

2018 California State Employee Total Compensation Report

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

Report to the
Governor and
Legislature

Published December 2019



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Executive Summary

California's state government competes for its workforce with local-government agencies, as well as with the private sector and the federal government. This makes it critical that the state understands how its compensation compares with other employers.

Making simple wage comparisons, however, provides an incomplete picture. It is analogous to comparing the value of one home to another, without considering the size or location of the land. This is the reason that statutes require the California Department of Human Resources (CalHR) to compare state employee salaries and benefits with public and private-sector employers.

To meet this challenge, CalHR turned to the U.S. Department of Labor's Bureau of Labor Statistics (Bureau), which produces two of the nation's most comprehensive wage and benefit surveys: the Occupational Employment Statistics (OES) survey and the National Compensation Survey (NCS).



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

Report Findings

The state's benefit package has a greater impact on total compensation compared with other employers. For example, when comparing median wages only, the state was below the market average for 17 of the 32 occupations examined in this report. However, when comparing total compensation, the number dropped to 8 of the 32 occupations. The table on the next two pages illustrate the details.

Summary of Report Findings

Table 1: Comparison of State Compensation to Market Average

 At or Above Market Average
  Below Market Average

Bargaining Unit	Occupation Title	MEDIAN WAGE ONLY	TOTAL COMPENSATION
1	Management Analysts	—	—
1	Computer Systems Analysts	—	—
1	Accountants and Auditors	—	+
1	Tax Examiners & Collectors, & Revenue Agents	+	+
1	Eligibility Interviewers, Government Programs	+	+
1	Payroll and Timekeeping Clerks	+	+
1	Claims Adjusters, Examiners, and Investigators	+	+
1	Compensation Specialists	—	—
1	Urban and Regional Planners	—	—
3	Adult Basic & Secondary Education & Literacy Teachers & Instructors	+	+
3	Vocational Education Teachers, Postsecondary	+	+
4	Office Clerks, General	+	+
4	Court, Municipal, and License Clerks	—	—
4	Legal Secretaries	—	—
4	Bookkeeping, Accounting, and Auditing Clerks	—	—
4	Medical Records and Health Information Technicians	—	+
11	Civil Engineering Technicians	—	+
11	Forest & Conservation Technicians	+	+
11	Architectural and Civil Drafters	—	+
11	Transportation Inspectors	—	—
14	Printing Press Operators	+	+

Bargaining Unit	Occupation Title	MEDIAN WAGE ONLY	TOTAL COMPENSATION
14	Graphic Designers	+	+
15	Janitors & Cleaners	+	+
15	Cooks, Institution & Cafeteria	+	+
17	Registered Nurses	-	+
17	Nurse Practitioners	-	+
20	Licensed Practical & Licensed Vocational Nurses	+	+
20	Nursing Assistants	-	+
20	Dental Assistants	+	+
20	Pharmacy Technicians	-	+
21	Instructional Coordinators	+	+
21	Librarians	-	+

About This Report

The Bureau and the State of California’s Employment Development Department (EDD) provided most of the labor market data in this report. Wage data from the Bureau and EDD were combined with benefit data from the Bureau and the U.S. Office of Personnel Management (OPM) to find the total compensation for local government, private sector, and federal government.

The State Controller’s Office (SCO) provided the state employee wage and benefit data. CalHR staff combined and calculated the total compensation for each employer group. The table below summarizes the sources for wage and benefit data for each employer group, along with the page number in this report for additional details.

The 2018 California State Employee Total Compensation Report uses salary and benefit data to compare the state’s compensation packages with three different employer groups:

- Local Government
- Private Sector
- Federal Government

Table 2: Major Data Sources for Report

Employer Group	Wages	Benefits
Local Government	OES Survey (see pg. 111)	NCS (see pg. 112)
Private Sector	OES Survey (see pg. 111)	NCS (see pg. 112)
Federal Government	OES Survey (see pg. 111)	OPM (see pg. 115)
State Government	SCO (see pg. 107)	SCO (see pg. 108)

In addition to making statewide comparisons, this report compares state employee total compensation in five geographic regions: Sacramento, San Francisco, Los Angeles, San Diego, and all other counties.

About the 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.

This report also includes other information that can be used to evaluate the State of California's ability to recruit and retain employees in these occupations, such as turnover and vacancy data.

Authority and Background

According to Government Code section 19826(a) and (c), when the state establishes or adjusts salaries, “consideration shall be given to the prevailing rates for comparable service in other public employment and in private business,” and CalHR must submit its findings to the parties meeting and conferring, and to the Legislature at least six months prior to the expiration of a Memorandum of Understanding (MOU). The law requires that the state’s report contains, “salaries of employees in comparable occupations in private industry and other governmental agencies.” The Budget Act, Chapter 23, Statutes of 2019, Item 7501-001-0001, Provision 1 requires that in addition to salaries the report must include total compensation and geographic comparisons.

Mapping of State Jobs

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

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

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

Table 3: Example of a SOC Code

Management Analysts (13-1111)			
Major Group	Minor Group	Broad Occupation	Detailed Occupation
13	11	1	1

Thanks to the mapping, the state is able to:

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

The mapping used in this report has been reviewed by Bureau economists and by CalHR’s Personnel Management Division.

Benchmark Selections

In previous years, the state published salary surveys using “benchmark classifications” to measure compensation for each bargaining unit. With the publication of the 2013 California State Employee Total Compensation Report, CalHR began comparing “benchmark occupations,” because all Bureau wage and benefit data are reported by occupation.

This report includes benchmark occupations from the following nine bargaining units:

- 01** Professional, Administrative, Financial, and Staff Services
- 03** Professional Educators and Librarians
- 04** Office and Allied
- 11** Engineering and Scientific Technicians
- 14** Printing & Allied
- 15** Allied Services
- 17** Registered Nurses
- 20** Medical and Social Services
- 21** Educational Consultants and Library

This report covers 455 rank-and-file and related excluded classifications associated with the nine bargaining units listed to the side. They are mapped to 32 detailed occupations categorized by SOC code. All classifications mapped to the same benchmark occupation are compared, as a group, to the wage and benefit data for the corresponding occupation. These comparisons include classifications from entry-level through journey-level, and in many occupations, related supervisors.

Please refer to Appendix B for details on the specific classifications in each occupation.

Benchmark Selection Criteria

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

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

01

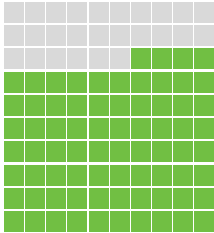
State classifications represent a significant portion of the bargaining unit.

02

About 80,000 full-time state employees are represented in the 32 occupations included in this report. Chart 1 (on the next page) illustrates the percentage of employees associated with each bargaining unit in this report.

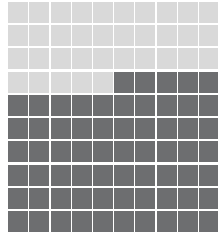
Chart 1: Full-Time State Employees in Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, & 21 included in this Report

74%



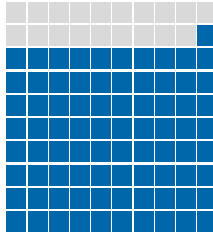
BU 1

65%



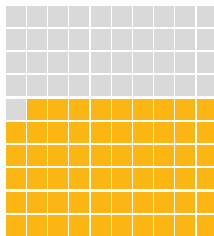
BU 3

81%



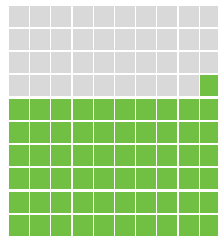
BU 4

59%



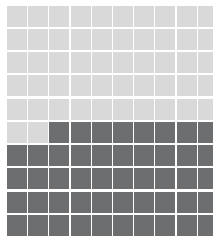
BU 11

61%



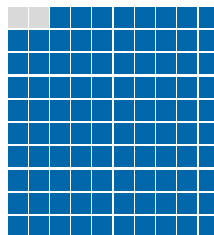
BU 14

48%



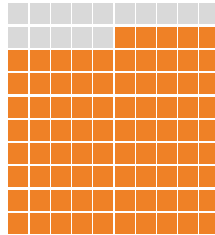
BU 15

98%



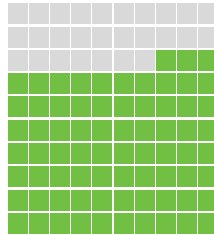
BU 17

85%



BU 20

73%



BU 21

Related excluded employees are included in the calculation of the percentage of employees in each bargaining unit.

Bargaining Unit Comparisons

Although this report compares the total compensation costs for workers employed by different employer groups, comparisons can also be made among state workers in different bargaining units. The table below displays the annual scheduled hours of work, and the average annual hours worked for all full-time rank-and-file employees in each bargaining unit. The total compensation numbers represent the employer's costs for employee compensation, which is the costs for wages and benefits (supplemental pay, paid leave, insurance, retirement, and legally required benefits). Although overtime is included in supplemental pay, the table below displays overtime separately to illustrate its significance for each bargaining unit.

Please refer to Appendix C for Benefit Percentages used for each occupation. Please refer to the Glossary of Terms for a detailed definition of Annual Scheduled Hours and Annual Hours Worked. Wages, Other Benefits, and Overtime may not equal Total Compensation due to rounding.

Table 4: Average Annual Total Compensation Costs for Rank-and-File Employees by Unit in 2018

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Benefits		Total Compensation
				Other Benefits	Overtime	
1	2,080	1,772	\$68,578	\$47,262	\$613	\$116,452
3	1,726	1,595	\$94,215	\$45,368	\$4	\$139,588
4	2,080	1,799	\$43,088	\$32,940	\$1,306	\$77,335
11	2,080	1,835	\$60,797	\$44,518	\$3,420	\$108,735
14	2,080	1,818	\$57,152	\$44,011	\$2,939	\$104,102
15	2,080	1,899	\$37,920	\$29,293	\$3,945	\$71,158
17	2,080	2,033	\$106,091	\$58,388	\$18,917	\$183,396
20	2,080	1,998	\$53,425	\$34,976	\$8,169	\$96,570
21	2,080	1,774	\$88,678	\$55,315	\$0	\$143,993

Survey Findings: Total Compensation

On the next two pages the state's total compensation for each occupation is compared with the combined OES, NCS, and OPM data. The local government, private sector, and federal government columns display the percentage lead or lag compared to the state's total compensation for each occupation. A negative percentage indicates the state's total compensation is below (or lags) that employer group. A positive percentage indicates the state's compensation is above (or leads) that employer group. Dashes (–) are used where data are not available. The Market Average column is a weighted average for all three employer groups based upon total compensation and employment estimates for each employer. If the Market Average total compensation is positive or zero, the state is considered to be at or above the market. If the Market Average is negative, the state's compensation is considered to be below the market. Where there is data available from only one employer group for a comparison, that employer group represents the Market Average.

State Compensation At or Above Market

The table below displays where the state's total compensation leads the Market Average.

Table 5: Occupations Where State Total Compensation is At or Above the Market Average

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
1	13-2011	Accountants and Auditors	2.9%	3.7%	-19.5%	2.5%
1	13-2081	Tax Examiners & Collectors, & Revenue Agents	9.1%	-	14.7%	13.5%
1	43-4061	Eligibility Interviewers, Government Programs	13.9%	-	13.7%	13.9%
1	43-3051	Payroll and Timekeeping Clerks	4.0%	11.5%	17.4%	6.5%
1	13-1031	Claims Adjusters, Examiners, and Investigators	-5.8%	35.1%	-3.5%	18.8%
3	25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	29.6%	-	-	29.6%
3	25-1194	Vocational Education Teachers, Postsecondary	16.4%	-	-	16.4%
4	43-9061	Office Clerks, General	5.5%	20.1%	-1.2%	11.0%
4	29-2071	Medical Records and Health Information Technicians	3.5%	16.0%	1.3%	13.5%
11	17-3022	Civil Engineering Technicians	2.5%	15.4%	-	3.8%
11	19-4093	Forest & Conservation Technicians	27.2%	-	23.9%	24.0%
11	17-3011	Architectural and Civil Drafters	-4.3%	17.5%	-	9.6%
14	51-5112	Printing Press Operators	2.9%	38.1%	-	30.9%
14	27-1024	Graphic Designers	17.0%	28.1%	-0.3%	25.8%
15	37-2011	Janitors & Cleaners	-6.7%	39.0%	-1.8%	15.0%
15	35-2012	Cooks, Institution & Cafeteria	24.4%	39.8%	3.0%	30.5%
17	29-1141	Registered Nurses	10.8%	11.8%	2.6%	11.3%
17	29-1171	Nurse Practitioners	-1.7%	11.3%	-	8.2%
20	29-2061	Licensed Practical & Licensed Vocational Nurses	25.8%	28.0%	19.3%	26.5%

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
20	31-1014	Nursing Assistants	-2.5%	17.0%	-18.6%	10.9%
20	31-9091	Dental Assistants	26.0%	44.8%	25.0%	38.6%
20	29-2052	Pharmacy Technicians	6.3%	17.9%	2.9%	15.3%
21	25-9031	Instructional Coordinators	10.8%	48.6%	4.2%	13.0%
21	25-4021	Librarians	2.6%	17.6%	-12.5%	4.1%

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

State Compensation Below Market

The table below displays where the state's total compensation lags the Market Average.

Table 6: Occupations Where State Total Compensation is Below the Market Average

Bargaining Unit	SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
1	13-1111	Management Analysts	-28.7%	-32.1%	-26.9%	-30.5%
1	15-1121	Computer Systems Analysts	-2.5%	-7.5%	-	-6.6%
1	13-1141	Compensation Specialists	-1.6%	0.7%	-0.8%	-0.2%
1	19-3051	Urban and Regional Planners	-10.8%	-	-13.5%	-10.9%
4	43-4031	Court, Municipal, and License Clerks	-8.0%	-	-	-8.0%
4	43-6012	Legal Secretaries	-8.5%	-24.5%	-	-13.3%
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	-10.3%	7.3%	-7.6%	-2.9%
11	53-6051	Transportation Inspectors	-4.9%	16.2%	-40.8%	-3.2%

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

Changes in Lead/Lag from Previous Report with Current Report

The table on the next two pages compares the state’s lead/lag from previous and 2018 total compensation reports for occupations with employees in units 1, 3, 4, 11, 14, 15, 17, 20, and 21.

Table 7: Market Average Total Compensation Lead/Lag in Previous Report and 2018 Report

Bargaining Unit	SOC Code	Occupation Title	2014 Market Average	2018 Market Average
1	13-1111	Management Analysts	-24.6%	-30.5%
1	15-1121	Computer Systems Analysts*	-14.3%	-6.6%
1	13-2011	Accountants and Auditors	0.5%	2.5%
1	13-2081	Tax Examiners & Collectors, & Revenue Agents	-9.3%	13.5%
1	43-4061	Eligibility Interviewers, Government Programs	N/A	13.9%
1	43-3051	Payroll and Timekeeping Clerks	N/A	6.5%
1	13-1031	Claims Adjusters, Examiners, and Investigators	2.9%	18.8%
1	13-1141	Compensation Specialists	-8.7%	-0.2%
1	19-3051	Urban and Regional Planners	N/A	-10.9%
3	25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	28.9%	29.6%
3	25-1194	Vocational Education Teachers, Postsecondary	22.3%	16.4%
4	43-9061	Office Clerks, General	16.0%	11.0%
4	43-4031	Court, Municipal, and License Clerks	-3.3%	-8.0%
4	43-6012	Legal Secretaries	-21.3%	-13.3%
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	N/A	-2.9%
4	29-2071	Medical Records and Health Information Technicians	N/A	13.5%
11	17-3022	Civil Engineering Technicians	2.3%	3.8%
11	19-4093	Forest & Conservation Technicians	12.6%	24.0%

Bargaining Unit	SOC Code	Occupation Title	2014 Market Average	2018 Market Average
11	17-3011	Architectural and Civil Drafters	-6.4%	9.6%
11	53-6051	Transportation Inspectors	N/A	-3.2%
14	51-5112	Printing Press Operators	10.5%	30.9%
14	27-1024	Graphic Designers	21.0%	25.8%
15	37-2011	Janitors & Cleaners	14.8%	15.0%
15	35-2012	Cooks, Institution & Cafeteria	28.6%	30.5%
17	29-1141	Registered Nurses	11.8%	11.3%
17	29-1171	Nurse Practitioners	10.2%	8.2%
20	29-2061	Licensed Practical & Licensed Vocational Nurses	17.2%	26.5%
20	31-1014	Nursing Assistants	-0.3%	10.9%
20	31-9091	Dental Assistants	32.1%	38.6%
20	29-2052	Pharmacy Technicians	11.2%	15.3%
21	25-9031	Instructional Coordinators	19.7%	13.0%
21	25-4021	Librarians	5.5%	4.1%

*State classifications previously mapped to the Software Developers, System Software and Computer Programmers occupations were eliminated by class consolidation. Most state IT classifications are now mapped to the Computer Systems Analyst occupation.

Occupations that have an N/A listed in the 2018 Market Average column were not included in the previous report.

Bargaining Units in Detail

Since 1982, rank-and-file state employees in California have been divided into different bargaining units based upon the type of work they perform, and are covered under collective bargaining rules outlined in the Ralph C. Dills Act. Each bargaining unit is represented by a union that negotiates employee wages, benefits, hours of work, and other terms and conditions of employment through an MOU. This report includes 34 benchmark occupations from nine of these bargaining units. The state negotiated a MOU with the union representing these bargaining units in 2019. Please refer to page 10 for a description of the benchmark selection criteria and Appendix B for a detailed list of state classifications in each occupation.

In addition to rank-and-file employees, there are thousands of employees associated with bargaining units, even though they are not represented by a union. Whenever an occupation includes these workers, related excluded classifications are included in our comparisons.

- 01** Professional, Administrative, Financial, and Staff Services
- 03** Professional Educators and Librarians
- 04** Office and Allied
- 11** Engineering and Scientific Technicians
- 14** Printing & Allied
- 15** Allied Services
- 17** Registered Nurses
- 20** Medical and Social Services
- 21** Educational Consultants and Library

Bargaining Unit 1

Bargaining Unit 1 is made up of employees performing administrative, fiscal, analytical, and information technology functions. Nine occupations were selected for this report. The nine occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 1

- Management Analysts
- Computer Systems Analysts
- Accountants and Auditors
- Tax Examiners & Collectors, & Revenue Agents
- Eligibility Interviewers, Government Programs
- Payroll and Timekeeping Clerks
- Claims Adjusters, Examiners, and Investigators
- Compensation Specialists
- Urban and Regional Planners

Top 10 Departments with Bargaining Unit 1 Employees

Department	Count of Employees*
Employment Development Department	6,146
California Department of Corrections and Rehabilitation**	5,950
Franchise Tax Board	4,406
California Department of Transportation	4,319
State Compensation Insurance Fund	3,185
California Department of Tax and Fee Administration	3,132
California Department of Health Services	2,688
California Public Employees' Retirement System	2,424
California Department of Social Services	2,358
Department of Motor Vehicles	2,268

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

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

KEY STATISTICS FOR UNIT*

65,319
Full-Time Employees

761
State Classifications

97
Occupations

KEY STATISTICS IN REPORT*

48,551
Full-Time Employees

74.3%
of Unit 1
Full-Time Employees

249
Unit 1
Classifications

9
Unit 1
Occupations

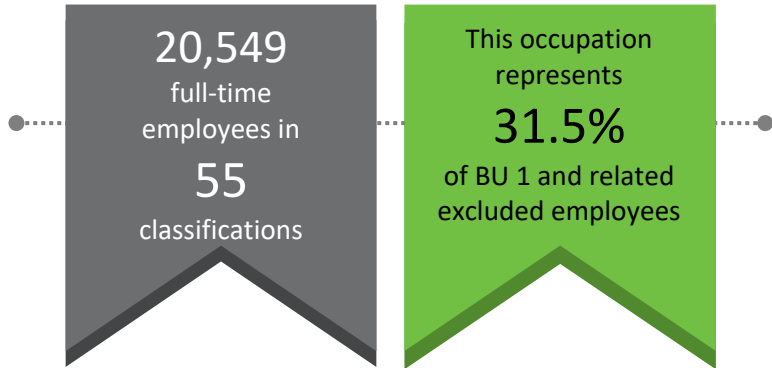
*Includes rank-and-file and related excluded employees as of March 2018.

Management Analysts

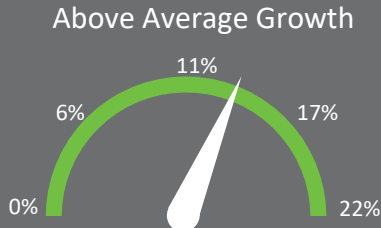
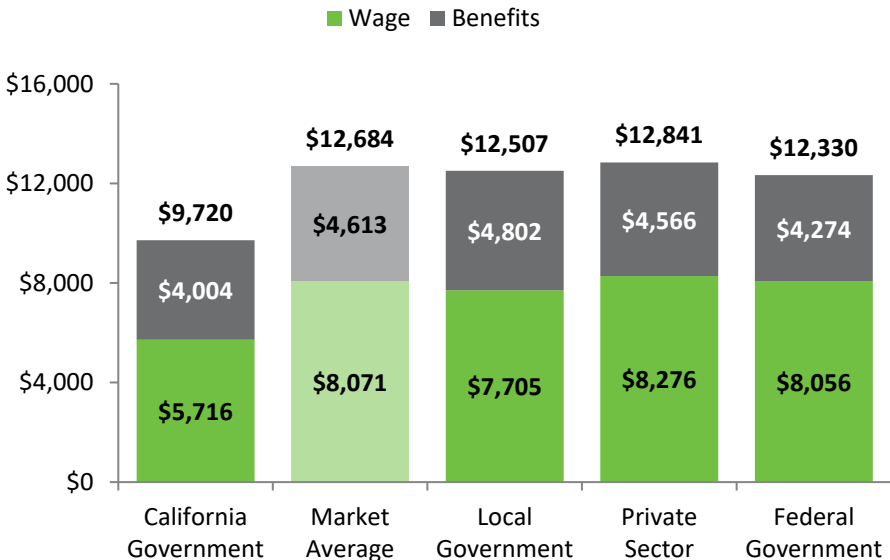
SOC Code: 13-1111

Federal Government Definition: Employees in the occupation conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Management Analyst Occupation



13.2%

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

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

Market Average
-30.5%

Local Government
-28.7%

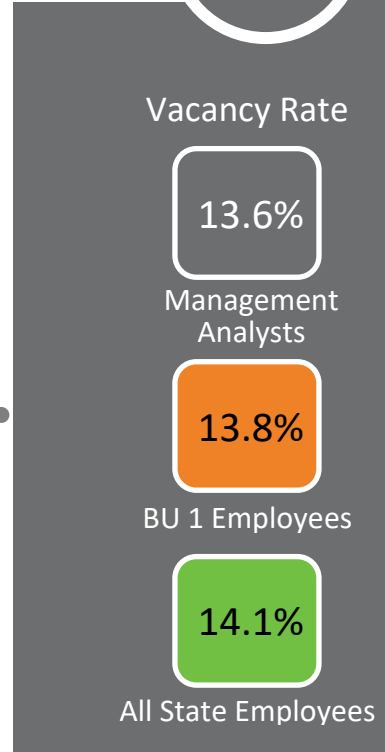
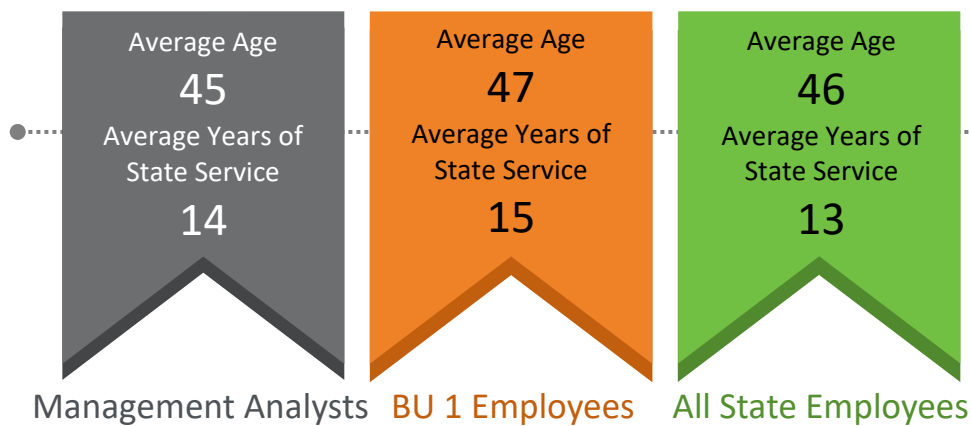
Private Sector
-32.1%

Federal Government
-26.9%

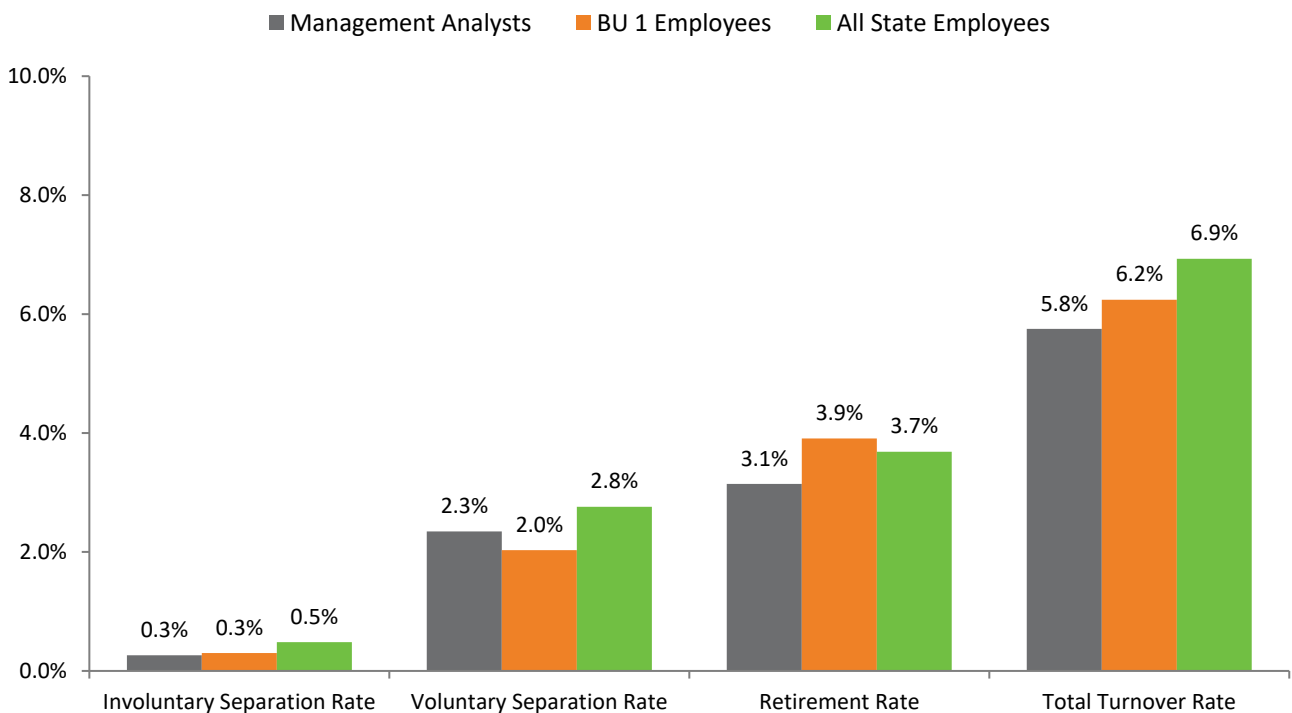
The Market Average is a weighted average for all three employer groups.

Management Analysts

The following displays the average 2018 state employee workforce data for Management Analysts, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

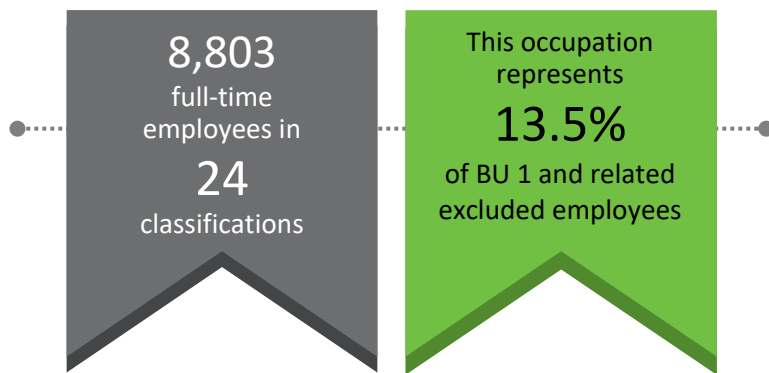
01

Computer Systems Analysts

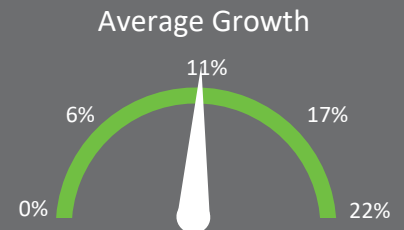
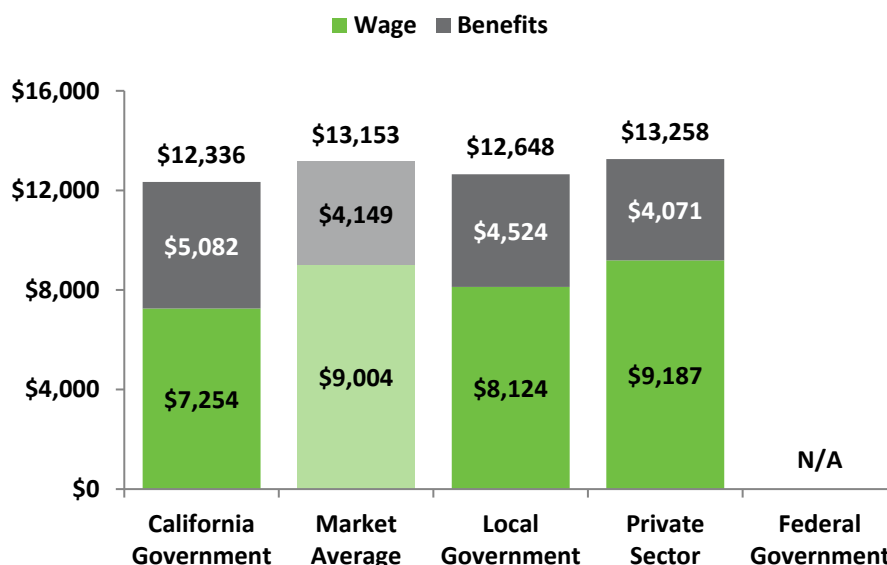
SOC Code: 15-1121

Federal Government Definition: Employees in the occupation analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.

The State Employees:



Statewide Monthly Median Total Compensation Comparison for the Computer Systems Analysts Occupation



11.9%

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

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

Market Average

-6.6%

Local Government

-2.5%

Private Sector

-7.5%

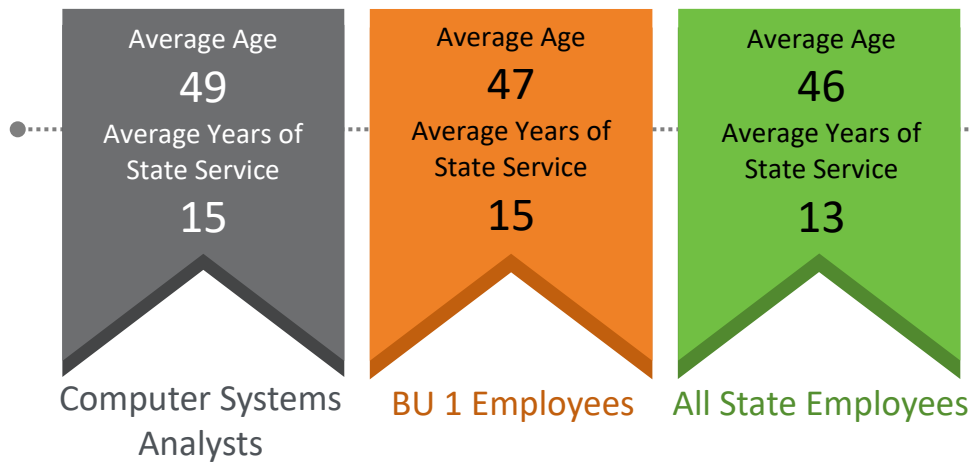
Federal Government

N/A

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

Computer Systems Analysts

The following displays the average 2018 state employee workforce data for Computer Systems Analysts, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

14.0%

Computer Systems Analysts

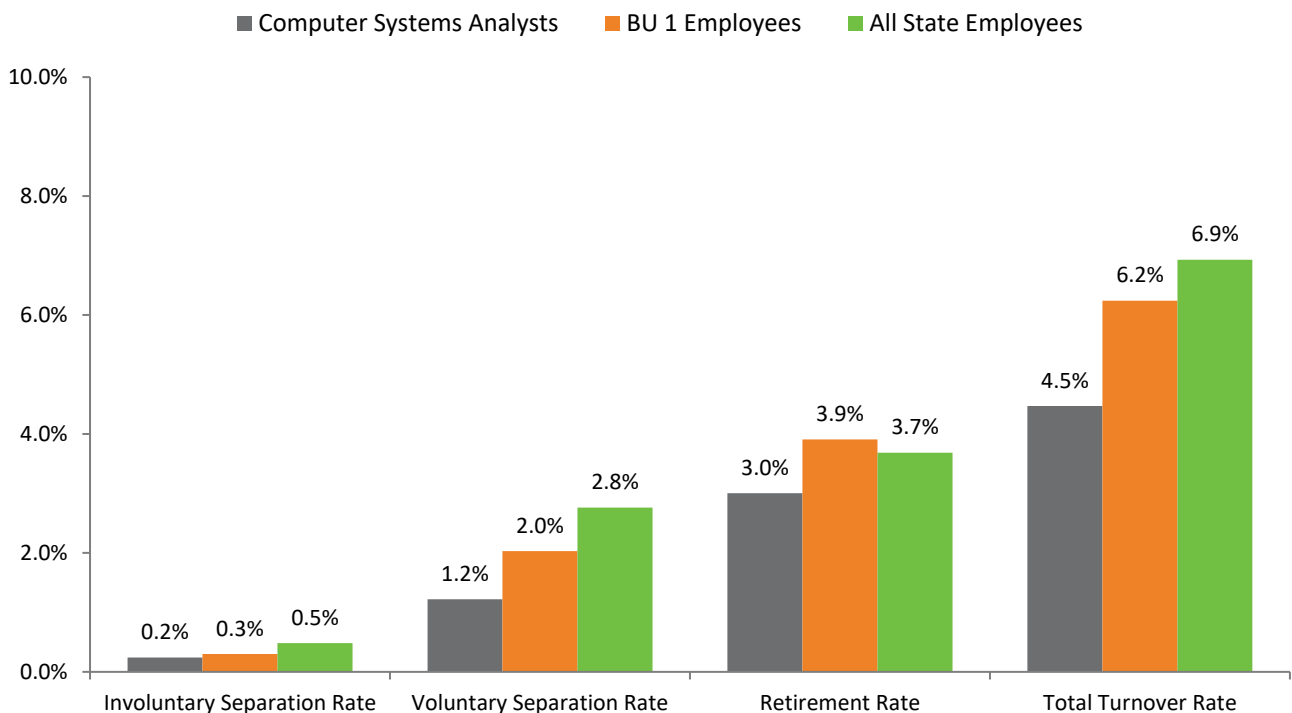
13.8%

BU 1 Employees

14.1%

All State Employees

2018 Turnover Rate



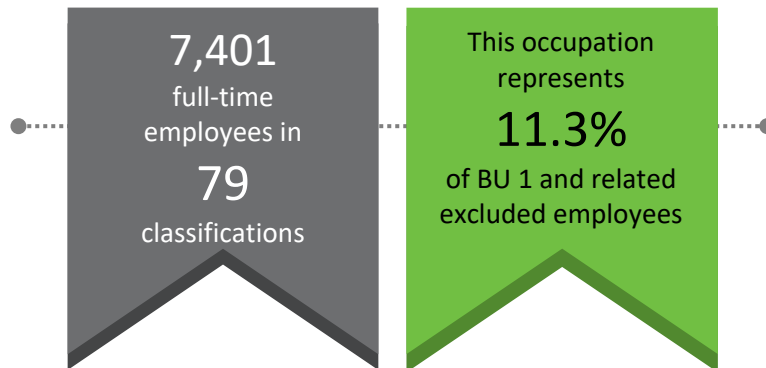
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Accountants and Auditors

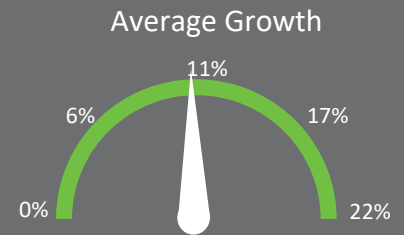
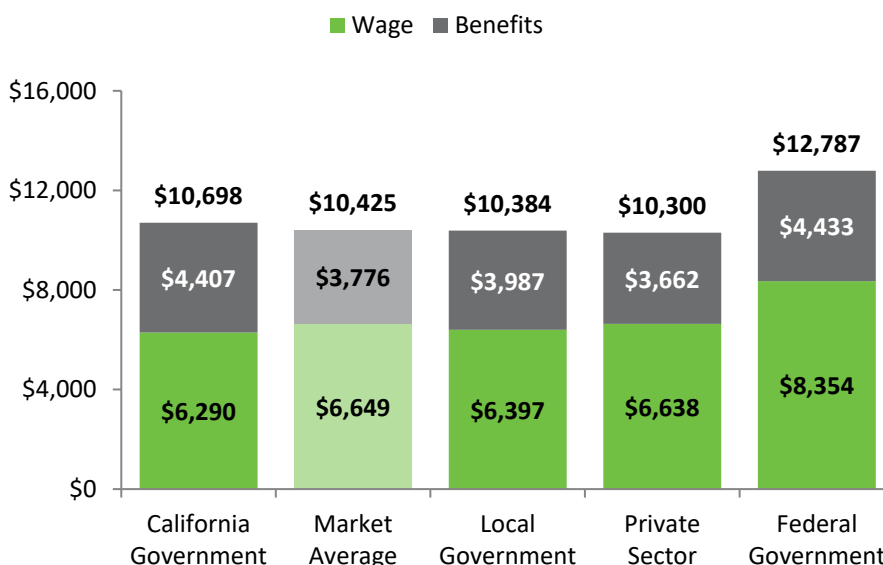
SOC Code: 13-2011

Federal Government Definition: Employees in the occupation examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Accountants and Auditors Occupation



10.9%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average

2.5%

Local Government

2.9%

Private Sector

3.7%

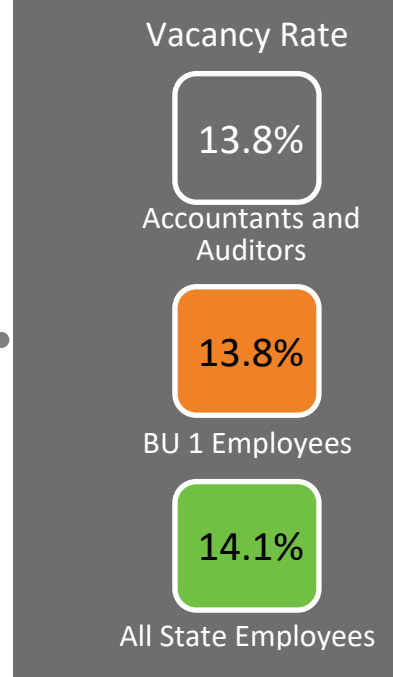
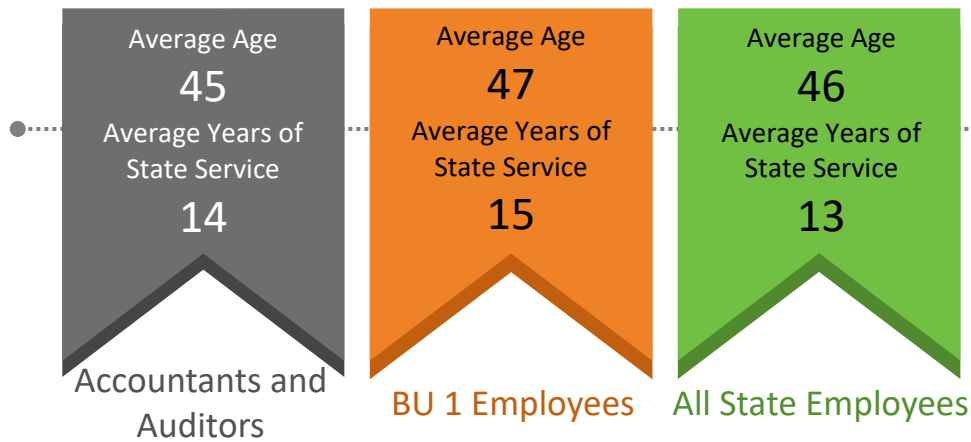
Federal Government

-19.5%

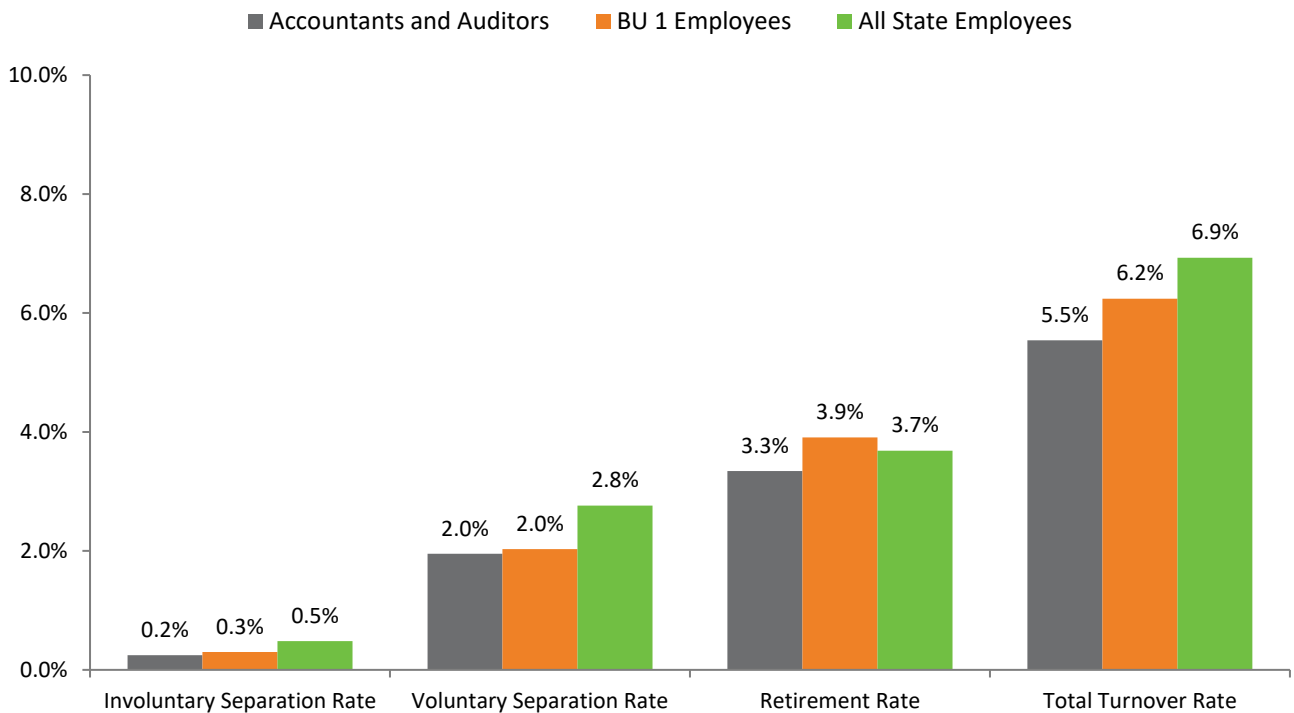
The Market Average is a weighted average for all three employer groups.

Accountants and Auditors

The following displays the average 2018 state employee workforce data for Accountants and Auditors, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

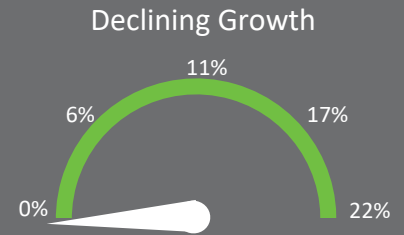
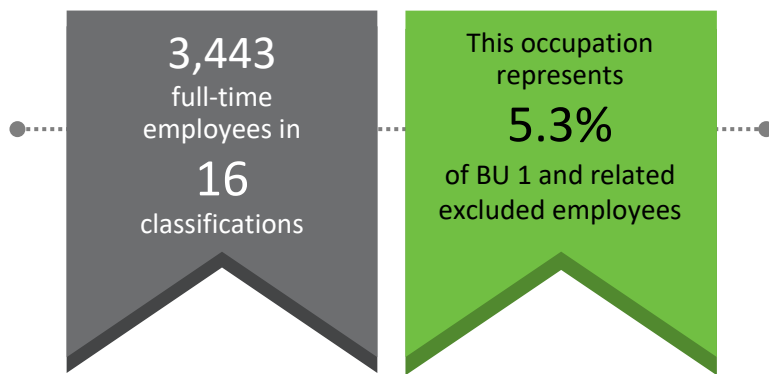
01

Tax Examiners & Collectors, & Revenue Agents

SOC Code: 13-2081

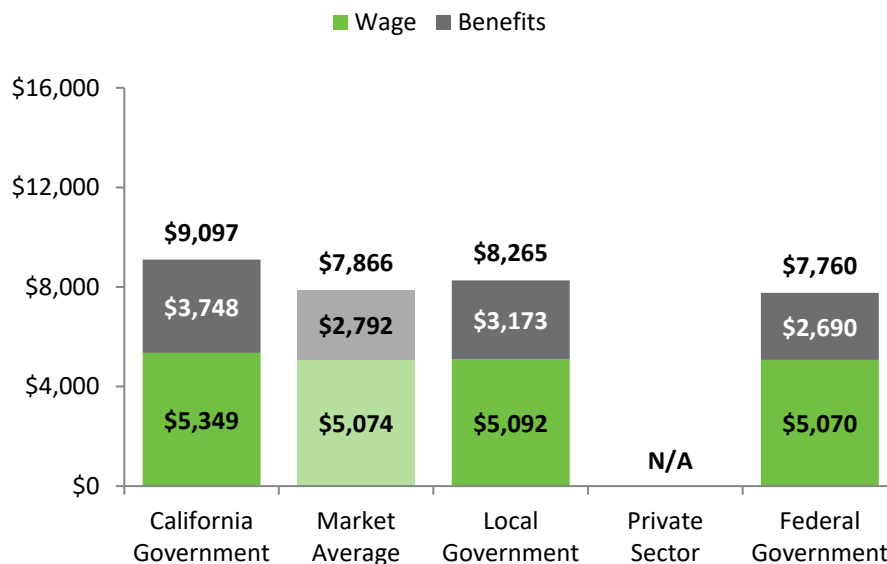
Federal Government Definition: Employees in the occupation determine tax liability or collect taxes from individuals or business firms according to prescribed laws and regulations.

