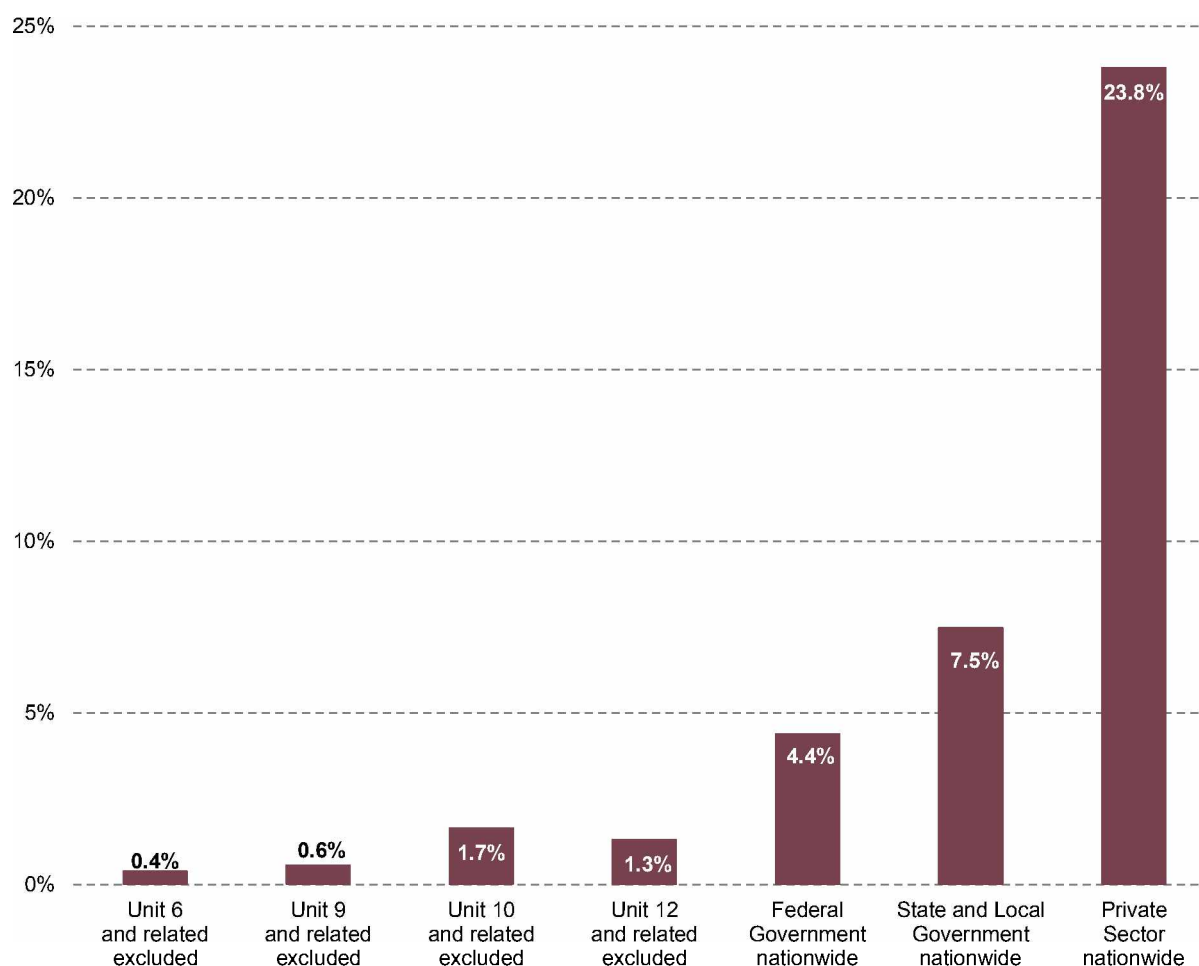
Average Age and Years of State Service at Retirement for Employees
Associated with Each Bargaining Unit (July 2013 – June 2014)

Bargaining Unit	Unit 6 and related excluded	Unit 9 and related excluded	Unit 10 and related excluded	Unit 12 and related excluded
Age	55	62	63	61
Years of State Service	23	24	25	23

*State employee data derived from CA State Controller's Office.