The State Employs:



-1.1%
Projected Growth for Occupation in California by 2026 according to the EDD

Statewide Monthly Median Total Compensation Comparison for the Tax Examiners & Collectors, & Revenue Agents Occupation



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

Market Average
13.5%

Local Government

9.1%

Private Sector

N/A

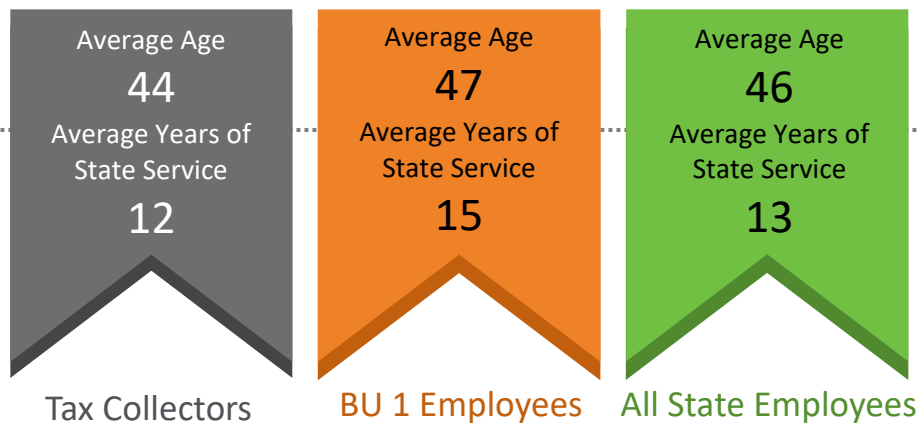
Federal Government

14.7%

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

Tax Examiners & Collectors, & Revenue Agents

The following displays the average 2018 state employee workforce data for Tax Examiners & Collectors, & Revenue Agents, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

9.8%

Tax Collectors

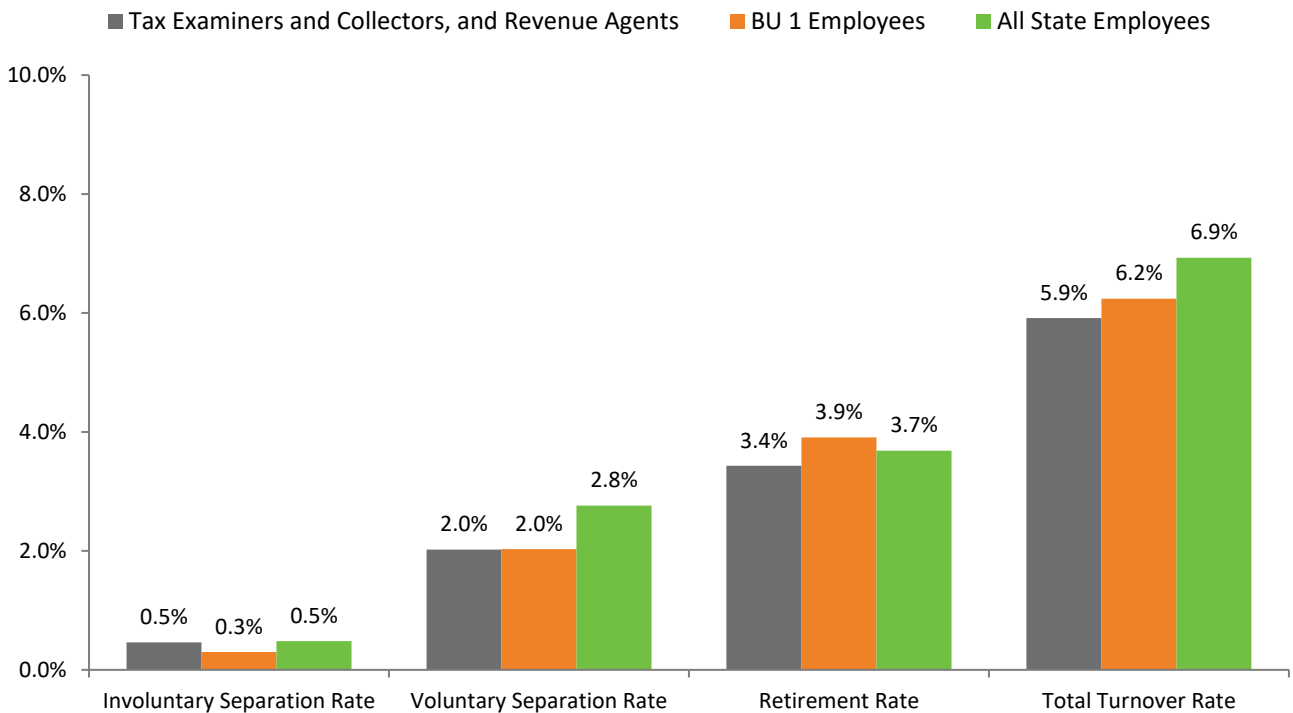
13.8%

BU 1 Employees

14.1%

All State Employees

2018 Turnover Rate



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

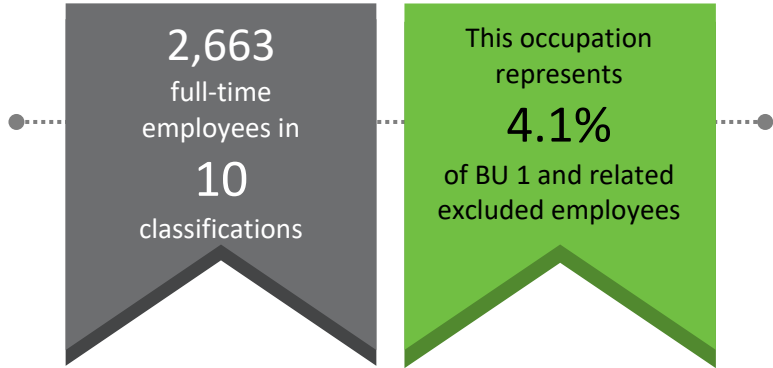
01

Eligibility Interviewers, Government Programs

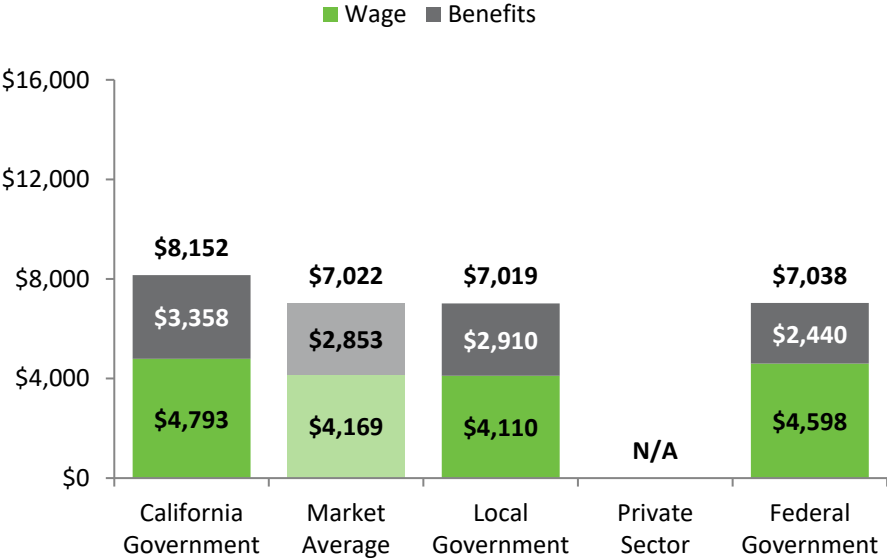
SOC Code: 43-4061

Federal Government Definition: Employees in the occupation determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.

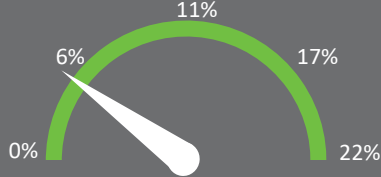
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Eligibility Interviewers Occupation



Below Average Growth



5.1%

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

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

Market Average
13.9%

Local Government

13.9%

Private Sector

N/A

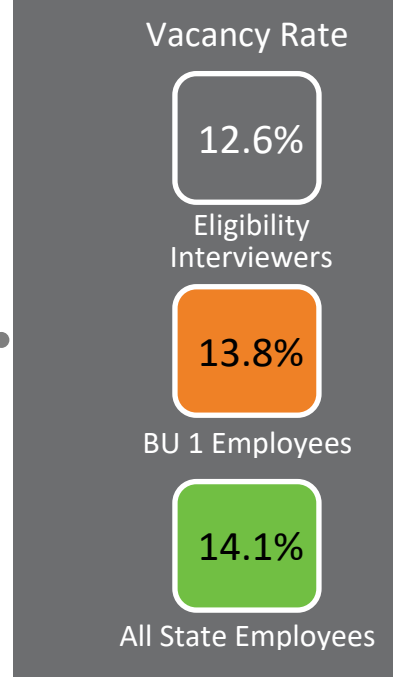
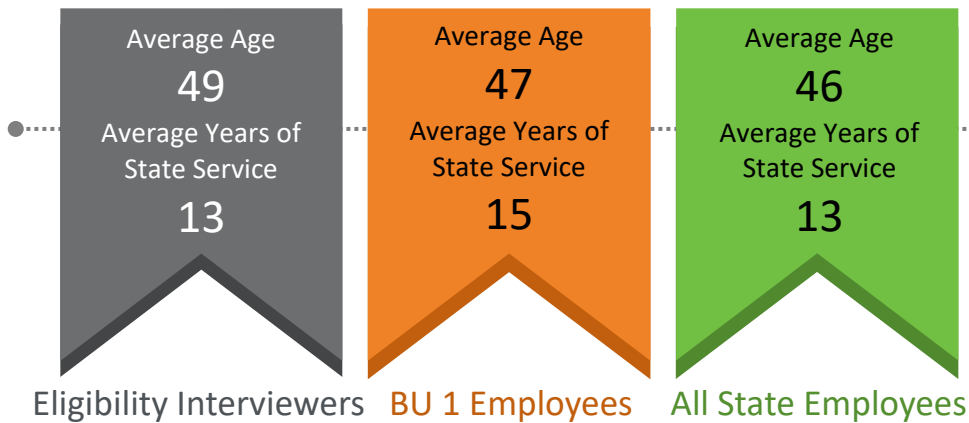
Federal Government

13.7%

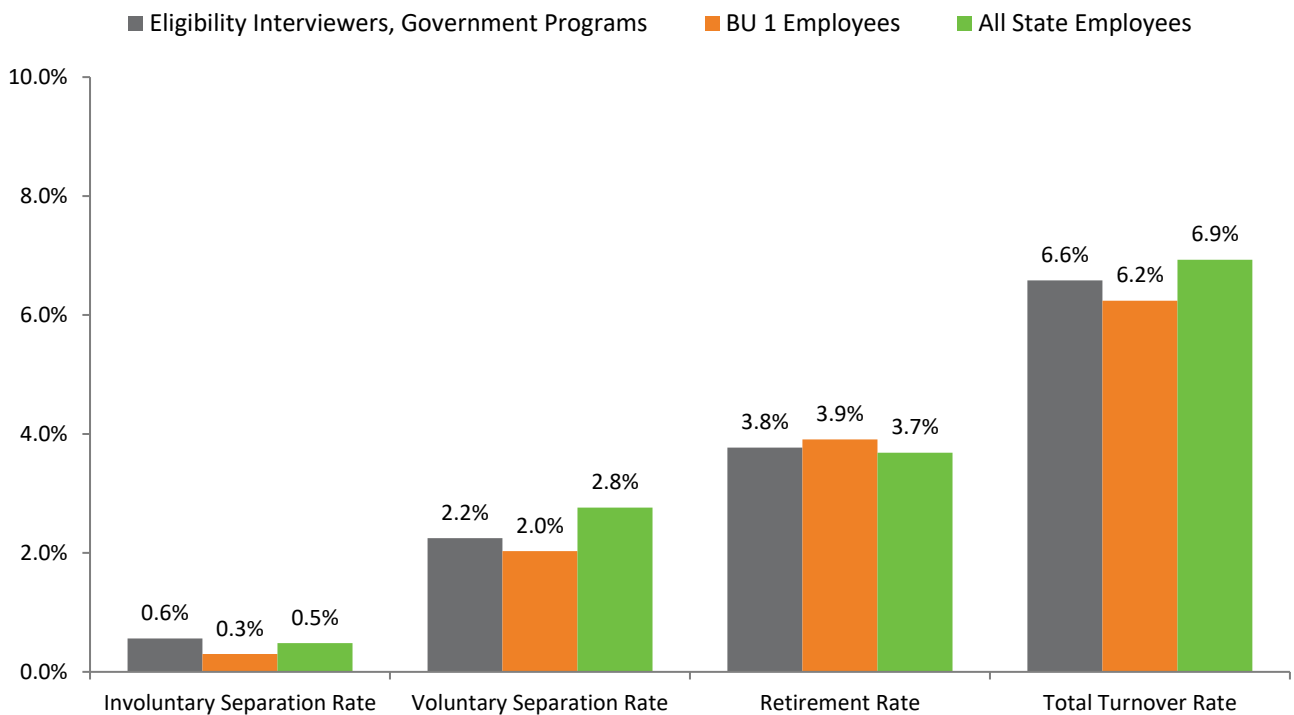
The Market Average is a weighted average for all three employer groups.

Eligibility Interviewers, Government Programs

The following displays the average 2018 state employee workforce data for Eligibility Interviewers, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



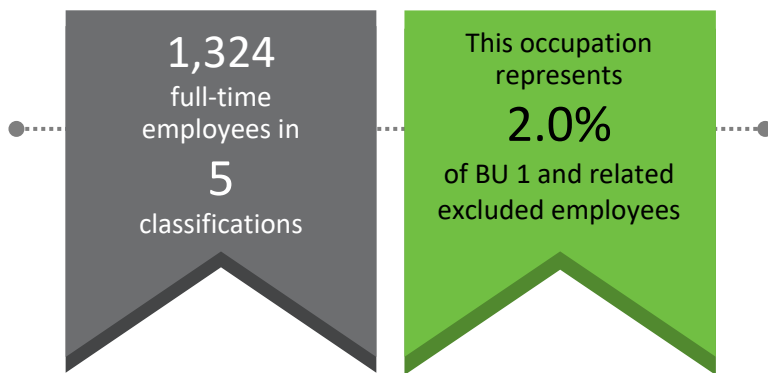
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Payroll and Timekeeping Clerks

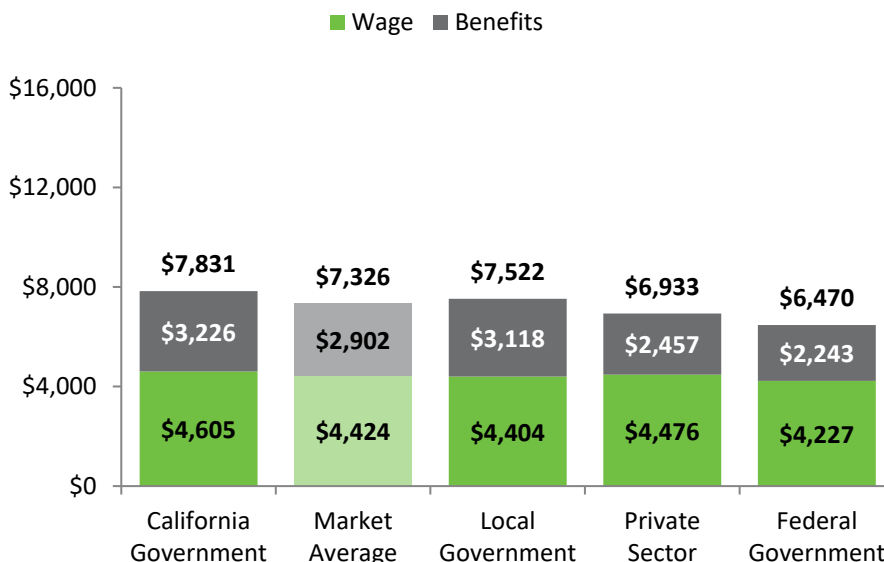
SOC Code: 43-3051

Federal Government Definition: Employees in the occupation compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.

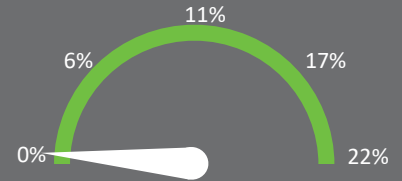
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Payroll and Timekeeping Clerks Occupation



Below Average Growth



1.1%

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

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

Market Average

6.5%

Local Government

4.0%

Private Sector

11.5%

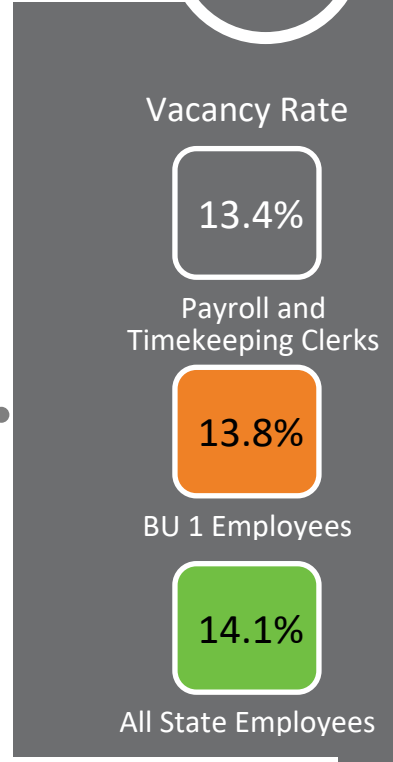
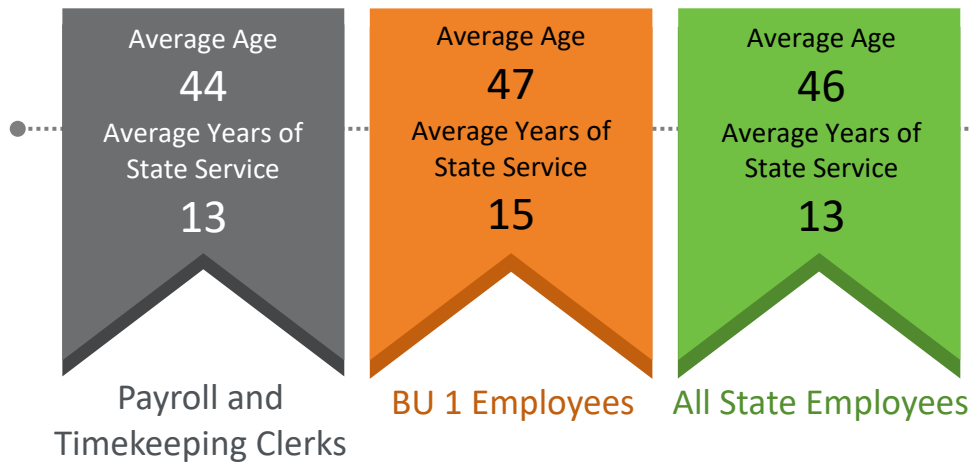
Federal Government

17.4%

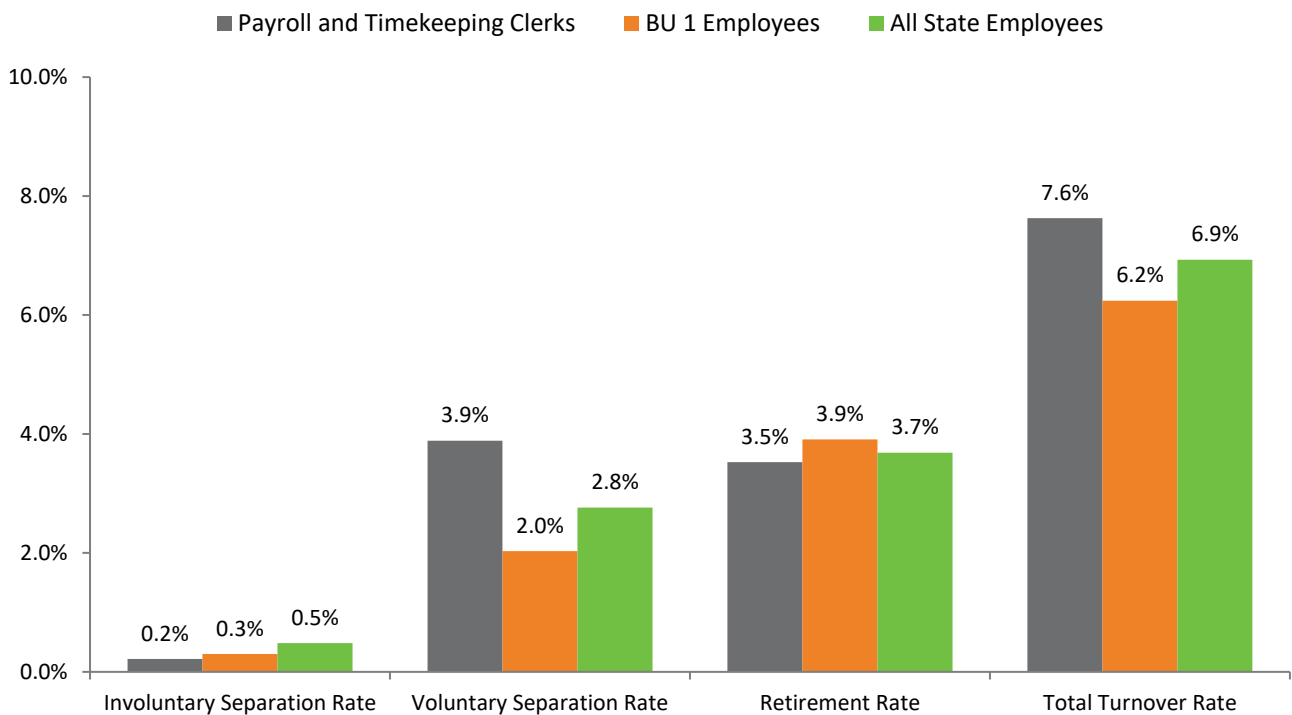
The Market Average is a weighted average for all three employer groups.

Payroll and Timekeeping Clerks

The following displays the average 2018 state employee workforce data for Payroll and Timekeeping Clerks, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



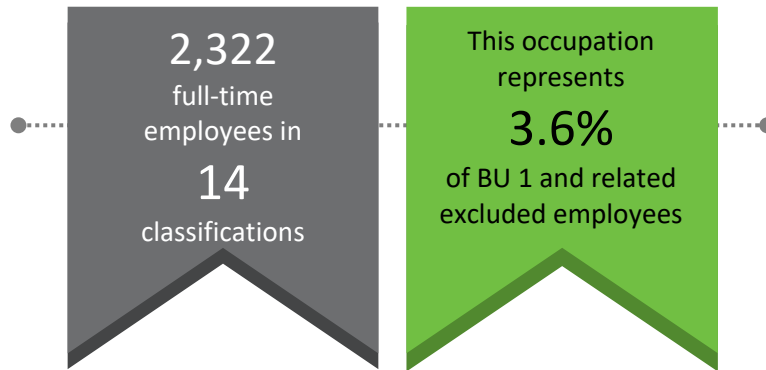
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Claims Adjusters, Examiners, and Investigators

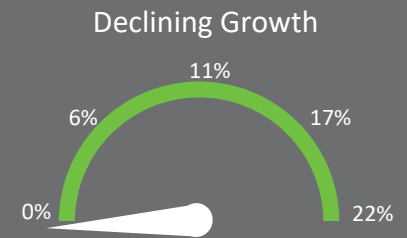
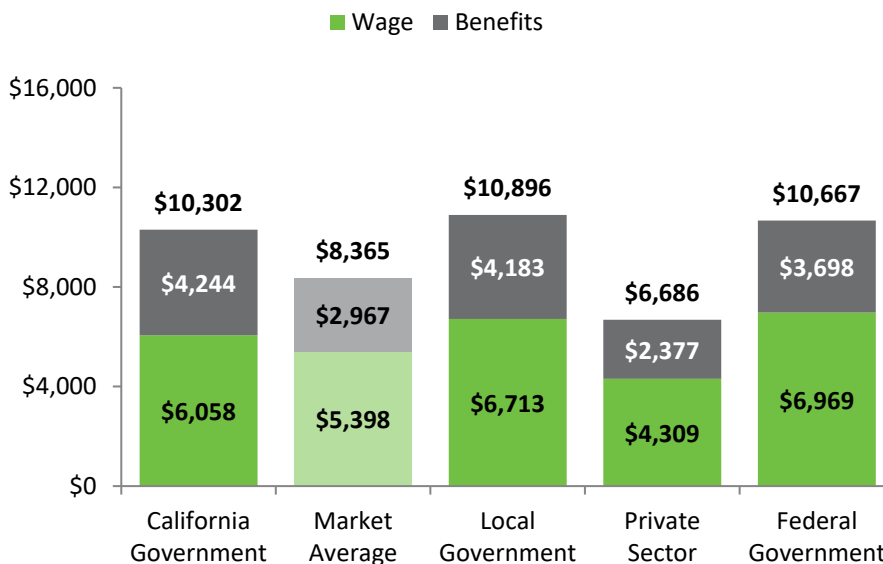
SOC Code: 13-1031

Federal Government Definition: Employees in the occupation review settled claims to determine that payments and settlements are made in accordance with company practices and procedures. Confer with legal counsel on claims requiring litigation. May also settle insurance claims.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Claims Adjusters, Examiners, and Investigators Occupation



-2.1%

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

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

Market Average

18.8%

Local Government

-5.8%

Private Sector

35.1%

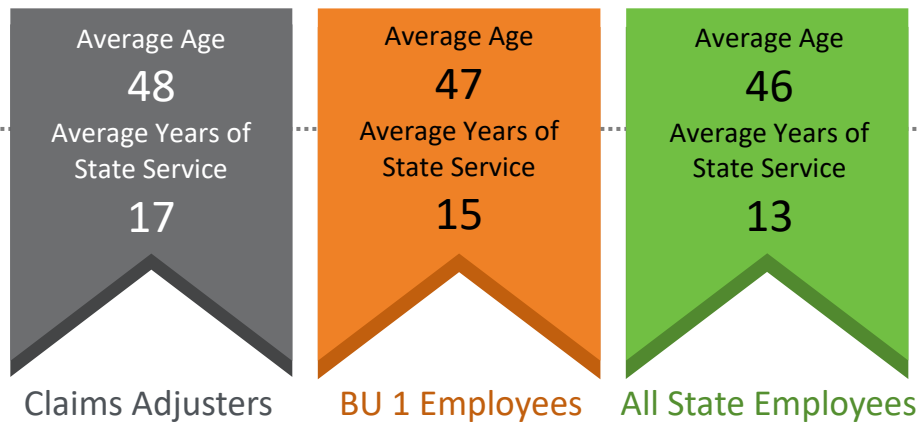
Federal Government

-3.5%

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

Claims Adjusters, Examiners, and Investigators

The following displays the average 2018 state employee workforce data for Claims Adjusters, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

9.8%

Claims Adjusters

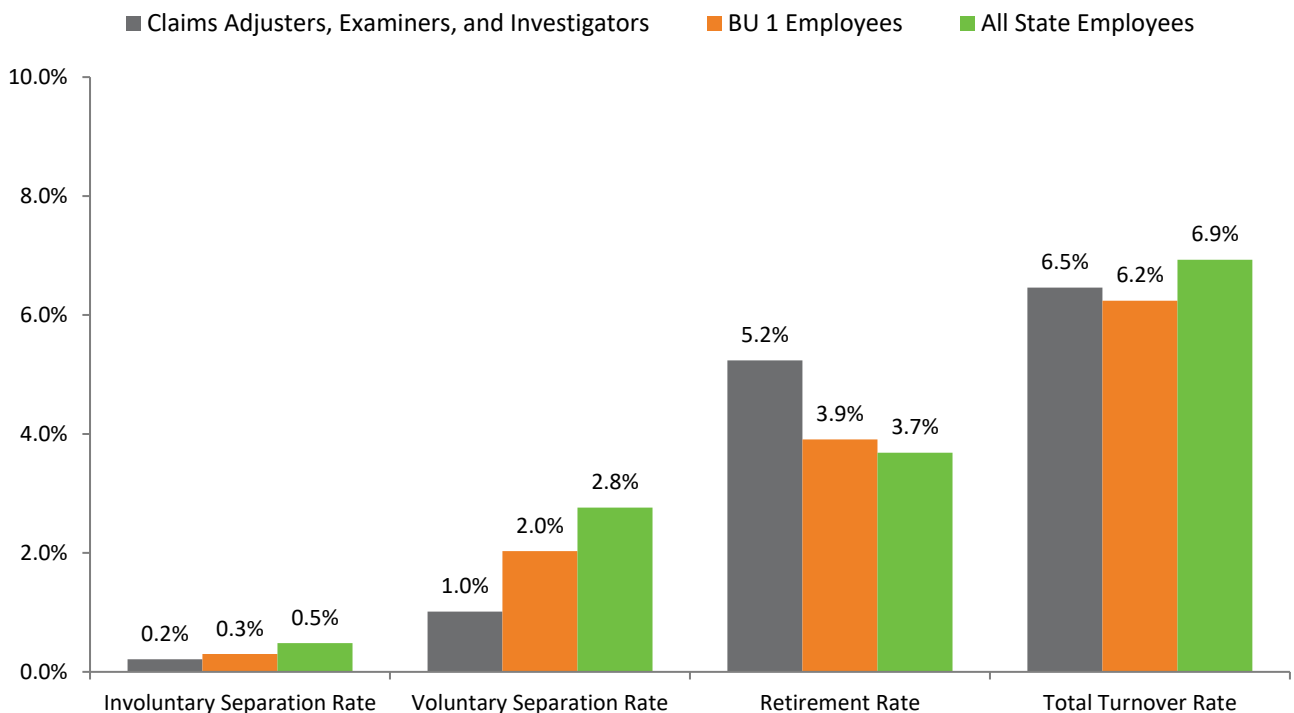
13.8%

BU 1 Employees

14.1%

All State Employees

2018 Turnover Rate



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

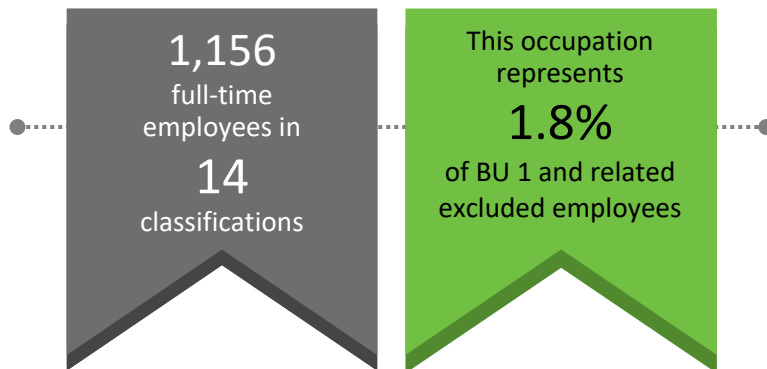
01

Compensation Specialists

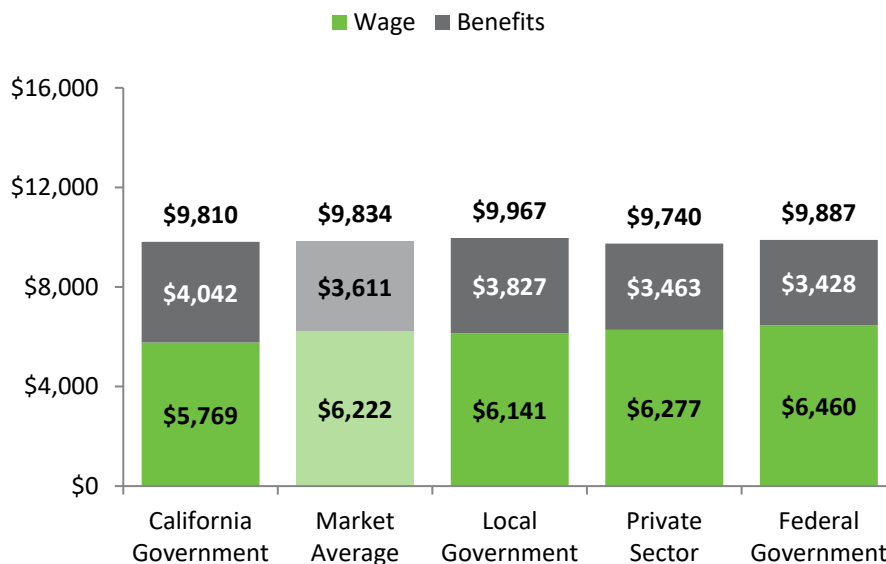
SOC Code: 13-1141

Federal Government Definition: Employees in the occupation conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.

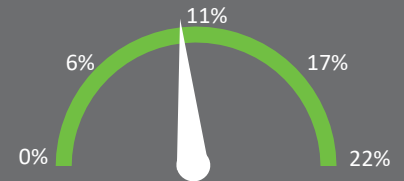
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Compensation Specialists Occupation



Below Average Growth



10.3%

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

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

Market Average

-0.2%

Local Government

-1.6%

Private Sector

0.7%

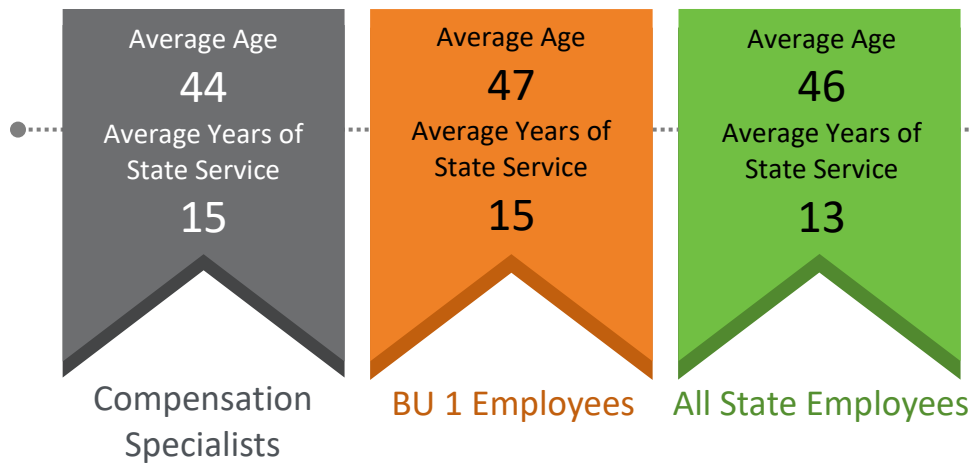
Federal Government

-0.8%

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

Compensation Specialists

The following displays the average 2018 state employee workforce data for Compensation Specialists, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

14.5%

Compensation Specialists

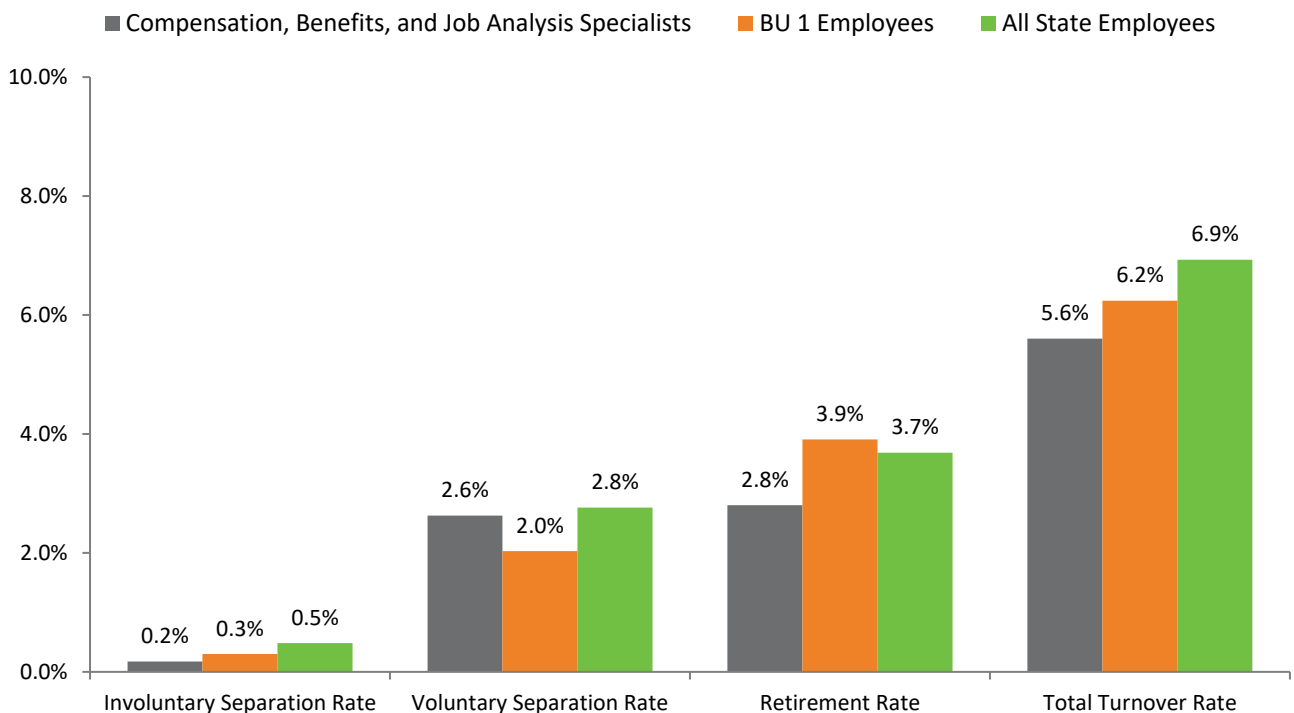
13.8%

BU 1 Employees

14.1%

All State Employees

2018 Turnover Rate



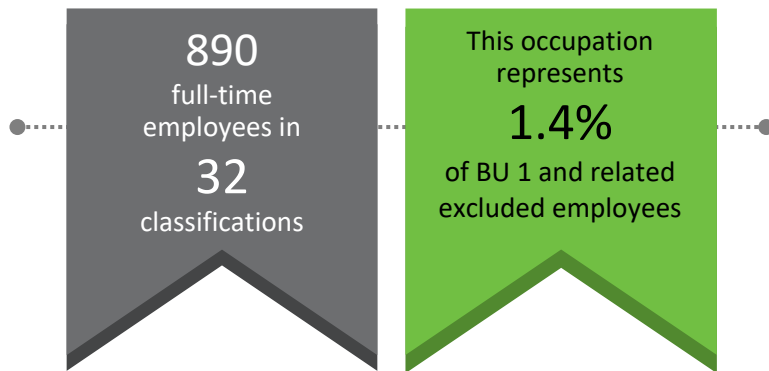
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Urban and Regional Planners

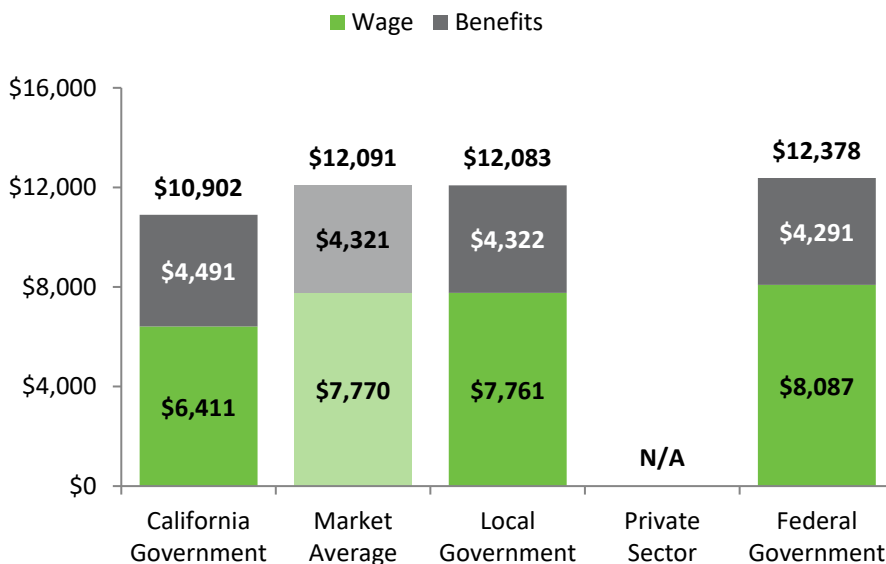
SOC Code: 19-3051

Federal Government Definition: Employees in the occupation develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Urban and Regional Planners Occupation



Above Average Growth



13.4%

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

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

Market Average

-10.9%

Local Government

-10.8%

Private Sector

N/A

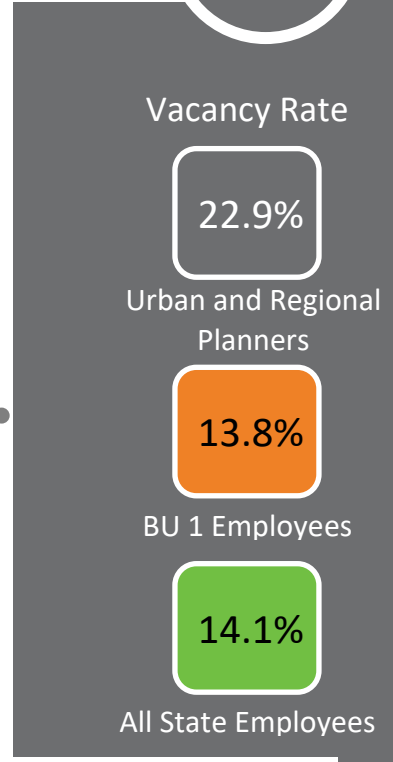
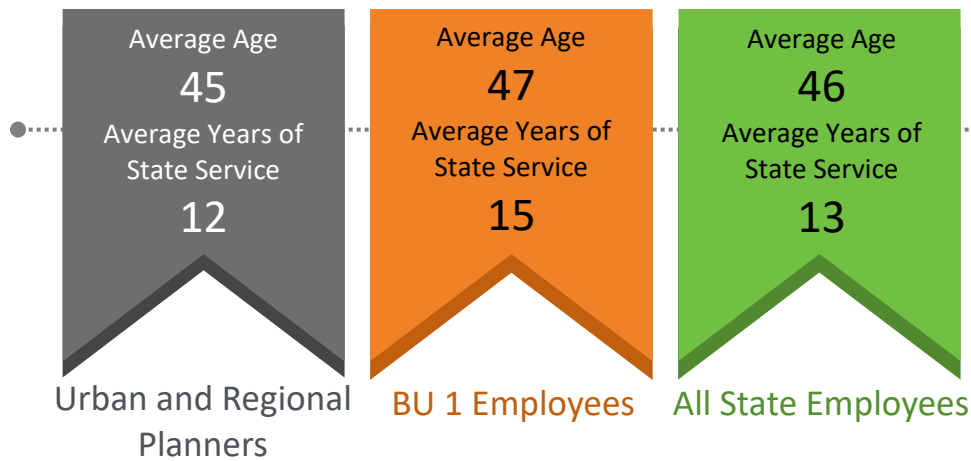
Federal Government

-13.5%

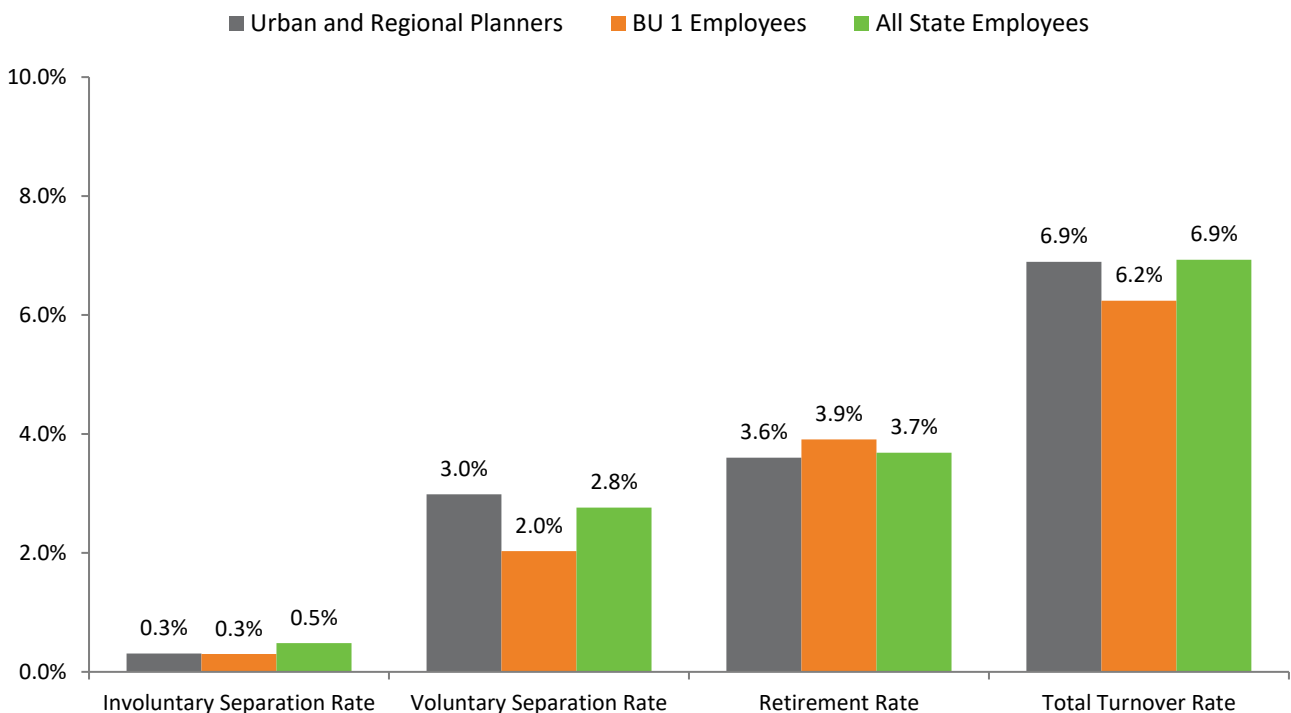
The Market Average is a weighted average for all three employer groups.

Urban and Regional Planners

The following displays the average 2018 state employee workforce data for Urban and Regional Planners, Bargaining Unit 1 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

Bargaining Unit 3

Bargaining Unit 3 is made up of employees providing educational services in departments within institutional work settings. Two occupations were selected for this report. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 3

- Adult Basic & Secondary Education & Literacy Teachers & Instructors (rank-and-file only)
- Vocational Education Teachers, Postsecondary

Departments with Bargaining Unit 3 Employees

Department	Count of Employees*
California Department of Corrections and Rehabilitation**	1,264
Department of Education	366
Department of Developmental Services	33
Department of State Hospitals	21
Department of Rehabilitation	9
Military Department	8
Department of Veterans Affairs	1

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

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

KEY STATISTICS FOR UNIT*

1,702

Full-Time Employees

79

State Classifications

11

Occupations

KEY STATISTICS IN REPORT*

1,099

Full-Time Employees

64.6%

of Unit 3
Full-Time Employees

44

Unit 3
Classifications

2

Unit 3
Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

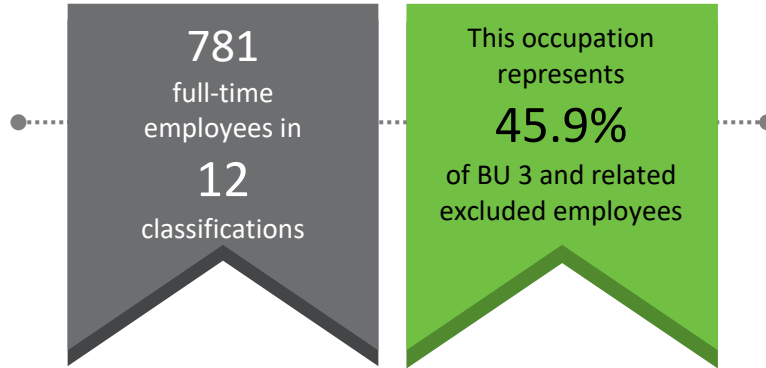
03

Adult Basic & Secondary Education & Literacy Teachers & Instructors

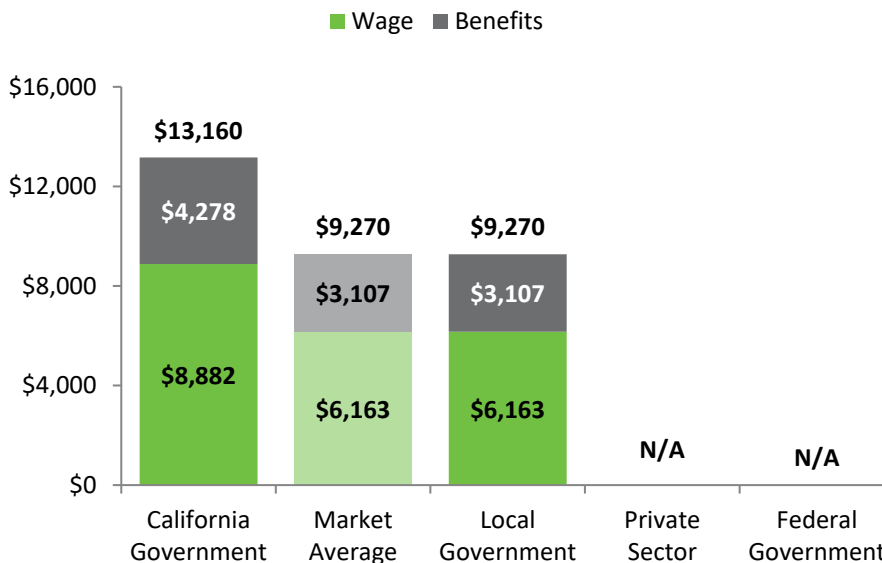
SOC Code: 25-3011

Federal Government Definition: Employees in the occupation teach or instruct out-of-school youths and adults in remedial education classes, preparatory classes for the General Educational Development test, literacy, or English as a Second Language. Teaching may or may not take place in a traditional educational institution.

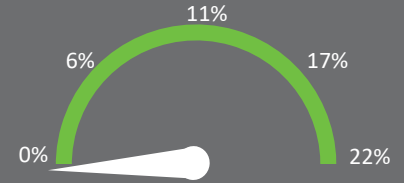
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Adult Education Teachers & Instructors Occupation



Declining Growth



-5.8%

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

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

Market Average

29.6%

Local Government

29.6%

Private Sector

N/A

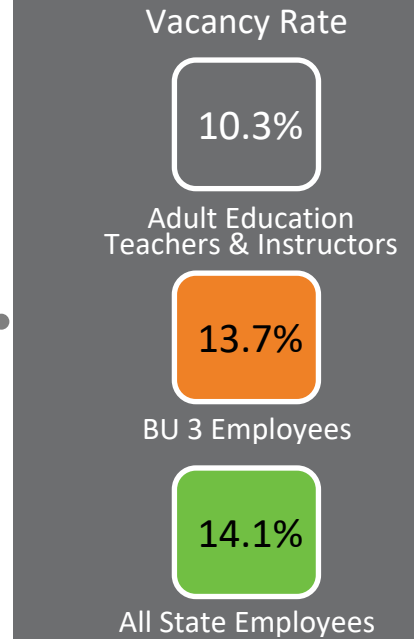
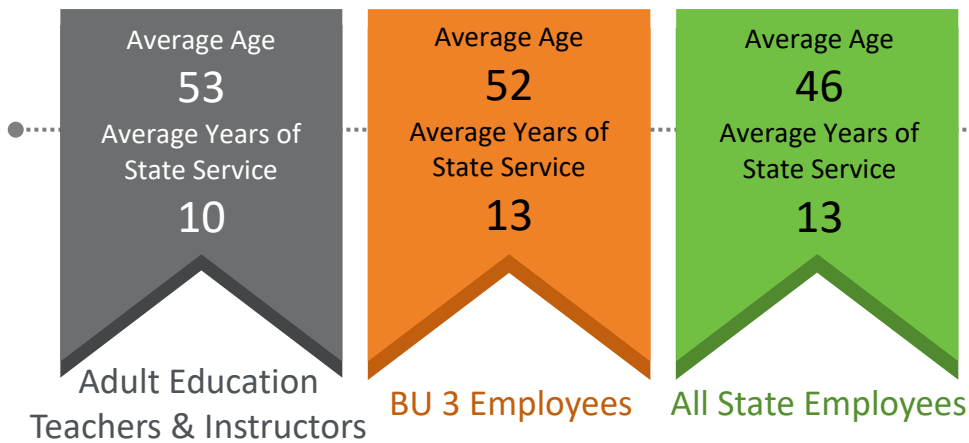
Federal Government

N/A

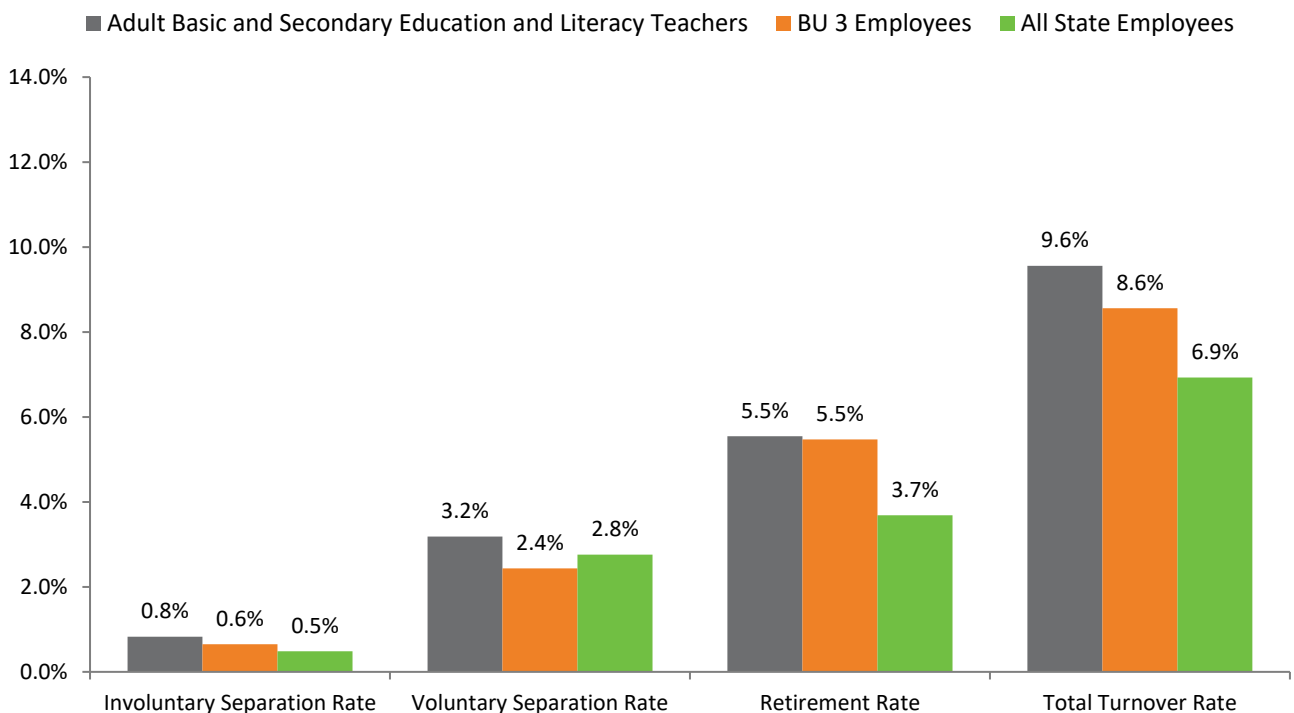
The Market Average is a weighted average for all three employer groups.

Adult Basic & Secondary Education & Literacy Teachers & Instructors

The following displays the average 2018 state employee workforce data for Adult Education Teachers & Instructors, Bargaining Unit 3 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



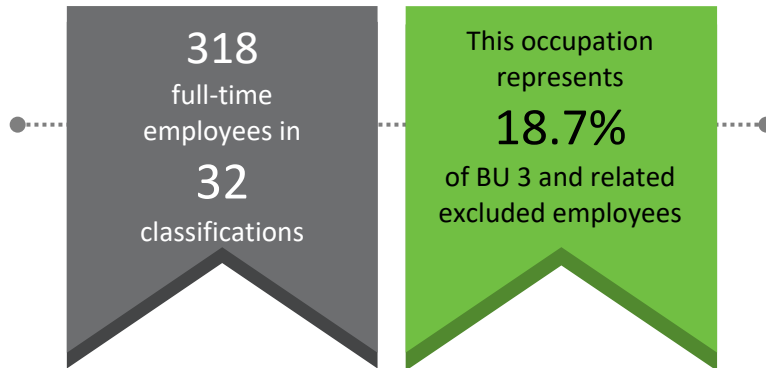
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Vocational Education Teachers, Postsecondary

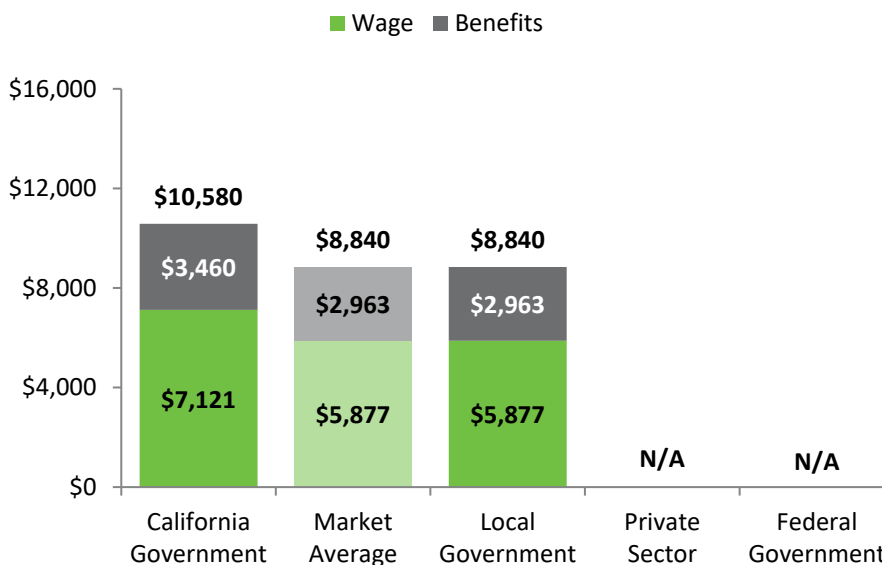
SOC Code: 25-1194

Federal Government Definition: Employees in the occupation teach or instruct vocational or occupational subjects at the postsecondary level (but at less than the baccalaureate) to students who have graduated or left high school.

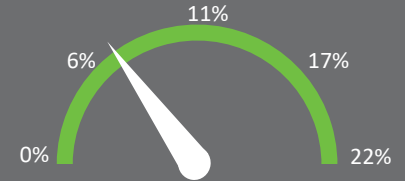
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Vocational Education Teachers, Postsecondary Occupation



Below Average Growth



7.8%

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

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

Market Average
16.4%

Local Government

16.4%

Private Sector

N/A

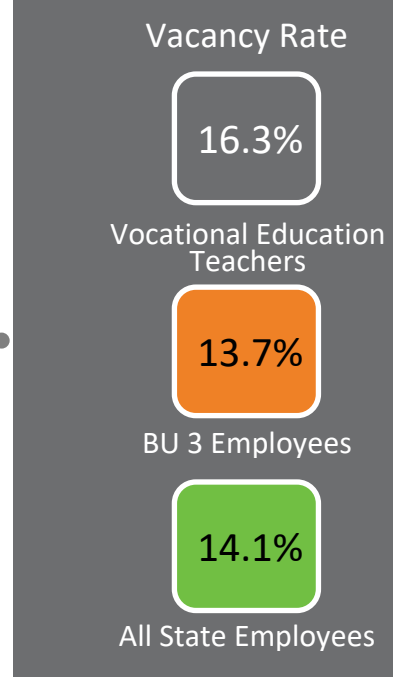
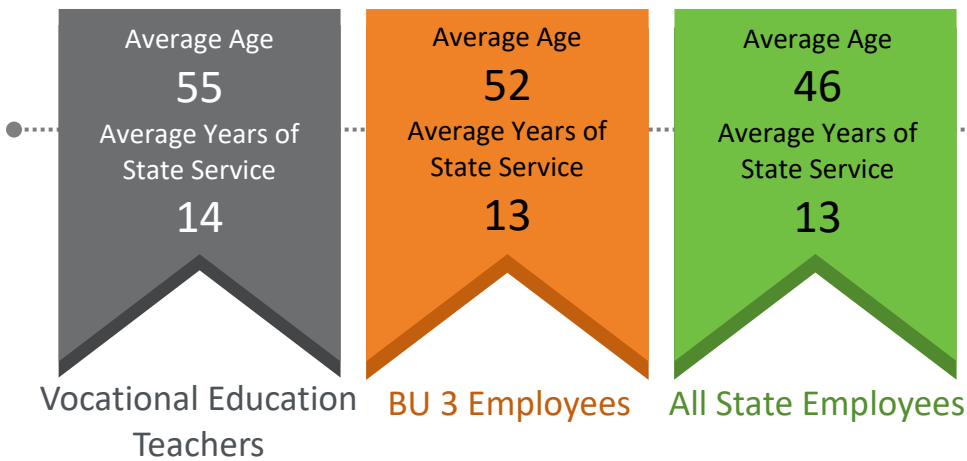
Federal Government

N/A

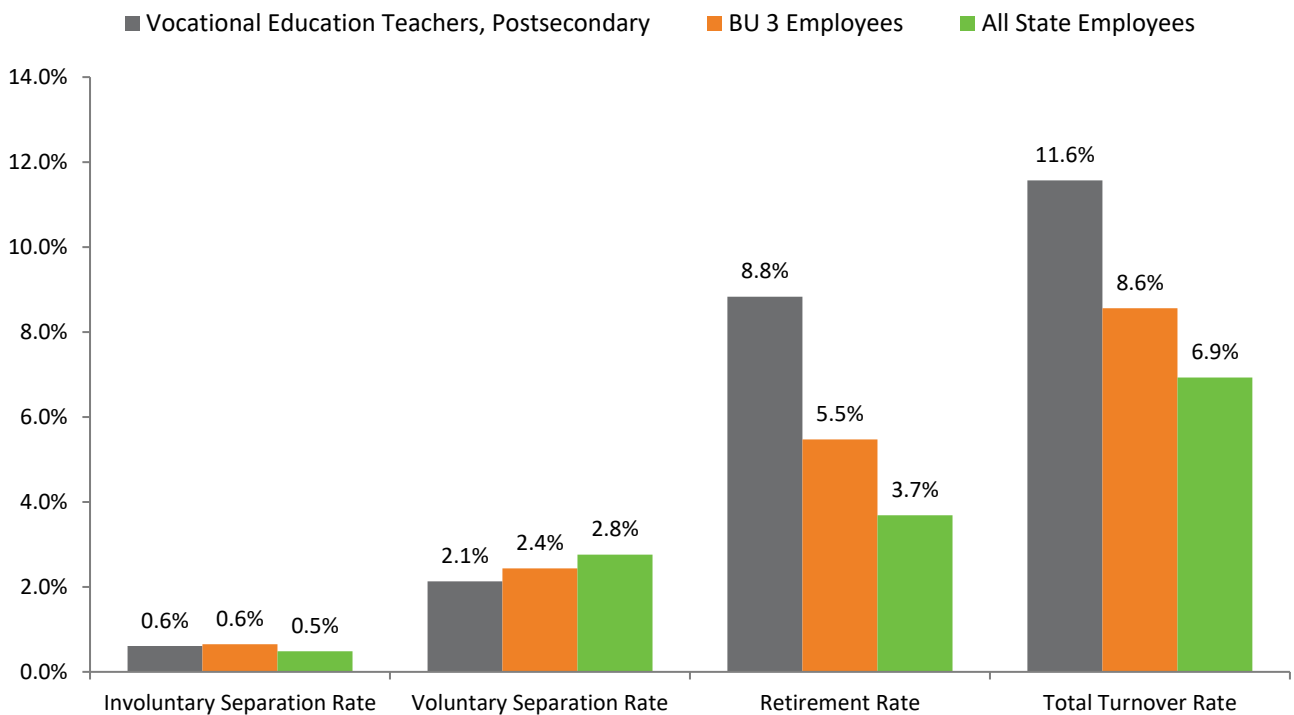
The Market Average is a weighted average for all three employer groups.

Vocational Education Teachers, Postsecondary

The following displays the average 2018 state employee workforce data for Vocational Education Teachers, Postsecondary, Bargaining Unit 3 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

Bargaining Unit 4

Bargaining Unit 4 is made up of employees providing vital support to the primary professional, technical, or administrative objectives of each state department or agency. Five occupations were selected for this report. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 4

- Office Clerks, General (rank-and-file only)
- Court, Municipal, and license Clerks (rank-and-file only)
- Legal Secretaries (rank-and-file only)
- Bookkeeping, Accounting, and Auditing Clerks (rank-and-file only)
- Medical Records and Health Information Technicians

Top 10 Departments with Bargaining Unit 4 Employees

Department	Count of Employees*
Department of Motor Vehicles	4,444
California Department of Corrections and Rehabilitation**	4,399
Department of Justice	897
Employment Development Department	873
Franchise Tax Board	838
California Department of Tax and Fee Administration	757
California Department of Consumer Affairs	709
California Highway Patrol	686
California Department of Transportation	605
California Health Benefit Exchange	565

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

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

KEY STATISTICS FOR UNIT*

20,838
Full-Time Employees

113
State Classifications

32
Occupations

KEY STATISTICS IN REPORT*

16,867
Full-Time Employees

80.9%
of Unit 4
Full-Time Employees

34
Unit 4
Classifications

5
Unit 4
Occupations

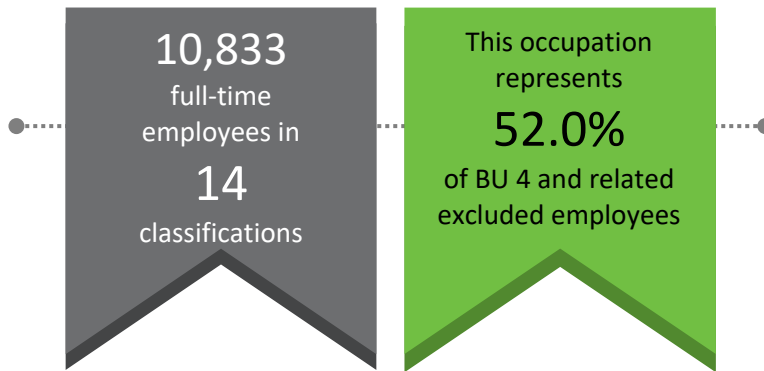
*Includes rank-and-file and related excluded employees as of March 2018.

Office Clerks, General

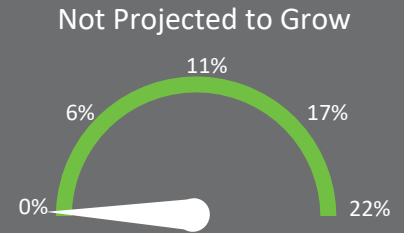
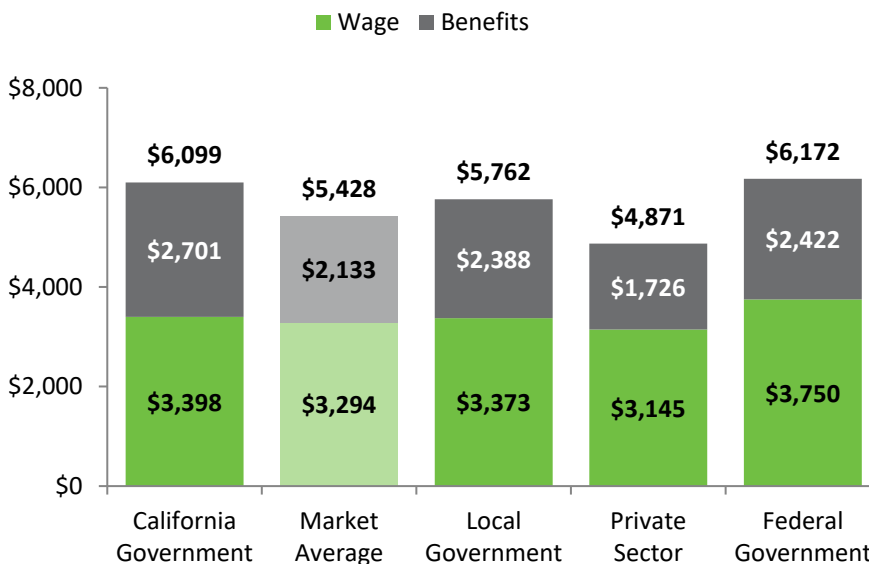
SOC Code: 43-9061

Federal Government Definition: Employees in the occupation perform duties requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Office Clerks, General Occupation



0.0%

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

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

Market Average
11.0%

Local Government

5.5%

Private Sector

20.1%

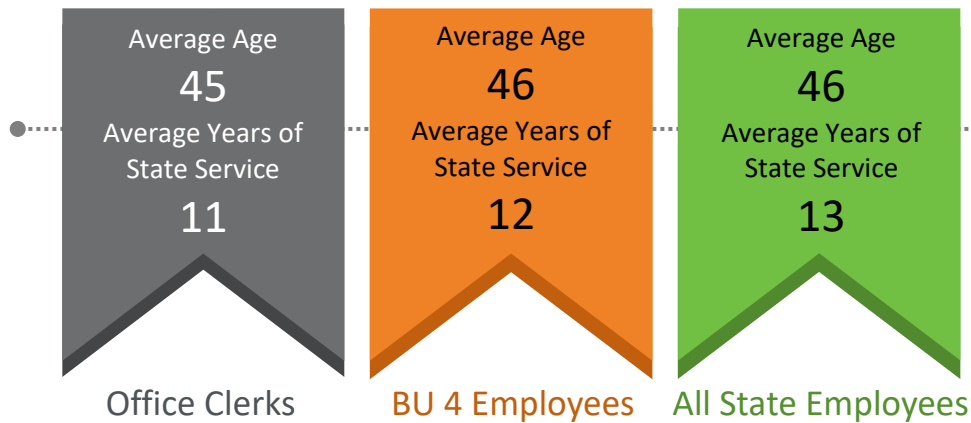
Federal Government

-1.2%

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

Office Clerks, General

The following displays the average 2018 state employee workforce data for Office Clerks, Bargaining Unit 4 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

19.0%

Office Clerks

17.1%

BU 4 Employees

14.1%

All State Employees

2018 Turnover Rate

■ Office Clerks, General ■ BU 4 Employees ■ All State Employees



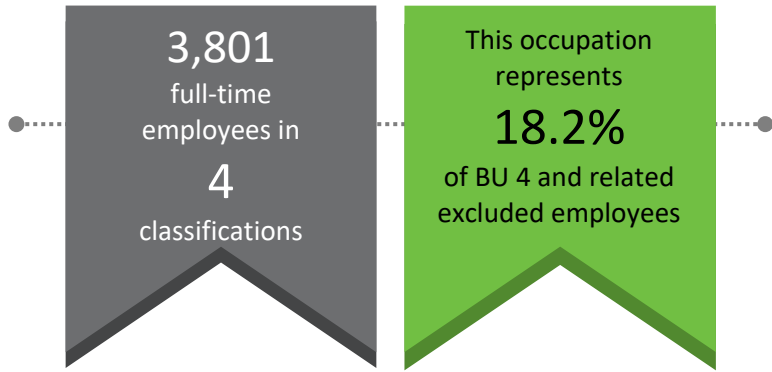
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Court, Municipal, and License Clerks

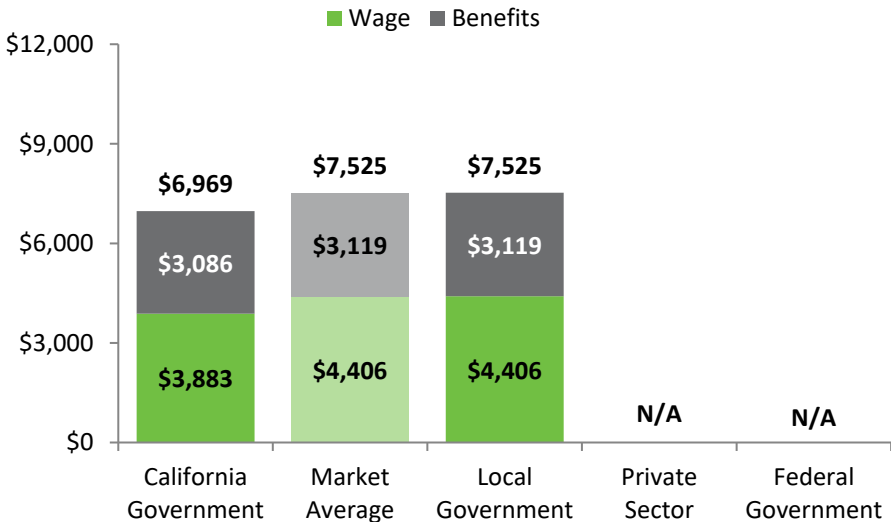
SOC Code: 43-4031

Federal Government Definition: Employees in the occupation perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees.

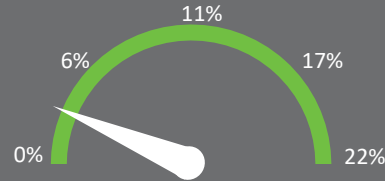
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Court, Municipal, and License Clerks Occupation



Below Average Growth



3.2%

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

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

Market Average
-8.0%

Local Government

-8.0%

Private Sector

N/A

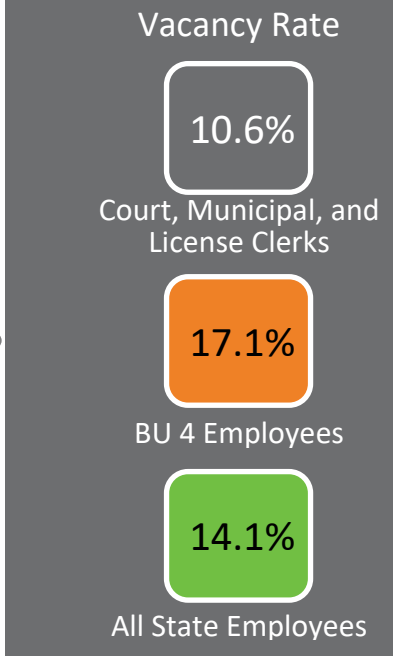
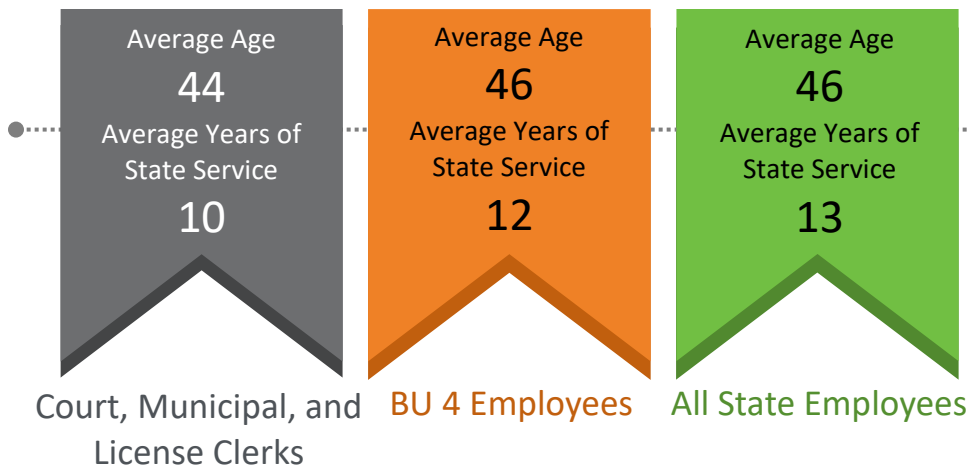
Federal Government

N/A

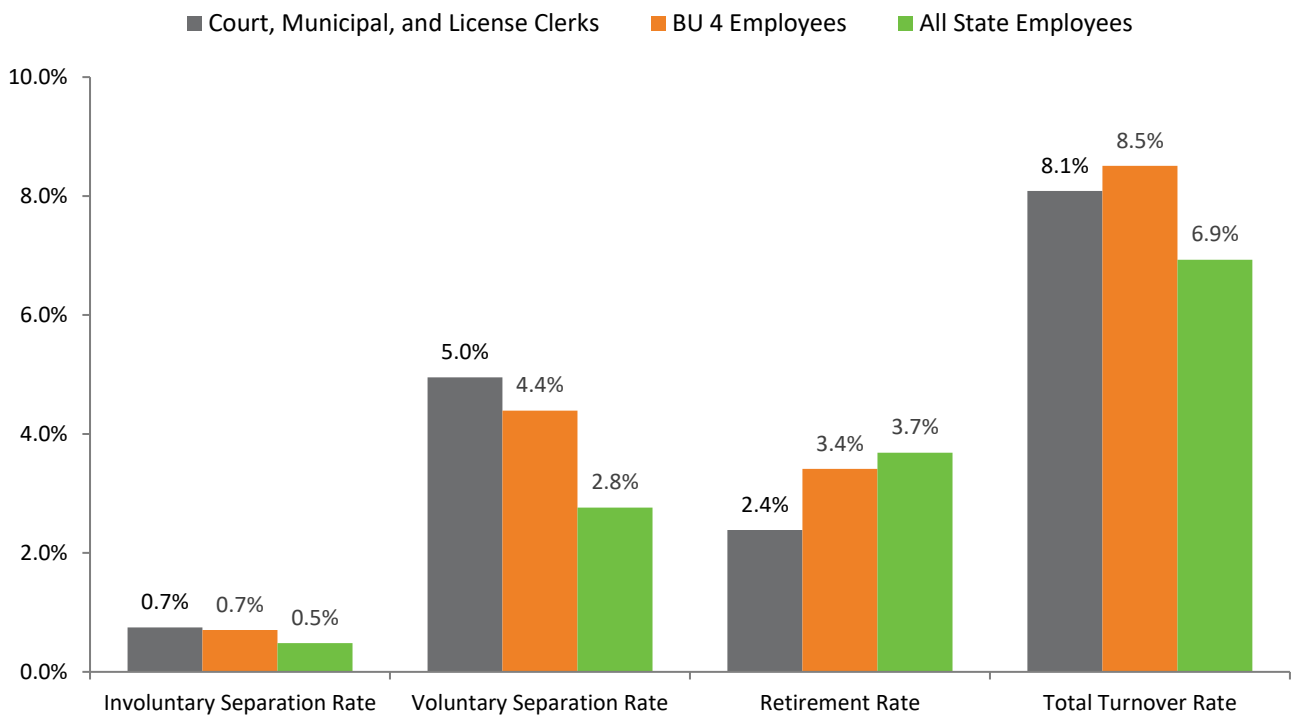
The Market Average is a weighted average for all three employer groups.

Court, Municipal, and License Clerks

The following displays the average 2018 state employee workforce data for Court, Municipal, and License Clerks, Bargaining Unit 4 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



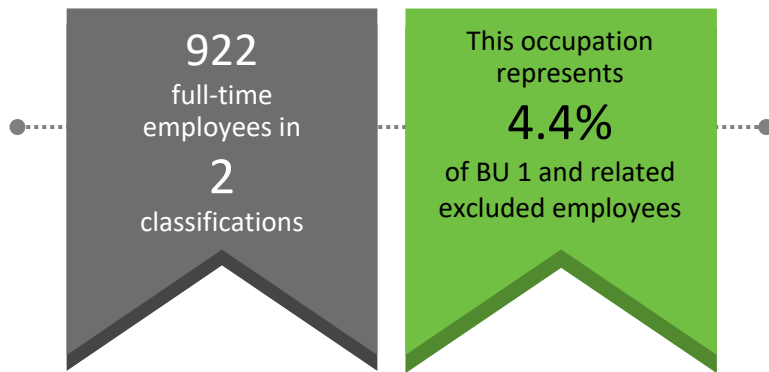
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Legal Secretaries

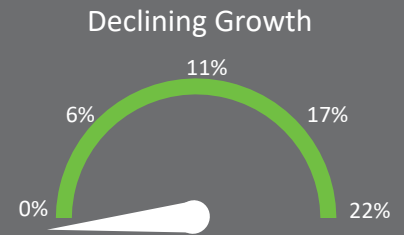
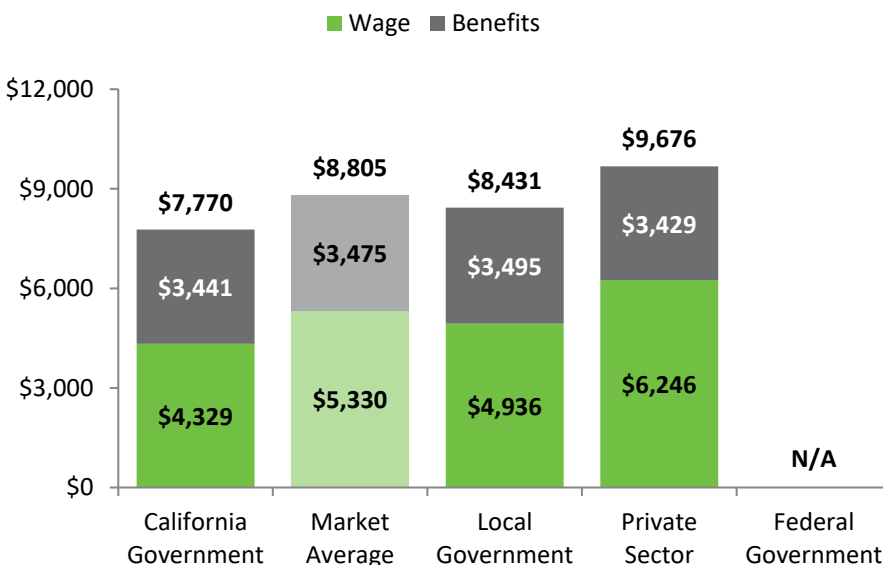
SOC Code: 43-6012

Federal Government Definition: Employees in the occupation perform secretarial duties using legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Legal Secretaries Occupation



-16.7%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
-13.3%

Local Government

-8.5%

Private Sector

-24.5%

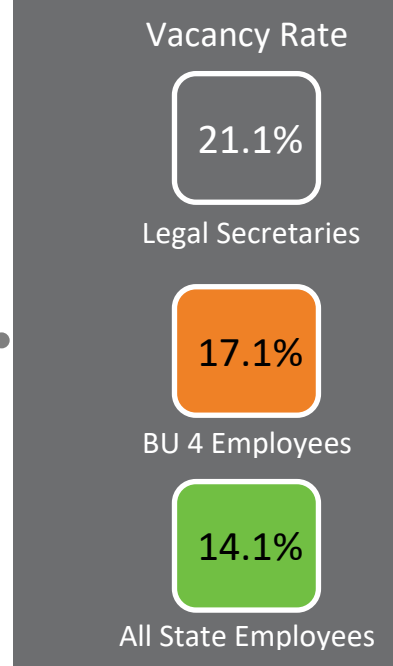
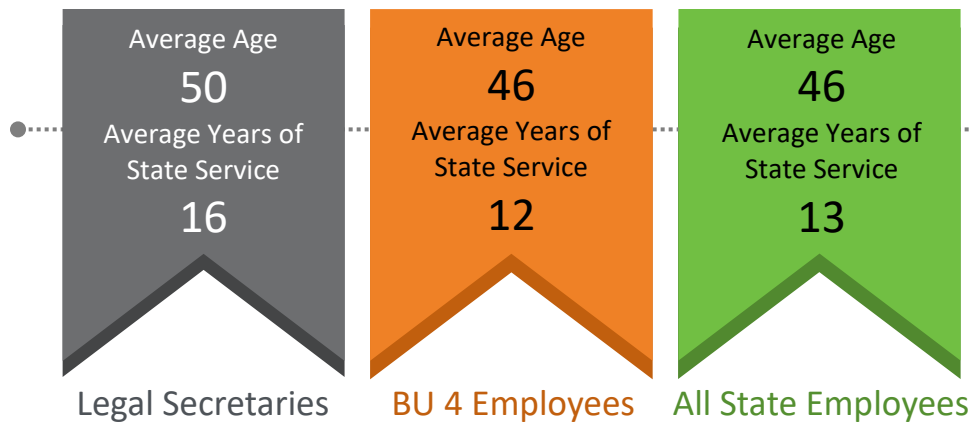
Federal Government

N/A

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

Legal Secretaries

The following displays the average 2018 state employee workforce data for Legal Secretaries, Bargaining Unit 4 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



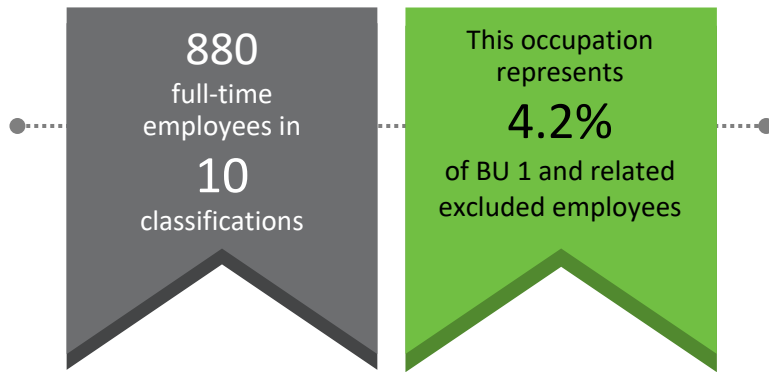
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Bookkeeping, Accounting, and Auditing Clerks

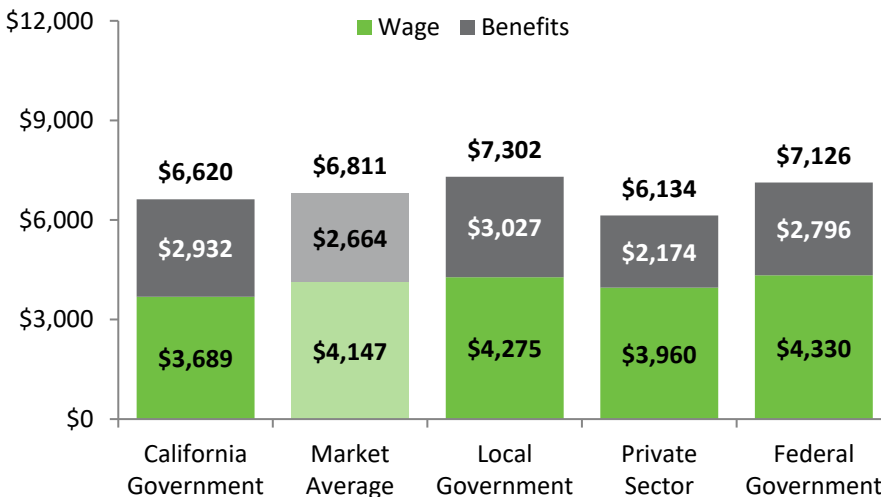
SOC Code: 43-3031

Federal Government Definition: Employees in the occupation compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

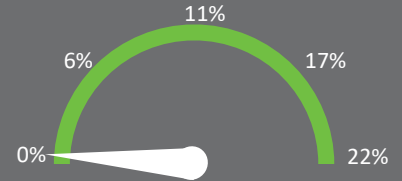
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Bookkeeping, Accounting, and Auditing Clerks Occupation



Below Average Growth



0.4%

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

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

Market Average

-2.9%

Local Government

-10.3%

Private Sector

7.3%

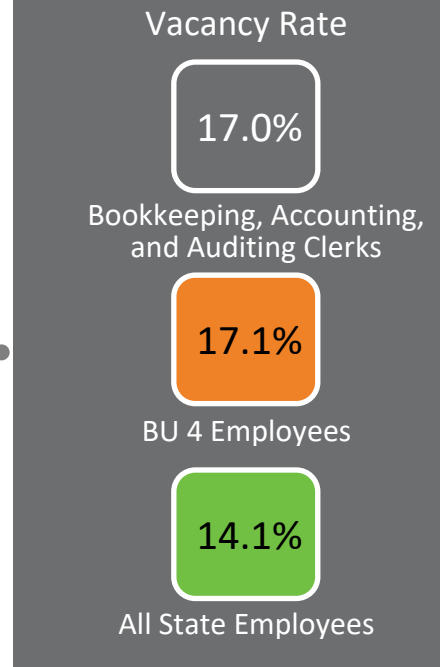
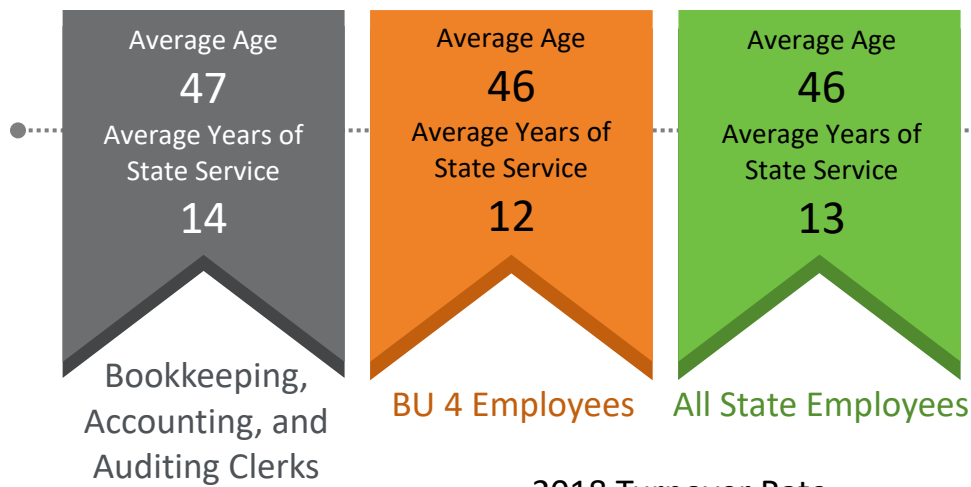
Federal Government

-7.6%

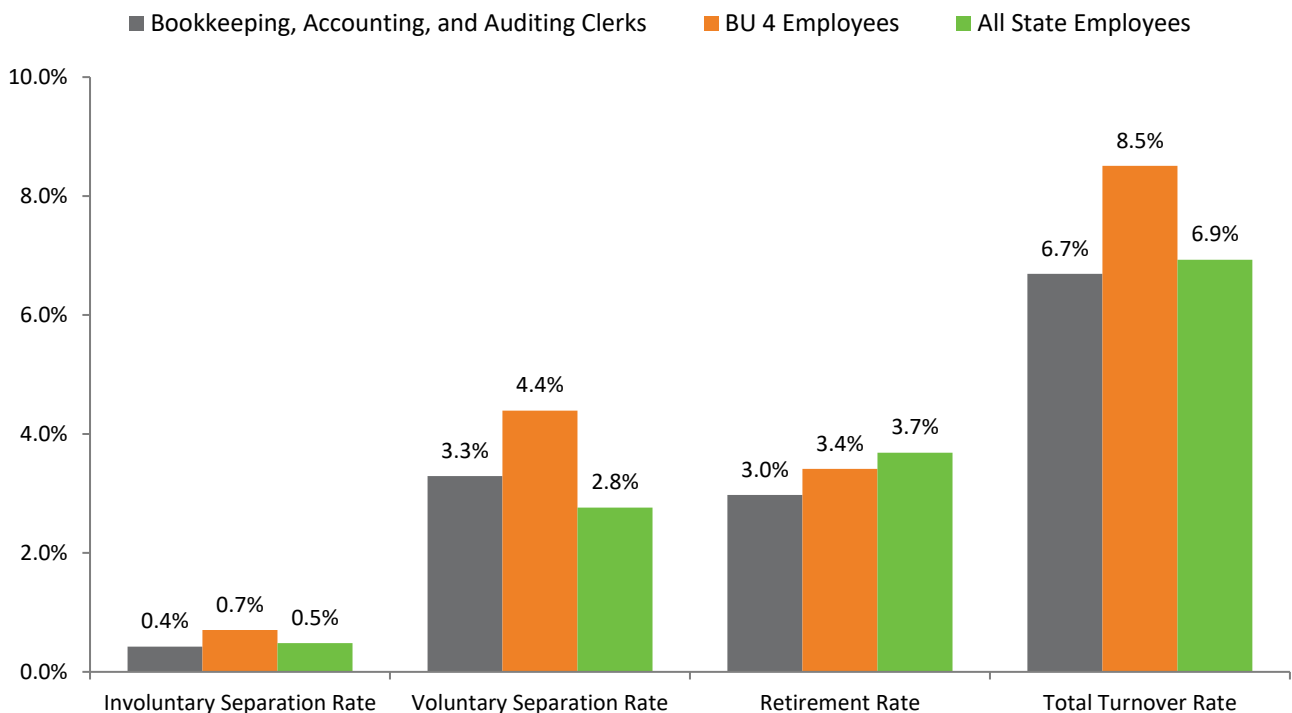
The Market Average is a weighted average for all three employer groups.

Bookkeeping, Accounting, and Auditing Clerks

The following displays the average 2018 state employee workforce data for Bookkeeping, Accounting, and Auditing Clerks, Bargaining Unit 4 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



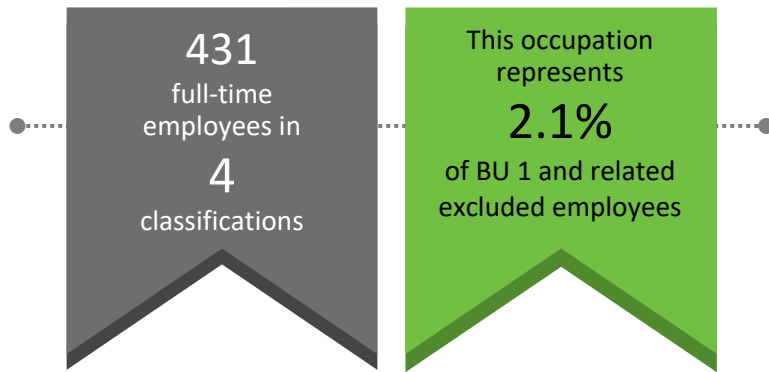
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Medical Records and Health Information Technicians

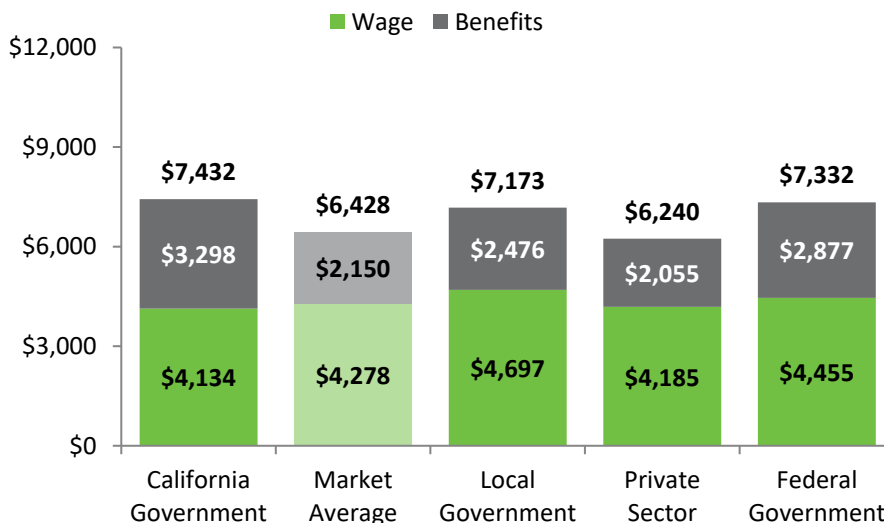
SOC Code: 29-2071

Federal Government Definition: Employees in the occupation compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Medical Records and Health Information Technicians Occupation



Above Average Growth



16.0%

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

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

Market Average

13.5%

Local Government

3.5%

Private Sector

16.0%

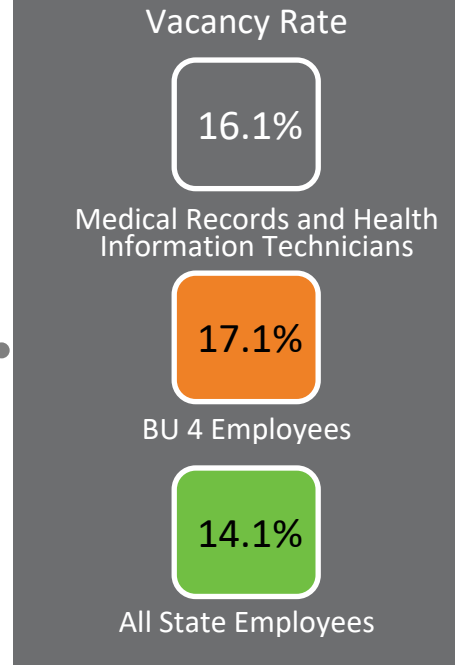
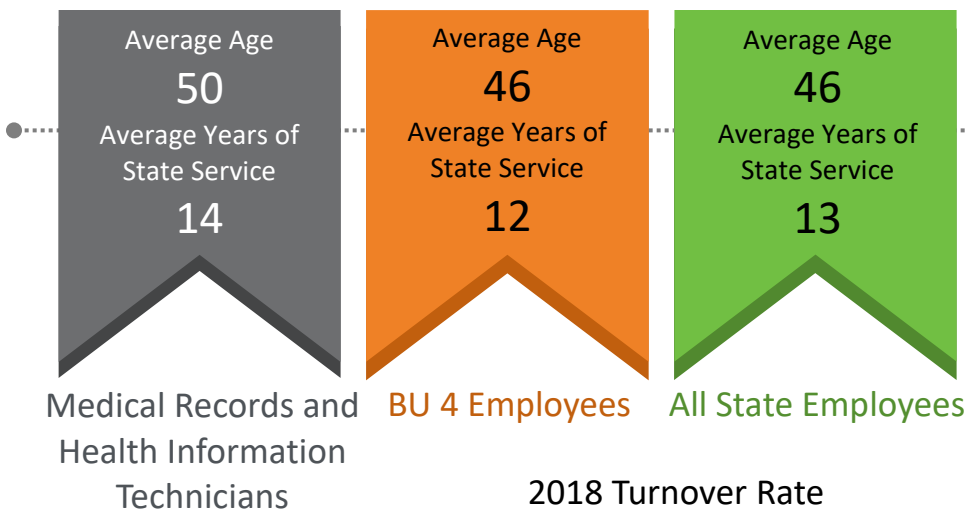
Federal Government

1.3%

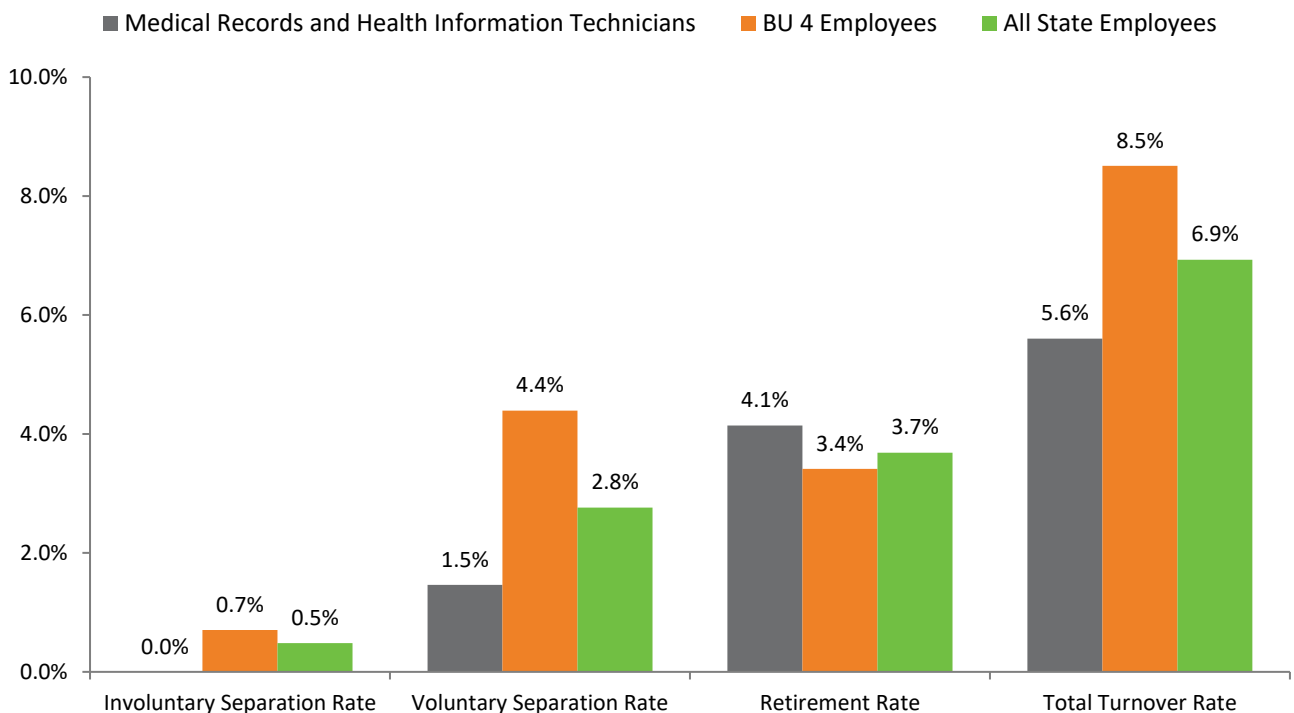
The Market Average is a weighted average for all three employer groups.