Workforce Data: Voluntary Separation Rate

Percent of Voluntary Separations Compared to Full-Time Filled Positions Associated with Each Bargaining Unit And Separation Rates for Federal Government, State and Local Government¹⁰ and Private Sector workers nationwide (July 2013 – June 2014)

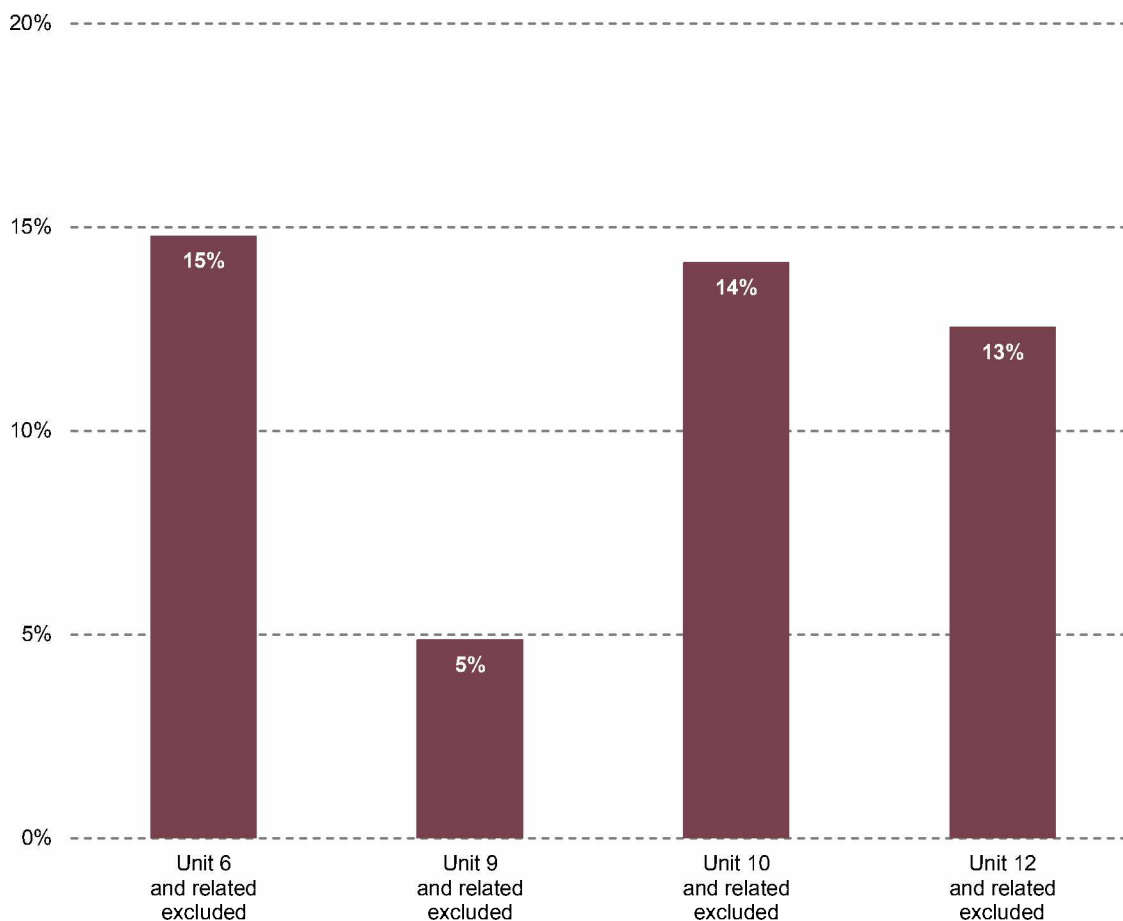


¹⁰ As a benchmark for comparison, voluntary separations, or the “quits rate,” for all state and local government, federal, and private sector workers nationwide is included from the Bureau’s Job Openings and Labor Turnover Survey from July 2013 – June 2014. The quits rate is the number of voluntary separations initiated by the employee, not including retirements, as a percent of total employment. <http://www.bls.gov/news.release/jolts.t10.htm>

*State employee data derived from CA State Controller’s Office.

Workforce Data: Vacancy Rate by Bargaining Unit

Percent of Vacant Positions Compared to Full-Time Established Positions
Associated With Each Bargaining Unit (July 2013 – June 2014)



*State employee data derived from CA State Controller's Office.

Percent of Employees That Earn Maximum Salary

Percent of State Employees Associated With Each Bargaining Unit
That Earn Maximum Salary as of December 2013

Bargaining Unit	Percentage at Max Salary
Unit 6 and related excluded	71%
Unit 9 and related excluded	79%
Unit 10 and related excluded	53%
Unit 12 and related excluded	65%

*State employee data derived from CA State Controller's Office.

Required Levels of Education For Occupations

Percentages Based Upon Filled Full-Time Equivalent Positions for State Classifications
and State Job Descriptions Mapped to Occupations as of January 31, 2013