Medical Records and Health Information Technicians

The following displays the average 2018 state employee workforce data for Medical Records and Health Information Technicians, Bargaining Unit 4 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

11

Bargaining Unit 11

Bargaining Unit 11 is made up of employees utilizing scientific instruments and technology to gather and record data. Four occupations were selected for this. The four occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 11

- Civil Engineering Technicians
- Forest & Conservation Technicians
- Architectural and Civil Drafters
- Transportation Inspectors

Top 10 Departments with Bargaining Unit 11 Employees

Department	Count of Employees*
California Department of Transportation	813
California Department of Fish and Wildlife	228
California Department of Corrections and Rehabilitation**	195
California Department of Food and Agriculture	190
Department Of Water Resources	119
Air Resources Board	61
Public Utilities Commission	51
Office of Emergency Services	42
California Department of Public Health	33
California Department of Parks and Recreation	31

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

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

KEY STATISTICS FOR UNIT*

1,853

Full-Time Employees

129

State Classifications

35

Occupations

KEY STATISTICS IN REPORT*

1,088

Full-Time Employees

58.7%

of Unit 11 Full-Time Employees

39

Unit 11 Classifications

4

Unit 11 Occupations

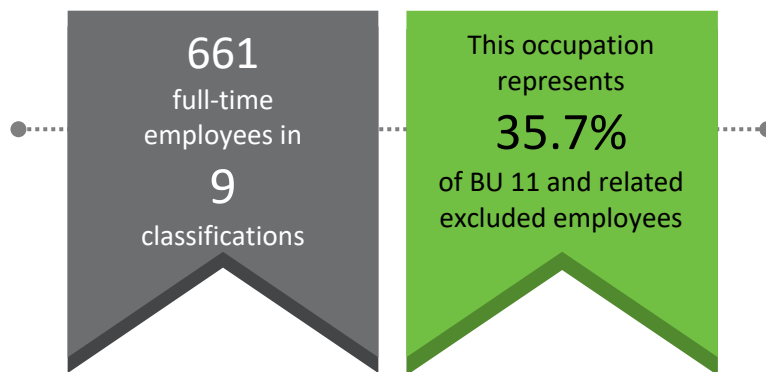
*Includes rank-and-file and related excluded employees as of March 2018.

Civil Engineering Technicians

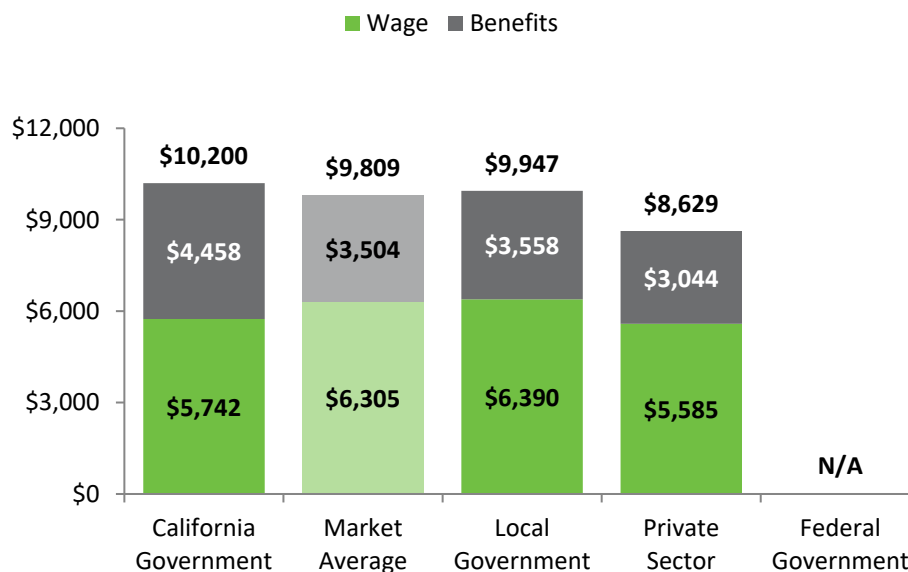
SOC Code: 17-3022

Federal Government Definition: Employees in the occupation apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.

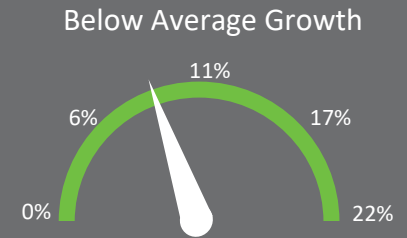
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Civil Engineering Technicians Occupation

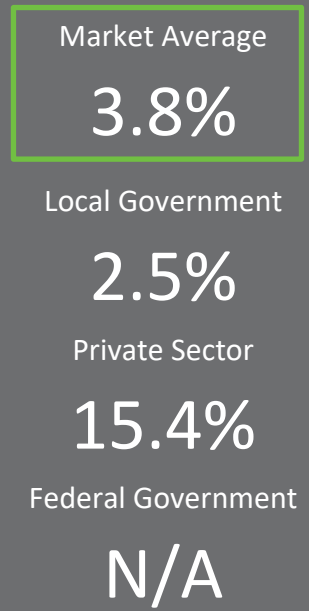


11



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

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

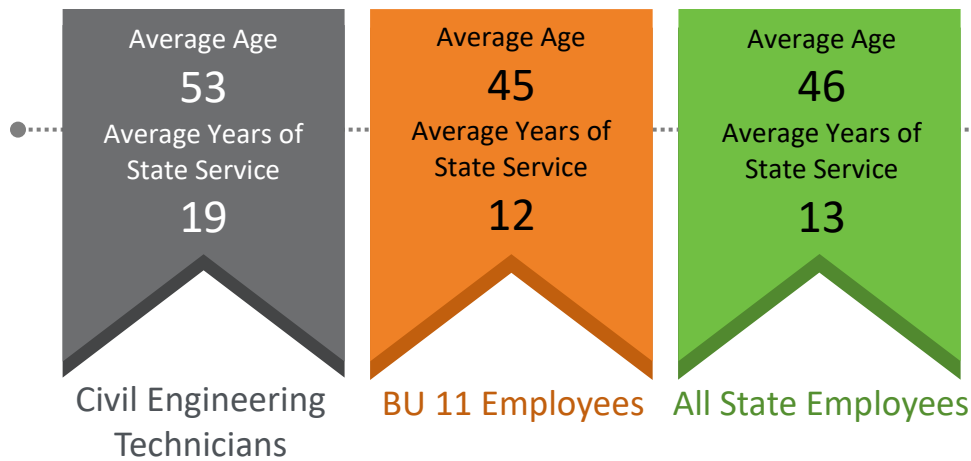


The Market Average is a weighted average for all three employer groups.

11

Civil Engineering Technicians

The following displays the average 2018 state employee workforce data for Civil Engineering Technicians, Bargaining Unit 11 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

13.9%

Civil Engineering Technicians

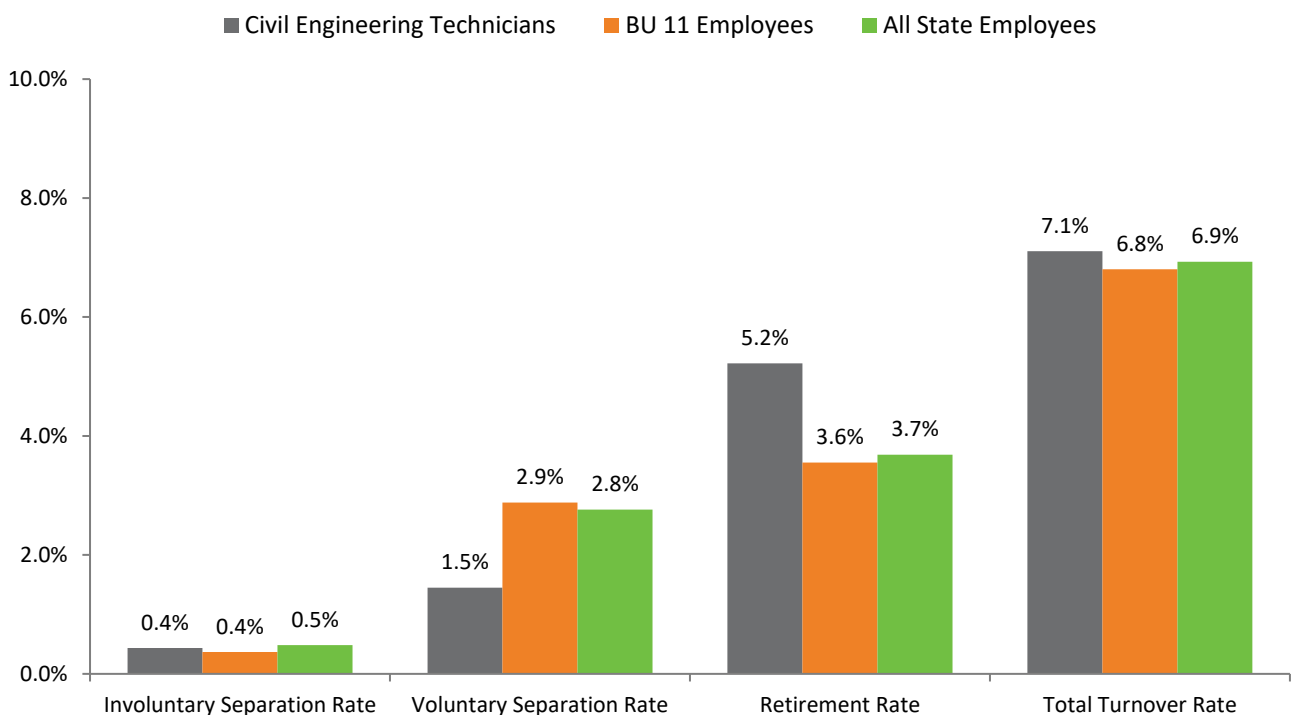
15.0%

BU 11 Employees

14.1%

All State Employees

2018 Turnover Rate



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

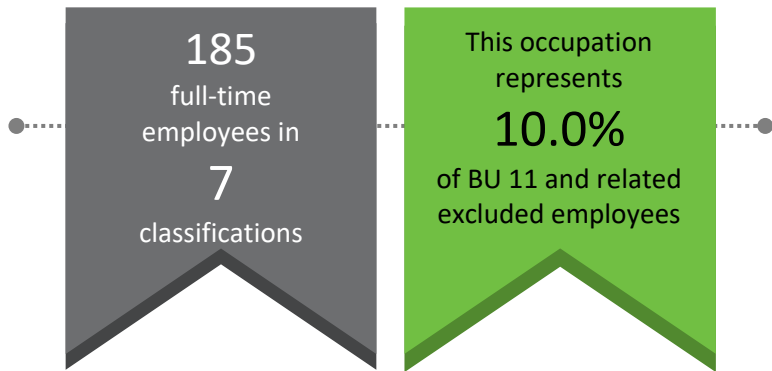
11

Forest & Conservation Technicians

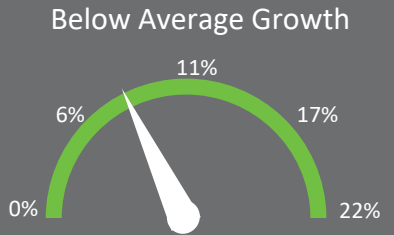
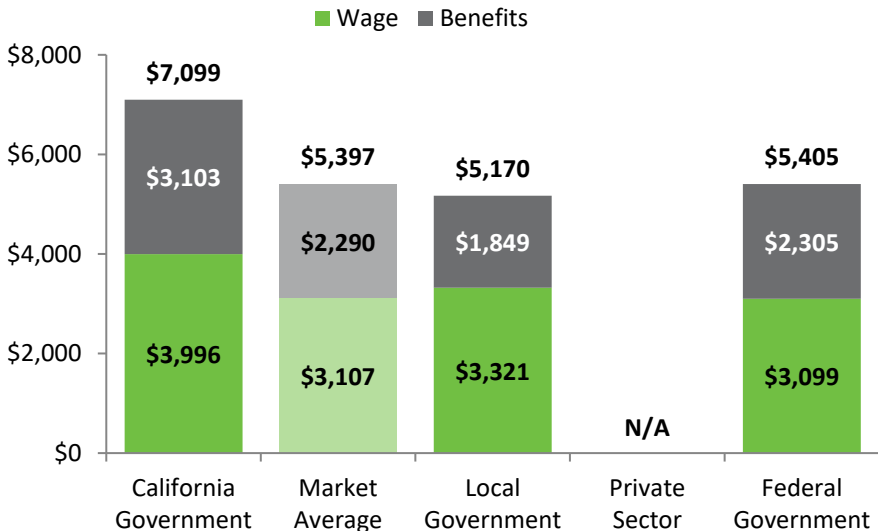
SOC Code: 19-4093

Federal Government Definition: Employees in the occupation provide technical assistance regarding the conservation of soil, water, forests, or related natural resources. May compile data pertaining to size, content, condition, and other characteristics of forest tracts, under the direction of foresters; or train and lead forest workers in forest propagation, fire prevention and suppression. May assist conservation scientists in managing, improving, and protecting rangelands and wildlife habitats.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Forest & Conservation Technicians Occupation



8.2%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
24.0%

Local Government

27.2%

Private Sector

N/A

Federal Government

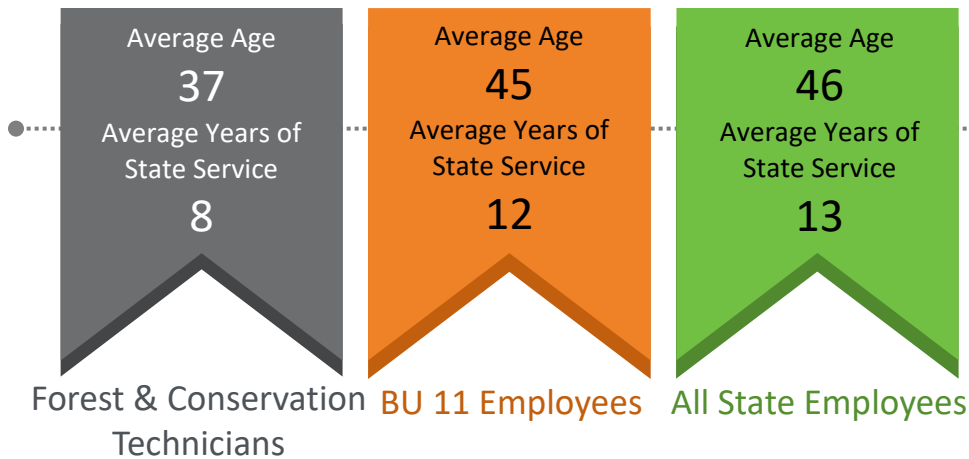
23.9%

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

11

Forest & Conservation Technicians

The following displays the average 2018 state employee workforce data for Forest & Conservation Technicians, Bargaining Unit 11 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

10.6%

Forest & Conservation Technicians

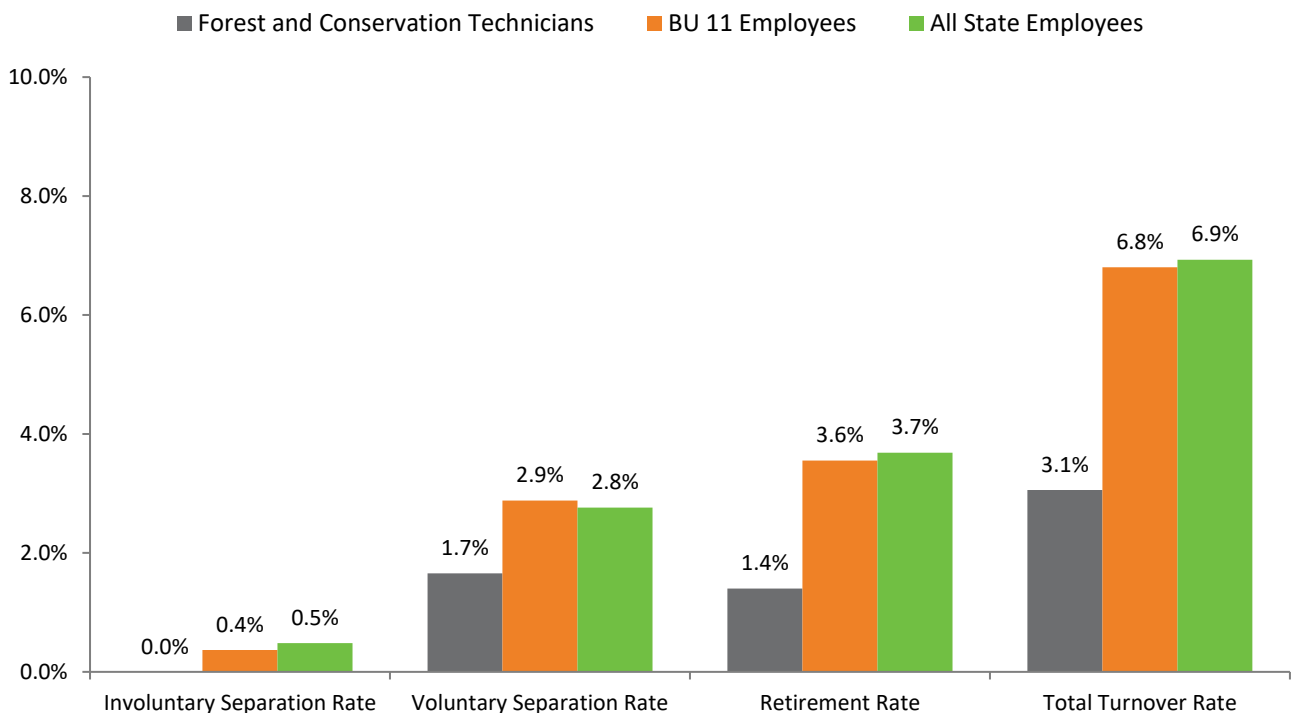
15.0%

BU 11 Employees

14.1%

All State Employees

2018 Turnover Rate



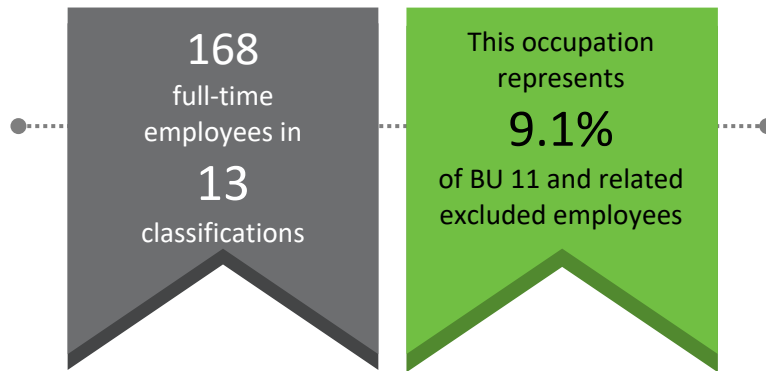
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Architectural & Civil Drafters

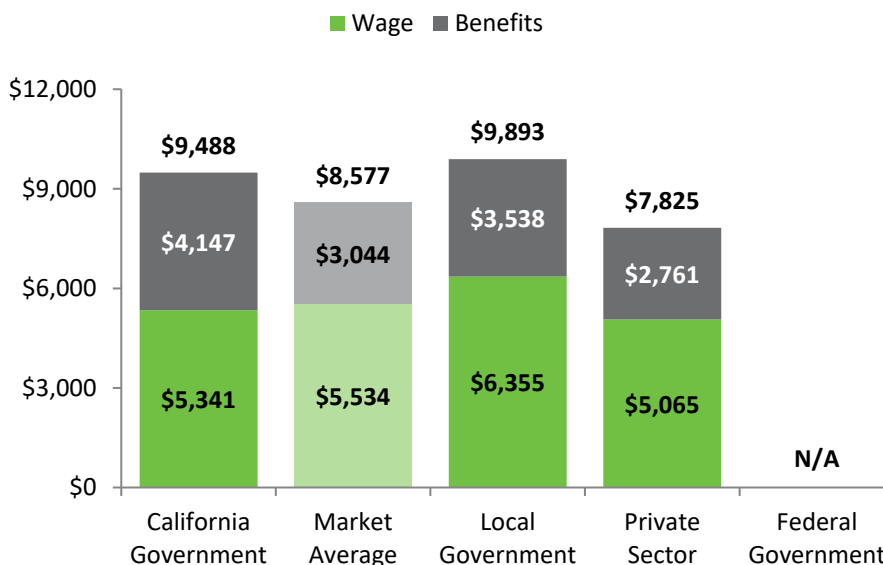
SOC Code: 17-3011

Federal Government Definition: Employees in the occupation prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.

The State Employs:

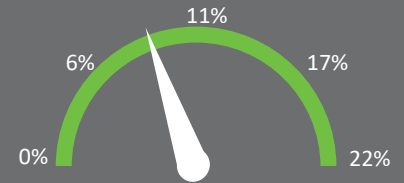


Statewide Monthly Median Total Compensation Comparison for the Architectural & Civil Drafters Occupation



11

Below Average Growth



9.9%

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

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

Market Average

9.6%

Local Government

-4.3%

Private Sector

17.5%

Federal Government

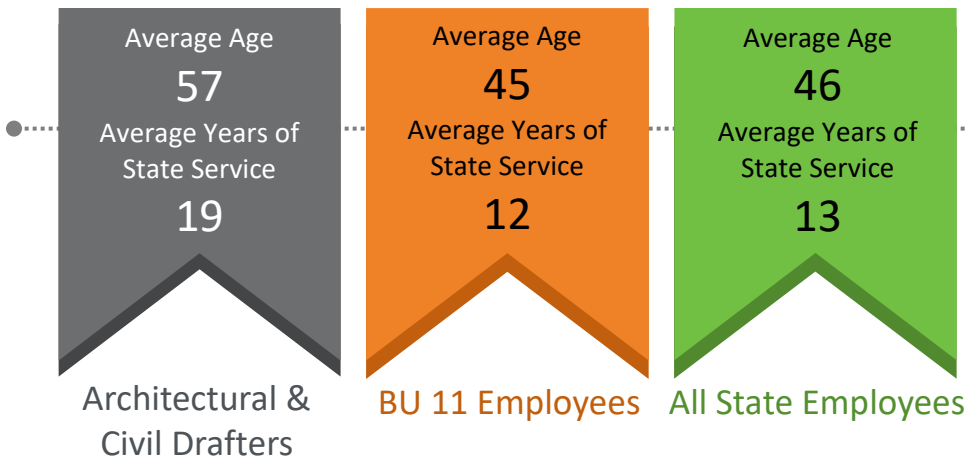
N/A

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

11

Architectural & Civil Drafters

The following displays the average 2018 state employee workforce data for Architectural & Civil Drafters, Bargaining Unit 11 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

8.7%

Architectural & Civil Drafters

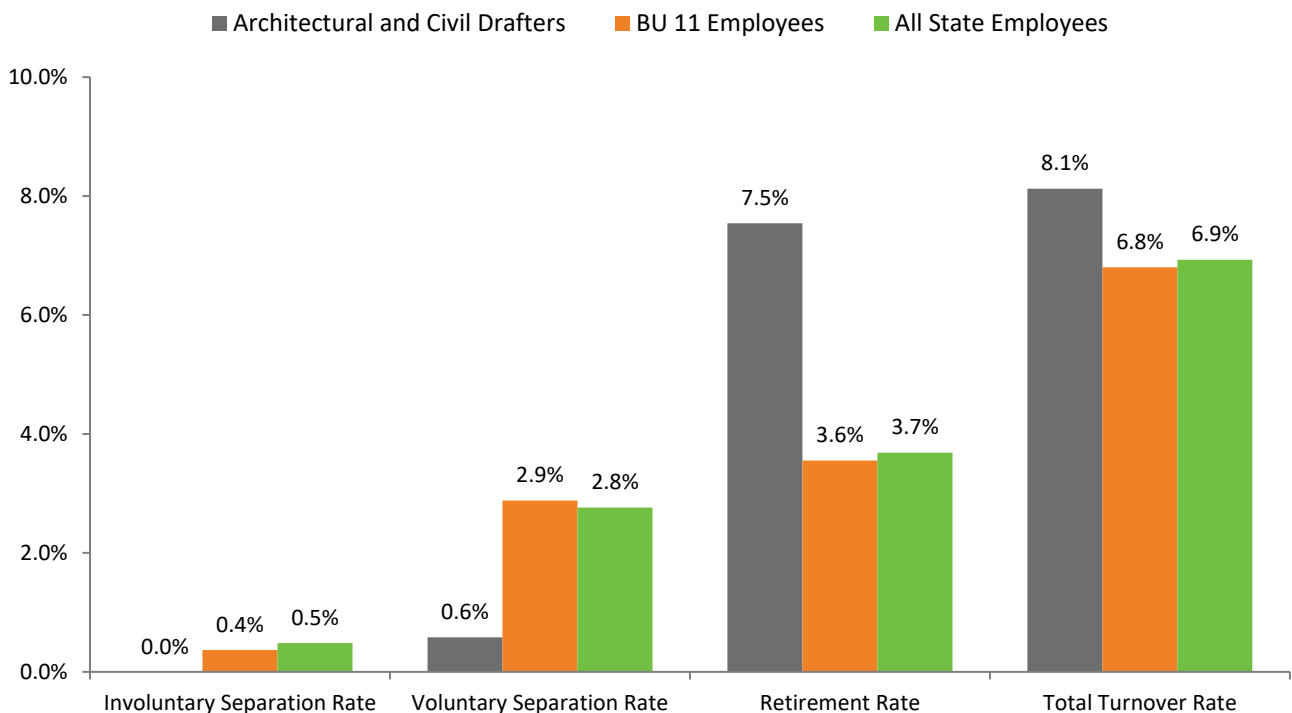
15.0%

BU 11 Employees

14.1%

All State Employees

2018 Turnover Rate



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

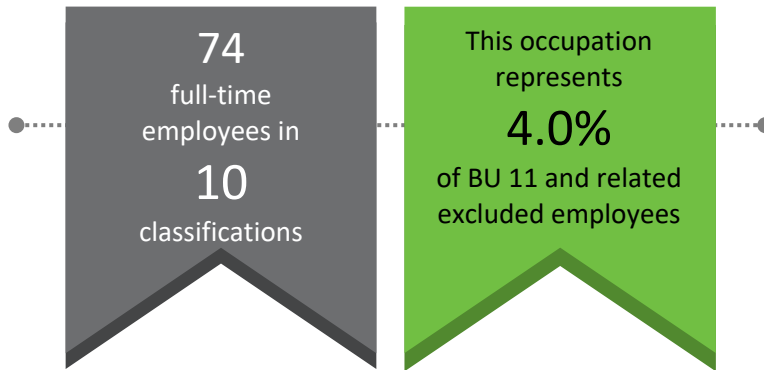
11

Transportation Inspectors

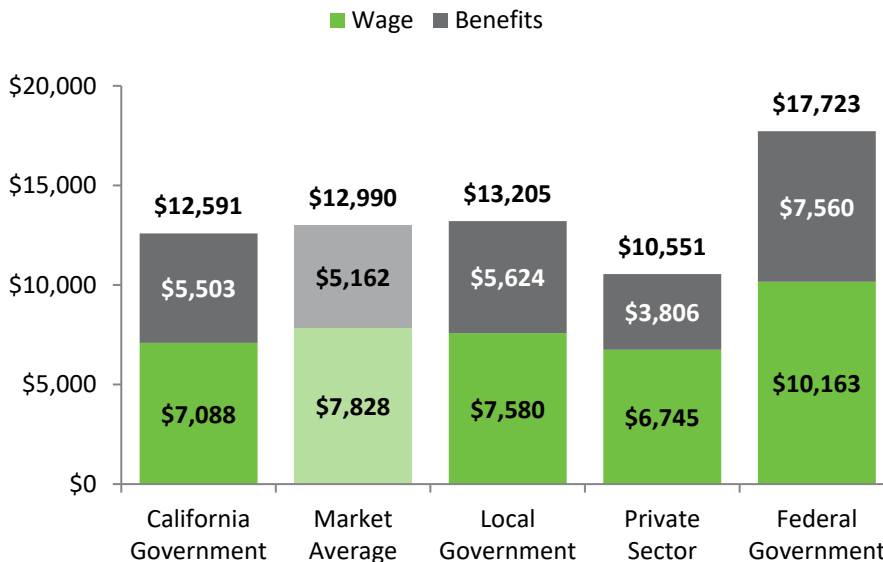
SOC Code: 53-6051

Federal Government Definition: Employees in the occupation inspect equipment or goods in connection with the safe transport of cargo or people. Includes rail transportation inspectors, such as freight inspectors; rail inspectors; and other inspectors of transportation vehicles, not elsewhere classified.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Transportation Inspectors Occupation



Below Average Growth



9.4%

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

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

Market Average

-3.2%

Local Government

-4.9%

Private Sector

16.2%

Federal Government

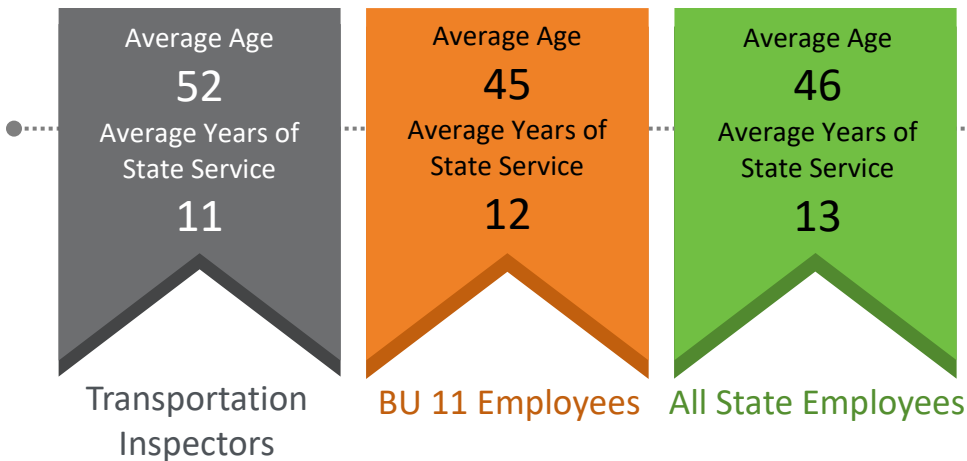
-40.8%

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

11

Transportation Inspectors

The following displays the average 2018 state employee workforce data for Transportation Inspectors, Bargaining Unit 11 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

11.9%

Transportation Inspectors

15.0%

BU 11 Employees

14.1%

All State Employees

2018 Turnover Rate



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

Bargaining Unit 14

Bargaining Unit 14 is made up of employees preparing, composing, and printing material for state agencies. Two occupations were selected for this report. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 14

- Printing Press Operators (rank-and-file only)
- Graphic Designers

Top 10 Departments with Bargaining Unit 14 Employees

Department	Count of Employees*
Department of General Services	133
California Department of Transportation	46
Department of Motor Vehicles	20
Employment Development Department	19
California Department of Tax and Fee Administration	14
Department Of Water Resources	14
Department of Justice	12
California Department of Parks and Recreation	10
Department of State Hospitals	7
California Public Employees' Retirement System	7

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

KEY STATISTICS FOR UNIT*

374

Full-Time Employees

45

State Classifications

14

Occupations

KEY STATISTICS IN REPORT*

228

Full-Time Employees

61.0%

of Unit 14 Full-Time Employees

21

Unit 14 Classifications

2

Unit 14 Occupations

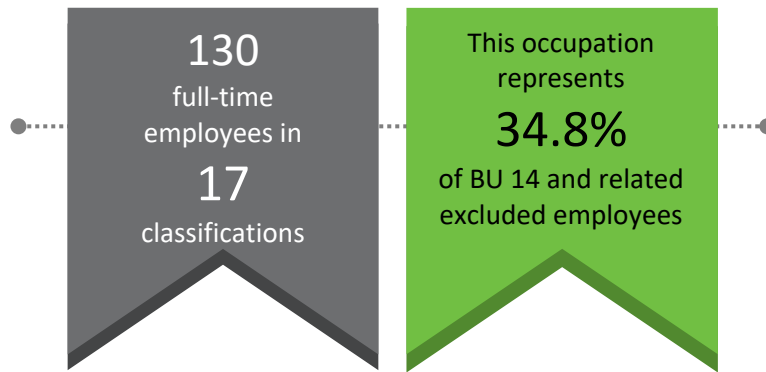
*Includes rank-and-file and related excluded employees as of March 2018.

Printing Press Operators

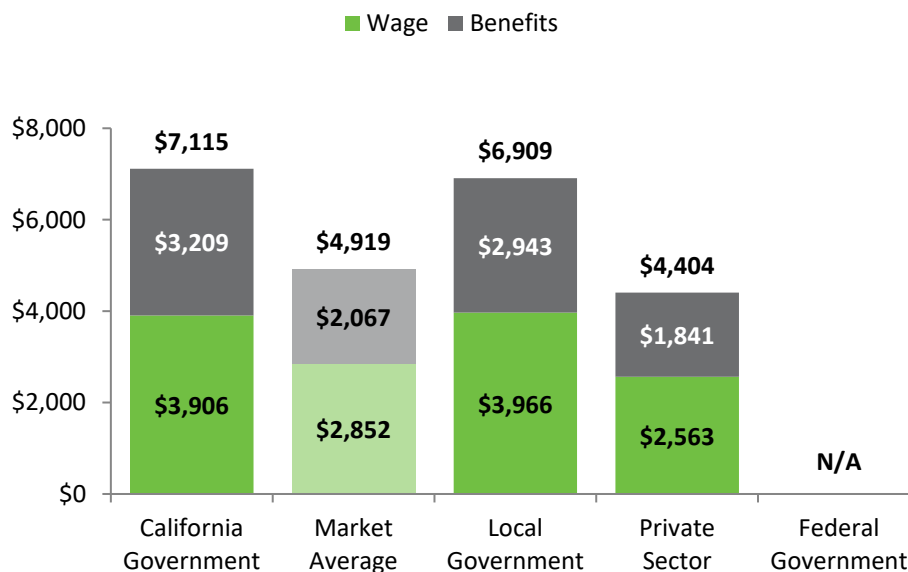
SOC Code: 51-5112

Federal Government Definition: Employees in the occupation set up and operate digital, letterpress, lithographic, flexographic, gravure, or other printing machines. Includes short-run offset printing presses.

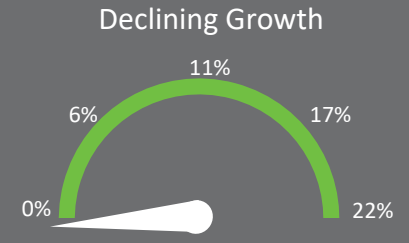
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Printing Press Operators Occupation



14



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

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

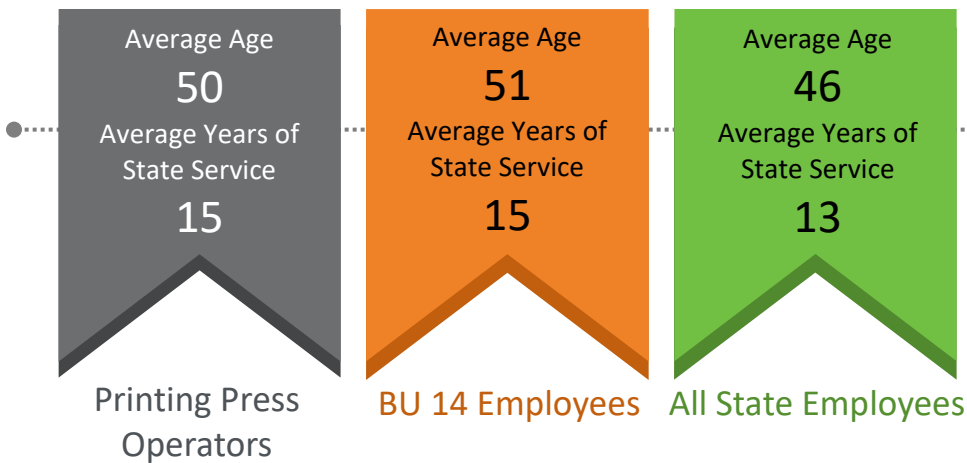
- Market Average **30.9%**
- Local Government **2.9%**
- Private Sector **38.1%**
- Federal Government **N/A**

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

14

Printing Press Operators

The following displays the average 2018 state employee workforce data for Printing Press Operators, Bargaining Unit 14 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

16.0%

Printing Press Operators

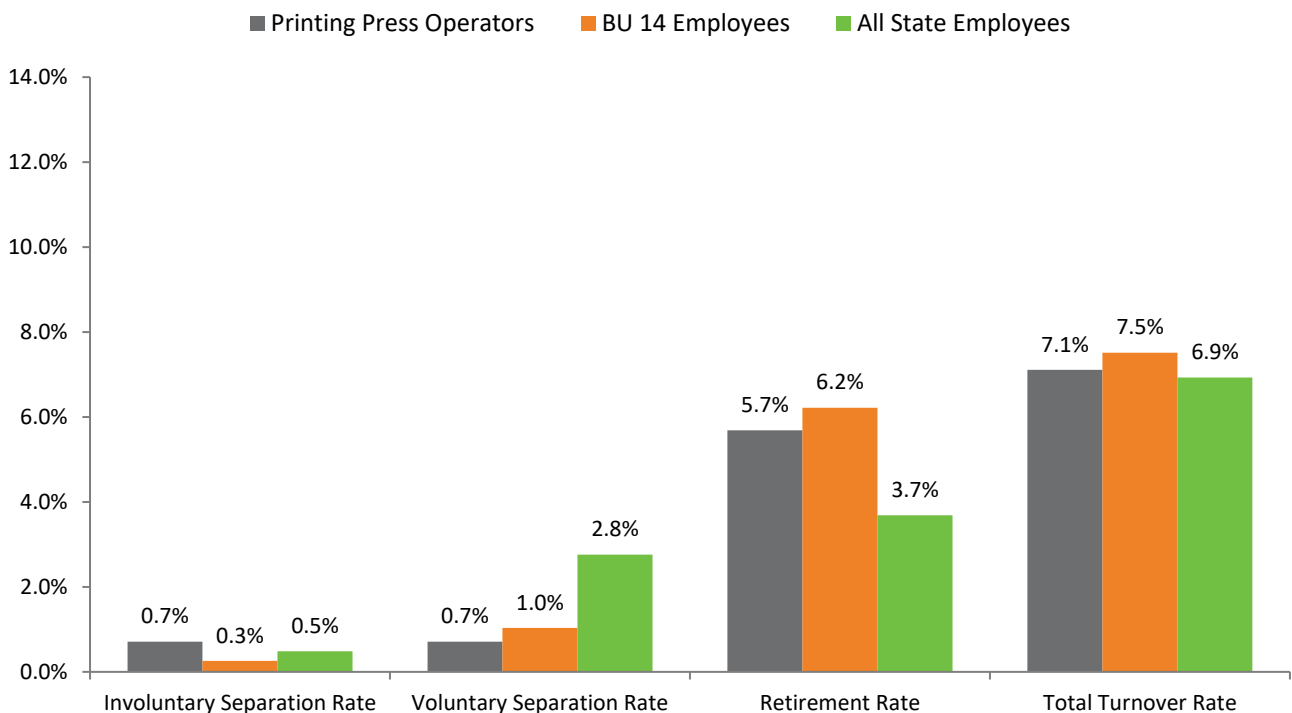
16.0%

BU 14 Employees

14.1%

All State Employees

2018 Turnover Rate



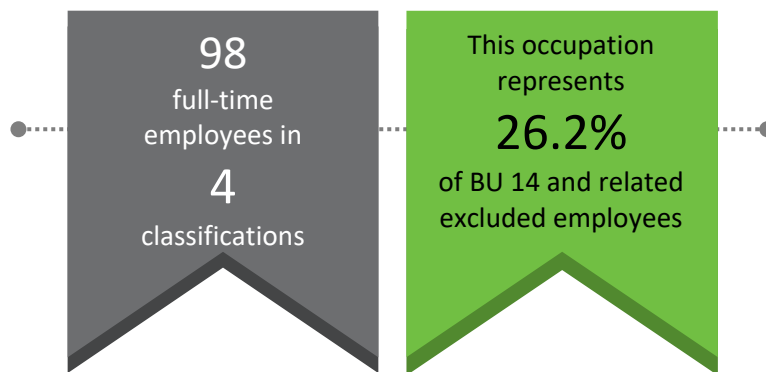
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Graphic Designers

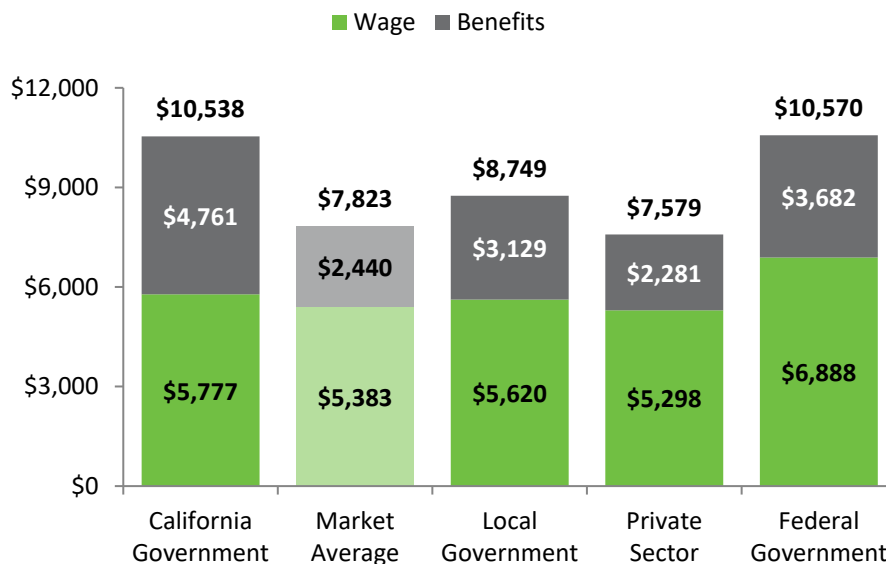
SOC Code: 27-1024

Federal Government Definition: Employees in the occupation design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

The State Employs:

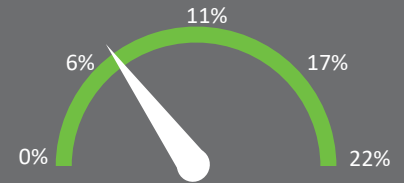


Statewide Monthly Median Total Compensation Comparison for the Graphic Designers Occupation



14

Below Average Growth



7.1%

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

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

Market Average

25.8%

Local Government

17.0%

Private Sector

28.1%

Federal Government

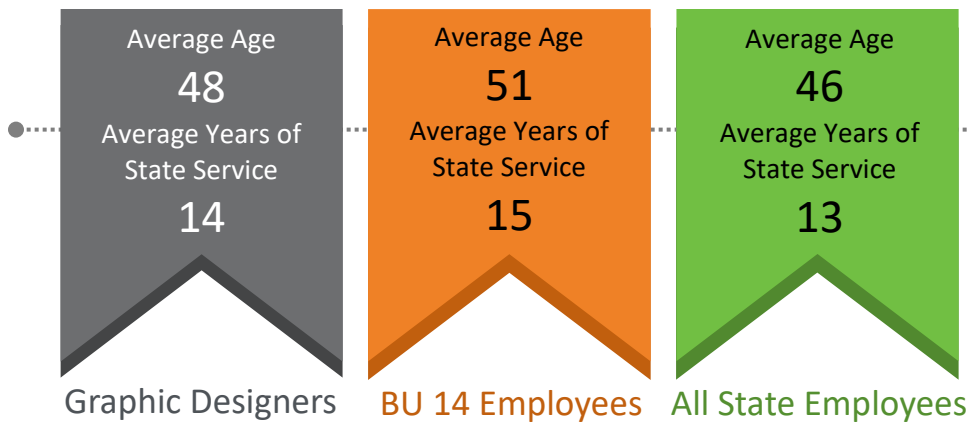
-0.3%

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

14

Graphic Designers

The following displays the average 2018 state employee workforce data for Graphic Designers, Bargaining Unit 14 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

13.5%

Graphic Designers

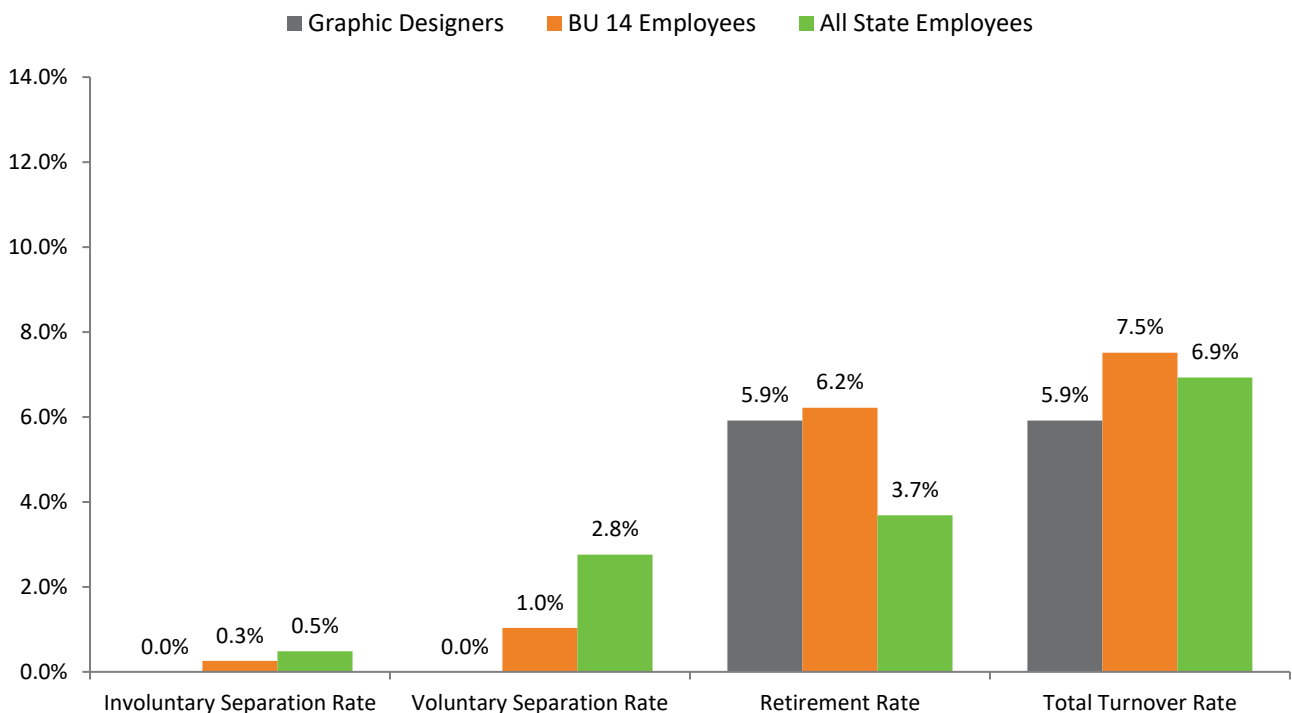
16.0%

BU 14 Employees

14.1%

All State Employees

2018 Turnover Rate



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

Bargaining Unit 15

Bargaining Unit 15 is made up of employees providing custodial, food, laundry, and other basic services to maintain a proper physical environment for state facilities. Three occupations were selected for this report. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 15

- Janitors & Cleaners
- Cooks, Institution & Cafeteria (rank-and-file only)

Top 10 Departments with Bargaining Unit 15 Employees

Department	Count of Employees*
California Department of Corrections and Rehabilitation**	1,519
Department of General Services	988
Department of State Hospitals	797
Department of Veterans Affairs	644
Department of Developmental Services	486
California Highway Patrol	69
Employment Development Department	47
California State Museum of Science and Industry	29
State Compensation Insurance Fund	22
California Department of Transportation	21

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

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

KEY STATISTICS FOR UNIT*

4,805

Full-Time Employees

54

State Classifications

16

Occupations

KEY STATISTICS IN REPORT*

2,282

Full-Time Employees

47.5%

of Unit 15 Full-Time Employees

13

Unit 15 Classifications

2

Unit 15 Occupations

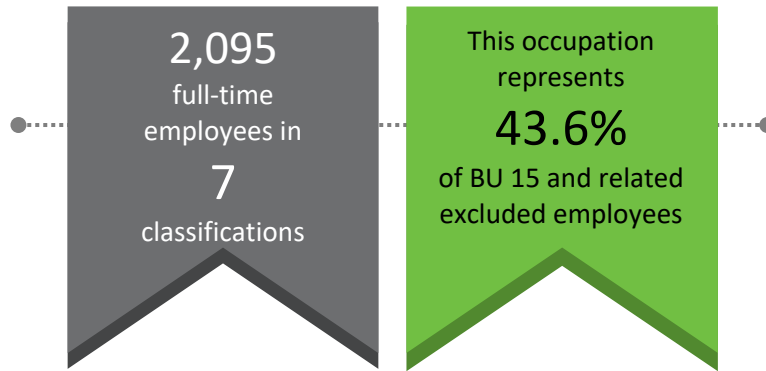
*Includes rank-and-file and related excluded employees as of March 2018.

Janitors & Cleaners

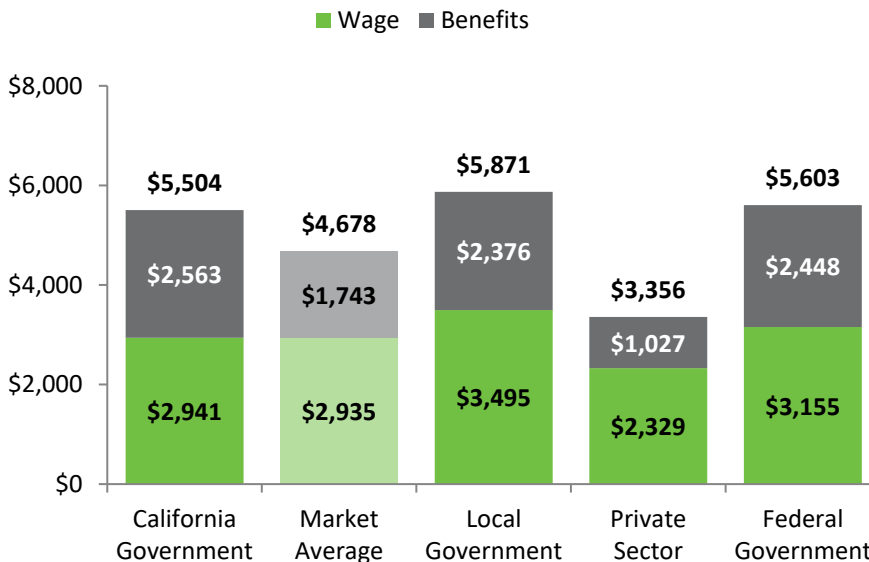
SOC Code: 37-2011

Federal Government Definition: Employees in the occupation keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

The State Employs:

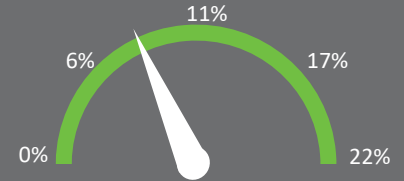


Statewide Monthly Median Total Compensation Comparison for the Janitors & Cleaners Occupation



15

Below Average Growth



9.9%

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

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

Market Average
15.0%

Local Government

-6.7%

Private Sector

39.0%

Federal Government

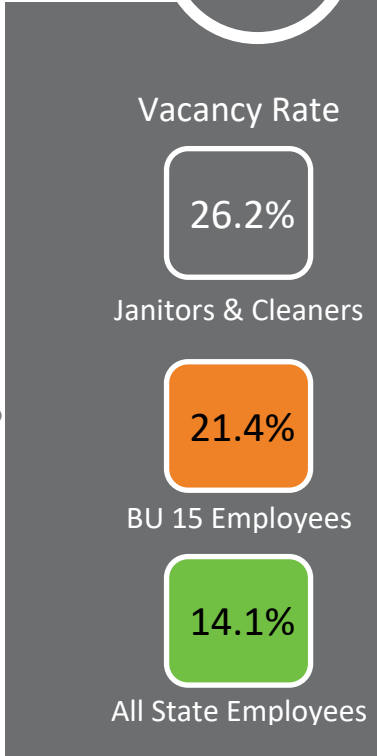
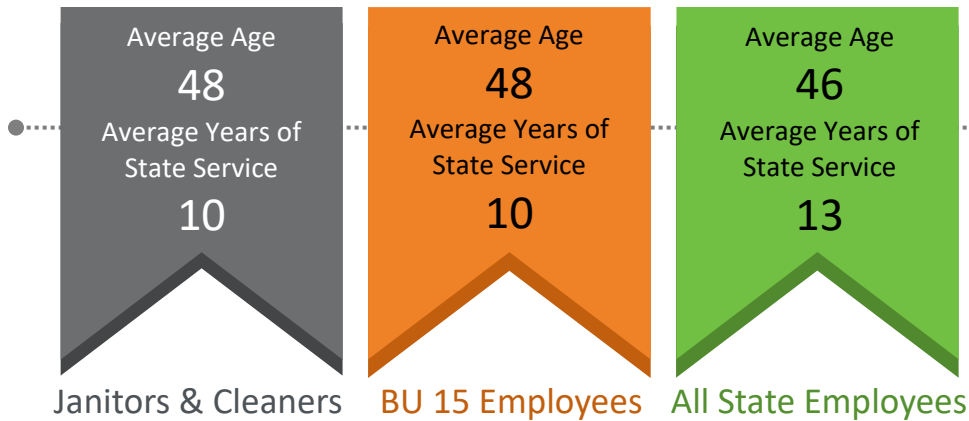
-1.8%

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

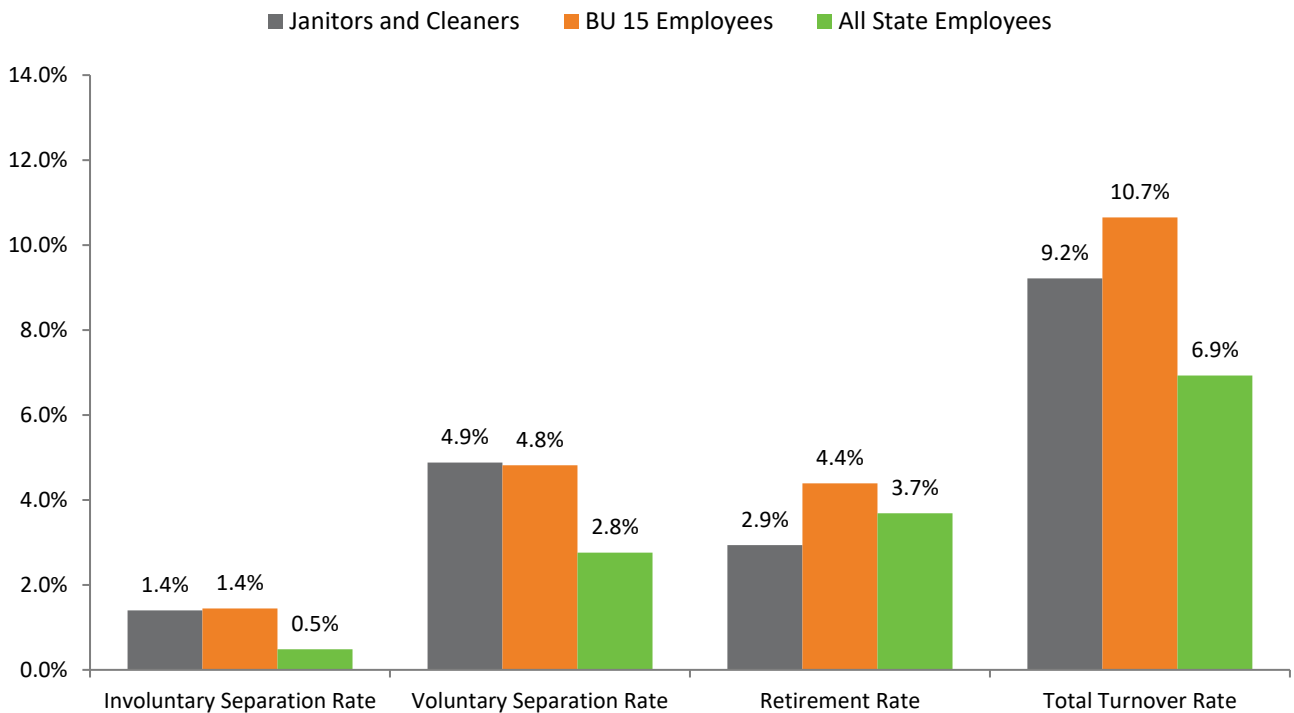
15

Janitors & Cleaners

The following displays the average 2018 state employee workforce data for Janitors & Cleaners, Bargaining Unit 15 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



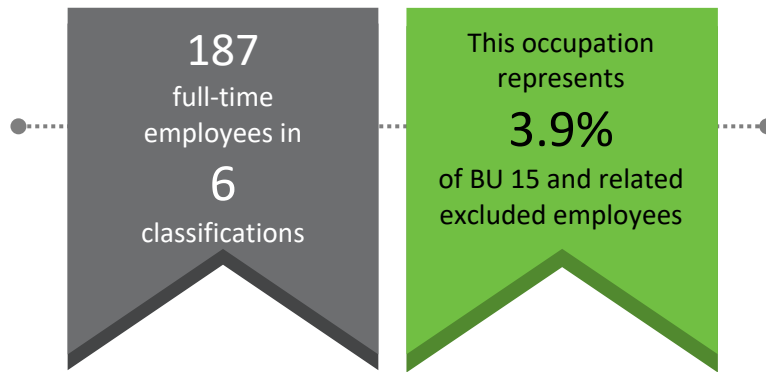
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Cooks, Institution & Cafeteria

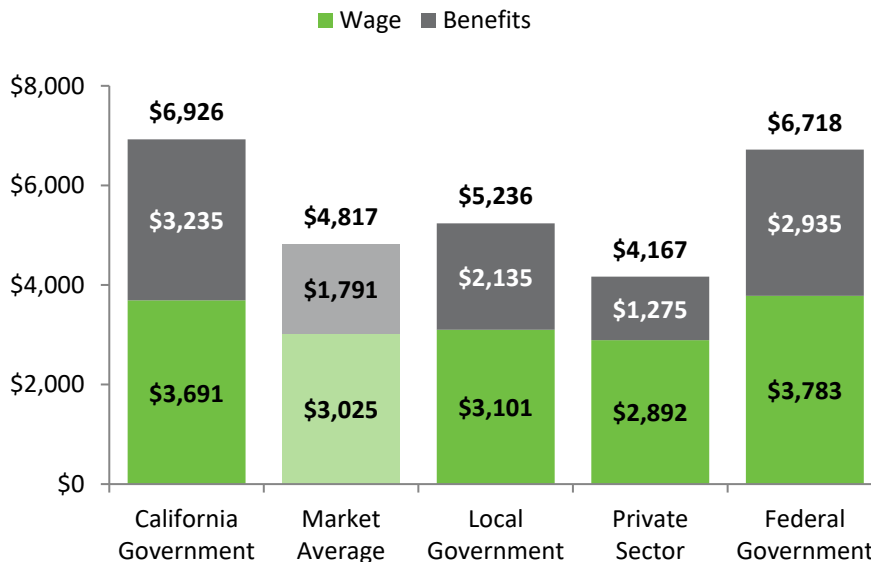
SOC Code: 35-2012

Federal Government Definition: Employees in the occupation prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Cooks, Institution & Cafeteria Occupation



15

Above Average Growth



12.5%

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

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

Market Average

30.5%

Local Government

24.4%

Private Sector

39.9%

Federal Government

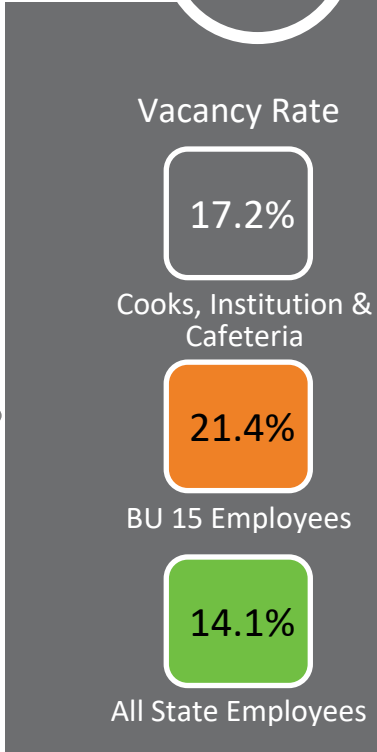
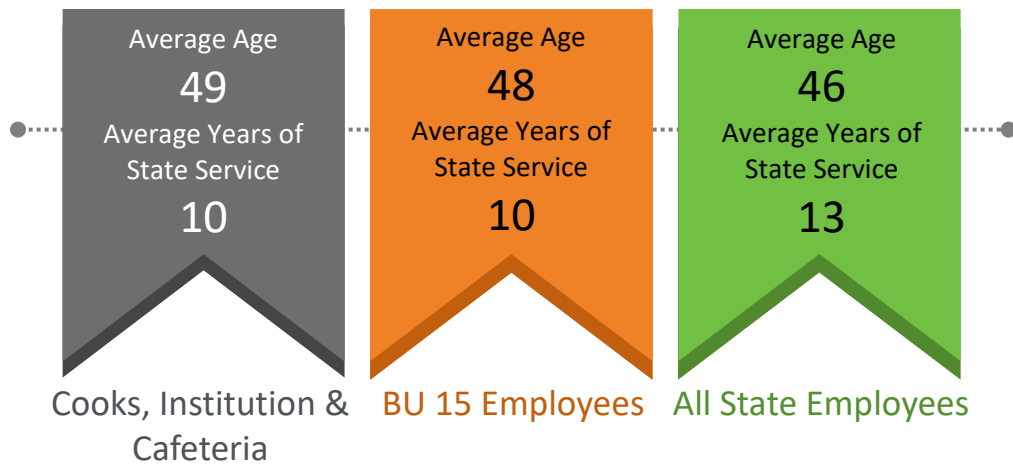
3.0%

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

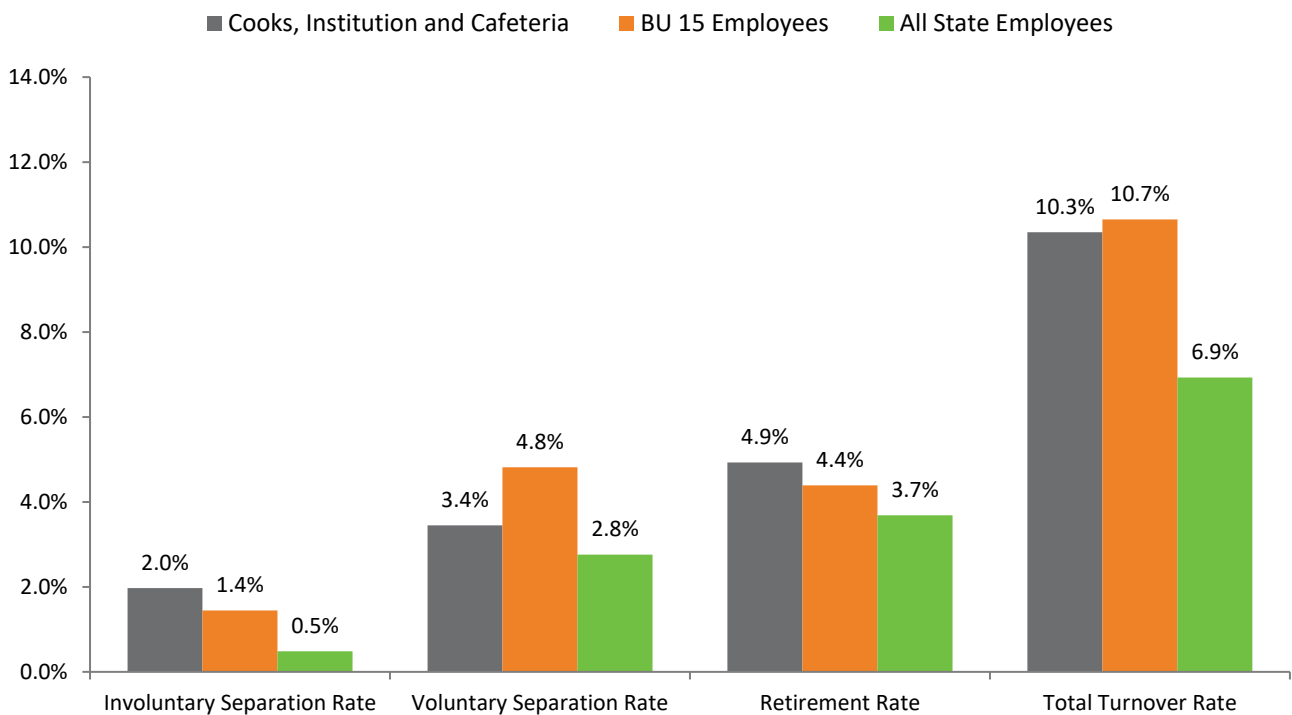
15

Cooks, Institution & Cafeteria

The following displays the average 2018 state employee workforce data for Cooks, Institution & Cafeteria, Bargaining Unit 15 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

Bargaining Unit 17

Bargaining Unit 17 is made up of registered nurses, primarily within state institutions. Two occupations were selected for this report. These two occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 17

- Registered Nurses
- Nurse Practitioners

Top 10 Departments with Bargaining Unit 17 Employees

Department	Count of Employees*
California Department of Corrections and Rehabilitation**	3,011
Department of State Hospitals	1,593
California Department of Public Health	539
Department of Veterans Affairs	280
Department of Health Care Services	243
Department of Developmental Services	218
Department of Education	10
California Department of Aging	6
Department of Managed Health Care	5
California Department of Social Services	4

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

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

KEY STATISTICS FOR UNIT*

5,404

Full-Time Employees

39

State Classifications

6

Occupations

KEY STATISTICS IN REPORT*

5,268

Full-Time Employees

97.5%

of Unit 17 Full-Time Employees

32

Unit 17 Classifications

2

Unit 17 Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

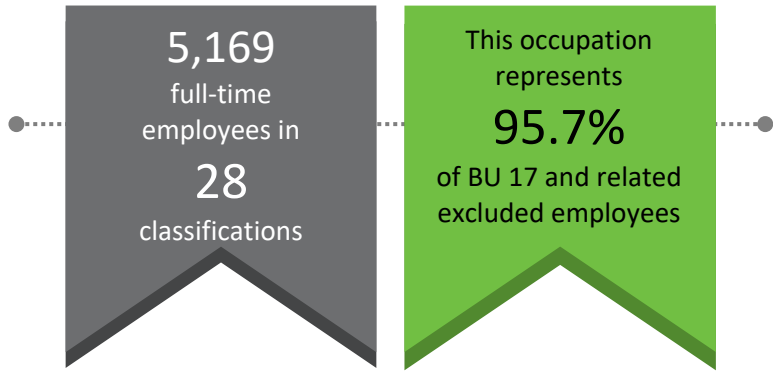
17

Registered Nurses

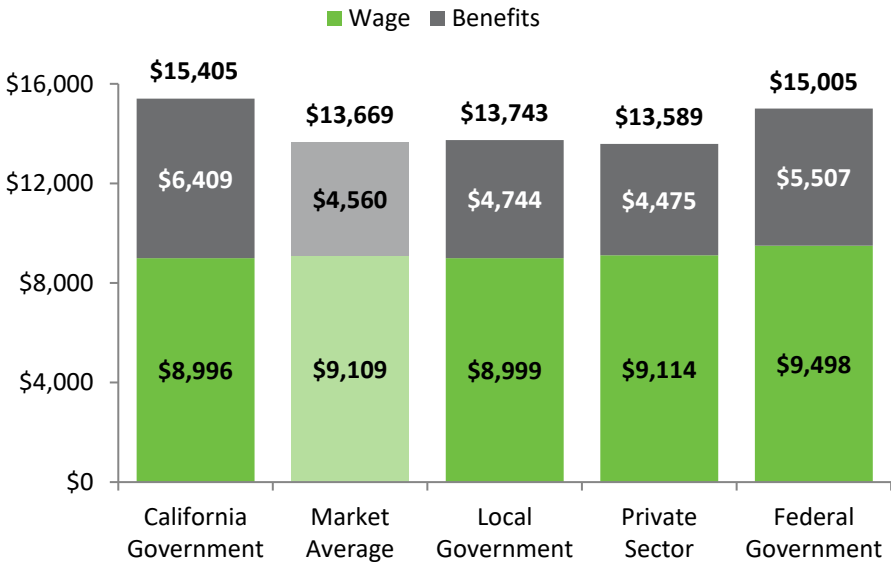
SOC Code: 29-1141

Federal Government Definition: Employees in the occupation assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

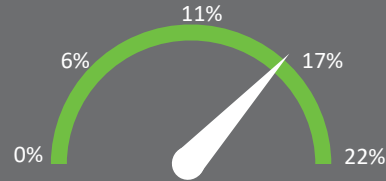
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Registered Nurses Occupation



Above Average Growth



16.2%

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

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

Market Average
11.3%

Local Government

10.8%

Private Sector

11.8%

Federal Government

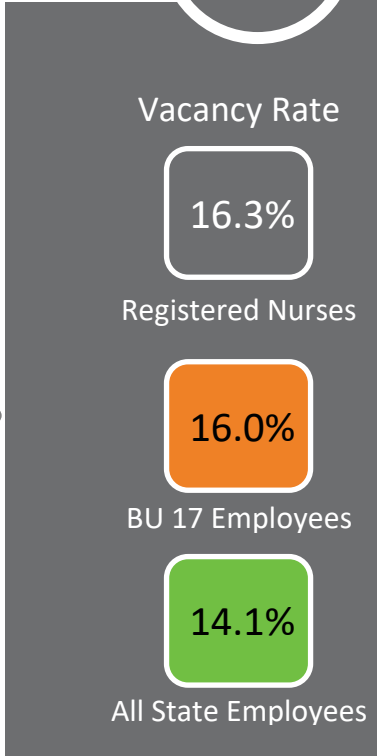
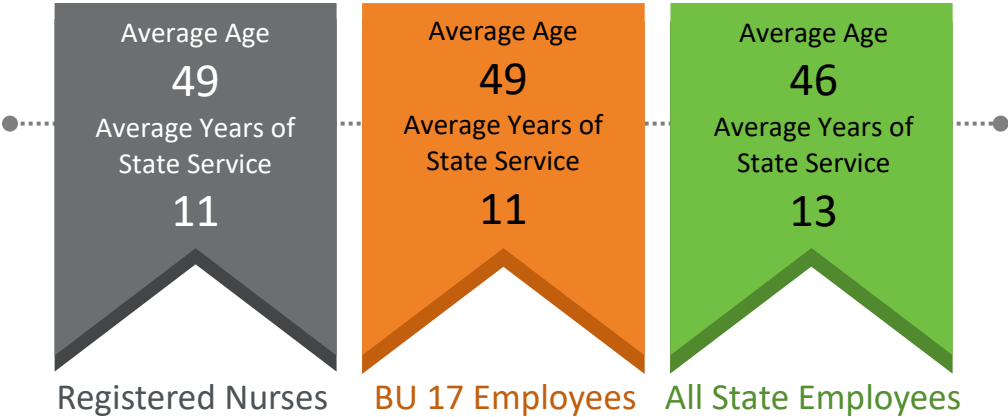
2.6%

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

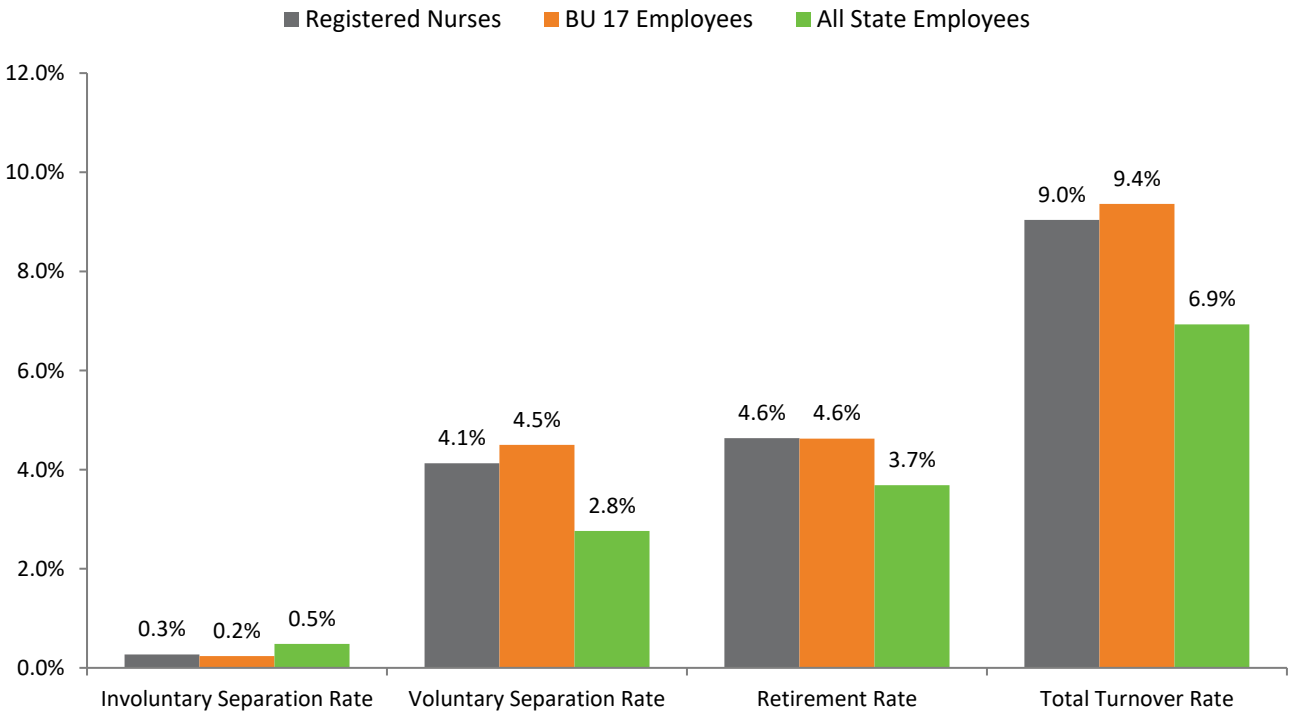
17

Registered Nurses

The following displays the average 2018 state employee workforce data for Registered Nurses, Bargaining Unit 17 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

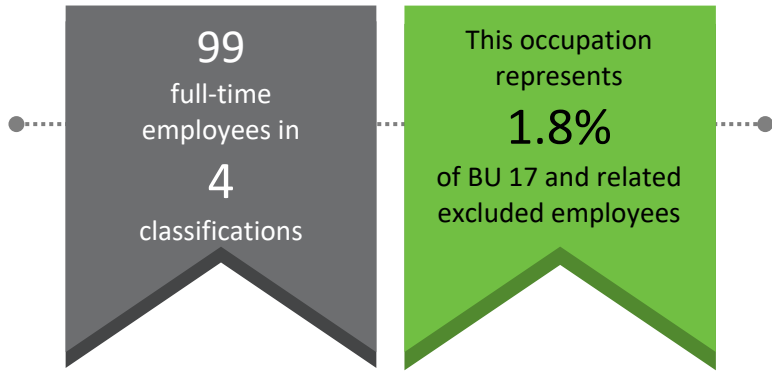
17

Nurse Practitioners

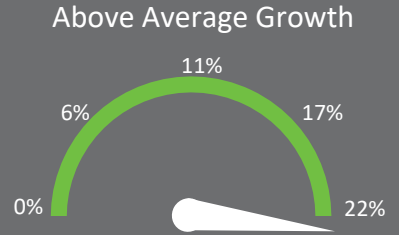
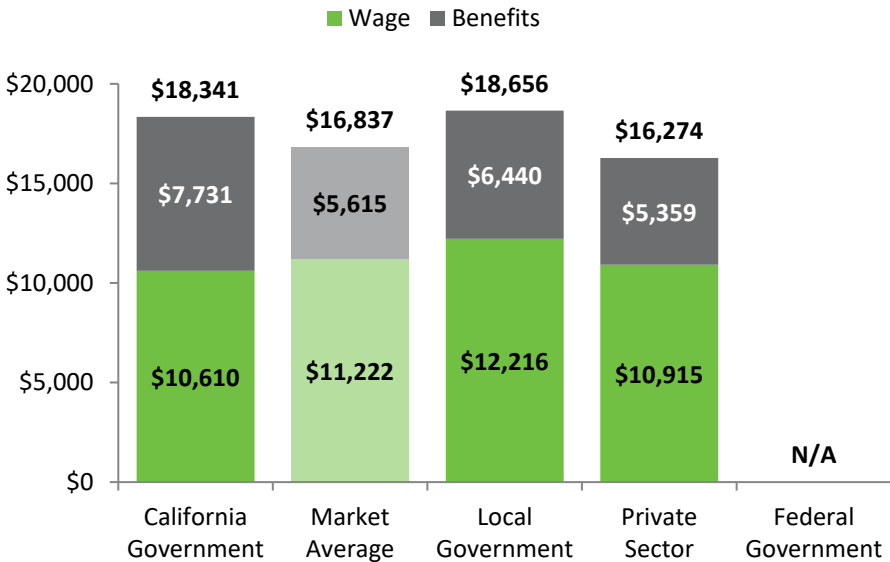
SOC Code: 29-1171

Federal Government Definition: Employees in the occupation diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Nurse Practitioners Occupation



35.1%

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

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

Market Average
8.2%

Local Government

-1.7%

Private Sector

11.3%

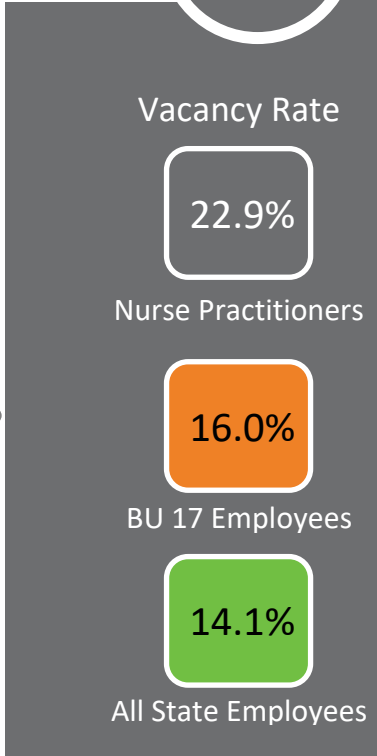
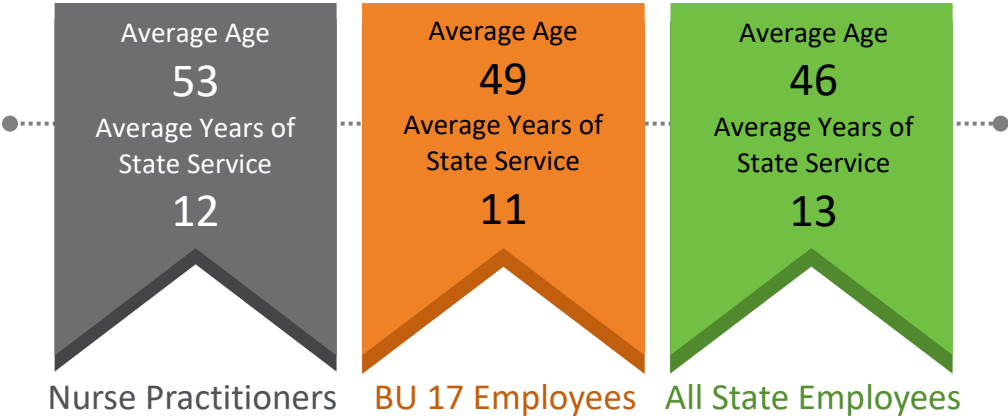
Federal Government

N/A

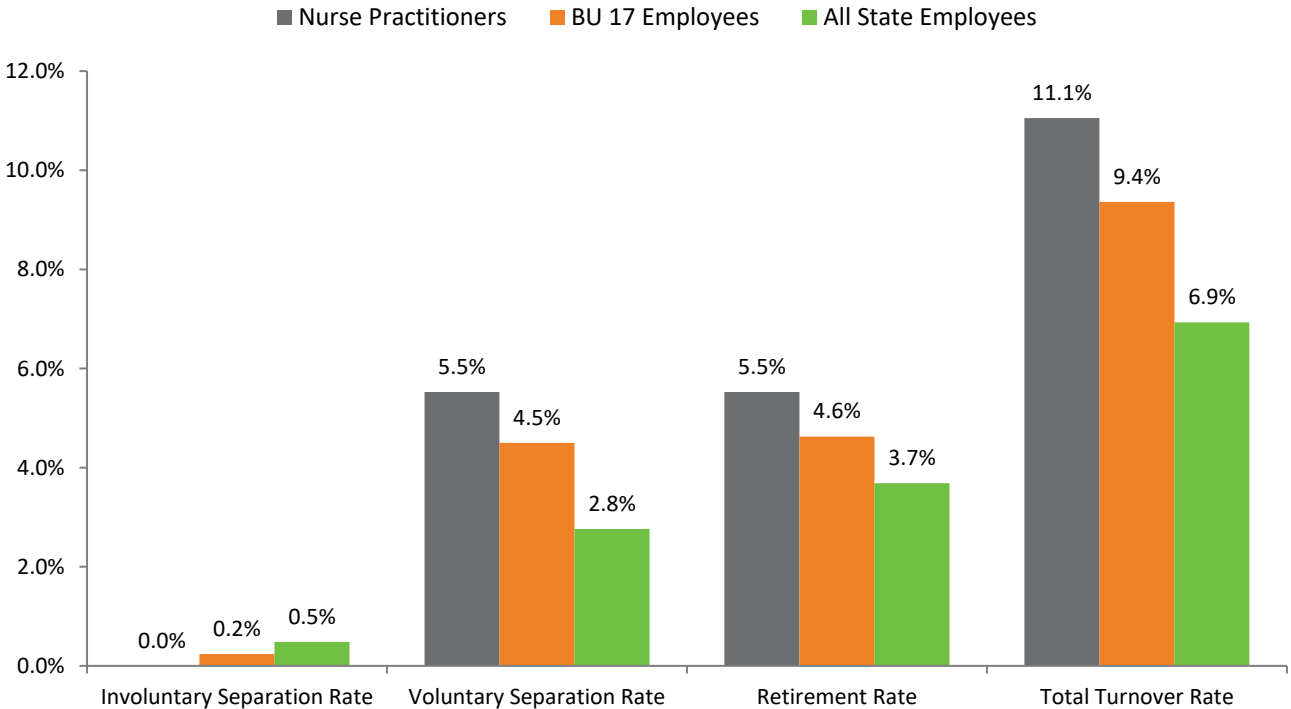
The Market Average is a weighted average for all three employer groups.

Nurse Practitioners

The following displays the average 2018 state employee workforce data for Nurse Practitioners, Bargaining Unit 17 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

Bargaining Unit 20

Bargaining Unit 20 is made up of medical and social services workers, primarily within state institutions. Five occupations were selected for this report. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 20

- Licensed Practical & Licensed Vocational Nurses (rank-and-file only)
- Nursing Assistants (rank-and-file only)
- Dental Assistants
- Pharmacy Technicians (rank-and-file only)

Departments with Bargaining Unit 20 Employees

Department	Count of Employees*
California Department of Corrections and Rehabilitation**	3,310
Department of Veterans Affairs	957
Department of State Hospitals	231
Department of Education	179
Department of Developmental Services	120
Department of Rehabilitation	2
California Department of Public Health	1
Department of Health Care Services	1

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

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

KEY STATISTICS FOR UNIT*

4,801

Full-Time Employees

72

State Classifications

28

Occupations

KEY STATISTICS IN REPORT*

4,092

Full-Time Employees

85.2%

of Unit 20
Full-Time Employees

12

Unit 20
Classifications

4

Unit 20
Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

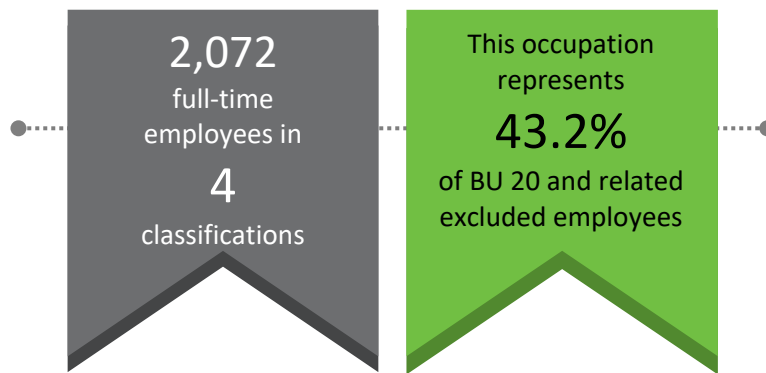
20

Licensed Practical & Licensed Vocational Nurses

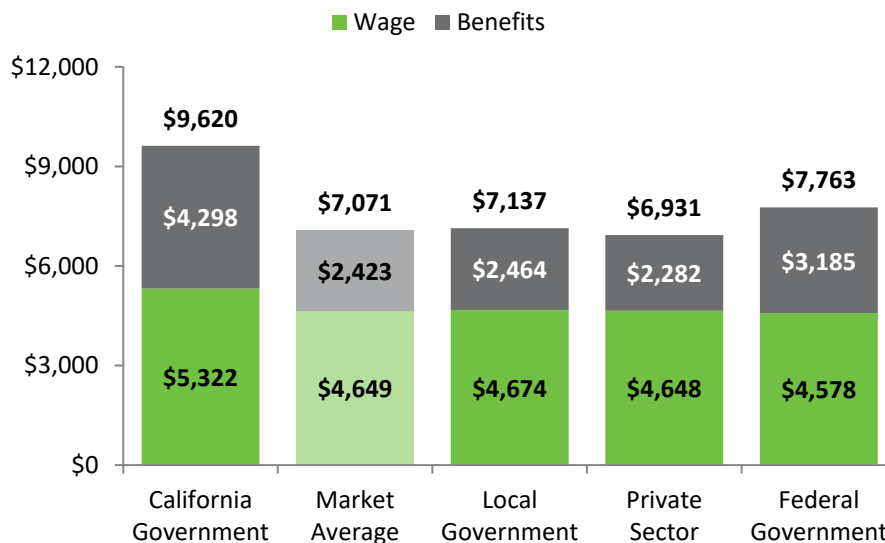
SOC Code: 29-2061

Federal Government Definition: Employees in the occupation care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

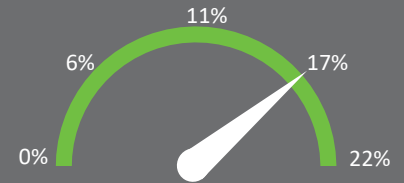
The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Licensed Practical & Licensed Vocational Nurses Occupation



Above Average Growth



17.0%

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

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

Market Average
26.5%

Local Government

25.8%

Private Sector

28.0%

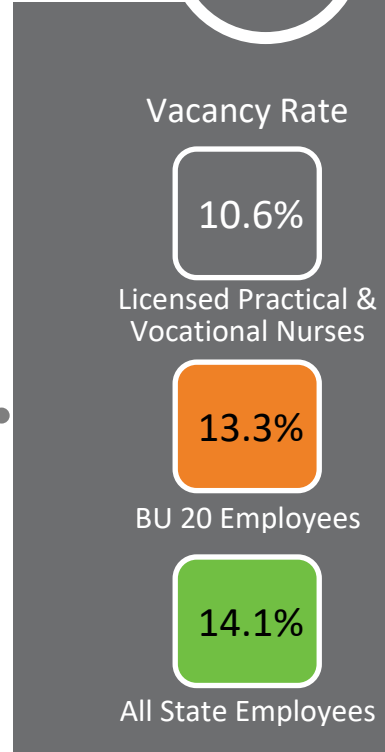
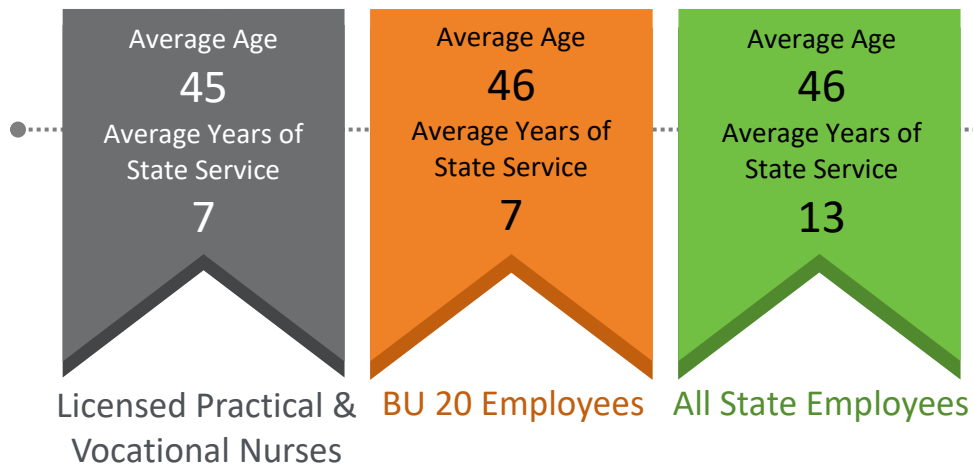
Federal Government

19.3%

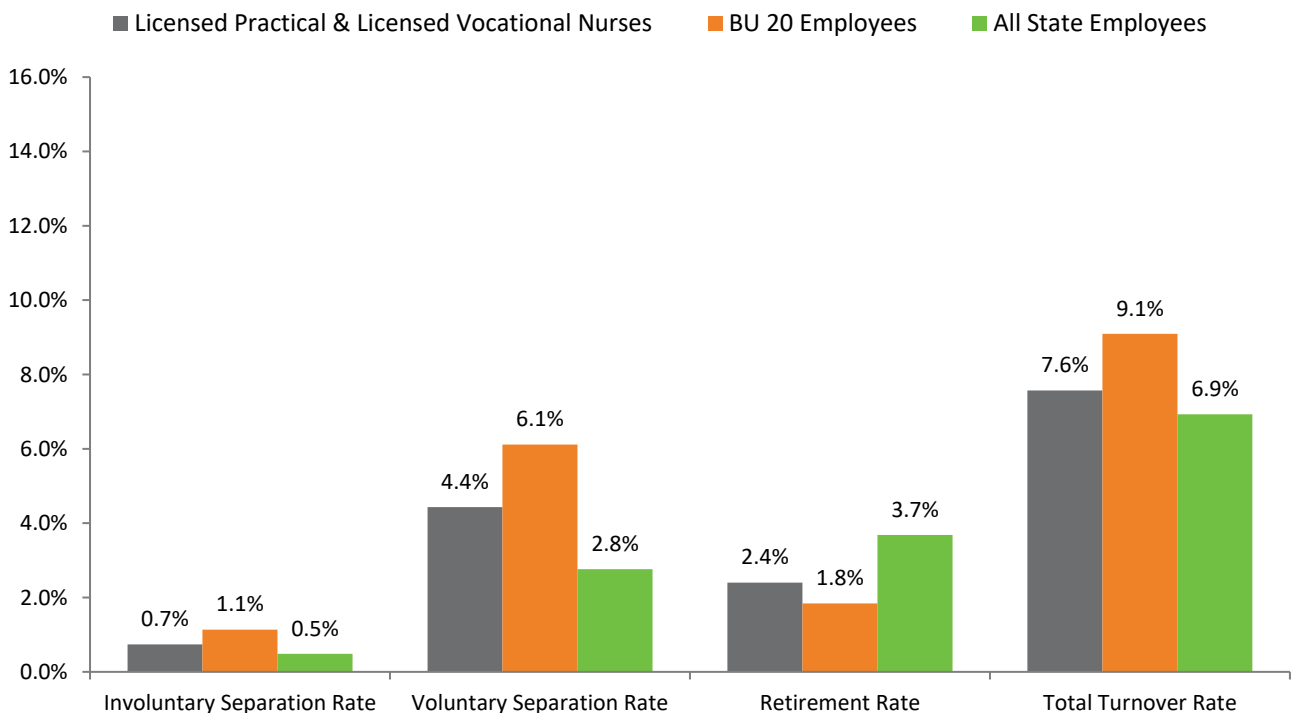
The Market Average is a weighted average for all three employer groups.

Licensed Practical & Licensed Vocational Nurses

The following displays the average 2018 state employee workforce data for Licensed Practical & Licensed Vocational Nurses, Bargaining Unit 20 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



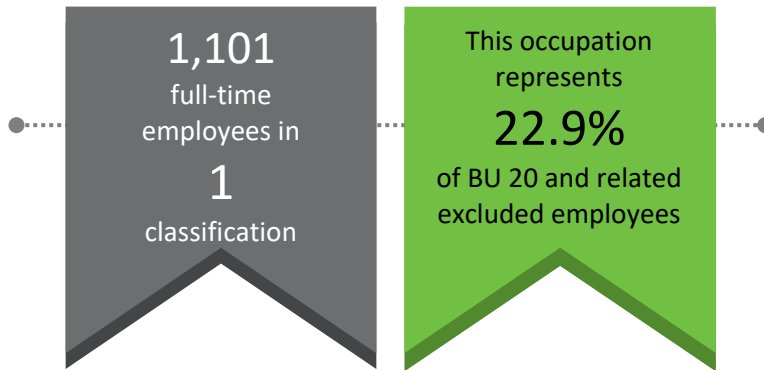
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Nursing Assistants

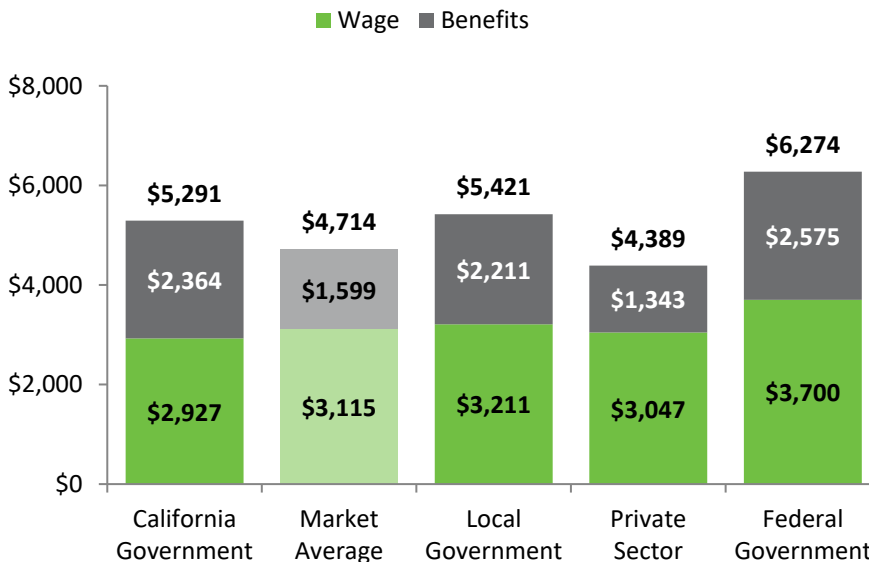
SOC Code: 31-1014

Federal Government Definition: Employees in the occupation provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

The State Employs:

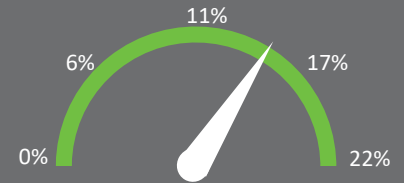


Statewide Monthly Median Total Compensation Comparison for the Nursing Assistants Occupation



20

Above Average Growth



15.4%

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

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

Market Average
10.9%

Local Government

-2.5%

Private Sector

17.0%

Federal Government

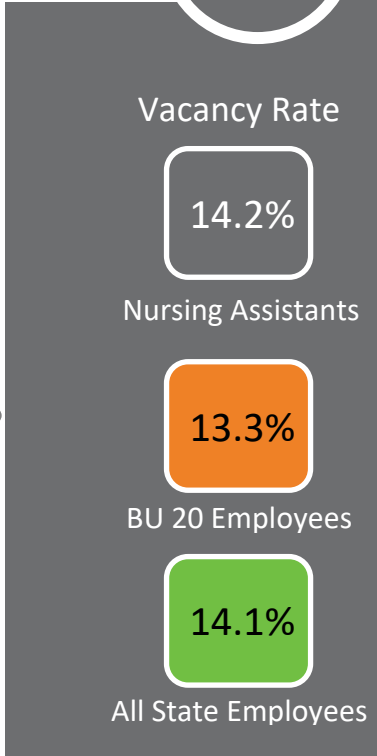
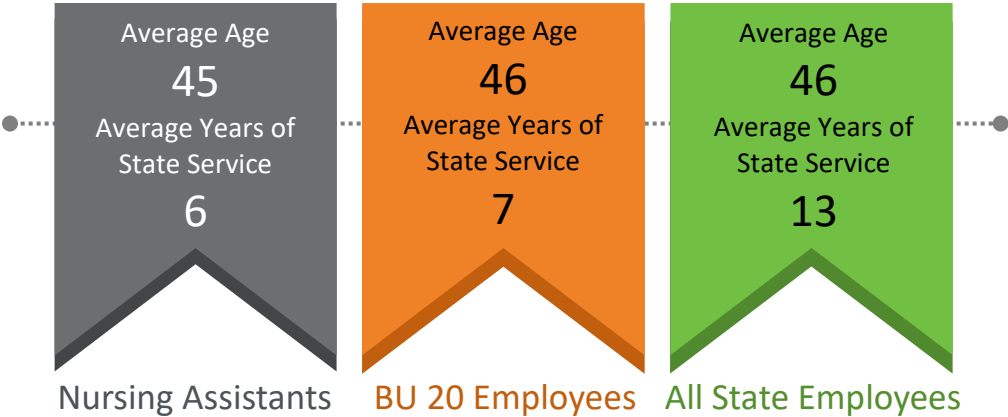
-18.6%

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

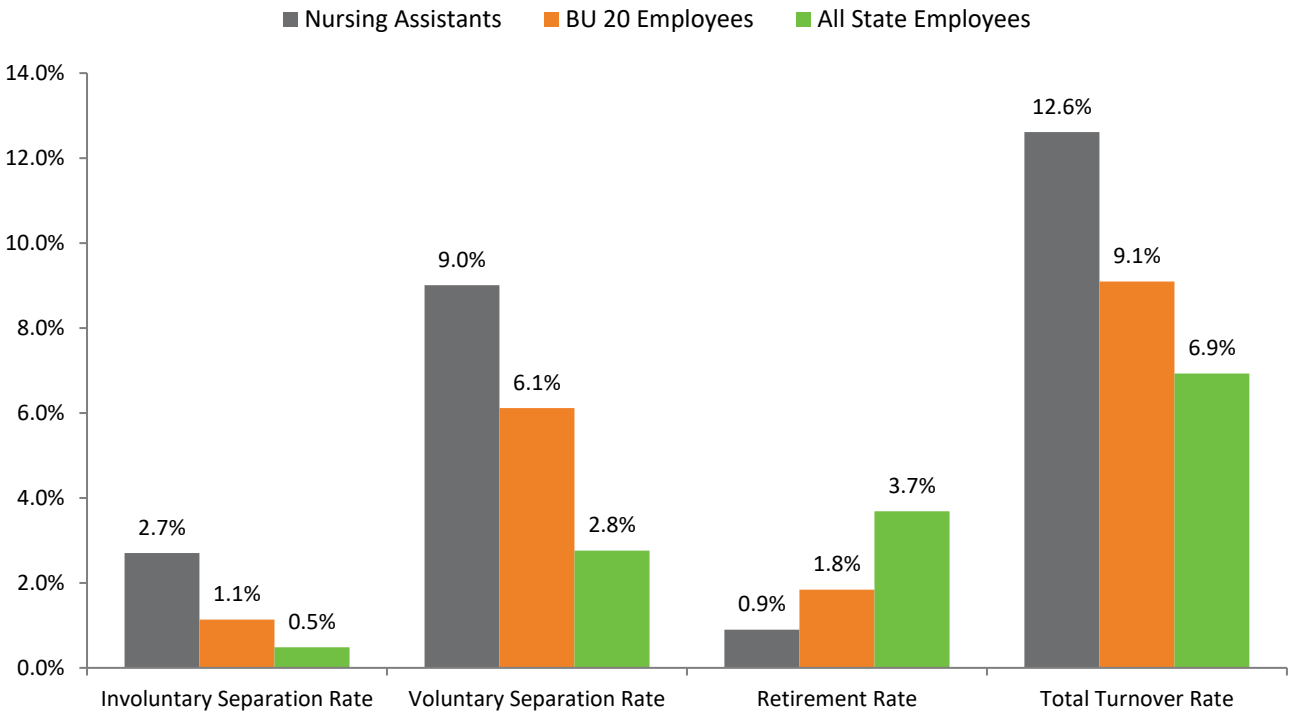
20

Nursing Assistants

The following displays the average 2018 state employee workforce data for Nursing Assistants, Bargaining Unit 20 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



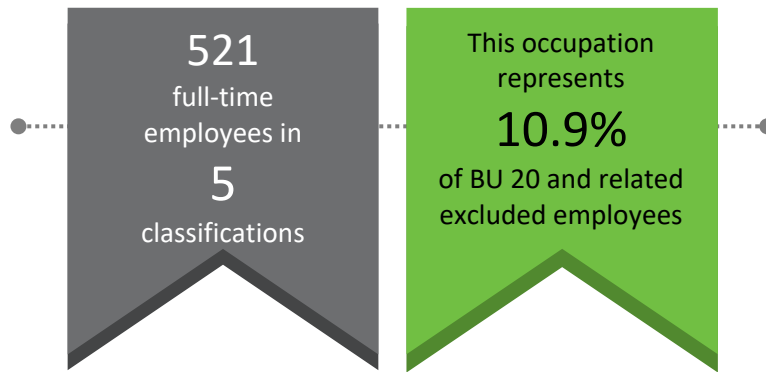
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Dental Assistants

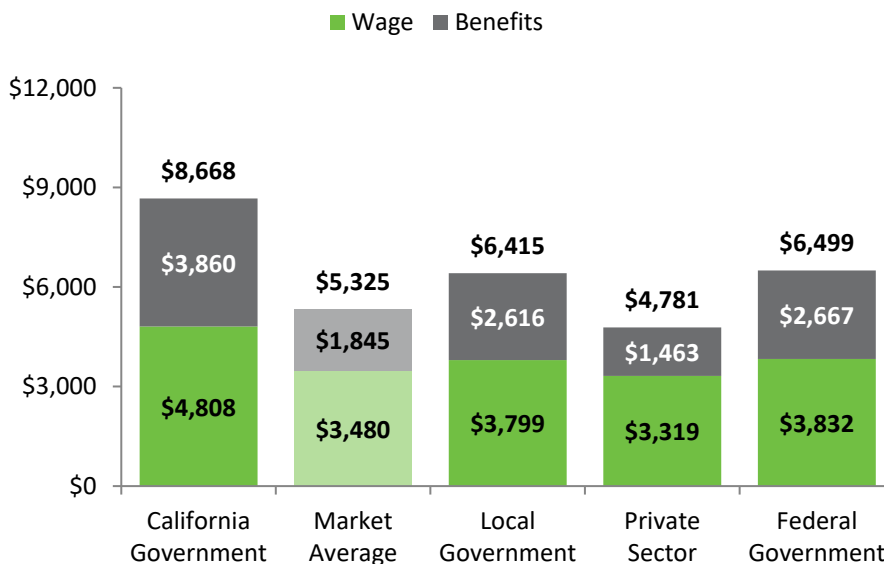
SOC Code: 31-9091

Federal Government Definition: Employees in the occupation assist dentist, set up equipment, prepare patient for treatment, and keep records.

The State Employs:

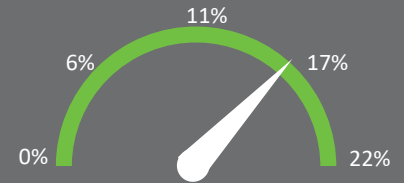


Statewide Monthly Median Total Compensation Comparison for the Dental Assistants Occupation



20

Above Average Growth



16.5%

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

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

Market Average
38.6%

Local Government

26.0%

Private Sector

44.8%

Federal Government

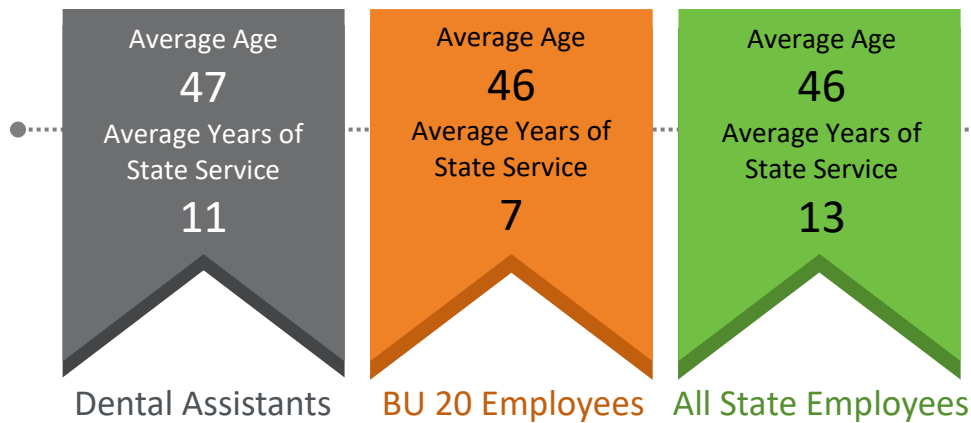
25.0%

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

20

Dental Assistants

The following displays the average 2018 state employee workforce data for Dental Assistants, Bargaining Unit 20 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

5.0%

Dental Assistants

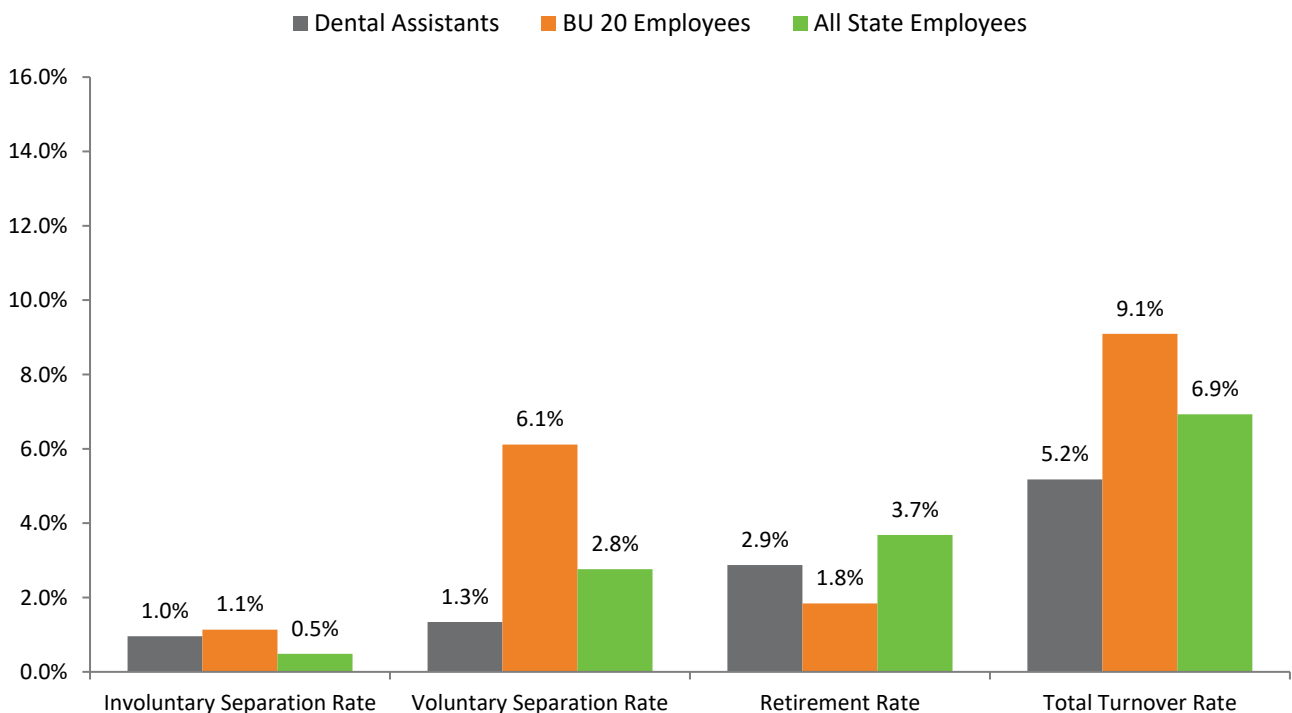
13.3%

BU 20 Employees

14.1%

All State Employees

2018 Turnover Rate



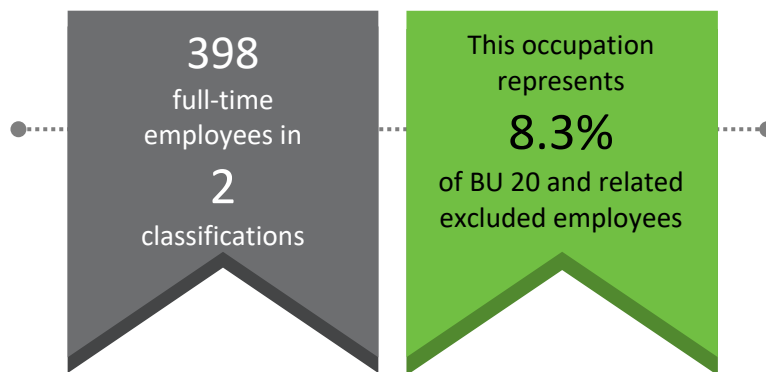
The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Pharmacy Technicians

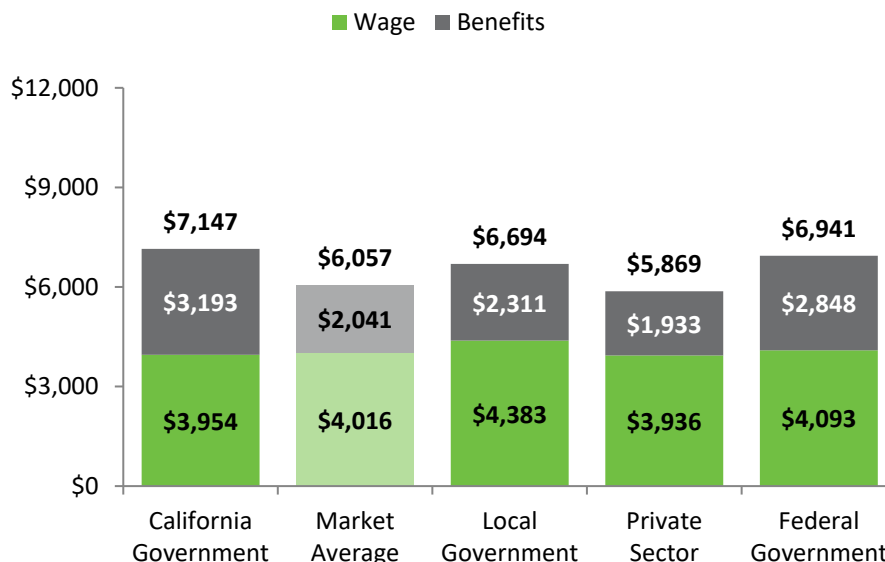
SOC Code: 29-2052

Federal Government Definition: Employees in the occupation prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Pharmacy Technicians Occupation



20

Above Average Growth



14.4%

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

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

Market Average

15.3%

Local Government

6.3%

Private Sector

17.9%

Federal Government

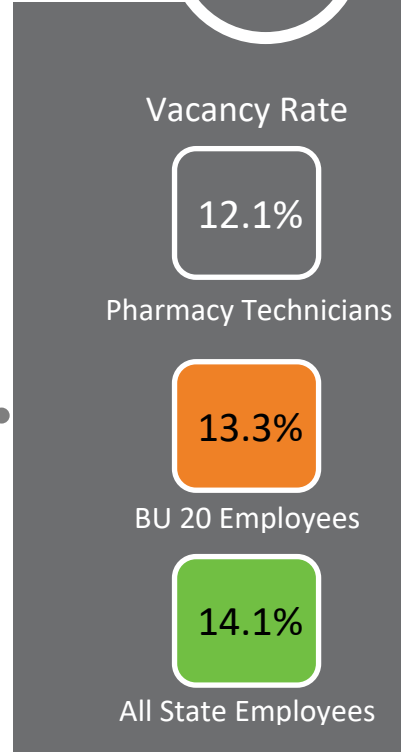
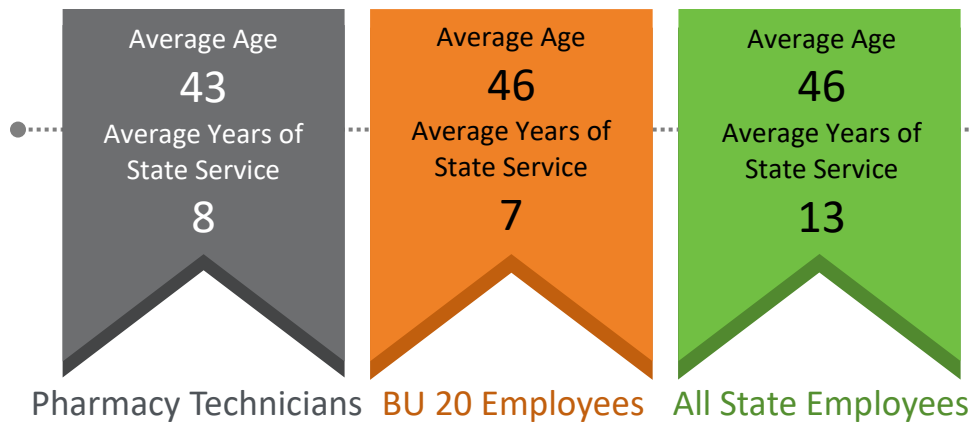
2.9%

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

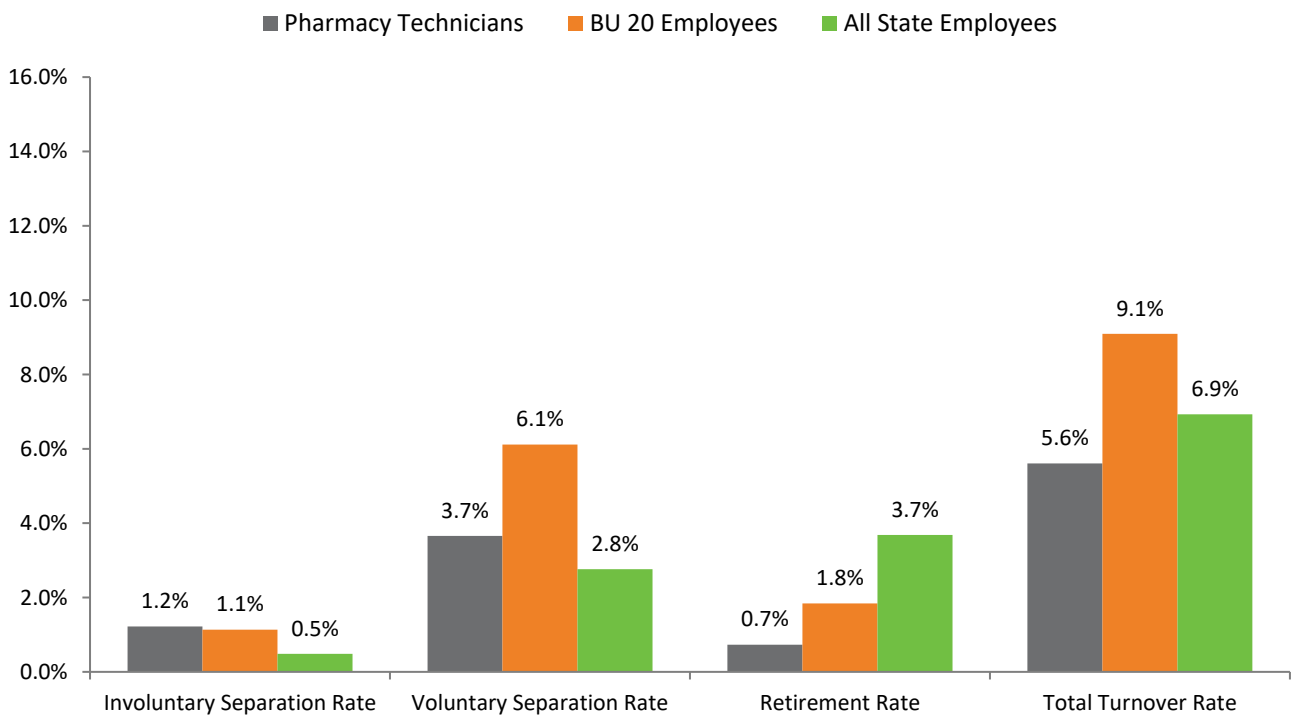
20

Pharmacy Technicians

The following displays the average 2018 state employee workforce data for Pharmacy Technicians, Bargaining Unit 20 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

Bargaining Unit 21

Bargaining Unit 21 is made up of employees in departments with non-institutional work settings providing education, consulting, and library services. Two occupations were selected for this report. These two occupations consist of both rank-and-file and related excluded employees. See Appendix B for a detailed list of state classifications in each occupation.

Occupations Examined for Bargaining Unit 21

- Instructional Coordinators
- Librarians

Top 10 Departments with Bargaining Unit 21 Employees

Department	Count of Employees*
Department of Education	402
Board of Governors California Community Colleges	59
California State Library	32
California Department of Consumer Affairs	20
California Commission on Teacher Credentialing	19
Secretary of State's Office	12
California Children and Families Commission	9
Department of Veterans Affairs	9
Department of Justice	8
California Department of Transportation	5

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

KEY STATISTICS FOR UNIT*

592

Full-Time Employees

65

State Classifications

12

Occupations

KEY STATISTICS IN REPORT*

435

Full-Time Employees

73.5%

of Unit 21 Full-Time Employees

30

Unit 21 Classifications

2

Unit 21 Occupations

*Includes rank-and-file and related excluded employees as of March 2018.

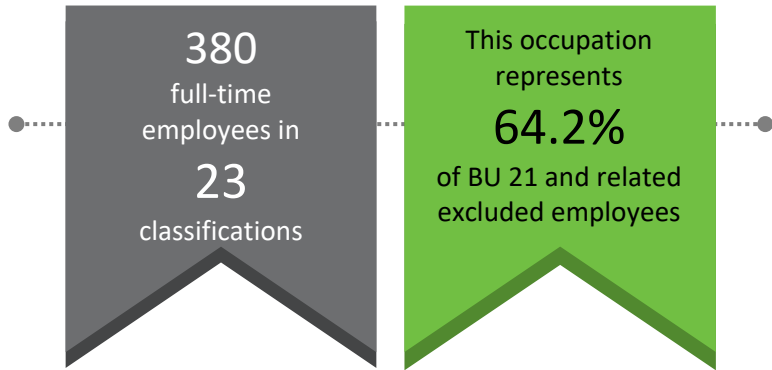
21

Instructional Coordinators

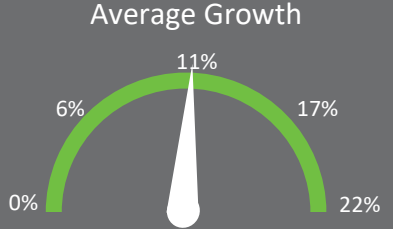
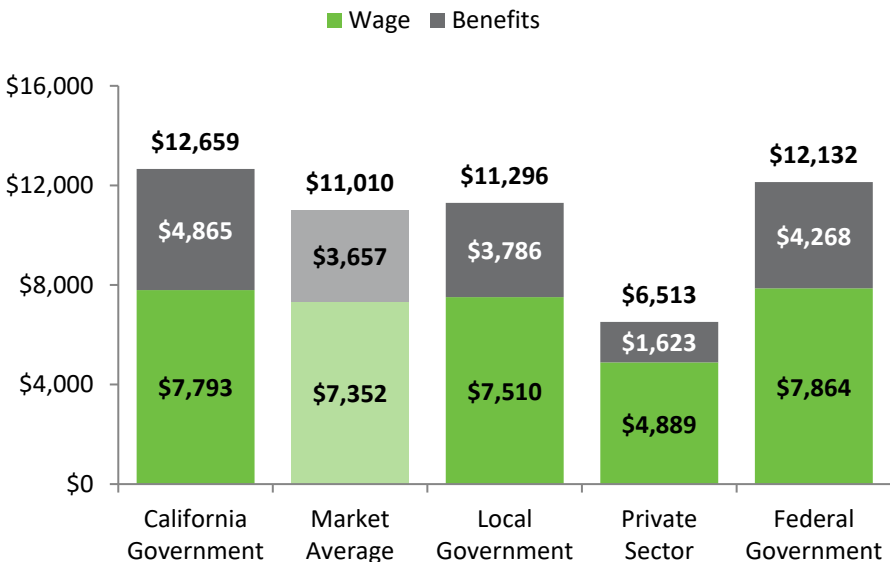
SOC Code: 25-9031

Federal Government Definition: Employees in the occupation develop instructional material, coordinate educational content, and incorporate current technology in specialized fields that provide guidelines to educators and instructors for developing curricula and conducting courses. Includes educational consultants and specialists, and instructional material directors.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Instructional Coordinators Occupation



11.4%
Projected Growth for Occupation in California by 2026 according to the EDD

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

Market Average
13.0%

Local Government

10.8%

Private Sector

48.6%

Federal Government

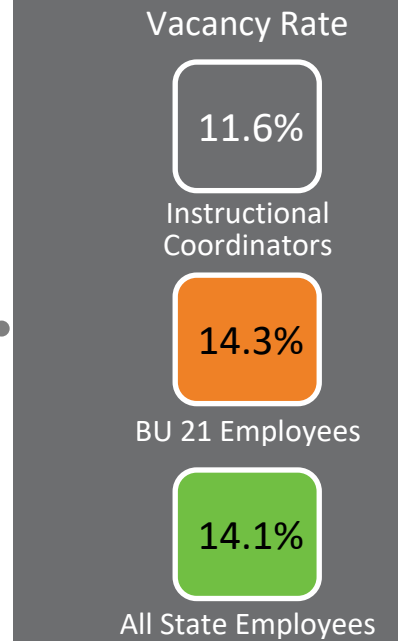
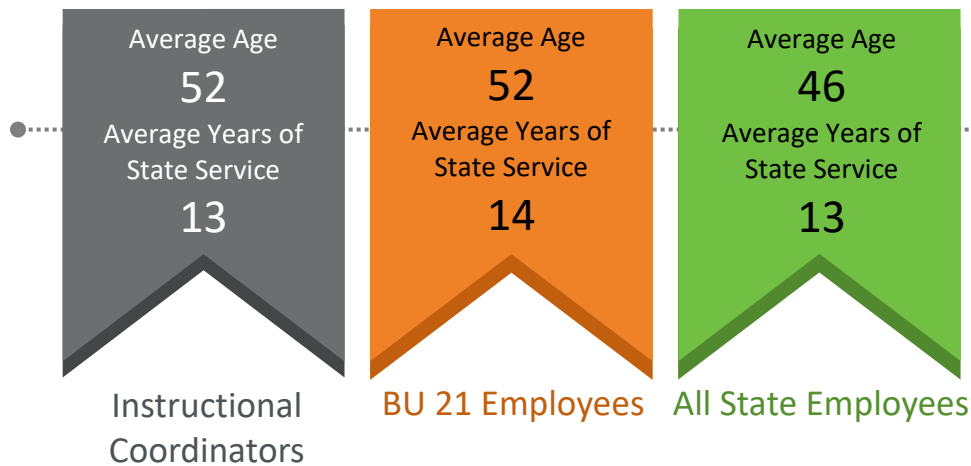
4.2%

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

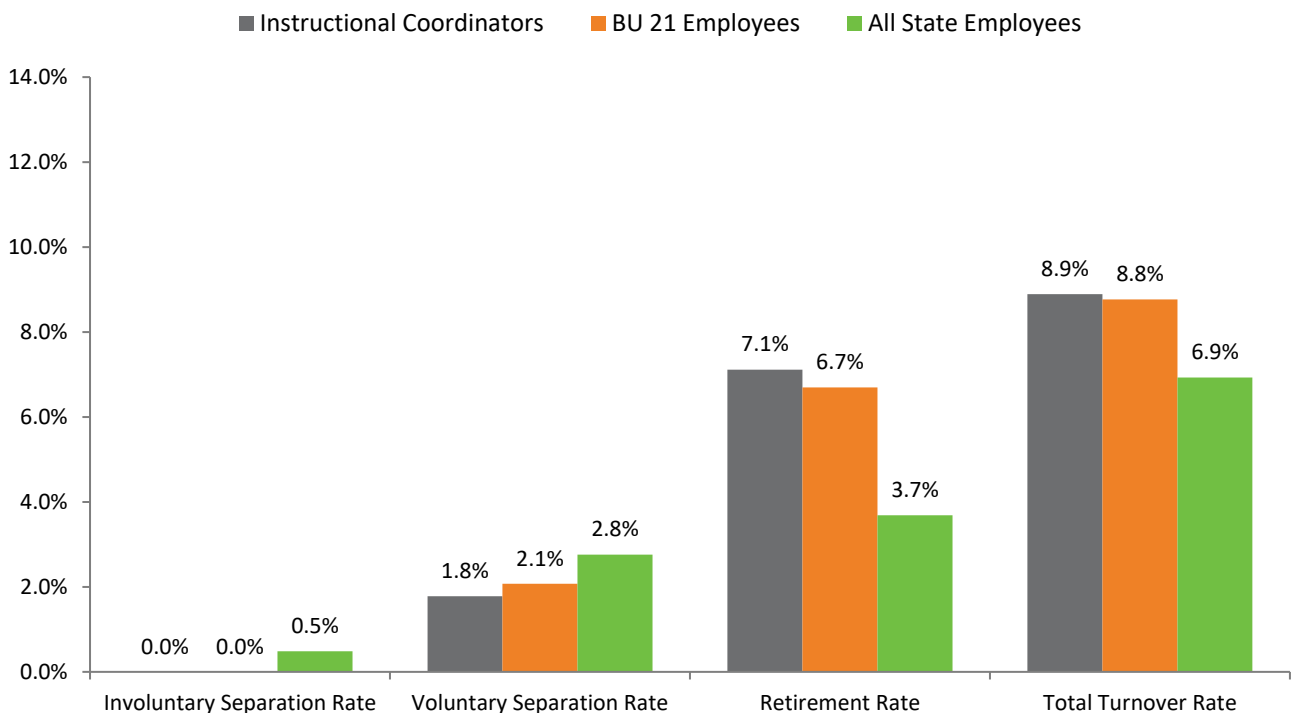
21

Instructional Coordinators

The following displays the average 2018 state employee workforce data for Instructional Coordinators, Bargaining Unit 21 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



2018 Turnover Rate



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

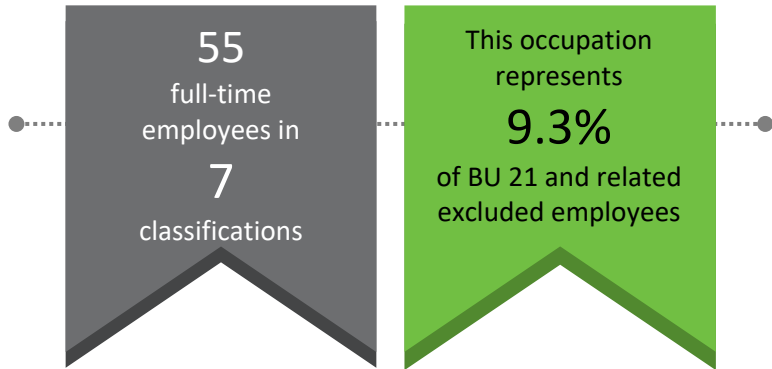
21

Librarians

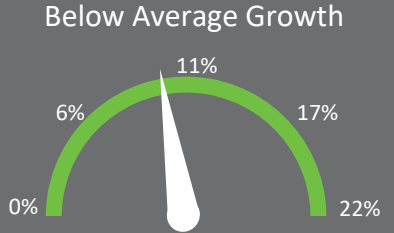
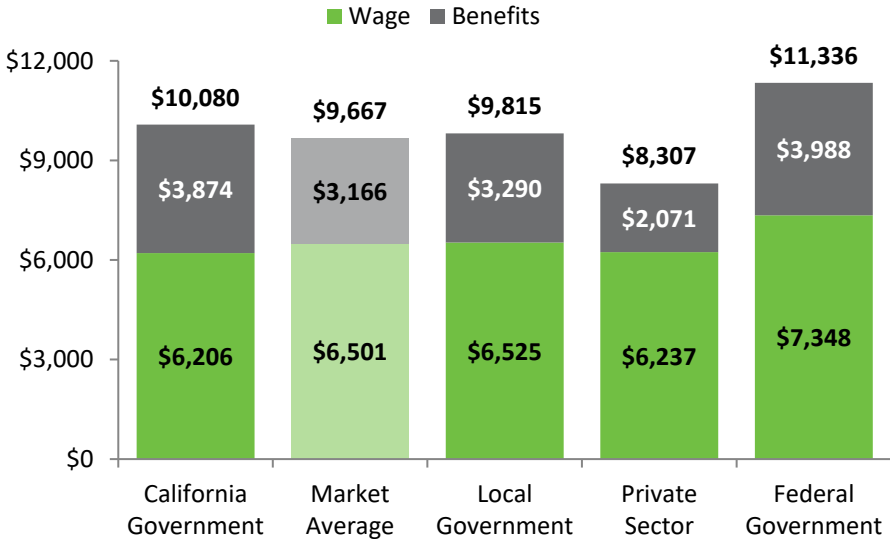
SOC Code: 25-4021

Federal Government Definition: Employees in the occupation administer libraries and perform related library services. Tasks may include selecting, acquiring, cataloguing, classifying, circulating, and maintaining library materials; and furnishing reference, bibliographical, and readers' advisory services. May perform in-depth, strategic research, and synthesize, analyze, edit, and filter information. May set up or work with databases and information systems to catalogue and access information.

The State Employs:



Statewide Monthly Median Total Compensation Comparison for the Librarians Occupation



10.2%

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

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

Market Average
4.1%

Local Government

2.6%

Private Sector

17.6%

Federal Government

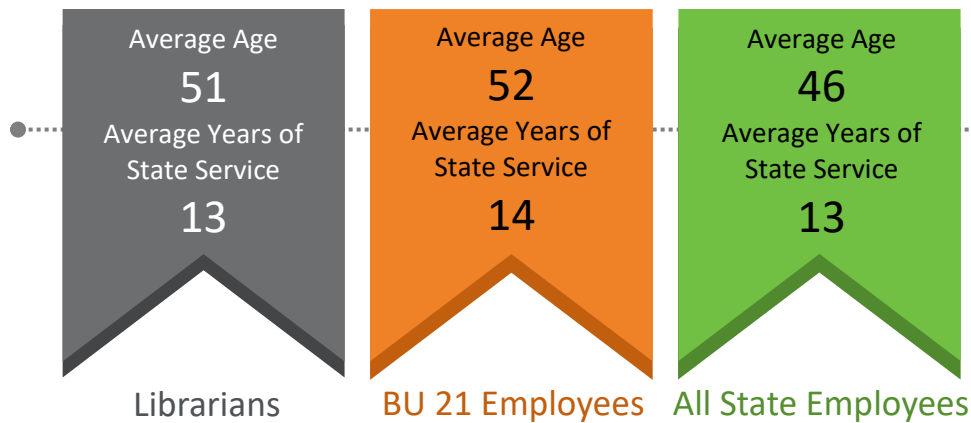
-12.5%

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

21

Librarians

The following displays the average 2018 state employee workforce data for Librarians, Bargaining Unit 21 and related excluded employees, and for all state employees. See the Glossary of Terms for definitions.



Vacancy Rate

16.1%

Librarians

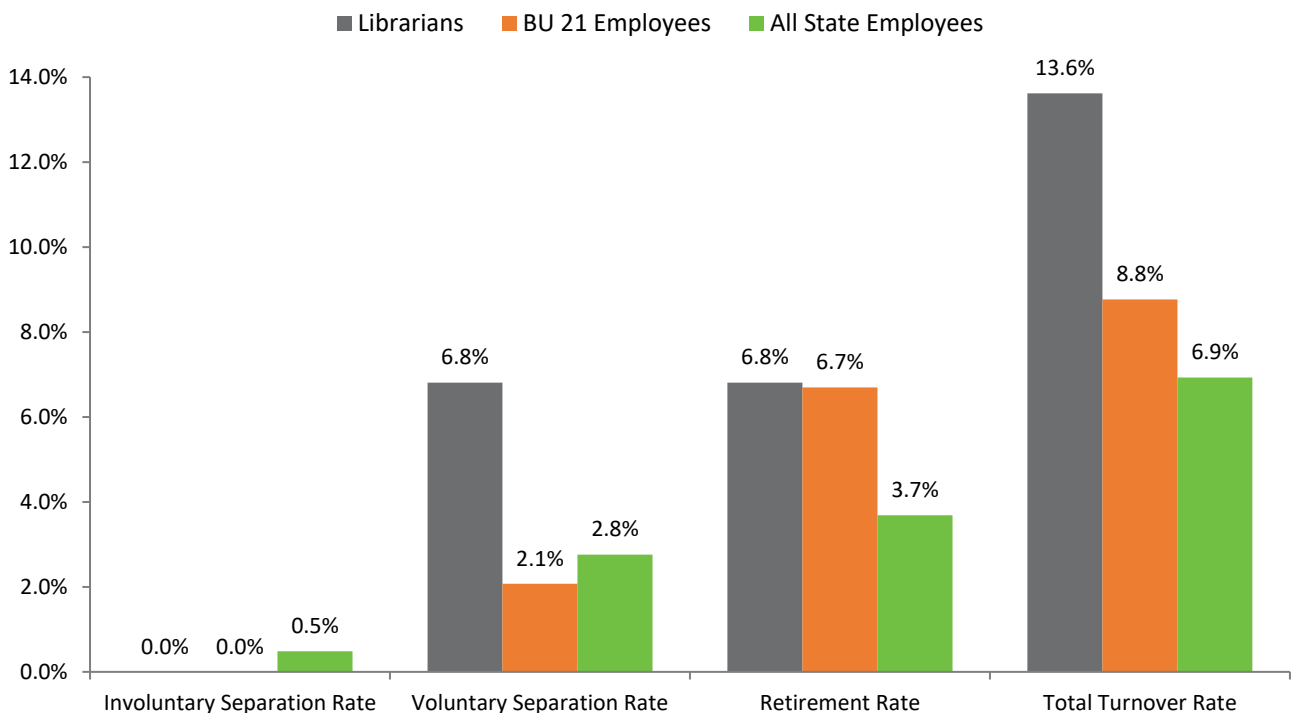
14.3%

BU 21 Employees

14.1%

All State Employees

2018 Turnover Rate

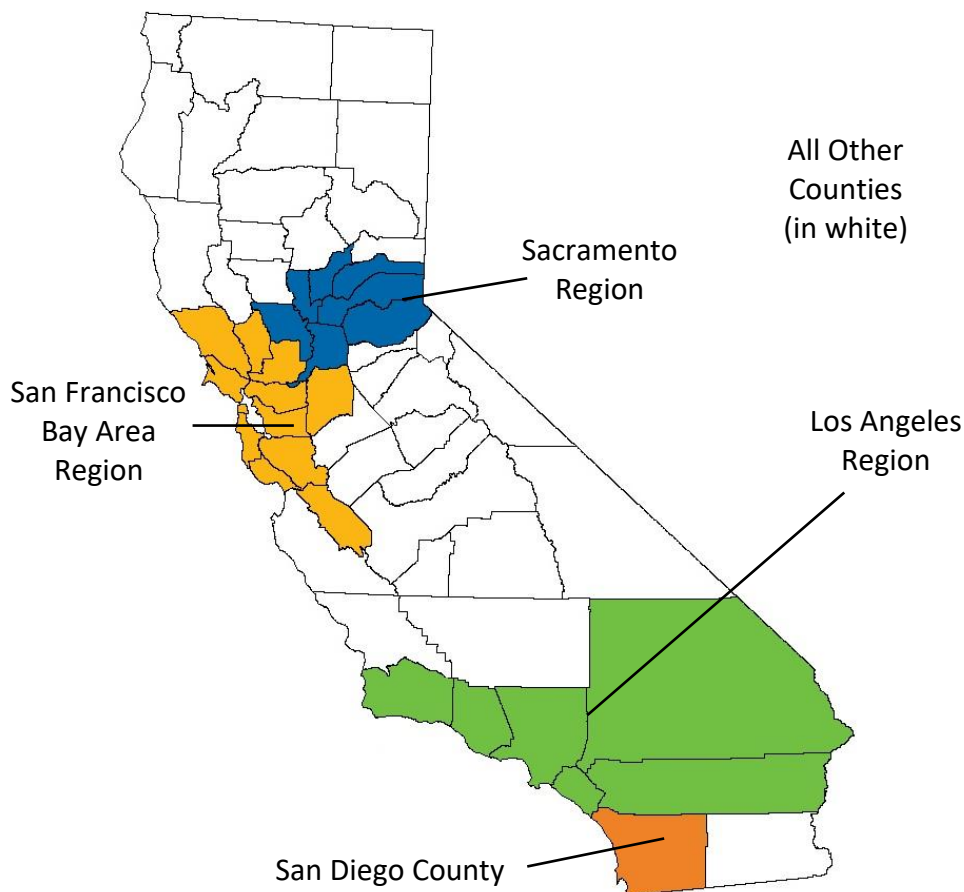


The Total Turnover Rate may not equal Involuntary and Voluntary Separation and Retirement Rates due to rounding.

Geographic Comparisons

When comparing compensation, it is important to recognize that wages can vary between geographic regions. The federal government has a policy of paying its white-collar employees more to work in four regions of California (Sacramento, Los Angeles, San Francisco, and San Diego) than it does in the rest of the state. Please refer to Appendix D-1 for details.

The tables on the following pages compare the total compensation in the same regions, as well as “All Other Counties,” using the 2014 Federal Locality Pay Area boundaries.



Where State Employees Work

Although the Sacramento region is home to the greatest concentration of all state workers, approximately 64 percent are employed elsewhere in California. The table below illustrates the percentage of full-time state employees associated with each bargaining unit (rank-and-file and related excluded) working in each region.

Table 8: Percent of Full-Time State of California Employees by Region*

Bargaining Unit	Sacramento Region	San Francisco Region	Los Angeles Region	San Diego County	Other Counties
1	66.3%	10.2%	13.7%	2.5%	7.4%
3	4.8%	28.4%	23.0%	2.1%	41.7%
4	40.7%	14.9%	21.5%	3.8%	19.1%
11	25.9%	16.2%	24.9%	4.3%	28.7%
14	84.5%	4.5%	5.6%	2.4%	2.9%
15	16.4%	23.9%	25.3%	3.5%	30.9%
17	6.8%	33.0%	24.6%	3.4%	32.2%
20	3.3%	33.8%	20.8%	5.4%	36.7%
21	95.3%	1.2%	2.5%	0.7%	0.3%
All State Workers	35.8%	17.2%	20.1%	3.8%	23.0%

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

Comparison in Sacramento Region

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

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
13-1111	Management Analysts	-36.9%	-13.0%	-3.5%	-25.2%
15-1121	Computer Systems Analysts	-4.4%	14.1%	-	7.5%
13-2011	Accountants and Auditors	10.8%	12.8%	-14.2%	8.1%
13-2081	Tax Examiners & Collectors, & Revenue Agents	-	-	-25.0%	-25.0%
43-4061	Eligibility Interviewers, Government Programs	5.5%	-	11.7%	5.8%
43-3051	Payroll and Timekeeping Clerks	7.0%	9.2%	-	7.6%
13-1031	Claims Adjusters, Examiners, and Investigators	-16.7%	-8.0%	0.4%	-6.1%
13-1141	Compensation Specialists	-6.0%	17.7%	-	3.3%
19-3051	Urban and Regional Planners	-8.0%	-	-	-8.0%
25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	-	-	-	-
25-1194	Vocational Education Teachers, Postsecondary	10.6%	-	-	10.6%
43-9061	Office Clerks, General	7.6%	29.6%	5.9%	13.3%
43-4031	Court, Municipal, and License Clerks	0.0%	-	-	0.0%
43-6012	Legal Secretaries	-9.2%	-	-	-9.2%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	-5.8%	7.0%	-12.5%	-1.9%
29-2071	Medical Records and Health Information Technicians	-	9.3%	-	9.3%
17-3022	Civil Engineering Technicians	-3.3%	-	-	-3.3%
19-4093	Forest & Conservation Technicians	-	-	24.0%	24.0%
17-3011	Architectural and Civil Drafters	-	-	-	-
53-6051	Transportation Inspectors	-	-	-29.6%	-29.6%
51-5112	Printing Press Operators	-	-	-	-
27-1024	Graphic Designers	23.5%	33.0%	-	31.0%

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
37-2011	Janitors & Cleaners	2.6%	35.6%	10.1%	12.2%
35-2012	Cooks, Institution & Cafeteria	30.0%	32.3%	-	30.5%
29-1141	Registered Nurses	13.9%	-3.0%	2.0%	-2.0%
29-1171	Nurse Practitioners	-	22.1%	-	22.1%
29-2061	Licensed Practical & Licensed Vocational Nurses	21.9%	21.0%	9.1%	19.4%
31-1014	Nursing Assistants	-	-7.9%	-10.9%	-8.1%
31-9091	Dental Assistants	-	-	-	-
29-2052	Pharmacy Technicians	-	3.5%	5.9%	3.7%
25-9031	Instructional Coordinators	18.1%	-	-	18.1%
25-4021	Librarians	6.9%	-	-	6.9%

*The Sacramento Region consists of the following counties: El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba. Dashes (-) are used where data are not available. A negative percent indicates the state's total compensation is below that of the employer group in that column.

Comparison in San Francisco Region

Table 10: Comparing State Employee Total Compensation in the San Francisco Bay Area Region*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
13-1111	Management Analysts	-36.8%	-45.9%	-38.0%	-43.3%
15-1121	Computer Systems Analysts	-15.6%	-22.1%	-	-21.5%
13-2011	Accountants and Auditors	-5.3%	0.3%	-31.1%	-1.8%
13-2081	Tax Examiners & Collectors, & Revenue Agents	-6.1%	-	-29.1%	-24.0%
43-4061	Eligibility Interviewers, Government Programs	2.6%	-	1.6%	2.3%
43-3051	Payroll and Timekeeping Clerks	-14.9%	4.7%	16.4%	-7.8%
13-1031	Claims Adjusters, Examiners, and Investigators	1.7%	-	-3.8%	-2.9%
13-1141	Compensation Specialists	-7.0%	-2.2%	-	-3.7%
19-3051	Urban and Regional Planners	-22.0%	-	-	-22.0%
25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	27.1%	-	-	27.1%
25-1194	Vocational Education Teachers, Postsecondary	19.5%	-	-	19.5%
43-9061	Office Clerks, General	-8.4%	-3.0%	-11.4%	-5.7%
43-4031	Court, Municipal, and License Clerks	-29.4%	-	-	-29.4%
43-6012	Legal Secretaries	-26.0%	-22.5%	-	-24.2%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	-14.1%	7.5%	-10.1%	-4.1%
29-2071	Medical Records and Health Information Technicians	-10.1%	3.1%	-5.7%	0.4%
17-3022	Civil Engineering Technicians	16.5%	3.7%	-	15.5%
19-4093	Forest & Conservation Technicians	32.8%	-	8.1%	18.4%
17-3011	Architectural and Civil Drafters	-13.9%	6.3%	-	-3.8%
53-6051	Transportation Inspectors	-	-	-	-
51-5112	Printing Press Operators	-7.4%	5.2%	-	1.6%
27-1024	Graphic Designers	13.7%	24.6%	-	23.4%

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
37-2011	Janitors & Cleaners	-14.7%	39.0%	-19.0%	18.3%
35-2012	Cooks, Institution & Cafeteria	27.1%	36.9%	-2.7%	31.5%
29-1141	Registered Nurses	-15.5%	-9.0%	-11.2%	-10.5%
29-1171	Nurse Practitioners	-18.8%	7.9%	-	0.6%
29-2061	Licensed Practical & Licensed Vocational Nurses	10.9%	16.3%	8.3%	13.7%
31-1014	Nursing Assistants	-34.0%	8.6%	-21.3%	-5.9%
31-9091	Dental Assistants	3.7%	-	7.2%	4.8%
29-2052	Pharmacy Technicians	-22.1%	7.4%	-3.0%	1.2%
25-9031	Instructional Coordinators	-	-	-	-
25-4021	Librarians	-11.2%	-	-	-11.2%

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

Comparison in Los Angeles Region

Table 11: Comparing State Employee Total Compensation in the Los Angeles Region*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
13-1111	Management Analysts	-45.0%	-27.9%	-24.6%	-33.5%
15-1121	Computer Systems Analysts	-13.9%	-5.2%	-	-7.3%
13-2011	Accountants and Auditors	7.3%	14.1%	-14.5%	11.5%
13-2081	Tax Examiners & Collectors, & Revenue Agents	7.5%	-	-29.6%	-19.7%
43-4061	Eligibility Interviewers, Government Programs	14.2%	-	10.6%	14.1%
43-3051	Payroll and Timekeeping Clerks	10.9%	18.2%	23.0%	13.3%
13-1031	Claims Adjusters, Examiners, and Investigators	1.9%	57.1%	5.7%	42.3%
13-1141	Compensation Specialists	1.6%	5.3%	-	3.7%
19-3051	Urban and Regional Planners	-10.4%	-	-	-10.4%
25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	29.4%	-	-	29.4%
25-1194	Vocational Education Teachers, Postsecondary	16.0%	-	-	16.0%
43-9061	Office Clerks, General	3.8%	32.1%	-1.1%	14.6%
43-4031	Court, Municipal, and License Clerks	-9.9%	-	-	-9.9%
43-6012	Legal Secretaries	-29.9%	-17.7%	-	-25.4%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	-7.5%	17.4%	-3.1%	5.2%
29-2071	Medical Records and Health Information Technicians	0.4%	20.5%	-4.7%	17.2%
17-3022	Civil Engineering Technicians	-3.1%	19.1%	-	0.0%
19-4093	Forest & Conservation Technicians	-	-	13.8%	13.8%
17-3011	Architectural and Civil Drafters	-7.9%	14.2%	-	6.4%
53-6051	Transportation Inspectors	-4.9%	12.3%	-45.3%	-13.9%
51-5112	Printing Press Operators	2.4%	-	-	2.4%
27-1024	Graphic Designers	2.0%	19.5%	-	16.8%

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
37-2011	Janitors & Cleaners	-12.9%	38.6%	-1.8%	10.7%
35-2012	Cooks, Institution & Cafeteria	17.3%	39.8%	10.7%	27.7%
29-1141	Registered Nurses	18.1%	18.1%	10.0%	17.9%
29-1171	Nurse Practitioners	19.7%	12.9%	-	14.6%
29-2061	Licensed Practical & Licensed Vocational Nurses	31.1%	32.0%	23.8%	31.0%
31-1014	Nursing Assistants	-3.3%	12.0%	-24.6%	7.7%
31-9091	Dental Assistants	31.6%	47.5%	17.4%	43.1%
29-2052	Pharmacy Technicians	14.5%	19.6%	-1.3%	18.3%
25-9031	Instructional Coordinators	-4.9%	39.4%	-6.7%	-2.4%
25-4021	Librarians	5.0%	23.7%	-	7.7%

*The Los Angeles Region consists of the following counties: Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura. Dashes (–) are used where data are not available. A negative percent indicates the state’s total compensation is below that of the employer group in that column.

Comparison in San Diego County

Table 12: Comparing State Employee Total Compensation in San Diego County

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
13-1111	Management Analysts	-2.5%	-8.0%	-25.1%	-11.0%
15-1121	Computer Systems Analysts	2.2%	-12.7%	-	-10.8%
13-2011	Accountants and Auditors	10.7%	11.2%	-7.4%	8.1%
13-2081	Tax Examiners & Collectors, & Revenue Agents	-	-	-18.0%	-18.0%
43-4061	Eligibility Interviewers, Government Programs	11.2%	-	10.1%	11.2%
43-3051	Payroll and Timekeeping Clerks	11.6%	15.1%	-	12.5%
13-1031	Claims Adjusters, Examiners, and Investigators	-	23.4%	3.9%	14.6%
13-1141	Compensation Specialists	15.4%	13.9%	-	14.6%
19-3051	Urban and Regional Planners	5.2%	-	-10.2%	2.9%
25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	-	-	-	-
25-1194	Vocational Education Teachers, Postsecondary	-	-	-	-
43-9061	Office Clerks, General	17.2%	25.9%	7.0%	18.8%
43-4031	Court, Municipal, and License Clerks	-14.2%	-	-	-14.2%
43-6012	Legal Secretaries	16.2%	-	-	16.2%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10.5%	19.8%	-0.3%	12.4%
29-2071	Medical Records and Health Information Technicians	-	30.3%	1.5%	22.8%
17-3022	Civil Engineering Technicians	10.8%	-	-	10.8%
19-4093	Forest & Conservation Technicians	-	-	16.6%	16.6%
17-3011	Architectural and Civil Drafters	-	-	-	-
53-6051	Transportation Inspectors	-	-	-	-
51-5112	Printing Press Operators	-	-	-	-
27-1024	Graphic Designers	25.9%	25.2%	-	25.4%

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
37-2011	Janitors & Cleaners	7.2%	40.7%	5.1%	23.6%
35-2012	Cooks, Institution & Cafeteria	28.3%	51.1%	8.3%	38.4%
29-1141	Registered Nurses	17.6%	23.7%	7.6%	20.4%
29-1171	Nurse Practitioners	-	6.1%	-	6.1%
29-2061	Licensed Practical & Licensed Vocational Nurses	25.2%	29.1%	24.4%	27.2%
31-1014	Nursing Assistants	5.9%	31.6%	3.0%	22.8%
31-9091	Dental Assistants	-	-	29.1%	29.1%
29-2052	Pharmacy Technicians	14.2%	30.7%	3.9%	22.0%
25-9031	Instructional Coordinators	-9.7%	19.2%	-35.0%	-9.1%
25-4021	Librarians	23.4%	23.3%	-	23.4%

Dashes (–) are used where data are not available. A negative percent indicates the state’s total compensation is below that of the employer group in that column.

Comparison in All Other Counties

Table 13: Comparing State Employee Total Compensation in All Other Counties in California*

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
13-1111	Management Analysts	1.9%	-14.6%	-26.2%	-6.6%
15-1121	Computer Systems Analysts	5.7%	-1.5%	-	2.4%
13-2011	Accountants and Auditors	-2.4%	-13.0%	-43.8%	-5.1%
13-2081	Tax Examiners & Collectors, & Revenue Agents	26.7%	-	40.6%	40.2%
43-4061	Eligibility Interviewers, Government Programs	24.8%	-	20.5%	23.1%
43-3051	Payroll and Timekeeping Clerks	19.3%	30.8%	-	22.0%
13-1031	Claims Adjusters, Examiners, and Investigators	-	-	5.2%	5.2%
13-1141	Compensation Specialists	17.9%	20.3%	-	18.3%
19-3051	Urban and Regional Planners	10.1%	-	-	10.1%
25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	36.4%	-	-	36.4%
25-1194	Vocational Education Teachers, Postsecondary	1.1%	-	-	1.1%
43-9061	Office Clerks, General	16.6%	31.9%	12.6%	18.9%
43-4031	Court, Municipal, and License Clerks	8.7%	-	-	8.7%
43-6012	Legal Secretaries	5.3%	-	-	5.3%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	13.1%	27.4%	6.5%	14.3%
29-2071	Medical Records and Health Information Technicians	33.7%	24.3%	-	26.8%
17-3022	Civil Engineering Technicians	21.1%	-	-	21.1%
19-4093	Forest & Conservation Technicians	-	-	29.4%	29.4%
17-3011	Architectural and Civil Drafters	-	-	-	-
53-6051	Transportation Inspectors	-	-	-	-
51-5112	Printing Press Operators	12.0%	18.2%	-	14.6%
27-1024	Graphic Designers	30.1%	55.4%	-	44.2%

SOC Code	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
37-2011	Janitors & Cleaners	9.5%	45.3%	2.3%	14.6%
35-2012	Cooks, Institution & Cafeteria	29.0%	42.1%	-	31.1%
29-1141	Registered Nurses	25.3%	21.3%	16.5%	22.0%
29-1171	Nurse Practitioners	16.5%	24.8%	-	22.7%
29-2061	Licensed Practical & Licensed Vocational Nurses	33.4%	30.8%	17.1%	30.8%
31-1014	Nursing Assistants	11.2%	17.8%	-3.7%	15.4%
31-9091	Dental Assistants	37.4%	32.8%	28.4%	34.0%
29-2052	Pharmacy Technicians	26.1%	21.5%	10.6%	21.9%
25-9031	Instructional Coordinators	12.9%	-	-	12.9%
25-4021	Librarians	22.9%	-	-	22.9%

*The All Other Counties in California include: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Mono, Plumas, San Luis Obispo, Shasta, Sierra, Siskiyou, Stanislaus, Tehama, Trinity, Tulare, and Tuolumne. Dashes (–) are used where data are not available. A negative percent indicates the state’s total compensation is below that of the employer group in that column.

Data and Methodology

The following pages display a summary of data sources and methodologies used to complete this report.

Wages + Benefits = Total Compensation

When the value of employee benefits is added to wages, it has a significant impact on the monthly total compensation costs for state employees. Using the same methodology for combining labor market data, CalHR added the value of state employee benefits to the state wage to find the total compensation for state workers. For more details, please read Methodology for Combining Benefit Percentages and Wages.

TOTAL COMPENSATION



State Employee Wages

CalHR received wage data for state employees from the State Controller's Office. This report compares the monthly median wage for full-time workers as of March 2018. (The median is the number in the middle of a group. For example, if there are five wages listed in descending order, then the third salary would be the median wage.) To find the state median wage, all salaries paid to state workers, rank-and-file and related excluded, associated with the same bargaining unit and mapped to the same occupation were collected. The average "wage-related" pay differentials paid to state workers in the occupation were then added to the base salary for each state employee to calculate the wage per employee.

Please refer to Appendix A for additional details on state employee and labor market wages.

Calculating State Employee Benefit Percentages

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

The benefits listed below are included in the NCS, which measures the employer's average costs for wages and benefits. The state's costs were collected from data provided by SCO for each bargaining unit separately, and then divided by the count of full-time employees to find an average annual benefit cost per employee. The average annual benefit cost was then divided by the average annual wage for that bargaining unit to find a "benefit percentage."

Wages: The average base pay for each bargaining unit was collected. An average of the qualifying pay differentials was calculated, and then added to the average base pay to compute the average wage for each bargaining unit.

Benefits

Supplemental Pay: This includes the employer's costs for overtime pay, shift differentials (for example, holiday shifts, weekend shifts, non-regular shift pay differentials), and the remainder of premium pays that are not included in the wage.

This also includes the following Non-Production Bonuses:

- Merit Award Program (Employee Suggestion Award, Employee Recognition Award, and 25-Year Service Award)
- Informal time off (ITO)
- Flex Elect (cash in-lieu of benefits)
- Recruitment and Retention bonuses
- Longevity bonuses

Paid Leave: To find the employer's cost for paid leave, all vacation/annual leave, holidays, and professional development days accrued are totaled. All sick leave used is then added to the total. This number is then multiplied by an hourly rate for paid leave.

Insurance: This includes the employer contribution for life insurance,¹ health insurance or consolidated benefits (CoBen), dental insurance, vision insurance, short-term disability insurance, long-term disability insurance, and administrative fees paid by the state for each plan.

Retirement and Savings: This includes the employer contribution towards retirement plans administered by the California Public Employees' Retirement System (CalPERS).

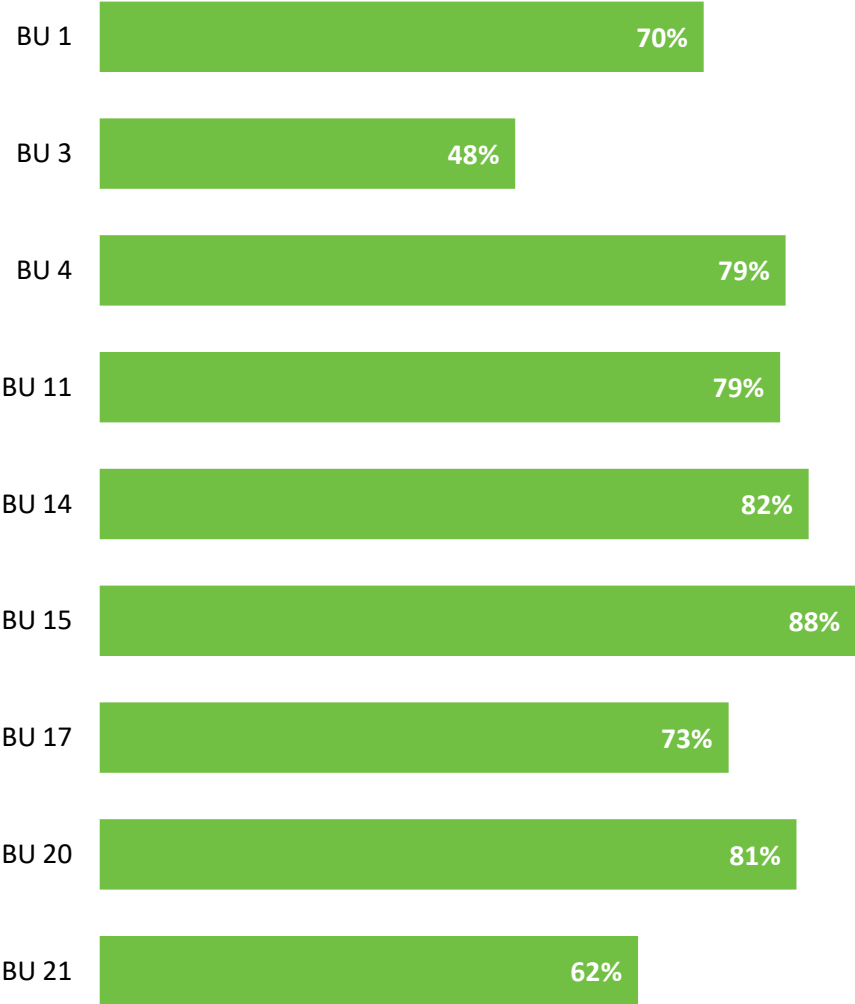
Legally Required Benefits: This includes the employer costs for Social Security, Medicare, state and federal unemployment insurance, and workers' compensation.

¹ The state pays for a Group Term Life Insurance policy for Managers, Supervisors and Excluded employees. The cost for these employees was included in the state's total compensation whenever these employees were part of an occupation. In addition to these policies, all state employees enrolled in a CalPERS retirement plan are automatically covered in a Group Term Life Insurance plan. However, those policies are funded through retirement contributions, so were not included in the state's total compensation costs.

Benefit Percentages for Bargaining Units

The benefit percentages below represent the state’s average cost for employee benefits, as defined by the Bureau, compared to average employee wages. Please refer to Appendix C for specific benefit percentages used for each occupation.

Chart 2: Benefit Percentages for Rank-and-File Employees in Each Bargaining Unit



About the Occupational Employment Statistics Survey

According to the Bureau, the OES survey is the only comprehensive source of regularly produced occupational employment and wage rate information for the U.S. economy. The survey is published annually, covering full-time wage and salary workers in nonfarm industries. It does not include wages for the self-employed.

The OES program is a cooperative effort between the Bureau and State Workforce Agencies (SWA). In California, the Employment Development Department (EDD) is the SWA responsible for collecting local-government and private-sector wages. The Bureau collects federal employee wage data.

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

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

The OES data in this report reflects wages for full-time workers in California as of March 2018. Private-sector wages were filtered for large employers (500 or more employees) for all statewide and regional comparisons.

About the National Compensation Survey

According to the Bureau, the NCS provides comprehensive measures of employee compensation, compensation cost trends, as well as the degree to which workers have access to — and participate in — employer-provided benefit plans. Bureau field economists collect and review the survey data from a national, statistically representative sample of private-sector businesses, and state and local-government agencies. The survey does not include federal government, agricultural, household workers, and workers who are self-employed.

The 2018 California State Employee Total Compensation Report uses data from the Employer Costs for Employee Compensation (ECEC), which reports the average total compensation on an hourly basis for private-sector and local-government workers.

The NCS data are used in the following Bureau reports:

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

Please refer to the Glossary of Terms for detailed definitions.

Employer Costs for Employee Compensation (ECEC)

The ECEC reports the following employer-paid benefit costs:

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

The Bureau provided CalHR with unpublished estimates of annual hours worked, annual scheduled hours, and hourly wage and benefit costs for private-sector and local-government workers separately. CalHR annualized the hourly data to create “benefit percentages” for each employer group and each occupation.² The table below summarizes how these percentages were created.

Table 14: Calculating the Benefit Percentage from the NCS

NCS Wage for Major Occupational Group	NCS Total Benefits for Major Occupational Group	Benefit Formula	Benefit %
\$80,000 / Year	\$40,000 / Year	$(\$40,000 / \$80,000) = 50\%$	50%

² The Bureau provided estimates for wages, benefits, annual scheduled hours, and annual hours worked for most major occupational groups for the private sector. However, local government sample data was insufficient to produce estimates for some major occupational groups. Where this was the case, CalHR used the local government high level or “All Worker” benefit percentage.

National Compensation Survey Data

The Bureau provided CalHR with a detailed breakout of total compensation costs from the NCS for the Pacific Region.³ The map below illustrates the five states in the Pacific Region.



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

Federal Employee Benefit Data

To calculate a benefit percentage for federal workers, CalHR obtained wage and benefit costs for federal workers employed in each occupation from the U.S. Office of Personnel Management (OPM).

Methodology for Combining Benefit Percentages and Wages

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

To find the total compensation for a detailed occupation, the benefit percentage from the NCS (for local government and private sector) and from the OPM (for federal government) was combined with the wage data from the corresponding employer group in the OES survey.

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

Table 15: Calculating the Value of Employee Benefits

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
\$80,000 / Year	50%	$(\$80,000 \times 50\%) = \$40,000$	$\$80,000 + \$40,000$	\$120,000 / Year

State Benefits Not Included in Total Compensation

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

Bereavement Leave

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

Employee Assistance Program (EAP)

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

Flexible Schedules

The state offers flexible schedules to many of its workers, often in the form of an Alternate Work Week Schedule. This schedule allows employees and management to mutually agree upon a varied distribution of their normal work hours. It does not change the number of hours worked, but simply allows each individual the flexibility to rearrange their work schedule to better meet their personal needs while also considering the needs of the office.

Jury Duty Leave

State employees called for jury duty are granted leave time during their service. Employees are not entitled to juror pay but are permitted to keep mileage payments.

License and Professional Association Membership

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

Long Term Care

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

Paid Leave for Promotional Exams/Promotional Interviews

State employees may be granted leave time to participate in civil service examinations and attend interviews. (Gov. Code §19991)

Reimbursement Accounts

The FlexElect Reimbursement Account offers employees a voluntary pre-tax reimbursement account for out-of-pocket medical and dependent care expenses.

Retiree Health Insurance (Other Post-Employment Benefits)

The Bureau of Labor Statistics does not include retiree health insurance in the calculation of benefits for the National Compensation Survey. Following this methodology, the state did not include its contribution to retiree health in its benefit calculations.

State Defined Contribution Program: Savings Plus

Through Savings Plus, most state employees may establish and manage 401(k) and 457(b) plans. In 2018, employees were allowed to contribute up to \$18,500 in each plan (\$37,000 combined), if under the age of 50; and up to \$24,500 in each plan (\$49,000 combined) if 50 or older. Savings Plus allows employees to save for their retirement on both a pre-tax basis and after-tax basis with the designated Roth feature.

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

Statewide Employee Wellness Program

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

Supplemental Life Insurance

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

Teleworking

In some offices, the state encourages the use of teleworking (working from home) as a management work option. Appropriately planned and managed, telework can benefit managers, employees, and customers of the State of California.

Time-Off to Maintain Licensure

For state employees that must maintain professional licensure as a condition of employment, the state allows these employees time off for educational leave without loss of compensation. See related Memoranda of Understandings for more information.

Training and Professional Development

The Statewide Training Center provides development opportunities for state employees through civil-service led academies and vendor hosted solutions. The CalHR competency-based academy programs include consultation on and delivery of leadership development, process improvement, and human resource professional training.

Transportation Benefits

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

Uniform/Equipment Allowance

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

For more information on state employee benefits:

<https://www.calhr.ca.gov/employees/Pages/main.aspx>

Glossary of Terms

These definitions are used for the purposes of this report. 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, then subtract all vacation, holiday and personal leave hours accrued 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 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. For example, CB/IDs for Bargaining Unit 1 and its related excluded employees look like this: R01, M01, S01, and C01.
Defined Benefit Retirement Plan	A defined benefit retirement plan provides employees with guaranteed retirement benefits that are based on a benefit formula. A participant's retirement age, length of service, and pre-retirement earnings may affect the benefit received.

Glossary of Terms Continued

Defined Contribution Retirement Plan	A defined contribution retirement plan specifies the level of employer and employee contributions (retirement savings) and places those contributions into individual employee accounts. Retirement benefits are based on the level of contributions, plus earnings.
Disability Insurance	Disability insurance pays part of a worker’s wages if he or she has to stop working because of a non-work-related illness or injury.
Employee Benefit Incidence and Provisions	The Bureau produces this report, which displays the percentage of workers with access to and participation in employer provided benefit plans (such as retirement, health care, life insurance, short-term and long-term disability insurance, and paid leave benefits).
ECEC	The Bureau produces the Employer Costs for Employee Compensation (ECEC) report, which shows employer costs per hour worked for wages and individual benefits. Cost data are presented in both dollar amounts and as percentages of compensation.
ECI	The Bureau produces the Employment Cost Index (ECI), which is a measure of the change in the cost of labor. The series measures changes in compensation costs (wages and salaries and costs for employee benefits).
EDD	The Employment Development Department (EDD) administers the state’s payroll tax program and offers a variety of services to Californians under the Job Service, Unemployment Insurance (UI), State Disability Insurance (SDI), Workforce Investment, and Labor Market Information programs.
Employee Merit Awards	There are four merit awards given to qualifying state employees in California. 1) Employee Suggestion Program (ESP) – Employees formally submit their ideas to reduce or eliminate state expenditures or improve the safety or the operation of the state. 2) Medal of Valor (MOV) – The highest honor California bestows upon its public servants. 3) Superior Accomplishment Award (SAA) – Departments may award employees for job performance resulting in exceptional contribution to improving state government. 4) The 25 Year/Retirement Service Award – Employees with 25 years of state service and retiring employees with 25 years or more of state service may receive a memento.

Glossary of Terms Continued

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 in lieu of state-sponsored health and/or dental benefits for employees who have other qualifying group health coverage or other dental coverage.
Health Insurance Plan	Insurance plans that include coverage for one or more of the following: medical care, dental care, and vision care.
Holiday Bonus	Payment to employees as a holiday gift. For State of California employees, in 2018, the Governor granted employees four hours of paid Informal Time Off (ITO) leave to use on either Christmas Eve or New Year's Eve. ITO was calculated as a Holiday Bonus.
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.
Holiday Premium Pay	Payment for working a designated holiday; usually an add-on to a base rate.
Implicit Subsidy	The implicit rate is an inherent subsidy of retiree healthcare costs by active employee healthcare costs when healthcare premiums paid by retirees and actives are the same.
Involuntary Separation	Involuntary separations include AWOL, death, dismissal, failure to meet employee conditions, termination with fault, illegal appointment, and resignation with fault.
Legally Required Benefits	Legally required benefits include the employer's costs for Social Security, Medicare, Federal, and State unemployment insurance, and workers' compensation. Most peace officers, firefighters, and safety employees do not participate in Social Security.
Life Insurance	A contract that pays the beneficiary a set sum of money upon the death of the policyholder. These plans pay benefits usually in the form of a lump sum, but they may also be distributed as an annuity.
Longevity Pay	Payment to an employee based on seniority or length of service with an employer.

Glossary of Terms Continued

Long-Term Disability	Provides a monthly benefit to employees who, due to a non-work-related injury or illness, are unable to perform the duties of their normal occupation or any other, for periods of time extending beyond their short-term disability or sickness and accident insurance.
Market Average	To calculate the “Market Average,” CalHR multiplied the Bureau’s estimated number of workers in an occupation for an employer group by its total compensation. Totals for the three employer groups were then summed, then divided by the total number of employees for all three groups to find the Market Average.
Mean	The mean is the arithmetic average of a group of numbers.
Median	The median is the midpoint of a group of numbers after sorting in ascending or descending order.
NCS	The National Compensation Survey is a detailed compensation survey conducted by the Bureau. The NCS produces three separate reports: the Employment Cost Index (ECI), the Employee Benefit Incidence and Provisions, and the Employer Costs for Employee Compensation (ECEC).
Occupation	A set of activities or tasks that employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in many industries.
OES	The Occupational Employment Statistics (OES) Survey is an annual labor market survey of private sector, local, state, and federal government wages. The survey is conducted jointly by the Bureau of Labor Statistics and State Workforce Agencies, such as the California Employment Development Department.
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.

Glossary of Terms Continued

OPM	The U.S. Office of Personnel Management (OPM) is the federal government's chief human resources agency and personnel policy manager, directing human resources policy; administering retirement, healthcare, and insurance programs; and providing oversight of merit-based and inclusive hiring into the federal government's civil service.
Overtime Pay	Payment over and above the employee's regular pay for working 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 Professional Development Days (PDD) which fall 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	Includes defined benefit pension plans and defined contribution retirement plans.
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, exempt, or supervisory.
Retirement Rate	The retirement rate is calculated by dividing the count of all service and disability retirements for the year by the annual average number of employees.
Shift Differential	Payment over and above an employee's regular pay for working a nonstandard shift, typically evenings, 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	Provides short-term (typically 26 weeks) income protection to employees who are unable to work due to a non-work-related accident or illness.

Glossary of Terms Continued

SOC	Standard Occupational Classification (SOC) system is a list of defined occupations maintained by the federal government's Office of Management and Budget. It has been adopted by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. The 2010 SOC system contains 840 detailed occupations.
State Classification	A defined state job. The State of California maintains definitions and salaries for approximately 2,800 civil service classifications.
Supplemental Pay	Supplemental pay includes overtime and premium pay for work in addition to the regular work schedule (such as weekends and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases).
Turnover Rate	The turnover rate is calculated by dividing the count of all voluntary and involuntary separations, and retirements for the year by the annual average number of employees.
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.
Vacancy Rate	The vacancy rate is calculated by dividing an average of full-time equivalent vacant positions by the average of all established full-time equivalent positions. It does not include employees hired into blanket positions. (Blanket positions are intended to be used for temporary, seasonal, or intermittent workload.)
Vacation Leave	Time-off from work normally taken in days or weeks that provide employees with a rest or break from work. The amount of time-off may vary based on an employee's length-of-service with the employer or it may be a fixed number of days or weeks.
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.
Voluntary Separation Rate	The voluntary separation rate is calculated by dividing the count of all voluntary separations (not including retirements) for the year by the annual average number of employees.

Glossary of Terms Continued

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.

Acknowledgements

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

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Attachments

The following attachments are included with this report:

Appendix A – Detailed Comparison for Each Occupation

Appendix B – Detailed List of State Classifications in Occupations

Appendix C – Benefit Percentages

Appendix D – Other Information Related to the Report

Appendix A

Detailed Comparison for Each Occupation

The following pages display detailed comparisons of monthly wage and total compensation by employer group and labor market for each occupation.

State Employee Wage and Total Compensation Comparisons to the Market Average

Bargaining Unit	SOC Code	Occupation Title	Market Average Median Wage	Market Average Total Compensation
1	13-1111	Management Analysts	-41.2%	-30.5%
1	15-1121	Computer Systems Analysts	-24.1%	-6.6%
1	13-2011	Accountants and Auditors	-5.7%	2.5%
1	13-2081	Tax Examiners & Collectors, & Revenue Agents	5.1%	13.5%
1	43-4061	Eligibility Interviewers, Government Programs	13.0%	13.9%
1	43-3051	Payroll and Timekeeping Clerks	3.9%	6.5%
1	13-1031	Claims Adjusters, Examiners, and Investigators	10.9%	18.8%
1	13-1141	Compensation Specialists	-7.9%	-0.2%
1	19-3051	Urban and Regional Planners	-21.2%	-10.9%
3	25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	30.6%	29.6%
3	25-1194	Vocational Education Teachers, Postsecondary	17.5%	16.4%
4	43-9061	Office Clerks, General	3.1%	11.0%
4	43-4031	Court, Municipal, and License Clerks	-13.5%	-8.0%
4	43-6012	Legal Secretaries	-23.1%	-13.3%
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	-12.4%	-2.9%
4	29-2071	Medical Records and Health Information Technicians	-3.5%	13.5%
11	17-3022	Civil Engineering Technicians	-9.8%	3.8%
11	19-4093	Forest & Conservation Technicians	22.3%	24.0%
11	17-3011	Architectural and Civil Drafters	-3.6%	9.6%
11	53-6051	Transportation Inspectors	-10.4%	-3.2%
14	51-5112	Printing Press Operators	27.0%	30.9%
14	27-1024	Graphic Designers	6.8%	25.8%
15	37-2011	Janitors & Cleaners	0.2%	15.0%
15	35-2012	Cooks, Institution & Cafeteria	18.0%	30.5%
17	29-1141	Registered Nurses	-1.3%	11.3%
17	29-1171	Nurse Practitioners	-5.8%	8.2%
20	29-2061	Licensed Practical & Licensed Vocational Nurses	12.7%	26.5%
20	31-1014	Nursing Assistants	-6.4%	10.9%
20	31-9091	Dental Assistants	27.6%	38.6%
20	29-2052	Pharmacy Technicians	-1.6%	15.3%
21	25-9031	Instructional Coordinators	5.7%	13.0%
21	25-4021	Librarians	-4.8%	4.1%

Please Note: A negative percentage indicates a lag for the state.

The Private Sector wages are from employers with 500 employees or more.

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

Summary Sheet for State of California

13-1111 - Management Analysts

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,716		\$9,720	
Market Average	\$8,071	-41.2%	\$12,684	-30.5%
Local Government	\$7,705	-34.8%	\$12,507	-28.7%
Private Sector (500+)	\$8,276	-44.8%	\$12,841	-32.1%
Federal Government	\$8,056	-40.9%	\$12,330	-26.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,767		\$9,808	
Market Average	\$7,713	-33.7%	\$12,280	-25.2%
Local Government	\$8,272	-43.4%	\$13,426	-36.9%
Private Sector (500+)	\$7,144	-23.9%	\$11,085	-13.0%
Federal Government	\$6,630	-15.0%	\$10,148	-3.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,717		\$9,722	
Market Average	\$8,900	-55.7%	\$13,932	-43.3%
Local Government	\$8,192	-43.3%	\$13,298	-36.8%
Private Sector (500+)	\$9,139	-59.9%	\$14,180	-45.9%
Federal Government	\$8,764	-53.3%	\$13,414	-38.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,494		\$9,343	
Market Average	\$7,914	-44.0%	\$12,471	-33.5%
Local Government	\$8,347	-51.9%	\$13,548	-45.0%
Private Sector (500+)	\$7,704	-40.2%	\$11,955	-27.9%
Federal Government	\$7,607	-38.5%	\$11,643	-24.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,988		\$10,183	
Market Average	\$7,214	-20.5%	\$11,305	-11.0%
Local Government	\$6,431	-7.4%	\$10,439	-2.5%
Private Sector (500+)	\$7,091	-18.4%	\$11,002	-8.0%
Federal Government	\$8,322	-39.0%	\$12,738	-25.1%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,543		\$9,427	
Market Average	\$6,333	-14.2%	\$10,049	-6.6%
Local Government	\$5,695	-2.7%	\$9,244	1.9%
Private Sector (500+)	\$6,962	-25.6%	\$10,803	-14.6%
Federal Government	\$7,774	-40.2%	\$11,899	-26.2%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

15-1121 - Computer Systems Analysts

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,254		\$12,336	
Market Average	\$9,004	-24.1%	\$13,153	-6.6%
Local Government	\$8,124	-12.0%	\$12,648	-2.5%
Private Sector (500+)	\$9,187	-26.6%	\$13,258	-7.5%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,254		\$12,336	
Market Average	\$7,673	-5.8%	\$11,409	7.5%
Local Government	\$8,273	-14.0%	\$12,880	-4.4%
Private Sector (500+)	\$7,339	-1.2%	\$10,592	14.1%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,857		\$11,662	
Market Average	\$9,745	-42.1%	\$14,165	-21.5%
Local Government	\$8,658	-26.3%	\$13,478	-15.6%
Private Sector (500+)	\$9,869	-43.9%	\$14,243	-22.1%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,609		\$11,239	
Market Average	\$8,198	-24.1%	\$12,059	-7.3%
Local Government	\$8,222	-24.4%	\$12,801	-13.9%
Private Sector (500+)	\$8,191	-23.9%	\$11,821	-5.2%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,611		\$11,243	
Market Average	\$8,562	-29.5%	\$12,458	-10.8%
Local Government	\$7,064	-6.8%	\$10,997	2.2%
Private Sector (500+)	\$8,778	-32.8%	\$12,668	-12.7%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,481		\$11,021	
Market Average	\$7,174	-10.7%	\$10,759	2.4%
Local Government	\$6,673	-3.0%	\$10,388	5.7%
Private Sector (500+)	\$7,751	-19.6%	\$11,186	-1.5%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

13-2011 - Accountants and Auditors

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,290		\$10,698	
Market Average	\$6,649	-5.7%	\$10,425	2.5%
Local Government	\$6,397	-1.7%	\$10,384	2.9%
Private Sector (500+)	\$6,638	-5.5%	\$10,300	3.7%
Federal Government	\$8,354	-32.8%	\$12,787	-19.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,090		\$10,357	
Market Average	\$6,022	1.1%	\$9,515	8.1%
Local Government	\$5,691	6.6%	\$9,237	10.8%
Private Sector (500+)	\$5,822	4.4%	\$9,034	12.8%
Federal Government	\$7,726	-26.9%	\$11,826	-14.2%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,578		\$11,187	
Market Average	\$7,281	-10.7%	\$11,387	-1.8%
Local Government	\$7,260	-10.4%	\$11,785	-5.3%
Private Sector (500+)	\$7,190	-9.3%	\$11,157	0.3%
Federal Government	\$9,581	-45.7%	\$14,665	-31.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,677		\$11,355	
Market Average	\$6,408	4.0%	\$10,048	11.5%
Local Government	\$6,484	2.9%	\$10,525	7.3%
Private Sector (500+)	\$6,287	5.8%	\$9,756	14.1%
Federal Government	\$8,498	-27.3%	\$13,006	-14.5%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,622		\$11,261	
Market Average	\$6,606	0.2%	\$10,352	8.1%
Local Government	\$6,197	6.4%	\$10,059	10.7%
Private Sector (500+)	\$6,442	2.7%	\$9,996	11.2%
Federal Government	\$7,904	-19.4%	\$12,097	-7.4%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,862		\$8,268	
Market Average	\$5,409	-11.3%	\$8,687	-5.1%
Local Government	\$5,215	-7.3%	\$8,465	-2.4%
Private Sector (500+)	\$6,021	-23.8%	\$9,343	-13.0%
Federal Government	\$7,768	-59.8%	\$11,890	-43.8%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

13-2081 - Tax Examiners & Collectors, & Revenue Agents

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,349		\$9,097	
Market Average	\$5,074	5.1%	\$7,866	13.5%
Local Government	\$5,092	4.8%	\$8,265	9.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$5,070	5.2%	\$7,760	14.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,085		\$8,647	
Market Average	\$7,065	-38.9%	\$10,813	-25.0%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$7,065	-38.9%	\$10,813	-25.0%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,823		\$9,902	
Market Average	\$7,934	-36.3%	\$12,278	-24.0%
Local Government	\$6,476	-11.2%	\$10,511	-6.1%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,355	-43.5%	\$12,788	-29.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,606		\$9,533	
Market Average	\$7,364	-31.4%	\$11,407	-19.7%
Local Government	\$5,430	3.1%	\$8,814	7.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,070	-44.0%	\$12,351	-29.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,509		\$9,369	
Market Average	\$7,225	-31.2%	\$11,059	-18.0%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$7,225	-31.2%	\$11,059	-18.0%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,597		\$9,518	
Market Average	\$3,711	33.7%	\$5,693	40.2%
Local Government	\$4,296	23.2%	\$6,974	26.7%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,692	34.0%	\$5,651	40.6%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-4061 - Eligibility Interviewers, Government Programs

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,793		\$8,152	
Market Average	\$4,169	13.0%	\$7,022	13.9%
Local Government	\$4,110	14.3%	\$7,019	13.9%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,598	4.1%	\$7,038	13.7%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,789		\$8,145	
Market Average	\$4,516	5.7%	\$7,668	5.8%
Local Government	\$4,505	5.9%	\$7,695	5.5%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,699	1.9%	\$7,192	11.7%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,799		\$8,161	
Market Average	\$4,812	-0.3%	\$7,970	2.3%
Local Government	\$4,653	3.1%	\$7,947	2.6%
Private Sector (500+)	-	-	-	-
Federal Government	\$5,248	-9.4%	\$8,033	1.6%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,797		\$8,157	
Market Average	\$4,119	14.1%	\$7,007	14.1%
Local Government	\$4,097	14.6%	\$6,997	14.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,763	0.7%	\$7,290	10.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,813		\$8,185	
Market Average	\$4,275	11.2%	\$7,271	11.2%
Local Government	\$4,255	11.6%	\$7,267	11.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,807	0.1%	\$7,357	10.1%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,783		\$8,134	
Market Average	\$3,837	19.8%	\$6,258	23.1%
Local Government	\$3,583	25.1%	\$6,119	24.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,227	11.6%	\$6,470	20.5%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-3051 - Payroll and Timekeeping Clerks

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,605		\$7,831	
Market Average	\$4,424	3.9%	\$7,326	6.5%
Local Government	\$4,404	4.4%	\$7,522	4.0%
Private Sector (500+)	\$4,476	2.8%	\$6,933	11.5%
Federal Government	\$4,227	8.2%	\$6,470	17.4%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,495		\$7,645	
Market Average	\$4,249	5.5%	\$7,067	7.6%
Local Government	\$4,165	7.4%	\$7,113	7.0%
Private Sector (500+)	\$4,480	0.3%	\$6,939	9.2%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,709		\$8,008	
Market Average	\$5,216	-10.8%	\$8,631	-7.8%
Local Government	\$5,389	-14.4%	\$9,205	-14.9%
Private Sector (500+)	\$4,927	-4.6%	\$7,632	4.7%
Federal Government	\$4,374	7.1%	\$6,695	16.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,800		\$8,162	
Market Average	\$4,273	11.0%	\$7,076	13.3%
Local Government	\$4,259	11.3%	\$7,274	10.9%
Private Sector (500+)	\$4,311	10.2%	\$6,678	18.2%
Federal Government	\$4,104	14.5%	\$6,282	23.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,823		\$8,201	
Market Average	\$4,310	10.6%	\$7,177	12.5%
Local Government	\$4,246	12.0%	\$7,251	11.6%
Private Sector (500+)	\$4,496	6.8%	\$6,964	15.1%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,737		\$8,055	
Market Average	\$3,757	20.7%	\$6,283	22.0%
Local Government	\$3,804	19.7%	\$6,497	19.3%
Private Sector (500+)	\$3,600	24.0%	\$5,577	30.8%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

13-1031 - Claims Adjusters, Examiners, and Investigators

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,058		\$10,302	
Market Average	\$5,398	10.9%	\$8,365	18.8%
Local Government	\$6,713	-10.8%	\$10,896	-5.8%
Private Sector (500+)	\$4,309	28.9%	\$6,686	35.1%
Federal Government	\$6,969	-15.0%	\$10,667	-3.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,990		\$10,186	
Market Average	\$6,942	-15.9%	\$10,808	-6.1%
Local Government	\$7,321	-22.2%	\$11,883	-16.7%
Private Sector (500+)	\$7,087	-18.3%	\$10,997	-8.0%
Federal Government	\$6,630	-10.7%	\$10,147	0.4%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,605		\$11,233	
Market Average	\$7,489	-13.4%	\$11,561	-2.9%
Local Government	\$6,802	-3.0%	\$11,041	1.7%
Private Sector (500+)	-	-	-	-
Federal Government	\$7,616	-15.3%	\$11,657	-3.8%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,609		\$11,240	
Market Average	\$4,175	36.8%	\$6,484	42.3%
Local Government	\$6,791	-2.8%	\$11,024	1.9%
Private Sector (500+)	\$3,108	53.0%	\$4,823	57.1%
Federal Government	\$6,924	-4.8%	\$10,597	5.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,824		\$9,904	
Market Average	\$5,488	5.8%	\$8,456	14.6%
Local Government	-	-	-	-
Private Sector (500+)	\$4,889	16.0%	\$7,587	23.4%
Federal Government	\$6,216	-6.7%	\$9,515	3.9%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,999		\$10,201	
Market Average	\$6,316	-5.3%	\$9,667	5.2%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$6,316	-5.3%	\$9,667	5.2%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

13-1141 - Compensation Specialists

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,769		\$9,810	
Market Average	\$6,222	-7.9%	\$9,834	-0.2%
Local Government	\$6,141	-6.4%	\$9,967	-1.6%
Private Sector (500+)	\$6,277	-8.8%	\$9,740	0.7%
Federal Government	\$6,460	-12.0%	\$9,887	-0.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,734		\$9,752	
Market Average	\$5,901	-2.9%	\$9,435	3.3%
Local Government	\$6,367	-11.0%	\$10,334	-6.0%
Private Sector (500+)	\$5,170	9.8%	\$8,022	17.7%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,789		\$9,845	
Market Average	\$6,485	-12.0%	\$10,211	-3.7%
Local Government	\$6,488	-12.1%	\$10,531	-7.0%
Private Sector (500+)	\$6,483	-12.0%	\$10,060	-2.2%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,988		\$10,183	
Market Average	\$6,196	-3.5%	\$9,808	3.7%
Local Government	\$6,174	-3.1%	\$10,022	1.6%
Private Sector (500+)	\$6,213	-3.8%	\$9,641	5.3%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,988		\$10,183	
Market Average	\$5,494	8.3%	\$8,697	14.6%
Local Government	\$5,305	11.4%	\$8,612	15.4%
Private Sector (500+)	\$5,651	5.6%	\$8,768	13.9%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,003		\$10,209	
Market Average	\$5,178	13.7%	\$8,338	18.3%
Local Government	\$5,164	14.0%	\$8,383	17.9%
Private Sector (500+)	\$5,241	12.7%	\$8,132	20.3%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

19-3051 - Urban and Regional Planners

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,411		\$10,902	
Market Average	\$7,770	-21.2%	\$12,091	-10.9%
Local Government	\$7,761	-21.1%	\$12,083	-10.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,087	-26.1%	\$12,378	-13.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,295		\$10,705	
Market Average	\$7,425	-18.0%	\$11,559	-8.0%
Local Government	\$7,425	-18.0%	\$11,559	-8.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,412		\$10,903	
Market Average	\$8,545	-33.3%	\$13,302	-22.0%
Local Government	\$8,545	-33.3%	\$13,302	-22.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,605		\$11,233	
Market Average	\$7,967	-20.6%	\$12,403	-10.4%
Local Government	\$7,967	-20.6%	\$12,403	-10.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,605		\$11,233	
Market Average	\$7,027	-6.4%	\$10,908	2.9%
Local Government	\$6,842	-3.6%	\$10,651	5.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$8,087	-22.4%	\$12,378	-10.2%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,605		\$11,233	
Market Average	\$6,489	1.8%	\$10,102	10.1%
Local Government	\$6,489	1.8%	\$10,102	10.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

25-3011 - Adult Basic & Secondary Education & Literacy Teachers & Instructors

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,882		\$13,160	
Market Average	\$6,163	30.6%	\$9,270	29.6%
Local Government	\$6,163	30.6%	\$9,270	29.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,449		\$12,518	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,745		\$12,956	
Market Average	\$6,279	28.2%	\$9,445	27.1%
Local Government	\$6,279	28.2%	\$9,445	27.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,193		\$13,621	
Market Average	\$6,392	30.5%	\$9,615	29.4%
Local Government	\$6,392	30.5%	\$9,615	29.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,041		\$13,395	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,882		\$13,160	
Market Average	\$5,565	37.3%	\$8,371	36.4%
Local Government	\$5,565	37.3%	\$8,371	36.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

25-1194 - Vocational Education Teachers, Postsecondary

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,121		\$10,580	
Market Average	\$5,877	17.5%	\$8,840	16.4%
Local Government	\$5,877	17.5%	\$8,840	16.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,363		\$10,940	
Market Average	\$6,505	11.7%	\$9,784	10.6%
Local Government	\$6,505	11.7%	\$9,784	10.6%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,327		\$9,401	
Market Average	\$5,031	20.5%	\$7,567	19.5%
Local Government	\$5,031	20.5%	\$7,567	19.5%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,227		\$10,739	
Market Average	\$5,996	17.0%	\$9,019	16.0%
Local Government	\$5,996	17.0%	\$9,019	16.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,549		\$9,731	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,229		\$10,741	
Market Average	\$7,062	2.3%	\$10,623	1.1%
Local Government	\$7,062	2.3%	\$10,623	1.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-9061 - Office Clerks, General

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,398		\$6,099	
Market Average	\$3,294	3.1%	\$5,428	11.0%
Local Government	\$3,373	0.7%	\$5,762	5.5%
Private Sector (500+)	\$3,145	7.5%	\$4,871	20.1%
Federal Government	\$3,750	-10.4%	\$6,172	-1.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,395		\$6,093	
Market Average	\$3,164	6.8%	\$5,280	13.3%
Local Government	\$3,298	2.9%	\$5,632	7.6%
Private Sector (500+)	\$2,770	18.4%	\$4,291	29.6%
Federal Government	\$3,483	-2.6%	\$5,732	5.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,396		\$6,094	
Market Average	\$3,970	-16.9%	\$6,441	-5.7%
Local Government	\$3,869	-14.0%	\$6,609	-8.4%
Private Sector (500+)	\$4,052	-19.3%	\$6,276	-3.0%
Federal Government	\$4,126	-21.5%	\$6,791	-11.4%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,406		\$6,113	
Market Average	\$3,154	7.4%	\$5,218	14.6%
Local Government	\$3,444	-1.1%	\$5,883	3.8%
Private Sector (500+)	\$2,679	21.3%	\$4,150	32.1%
Federal Government	\$3,754	-10.2%	\$6,179	-1.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,510		\$6,300	
Market Average	\$3,081	12.2%	\$5,116	18.8%
Local Government	\$3,055	13.0%	\$5,218	17.2%
Private Sector (500+)	\$3,012	14.2%	\$4,666	25.9%
Federal Government	\$3,562	-1.5%	\$5,862	7.0%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,401		\$6,104	
Market Average	\$2,941	13.5%	\$4,951	18.9%
Local Government	\$2,981	12.4%	\$5,091	16.6%
Private Sector (500+)	\$2,685	21.0%	\$4,160	31.9%
Federal Government	\$3,241	4.7%	\$5,333	12.6%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-4031 - Court, Municipal, and License Clerks

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,883		\$6,969	
Market Average	\$4,406	-13.5%	\$7,525	-8.0%
Local Government	\$4,406	-13.5%	\$7,525	-8.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,883		\$6,969	
Market Average	\$4,080	-5.1%	\$6,968	0.0%
Local Government	\$4,080	-5.1%	\$6,968	0.0%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,882		\$6,967	
Market Average	\$5,279	-36.0%	\$9,016	-29.4%
Local Government	\$5,279	-36.0%	\$9,016	-29.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,899		\$6,998	
Market Average	\$4,502	-15.5%	\$7,689	-9.9%
Local Government	\$4,502	-15.5%	\$7,689	-9.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,896		\$6,992	
Market Average	\$4,674	-20.0%	\$7,984	-14.2%
Local Government	\$4,674	-20.0%	\$7,984	-14.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,882		\$6,967	
Market Average	\$3,723	4.1%	\$6,358	8.7%
Local Government	\$3,723	4.1%	\$6,358	8.7%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-6012 - Legal Secretaries

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,329		\$7,770	
Market Average	\$5,330	-23.1%	\$8,805	-13.3%
Local Government	\$4,936	-14.0%	\$8,431	-8.5%
Private Sector (500+)	\$6,246	-44.3%	\$9,676	-24.5%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,943		\$7,078	
Market Average	\$4,526	-14.8%	\$7,731	-9.2%
Local Government	\$4,526	-14.8%	\$7,731	-9.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,507		\$8,089	
Market Average	\$6,193	-37.4%	\$10,042	-24.2%
Local Government	\$5,969	-32.4%	\$10,194	-26.0%
Private Sector (500+)	\$6,395	-41.9%	\$9,906	-22.5%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,483		\$8,047	
Market Average	\$6,116	-36.4%	\$10,094	-25.4%
Local Government	\$6,118	-36.5%	\$10,449	-29.9%
Private Sector (500+)	\$6,112	-36.3%	\$9,467	-17.7%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,690		\$8,418	
Market Average	\$4,132	11.9%	\$7,057	16.2%
Local Government	\$4,132	11.9%	\$7,057	16.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,083		\$7,328	
Market Average	\$4,063	0.5%	\$6,939	5.3%
Local Government	\$4,063	0.5%	\$6,939	5.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

43-3031 - Bookkeeping, Accounting, and Auditing Clerks

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,689		\$6,620	
Market Average	\$4,147	-12.4%	\$6,811	-2.9%
Local Government	\$4,275	-15.9%	\$7,302	-10.3%
Private Sector (500+)	\$3,960	-7.4%	\$6,134	7.3%
Federal Government	\$4,330	-17.4%	\$7,126	-7.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,379		\$6,065	
Market Average	\$3,732	-10.4%	\$6,178	-1.9%
Local Government	\$3,757	-11.2%	\$6,417	-5.8%
Private Sector (500+)	\$3,640	-7.7%	\$5,638	7.0%
Federal Government	\$4,147	-22.7%	\$6,825	-12.5%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,064		\$7,295	
Market Average	\$4,637	-14.1%	\$7,597	-4.1%
Local Government	\$4,874	-19.9%	\$8,324	-14.1%
Private Sector (500+)	\$4,354	-7.1%	\$6,744	7.5%
Federal Government	\$4,880	-20.1%	\$8,032	-10.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,057		\$7,282	
Market Average	\$4,227	-4.2%	\$6,901	5.2%
Local Government	\$4,585	-13.0%	\$7,831	-7.5%
Private Sector (500+)	\$3,882	4.3%	\$6,013	17.4%
Federal Government	\$4,562	-12.4%	\$7,508	-3.1%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,134		\$7,419	
Market Average	\$3,931	4.9%	\$6,497	12.4%
Local Government	\$3,887	6.0%	\$6,639	10.5%
Private Sector (500+)	\$3,841	7.1%	\$5,949	19.8%
Federal Government	\$4,523	-9.4%	\$7,445	-0.3%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,972		\$7,129	
Market Average	\$3,631	8.6%	\$6,106	14.3%
Local Government	\$3,626	8.7%	\$6,193	13.1%
Private Sector (500+)	\$3,339	15.9%	\$5,172	27.4%
Federal Government	\$4,050	-2.0%	\$6,665	6.5%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

29-2071 - Medical Records and Health Information Technicians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,134		\$7,432	
Market Average	\$4,278	-3.5%	\$6,428	13.5%
Local Government	\$4,697	-13.6%	\$7,173	3.5%
Private Sector (500+)	\$4,185	-1.2%	\$6,240	16.0%
Federal Government	\$4,455	-7.8%	\$7,332	1.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,125		\$7,415	
Market Average	\$4,510	-9.3%	\$6,724	9.3%
Local Government	-	-	-	-
Private Sector (500+)	\$4,510	-9.3%	\$6,724	9.3%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,129		\$7,423	
Market Average	\$4,922	-19.2%	\$7,391	0.4%
Local Government	\$5,350	-29.6%	\$8,170	-10.1%
Private Sector (500+)	\$4,823	-16.8%	\$7,191	3.1%
Federal Government	\$4,768	-15.5%	\$7,848	-5.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,131		\$7,427	
Market Average	\$4,097	0.8%	\$6,148	17.2%
Local Government	\$4,843	-17.2%	\$7,397	0.4%
Private Sector (500+)	\$3,962	4.1%	\$5,907	20.5%
Federal Government	\$4,725	-14.4%	\$7,776	-4.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,122		\$7,410	
Market Average	\$3,716	9.8%	\$5,720	22.8%
Local Government	-	-	-	-
Private Sector (500+)	\$3,464	16.0%	\$5,164	30.3%
Federal Government	\$4,433	-7.5%	\$7,295	1.5%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,123		\$7,411	
Market Average	\$3,619	12.2%	\$5,426	26.8%
Local Government	\$3,217	22.0%	\$4,913	33.7%
Private Sector (500+)	\$3,763	8.7%	\$5,610	24.3%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

17-3022 - Civil Engineering Technicians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,742		\$10,200	
Market Average	\$6,305	-9.8%	\$9,809	3.8%
Local Government	\$6,390	-11.3%	\$9,947	2.5%
Private Sector (500+)	\$5,585	2.7%	\$8,629	15.4%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,696		\$10,119	
Market Average	\$6,717	-17.9%	\$10,456	-3.3%
Local Government	\$6,717	-17.9%	\$10,456	-3.3%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,847		\$10,387	
Market Average	\$5,641	3.5%	\$8,776	15.5%
Local Government	\$5,568	4.8%	\$8,669	16.5%
Private Sector (500+)	\$6,471	-10.7%	\$9,998	3.7%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,842		\$10,379	
Market Average	\$6,672	-14.2%	\$10,378	0.0%
Local Government	\$6,872	-17.6%	\$10,698	-3.1%
Private Sector (500+)	\$5,433	7.0%	\$8,394	19.1%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,811		\$10,323	
Market Average	\$5,915	-1.8%	\$9,209	10.8%
Local Government	\$5,915	-1.8%	\$9,209	10.8%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,730		\$10,179	
Market Average	\$5,157	10.0%	\$8,028	21.1%
Local Government	\$5,157	10.0%	\$8,028	21.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

19-4093 - Forest & Conservation Technicians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,996		\$7,099	
Market Average	\$3,107	22.3%	\$5,397	24.0%
Local Government	\$3,321	16.9%	\$5,170	27.2%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,099	22.4%	\$5,405	23.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,999		\$7,104	
Market Average	\$3,098	22.5%	\$5,402	24.0%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,098	22.5%	\$5,402	24.0%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,974		\$7,060	
Market Average	\$3,439	13.5%	\$5,760	18.4%
Local Government	\$3,047	23.3%	\$4,744	32.8%
Private Sector (500+)	-	-	-	-
Federal Government	\$3,719	6.4%	\$6,486	8.1%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,984		\$7,077	
Market Average	\$3,500	12.2%	\$6,103	13.8%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,500	12.2%	\$6,103	13.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,095		\$7,274	
Market Average	\$3,477	15.1%	\$6,063	16.6%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,477	15.1%	\$6,063	16.6%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,995		\$7,096	
Market Average	\$2,872	28.1%	\$5,008	29.4%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$2,872	28.1%	\$5,008	29.4%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

17-3011 - Architectural and Civil Drafters

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,341		\$9,488	
Market Average	\$5,534	-3.6%	\$8,577	9.6%
Local Government	\$6,355	-19.0%	\$9,893	-4.3%
Private Sector (500+)	\$5,065	5.2%	\$7,825	17.5%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,857		\$10,404	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,089		\$9,040	
Market Average	\$6,049	-18.9%	\$9,385	-3.8%
Local Government	\$6,616	-30.0%	\$10,300	-13.9%
Private Sector (500+)	\$5,482	-7.7%	\$8,471	6.3%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,115		\$9,086	
Market Average	\$5,487	-7.3%	\$8,504	6.4%
Local Government	\$6,297	-23.1%	\$9,803	-7.9%
Private Sector (500+)	\$5,043	1.4%	\$7,792	14.2%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,089		\$9,040	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,213		\$9,260	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

53-6051 - Transportation Inspectors

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,088		\$12,591	
Market Average	\$7,828	-10.4%	\$12,990	-3.2%
Local Government	\$7,580	-6.9%	\$13,205	-4.9%
Private Sector (500+)	\$6,745	4.8%	\$10,551	16.2%
Federal Government	\$10,163	-43.4%	\$17,723	-40.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,088		\$12,591	
Market Average	\$9,359	-32.0%	\$16,320	-29.6%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,359	-32.0%	\$16,320	-29.6%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	-		-	
Market Average	\$11,531	-	\$20,108	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$11,531	-	\$20,108	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,088		\$12,591	
Market Average	\$8,390	-18.4%	\$14,336	-13.9%
Local Government	\$7,583	-7.0%	\$13,209	-4.9%
Private Sector (500+)	\$7,062	0.4%	\$11,047	12.3%
Federal Government	\$10,491	-48.0%	\$18,294	-45.3%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	-		-	
Market Average	\$9,782	-	\$17,059	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$9,782	-	\$17,059	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	-		-	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

51-5112 - Printing Press Operators

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,906		\$7,115	
Market Average	\$2,852	27.0%	\$4,919	30.9%
Local Government	\$3,966	-1.5%	\$6,909	2.9%
Private Sector (500+)	\$2,563	34.4%	\$4,404	38.1%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,906		\$7,115	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,815		\$6,948	
Market Average	\$3,963	-3.9%	\$6,839	1.6%
Local Government	\$4,283	-12.3%	\$7,461	-7.4%
Private Sector (500+)	\$3,836	-0.6%	\$6,590	5.2%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,942		\$7,179	
Market Average	\$4,024	-2.1%	\$7,010	2.4%
Local Government	\$4,024	-2.1%	\$7,010	2.4%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,548		\$6,463	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,904		\$7,111	
Market Average	\$3,505	10.2%	\$6,071	14.6%
Local Government	\$3,593	8.0%	\$6,260	12.0%
Private Sector (500+)	\$3,388	13.2%	\$5,820	18.2%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

27-1024 - Graphic Designers

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,777		\$10,538	
Market Average	\$5,383	6.8%	\$7,823	25.8%
Local Government	\$5,620	2.7%	\$8,749	17.0%
Private Sector (500+)	\$5,298	8.3%	\$7,579	28.1%
Federal Government	\$6,888	-19.2%	\$10,570	-0.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,681		\$10,362	
Market Average	\$4,904	13.7%	\$7,153	31.0%
Local Government	\$5,091	10.4%	\$7,926	23.5%
Private Sector (500+)	\$4,853	14.6%	\$6,942	33.0%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,945		\$10,844	
Market Average	\$5,747	3.3%	\$8,301	23.4%
Local Government	\$6,012	-1.1%	\$9,359	13.7%
Private Sector (500+)	\$5,716	3.9%	\$8,176	24.6%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,043		\$9,199	
Market Average	\$5,272	-4.5%	\$7,654	16.8%
Local Government	\$5,790	-14.8%	\$9,014	2.0%
Private Sector (500+)	\$5,177	-2.7%	\$7,405	19.5%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,560		\$10,142	
Market Average	\$5,173	7.0%	\$7,565	25.4%
Local Government	\$4,825	13.2%	\$7,512	25.9%
Private Sector (500+)	\$5,303	4.6%	\$7,586	25.2%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,945		\$10,844	
Market Average	\$4,040	32.0%	\$6,053	44.2%
Local Government	\$4,868	18.1%	\$7,578	30.1%
Private Sector (500+)	\$3,379	43.2%	\$4,833	55.4%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

37-2011 - Janitors & Cleaners

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,941		\$5,504	
Market Average	\$2,935	0.2%	\$4,678	15.0%
Local Government	\$3,495	-18.8%	\$5,871	-6.7%
Private Sector (500+)	\$2,329	20.8%	\$3,356	39.0%
Federal Government	\$3,155	-7.3%	\$5,603	-1.8%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,941		\$5,504	
Market Average	\$2,966	-0.8%	\$4,834	12.2%
Local Government	\$3,192	-8.5%	\$5,362	2.6%
Private Sector (500+)	\$2,459	16.4%	\$3,543	35.6%
Federal Government	\$2,786	5.3%	\$4,949	10.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,941		\$5,504	
Market Average	\$2,875	2.2%	\$4,495	18.3%
Local Government	\$3,758	-27.8%	\$6,313	-14.7%
Private Sector (500+)	\$2,330	20.8%	\$3,357	39.0%
Federal Government	\$3,688	-25.4%	\$6,549	-19.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,941		\$5,504	
Market Average	\$3,071	-4.4%	\$4,915	10.7%
Local Government	\$3,698	-25.7%	\$6,212	-12.9%
Private Sector (500+)	\$2,346	20.2%	\$3,380	38.6%
Federal Government	\$3,154	-7.2%	\$5,602	-1.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,941		\$5,504	
Market Average	\$2,657	9.7%	\$4,206	23.6%
Local Government	\$3,042	-3.4%	\$5,110	7.2%
Private Sector (500+)	\$2,266	23.0%	\$3,264	40.7%
Federal Government	\$2,941	0.0%	\$5,224	5.1%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,918		\$5,460	
Market Average	\$2,815	3.5%	\$4,664	14.6%
Local Government	\$2,941	-0.8%	\$4,940	9.5%
Private Sector (500+)	\$2,072	29.0%	\$2,985	45.3%
Federal Government	\$3,005	-3.0%	\$5,336	2.3%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

35-2012 - Cooks, Institution & Cafeteria

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,691		\$6,926	
Market Average	\$3,025	18.0%	\$4,817	30.5%
Local Government	\$3,101	16.0%	\$5,236	24.4%
Private Sector (500+)	\$2,892	21.6%	\$4,167	39.8%
Federal Government	\$3,783	-2.5%	\$6,718	3.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,858		\$7,240	
Market Average	\$3,085	20.0%	\$5,034	30.5%
Local Government	\$3,002	22.2%	\$5,069	30.0%
Private Sector (500+)	\$3,400	11.9%	\$4,898	32.3%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,933		\$7,380	
Market Average	\$3,243	17.6%	\$5,054	31.5%
Local Government	\$3,188	18.9%	\$5,383	27.1%
Private Sector (500+)	\$3,231	17.8%	\$4,655	36.9%
Federal Government	\$4,268	-8.5%	\$7,580	-2.7%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,625		\$6,802	
Market Average	\$3,106	14.3%	\$4,919	27.7%
Local Government	\$3,333	8.1%	\$5,628	17.3%
Private Sector (500+)	\$2,844	21.5%	\$4,097	39.8%
Federal Government	\$3,419	5.7%	\$6,072	10.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,896		\$7,310	
Market Average	\$2,832	27.3%	\$4,502	38.4%
Local Government	\$3,103	20.4%	\$5,239	28.3%
Private Sector (500+)	\$2,482	36.3%	\$3,575	51.1%
Federal Government	\$3,775	3.1%	\$6,705	8.3%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,531		\$6,626	
Market Average	\$2,768	21.6%	\$4,567	31.1%
Local Government	\$2,788	21.1%	\$4,707	29.0%
Private Sector (500+)	\$2,664	24.5%	\$3,838	42.1%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

29-1141 - Registered Nurses

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,996		\$15,405	
Market Average	\$9,109	-1.3%	\$13,669	11.3%
Local Government	\$8,999	0.0%	\$13,743	10.8%
Private Sector (500+)	\$9,114	-1.3%	\$13,589	11.8%
Federal Government	\$9,498	-5.6%	\$15,005	2.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,129		\$15,632	
Market Average	\$10,657	-16.7%	\$15,942	-2.0%
Local Government	\$8,812	3.5%	\$13,457	13.9%
Private Sector (500+)	\$10,800	-18.3%	\$16,103	-3.0%
Federal Government	\$9,693	-6.2%	\$15,314	2.0%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,192		\$15,740	
Market Average	\$11,576	-25.9%	\$17,395	-10.5%
Local Government	\$11,901	-29.5%	\$18,175	-15.5%
Private Sector (500+)	\$11,512	-25.2%	\$17,164	-9.0%
Federal Government	\$11,082	-20.6%	\$17,507	-11.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,996		\$15,404	
Market Average	\$8,442	6.2%	\$12,651	17.9%
Local Government	\$8,258	8.2%	\$12,612	18.1%
Private Sector (500+)	\$8,461	5.9%	\$12,616	18.1%
Federal Government	\$8,772	2.5%	\$13,858	10.0%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$8,993		\$15,400	
Market Average	\$8,113	9.8%	\$12,263	20.4%
Local Government	\$8,307	7.6%	\$12,686	17.6%
Private Sector (500+)	\$7,879	12.4%	\$11,747	23.7%
Federal Government	\$9,005	-0.1%	\$14,227	7.6%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$9,017		\$15,441	
Market Average	\$8,033	10.9%	\$12,048	22.0%
Local Government	\$7,550	16.3%	\$11,530	25.3%
Private Sector (500+)	\$8,152	9.6%	\$12,154	21.3%
Federal Government	\$8,159	9.5%	\$12,890	16.5%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

29-1171 - Nurse Practitioners

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,610		\$18,341	
Market Average	\$11,222	-5.8%	\$16,837	8.2%
Local Government	\$12,216	-15.1%	\$18,656	-1.7%
Private Sector (500+)	\$10,915	-2.9%	\$16,274	11.3%
Federal Government	-	-	-	-

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,040		\$19,084	
Market Average	\$9,974	9.7%	\$14,871	22.1%
Local Government	-	-	-	-
Private Sector (500+)	\$9,974	9.7%	\$14,871	22.1%
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,875		\$18,799	
Market Average	\$12,435	-14.3%	\$18,685	0.6%
Local Government	\$14,619	-34.4%	\$22,325	-18.8%
Private Sector (500+)	\$11,608	-6.7%	\$17,308	7.9%
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,610		\$18,341	
Market Average	\$10,441	1.6%	\$15,655	14.6%
Local Government	\$9,644	9.1%	\$14,728	19.7%
Private Sector (500+)	\$10,709	-0.9%	\$15,968	12.9%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$11,727		\$20,273	
Market Average	\$12,763	-8.8%	\$19,029	6.1%
Local Government	-	-	-	-
Private Sector (500+)	\$12,763	-8.8%	\$19,029	6.1%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$10,610		\$18,341	
Market Average	\$9,444	11.0%	\$14,170	22.7%
Local Government	\$10,031	5.5%	\$15,319	16.5%
Private Sector (500+)	\$9,255	12.8%	\$13,799	24.8%
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

29-2061 - Licensed Practical & Licensed Vocational Nurses

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,322		\$9,620	
Market Average	\$4,649	12.7%	\$7,071	26.5%
Local Government	\$4,674	12.2%	\$7,137	25.8%
Private Sector (500+)	\$4,648	12.7%	\$6,931	28.0%
Federal Government	\$4,578	14.0%	\$7,763	19.3%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,326		\$9,627	
Market Average	\$5,080	4.6%	\$7,758	19.4%
Local Government	\$4,925	7.5%	\$7,521	21.9%
Private Sector (500+)	\$5,101	4.2%	\$7,606	21.0%
Federal Government	\$5,158	3.2%	\$8,747	9.1%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,320		\$9,617	
Market Average	\$5,442	-2.3%	\$8,301	13.7%
Local Government	\$5,613	-5.5%	\$8,571	10.9%
Private Sector (500+)	\$5,396	-1.4%	\$8,045	16.3%
Federal Government	\$5,201	2.2%	\$8,821	8.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,307		\$9,593	
Market Average	\$4,354	18.0%	\$6,618	31.0%
Local Government	\$4,330	18.4%	\$6,613	31.1%
Private Sector (500+)	\$4,372	17.6%	\$6,519	32.0%
Federal Government	\$4,308	18.8%	\$7,305	23.8%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,345		\$9,661	
Market Average	\$4,588	14.2%	\$7,034	27.2%
Local Government	\$4,734	11.4%	\$7,229	25.2%
Private Sector (500+)	\$4,596	14.0%	\$6,853	29.1%
Federal Government	\$4,309	19.4%	\$7,307	24.4%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,328		\$9,631	
Market Average	\$4,392	17.6%	\$6,665	30.8%
Local Government	\$4,203	21.1%	\$6,418	33.4%
Private Sector (500+)	\$4,469	16.1%	\$6,663	30.8%
Federal Government	\$4,709	11.6%	\$7,986	17.1%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

31-1014 - Nursing Assistants

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,927		\$5,291	
Market Average	\$3,115	-6.4%	\$4,714	10.9%
Local Government	\$3,211	-9.7%	\$5,421	-2.5%
Private Sector (500+)	\$3,047	-4.1%	\$4,389	17.0%
Federal Government	\$3,700	-26.4%	\$6,274	-18.6%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,655		\$4,799	
Market Average	\$3,566	-34.3%	\$5,190	-8.1%
Local Government	-	-	-	-
Private Sector (500+)	\$3,596	-35.4%	\$5,180	-7.9%
Federal Government	\$3,138	-18.2%	\$5,322	-10.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,207		\$5,797	
Market Average	\$3,977	-24.0%	\$6,138	-5.9%
Local Government	\$4,599	-43.4%	\$7,765	-34.0%
Private Sector (500+)	\$3,678	-14.7%	\$5,299	8.6%
Federal Government	\$4,146	-29.3%	\$7,030	-21.3%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,629		\$4,752	
Market Average	\$2,928	-11.4%	\$4,385	7.7%
Local Government	\$2,906	-10.5%	\$4,907	-3.3%
Private Sector (500+)	\$2,904	-10.4%	\$4,183	12.0%
Federal Government	\$3,491	-32.8%	\$5,920	-24.6%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,205		\$5,793	
Market Average	\$2,916	9.0%	\$4,474	22.8%
Local Government	\$3,229	-0.7%	\$5,453	5.9%
Private Sector (500+)	\$2,751	14.2%	\$3,963	31.6%
Federal Government	\$3,314	-3.4%	\$5,619	3.0%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$2,760		\$4,989	
Market Average	\$2,779	-0.7%	\$4,223	15.4%
Local Government	\$2,624	4.9%	\$4,431	11.2%
Private Sector (500+)	\$2,846	-3.1%	\$4,101	17.8%
Federal Government	\$3,051	-10.5%	\$5,173	-3.7%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

31-9091 - Dental Assistants

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,808		\$8,668	
Market Average	\$3,480	27.6%	\$5,325	38.6%
Local Government	\$3,799	21.0%	\$6,415	26.0%
Private Sector (500+)	\$3,319	31.0%	\$4,781	44.8%
Federal Government	\$3,832	20.3%	\$6,499	25.0%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,047		\$9,099	
Market Average	-	-	-	-
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,582		\$8,260	
Market Average	\$4,650	-1.5%	\$7,862	4.8%
Local Government	\$4,709	-2.8%	\$7,951	3.7%
Private Sector (500+)	-	-	-	-
Federal Government	\$4,522	1.3%	\$7,669	7.2%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,697		\$8,467	
Market Average	\$3,214	31.6%	\$4,817	43.1%
Local Government	\$3,429	27.0%	\$5,790	31.6%
Private Sector (500+)	\$3,087	34.3%	\$4,447	47.5%
Federal Government	\$4,125	12.2%	\$6,996	17.4%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,808		\$8,669	
Market Average	\$3,626	24.6%	\$6,150	29.1%
Local Government	-	-	-	-
Private Sector (500+)	-	-	-	-
Federal Government	\$3,626	24.6%	\$6,150	29.1%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,811		\$8,674	
Market Average	\$3,535	26.5%	\$5,724	34.0%
Local Government	\$3,214	33.2%	\$5,428	37.4%
Private Sector (500+)	\$4,049	15.8%	\$5,833	32.8%
Federal Government	\$3,660	23.9%	\$6,207	28.4%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

29-2052 - Pharmacy Technicians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,954		\$7,147	
Market Average	\$4,016	-1.6%	\$6,057	15.3%
Local Government	\$4,383	-10.9%	\$6,694	6.3%
Private Sector (500+)	\$3,936	0.5%	\$5,869	17.9%
Federal Government	\$4,093	-3.5%	\$6,941	2.9%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,076		\$7,368	
Market Average	\$4,716	-15.7%	\$7,094	3.7%
Local Government	-	-	-	-
Private Sector (500+)	\$4,767	-16.9%	\$7,107	3.5%
Federal Government	\$4,086	-0.2%	\$6,930	5.9%

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,954		\$7,147	
Market Average	\$4,685	-18.5%	\$7,064	1.2%
Local Government	\$5,712	-44.5%	\$8,723	-22.1%
Private Sector (500+)	\$4,437	-12.2%	\$6,615	7.4%
Federal Government	\$4,340	-9.8%	\$7,360	-3.0%

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,881		\$7,015	
Market Average	\$3,814	1.7%	\$5,734	18.3%
Local Government	\$3,929	-1.2%	\$6,000	14.5%
Private Sector (500+)	\$3,781	2.6%	\$5,638	19.6%
Federal Government	\$4,189	-7.9%	\$7,104	-1.3%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$3,893		\$7,037	
Market Average	\$3,546	8.9%	\$5,487	22.0%
Local Government	\$3,953	-1.5%	\$6,036	14.2%
Private Sector (500+)	\$3,270	16.0%	\$4,875	30.7%
Federal Government	\$3,989	-2.5%	\$6,765	3.9%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$4,073		\$7,362	
Market Average	\$3,808	6.5%	\$5,747	21.9%
Local Government	\$3,564	12.5%	\$5,442	26.1%
Private Sector (500+)	\$3,877	4.8%	\$5,780	21.5%
Federal Government	\$3,880	4.7%	\$6,580	10.6%

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

25-9031 - Instructional Coordinators

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,793		\$12,659	
Market Average	\$7,352	5.7%	\$11,010	13.0%
Local Government	\$7,510	3.6%	\$11,296	10.8%
Private Sector (500+)	\$4,889	37.3%	\$6,513	48.6%
Federal Government	\$7,864	-0.9%	\$12,132	4.2%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,793		\$12,659	
Market Average	\$6,896	11.5%	\$10,372	18.1%
Local Government	\$6,896	11.5%	\$10,372	18.1%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	-		-	
Market Average	\$6,286	-	\$9,368	-
Local Government	\$6,525	-	\$9,814	-
Private Sector (500+)	\$4,437	-	\$5,910	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,146		\$11,607	
Market Average	\$7,935	-11.0%	\$11,884	-2.4%
Local Government	\$8,099	-13.3%	\$12,181	-4.9%
Private Sector (500+)	\$5,285	26.0%	\$7,040	39.4%
Federal Government	\$8,028	-12.3%	\$12,385	-6.7%

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,663		\$9,198	
Market Average	\$6,696	-18.2%	\$10,032	-9.1%
Local Government	\$6,708	-18.5%	\$10,090	-9.7%
Private Sector (500+)	\$5,580	1.5%	\$7,432	19.2%
Federal Government	\$8,051	-42.2%	\$12,420	-35.0%

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$7,789		\$12,651	
Market Average	\$7,323	6.0%	\$11,014	12.9%
Local Government	\$7,323	6.0%	\$11,014	12.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Summary Sheet for State of California

25-4021 - Librarians

Statewide

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,206		\$10,080	
Market Average	\$6,501	-4.8%	\$9,667	4.1%
Local Government	\$6,525	-5.1%	\$9,815	2.6%
Private Sector (500+)	\$6,237	-0.5%	\$8,307	17.6%
Federal Government	\$7,348	-18.4%	\$11,336	-12.5%

Sacramento

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,206		\$10,080	
Market Average	\$6,242	-0.6%	\$9,390	6.9%
Local Government	\$6,242	-0.6%	\$9,390	6.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

San Francisco

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$5,709		\$9,273	
Market Average	\$6,858	-20.1%	\$10,316	-11.2%
Local Government	\$6,858	-20.1%	\$10,316	-11.2%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Los Angeles

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,534		\$10,613	
Market Average	\$6,612	-1.2%	\$9,792	7.7%
Local Government	\$6,704	-2.6%	\$10,084	5.0%
Private Sector (500+)	\$6,080	7.0%	\$8,098	23.7%
Federal Government	-	-	-	-

San Diego

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,712		\$10,902	
Market Average	\$5,626	16.2%	\$8,355	23.4%
Local Government	\$5,554	17.2%	\$8,355	23.4%
Private Sector (500+)	\$6,274	6.5%	\$8,357	23.3%
Federal Government	-	-	-	-

Other Counties

Labor Market	Monthly Median Wage	Lead/Lag	Monthly Median Total Compensation	Lead/Lag
State of California	\$6,206		\$10,080	
Market Average	\$5,170	16.7%	\$7,776	22.9%
Local Government	\$5,170	16.7%	\$7,776	22.9%
Private Sector (500+)	-	-	-	-
Federal Government	-	-	-	-

Please Note: A negative percentage indicates a lag for the state.

A dash (-) indicates that no information was available.

The Private Sector wages are from employers with 500 employees or more

Appendix B

Detailed Lists of State Classifications in Occupations

The following pages display a list of State of California classifications mapped to each occupation.

Management Analysts

SOC Code: 13-1111

CBID	Class Code	Class Title	Employee Count
R01	0381	PROGRAM SPECIALIST, PEST MANAGEMENT	2
R01	1068	PARK AND RECREATION SPECIALIST	8
S01	1084	RECREATION AND WILDLIFE RESOURCES ADVISOR	0
S01	1088	STAFF PARK AND RECREATION SPECIALIST	11
R01	1089	ASSOCIATE PARK AND RECREATION SPECIALIST	42
R01	1805	POLITICAL REFORM CONSULTANT I, FAIR POLITICAL PRACTICES COMMISSION	2
R01	1816	POLITICAL REFORM CONSULTANT II, FAIR POLITICAL PRACTICES COMMISSION	7
R01	1822	POLITICAL REFORM PROGRAM SPECIALIST	3
R01	1824	POLITICAL REFORM PROGRAM SENIOR SPECIALIST	1
U01	1863	MEDICAL RECORD CONSULTANT	2
R01	4414	ASSOCIATE MEDI-CAL ELIGIBILITY ANALYST	10
R01	4513	TRANSPORTATION ANALYST	3
R01	4592	PUBLIC UTILITIES REGULATORY ANALYST I	46
R01	4593	PUBLIC UTILITIES REGULATORY ANALYST II	31
R01	4611	PUBLIC UTILITIES REGULATORY ANALYST III	49
R01	4615	PUBLIC UTILITIES REGULATORY ANALYST IV	49
R01	4616	PUBLIC UTILITIES REGULATORY ANALYST V	114
R01	4648	HEALTH PLANNING SPECIALIST II	1
R01	4666	HEALTH PLANNING SPECIALIST I	0
R01	4672	HEALTH ANALYST	0
R01	4742	ASSOCIATE BUSINESS MANAGEMENT ANALYST	92
S01	4800	STAFF SERVICES MANAGER I	3,374
S01	4801	STAFF SERVICES MANAGER II (SUPERVISORY)	1,167
R01	4901	ASSOCIATE MATERIALS ANALYST	21
R01	5156	JUNIOR STAFF ANALYST (GENERAL)	9
R01	5157	STAFF SERVICES ANALYST (GENERAL)	4,619
R01	5246	ASSOCIATE MANAGEMENT ANALYST	8
R01	5250	RECORDS MANAGEMENT ANALYST I	1
R01	5265	RECORDS MANAGEMENT ANALYST II (SPECIALIST)	2
S01	5302	SENIOR ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	21
S01	5303	STAFF ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	31
R01	5304	ASSOCIATE ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	93
R01	5306	ASSISTANT ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	8
R01	5307	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST, FAIR POLITICAL PRACTICES COMMISSION	2
R01	5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	73
R01	5335	STAFF OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	70
R01	5346	SENIOR OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	38
R01	5354	ELECTIONS SPECIALIST	4
R01	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	9,688
R01	5424	PROJECT MANAGER I, LITTLE HOOVER COMMISSION	1
R01	5431	PROJECT MANAGER II, LITTLE HOOVER COMMISSION	1
R01	5641	CRIMINAL JUSTICE SPECIALIST II (TECHNICAL)	0
R01	5648	MOTION PICTURE PRODUCTION ANALYST	3
R01	5697	STAFF SERVICES ANALYST, FAIR POLITICAL PRACTICES COMMISSION	7
R01	6271	STAFF DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY	1
S01	8328	STANDARDS COMPLIANCE COORDINATOR	21
R01	8336	HEALTH PROGRAM SPECIALIST II	131
R01	8337	ASSOCIATE HEALTH PROGRAM ADVISER	24
R01	8338	HEALTH PROGRAM SPECIALIST I	451
S01	8427	HEALTH PROGRAM MANAGER I	50
S01	8428	HEALTH PROGRAM MANAGER II	50
R01	9204	EMPLOYMENT DEVELOPMENT SPECIALIST I	41
R01	9216	EMPLOYMENT DEVELOPMENT SPECIALIST II	49
R01	9218	DISABILITY INSURANCE SPECIALIST I	2
R01	9227	DISABILITY INSURANCE SPECIALIST II	15
Total Classes: 55			20,549

Note: Employee counts are from March 2018.

Computer Systems Analysts

SOC Code: 15-1121

CBID	Class Code	Class Title	Employee Count
R01	1401	INFORMATION TECHNOLOGY ASSOCIATE	2,337
R01	1402	INFORMATION TECHNOLOGY SPECIALIST I	5,603
R01	1414	INFORMATION TECHNOLOGY SPECIALIST II	754
M01	1415	INFORMATION TECHNOLOGY SPECIALIST III	1
S01	1471	ASSOCIATE INFORMATION SYSTEMS ANALYST (SUPERVISOR)	4
Total Classes: 5			8,699

Note: Employee counts are from March 2018.

The following classifications have been abolished as part of the IT Consolidation project. Since there were employees in these classifications in March 2018, they have been included in this report. They have since been phased out and will not be included in future reports.

CBID	Class Code	Class Title	Employee Count
R01	1312	STAFF INFORMATION SYSTEMS ANALYST (SPECIALIST)	18
R01	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)	9
R01	1361	STAFF ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST	2
R01	1367	SYSTEMS SOFTWARE SPECIALIST III (TECHNICAL)	5
R01	1368	SENIOR ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST (TECHNICAL)	1
R01	1373	SYSTEMS SOFTWARE SPECIALIST II (TECHNICAL)	9
R01	1383	PROGRAMMER II	0
R01	1470	ASSOCIATE INFORMATION SYSTEMS ANALYST (SPECIALIST)	36
R01	1557	INFORMATION SYSTEMS TECHNICIAN SPECIALIST II	0
R01	1579	ASSOCIATE PROGRAMMER ANALYST (SPECIALIST)	2
R01	1581	STAFF PROGRAMMER ANALYST (SPECIALIST)	4
R01	1583	SENIOR PROGRAMMER ANALYST (SPECIALIST)	6
R01	1585	ASSOCIATE SYSTEMS SOFTWARE SPECIALIST (TECHNICAL)	1
R01	1587	SYSTEMS SOFTWARE SPECIALIST I (TECHNICAL)	11
R01	2947	INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	0
R01	2948	SENIOR INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	0
R01	7737	ASSOCIATE PROGRAM SYSTEMS ANALYST	0
R01	7738	STAFF PROGRAM SYSTEMS ANALYST (SPECIALIST)	0
R01	7740	SENIOR PROGRAM SYSTEMS ANALYST (SPECIALIST)	0
Total Classes: 19			104

Accountants and Auditors

SOC Code: 13-2011

CBID	Class Code	Class Title	Employee Count
R01	4057	PROGRAM AUDITOR, CALPERS	3
R01	4059	ASSOCIATE PROGRAM AUDITOR, CALPERS	21
R01	4061	STAFF PROGRAM AUDITOR, CALPERS	15
S01	4062	SENIOR PROGRAM AUDITOR, CALPERS	7
R01	4084	ASSOCIATE PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	1
R01	4085	STAFF PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	2
S01	4086	SENIOR PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	1
E97	4088	AUDITOR EVALUATOR I	45
E97	4089	AUDITOR EVALUATOR II	29
E97	4093	SENIOR AUDITOR EVALUATOR I	11
E98	4105	SENIOR AUDITOR EVALUATOR II	12
E98	4111	SENIOR AUDITOR EVALUATOR III	2
E97	4112	AUDITOR SPECIALIST I	4
E98	4113	AUDITOR SPECIALIST II	3
E98	4114	AUDITOR SPECIALIST III	2
S01	4115	MINERAL AND LAND AUDITOR SPECIALIST IV (SUPERVISORY)	0
R01	4137	MINERAL AND LAND AUDITOR SPECIALIST IV (SPECIALIST)	2
S01	4140	SUPERVISING GOVERNMENTAL AUDITOR II	3
S01	4142	SUPERVISING GOVERNMENTAL AUDITOR I	11
R01	4155	STAFF MANAGEMENT AUDITOR (SPECIALIST), STATE CONTROLLER'S OFFICE	82
R01	4159	ASSOCIATE MANAGEMENT AUDITOR	351
S01	4160	STAFF MANAGEMENT AUDITOR	57
S01	4161	SENIOR MANAGEMENT AUDITOR	93
R01	4175	AUDITOR I	81
R01	4177	ACCOUNTANT I (SPECIALIST)	346
R01	4179	ACCOUNTANT TRAINEE	358
S01	4180	ACCOUNTANT I (SUPERVISOR)	1
S01	4191	FINANCIAL ACCOUNTANT I	28
S01	4192	FINANCIAL ACCOUNTANT II	20
S01	4193	FINANCIAL ACCOUNTANT III	27
R01	4203	INVESTIGATIVE AUDITOR II, DEPARTMENT OF JUSTICE	10
R01	4215	INVESTIGATIVE AUDITOR III, DEPARTMENT OF JUSTICE	15
S01	4217	SUPERVISING AUDITOR I, MILK MARKETING	5
S01	4218	SUPERVISING AUDITOR II, MILK MARKETING	1
R01	4224	INVESTIGATIVE AUDITOR IV (SPECIALIST), DEPARTMENT OF JUSTICE	22
S01	4226	INVESTIGATIVE AUDITOR IV (SUPERVISOR), DEPARTMENT OF JUSTICE	14
S01	4247	HEALTH PROGRAM AUDIT MANAGER I, DEPARTMENT OF HEALTH SERVICES	71
S01	4248	HEALTH PROGRAM AUDIT MANAGER II, DEPARTMENT OF HEALTH SERVICES	25
R01	4249	HEALTH PROGRAM AUDITOR IV, DEPARTMENT OF HEALTH SERVICES	71
R01	4252	HEALTH PROGRAM AUDITOR III, DEPARTMENT OF HEALTH SERVICES	203
R01	4254	HEALTH PROGRAM AUDITOR II, DEPARTMENT OF HEALTH SERVICES	57
R01	4267	TAX AUDITOR, BOARD OF EQUALIZATION	235
S01	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION	25
S01	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION	101
S01	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION	9
R01	4281	ASSOCIATE TAX AUDITOR, BOARD OF EQUALIZATION	450
R01	4285	GENERAL AUDITOR III	91
R01	4287	GENERAL AUDITOR II	20
R01	4336	TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT	91
R01	4339	ASSOCIATE TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT	98
R01	4341	STAFF TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT	81
R01	4361	ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOARD	168
R01	4362	TAX AUDITOR, FRANCHISE TAX BOARD	107
R01	4364	PROGRAM SPECIALIST I, FRANCHISE TAX BOARD	209
R01	4365	PROGRAM SPECIALIST II, FRANCHISE TAX BOARD	215
R01	4366	PROGRAM SPECIALIST III, FRANCHISE TAX BOARD	59
R01	4378	BUSINESS TAXES SPECIALIST III, BOARD OF EQUALIZATION	30

Continued on next page...

Accountants and Auditors (Continued)

SOC Code: 13-2011

CBID	Class Code	Class Title	Employee Count
R01	4379	BUSINESS TAXES SPECIALIST II, BOARD OF EQUALIZATION	183
R01	4380	BUSINESS TAXES SPECIALIST I, BOARD OF EQUALIZATION	452
S01	4491	SUPERVISING AUDITOR I, DEPARTMENT OF REAL ESTATE	5
S01	4493	SUPERVISING AUDITOR II, DEPARTMENT OF REAL ESTATE	2
S01	4542	ACCOUNTING ADMINISTRATOR II	143
R01	4546	ACCOUNTING OFFICER (SPECIALIST)	793
S01	4549	ACCOUNTING ADMINISTRATOR I (SUPERVISOR)	279
R01	4552	ACCOUNTING ADMINISTRATOR I (SPECIALIST)	125
S01	4563	ACCOUNTING OFFICER (SUPERVISOR)	14
R01	4567	SENIOR ACCOUNTING OFFICER (SPECIALIST)	420
S01	4569	SENIOR ACCOUNTING OFFICER (SUPERVISOR)	147
R01	4582	ACCOUNTING ANALYST	76
R01	4588	ASSOCIATE ACCOUNTING ANALYST	481
E97	5426	FINANCIAL AND PERFORMANCE EVALUATOR II, DEPARTMENT OF FINANCE	33
E97	5427	FINANCIAL AND PERFORMANCE EVALUATOR III, DEPARTMENT OF FINANCE	11
E98	5428	SUPERVISOR-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE	16
E97	5432	FINANCIAL AND PERFORMANCE EVALUATOR I, DEPARTMENT OF FINANCE	15
R01	5841	STAFF SERVICES MANAGEMENT AUDITOR	81
R01	6612	INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	10
S01	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	2
R01	9323	WORKERS' COMPENSATION PAYROLL AUDITOR	2
R01	9324	SENIOR WORKERS' COMPENSATION PAYROLL AUDITOR	10
Total Classes: 79			7,401

Note: Employee counts are from March 2018.

Tax Examiners & Collectors, & Revenue Agents

SOC Code: 13-2081

CBID	Class Code	Class Title	Employee Count
S01	1008	CUSTOMER SERVICE SUPERVISOR, FRANCHISE TAX BOARD	28
R01	1009	CUSTOMER SERVICE SPECIALIST, FRANCHISE TAX BOARD	85
S01	4331	BUSINESS TAXES ADMINISTRATOR II, BOARD OF EQUALIZATION	48
S01	4332	TAX ADMINISTRATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	155
S01	4333	TAX ADMINISTRATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT	46
S01	4335	BUSINESS TAXES ADMINISTRATOR I, BOARD OF EQUALIZATION	136
S01	4426	BUSINESS TAXES COMPLIANCE SUPERVISOR III	1
R01	7505	TAX TECHNICIAN, FRANCHISE TAX BOARD	731
R01	8619	COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD	476
R01	8620	SENIOR COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD	310
R01	8622	PRINCIPAL COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD	70
R01	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	206
R01	8690	BUSINESS TAXES REPRESENTATIVE	518
R01	8694	BUSINESS TAXES COMPLIANCE SPECIALIST	292
R01	8695	TAX COMPLIANCE REPRESENTATIVE	340
S01	8698	BUSINESS TAXES COMPLIANCE SUPERVISOR II	1
Total Classes: 16			3,443

Note: Employee counts are from March 2018.

Eligibility Interviewers, Government Programs

SOC Code: 43-4061

CBID	Class Code	Class Title	Employee Count
R01	8028	MEDI-CAL TECHNICIAN I	1
E99	8032	MEDI-CAL TECHNICIAN II	0
E99	8036	MEDI-CAL TECHNICIAN III (SPECIALIST)	0
S01	8660	PATIENT BENEFIT AND INSURANCE OFFICER II (SUPERVISOR)	1
U01	8662	PATIENT BENEFIT AND INSURANCE OFFICER I	10
S01	8665	PATIENT BENEFIT AND INSURANCE OFFICER III	2
R01	8666	PATIENT BENEFIT AND INSURANCE OFFICER II (SPECIALIST)	0
R01	9194	EMPLOYMENT PROGRAM REPRESENTATIVE	1,756
R01	9231	EMPLOYMENT PROGRAM TECHNICIAN	1
R01	9233	DISABILITY INSURANCE PROGRAM REPRESENTATIVE	892
Total Classes: 10			2,663

Note: Employee counts are from March 2018.

Payroll and Timekeeping Clerks

SOC Code: 43-3051

CBID	Class Code	Class Title	Employee Count
R01	1303	PERSONNEL SPECIALIST	981
R01	1311	PAYROLL SPECIALIST	47
R01	1315	SENIOR PAYROLL SPECIALIST	22
R01	1317	SENIOR PERSONNEL SPECIALIST	261
S01	4213	PAYROLL OFFICER STATE CONTROLLERS OFFICE	13
Total Classes: 5			1,324

Note: Employee counts are from March 2018.

Claims Adjusters, Examiners, and Investigators

SOC Code: 13-1031

CBID	Class Code	Class Title	Employee Count
R01	4417	INSURANCE CLAIMS SPECIALIST	1
S01	8424	DISABILITY EVALUATION SERVICES ADMINISTRATOR I	125
S01	8425	DISABILITY EVALUATION SERVICES ADMINISTRATOR II	11
R01	9210	WORKERS' COMPENSATION CONSULTANT	156
S01	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	12
S01	9310	MANAGER I STATE COMPENSATION INSURANCE FUND	264
S01	9334	WORKERS' COMPENSATION INSURANCE SUPERVISOR I	3
S01	9335	WORKERS' COMPENSATION INSURANCE SUPERVISOR II	52
R01	9491	WORKERS' COMPENSATION ASSISTANT	15
R01	5365	DISABILITY EVALUATION ANALYST	195
R01	5367	DISABILITY EVALUATION ANALYST III	554
R01	8392	DISABILITY EVALUATION ANALYST II	1
R01	9325	WORKERS' COMPENSATION CLAIMS ADJUSTER	374
R01	9326	SENIOR WORKERS' COMPENSATION CLAIMS ADJUSTER	559
Total Classes: 14			2,322

Note: Employee counts are from March 2018.

Compensation Specialists

SOC Code: 13-1141

CBID	Class Code	Class Title	Employee Count
S01	4864	PENSION PROGRAM MANAGER I	67
S01	4865	PENSION PROGRAM MANAGER II	35
R01	5103	PENSION PROGRAM ANALYST	125
R01	5104	ASSOCIATE PENSION PROGRAM ANALYST	167
R01	5142	ASSOCIATE PERSONNEL ANALYST	674
S01	5144	PERSONNEL SELECTION CONSULTANT I	4
S01	5165	PERSONNEL SELECTION CONSULTANT II	4
R01	5168	TEST VALIDATION AND DEVELOPMENT SPECIALIST II	1
R01	5183	TEST VALIDATION AND DEVELOPMENT SPECIALIST I	0
R01	5188	RETIREMENT PROGRAM SPECIALIST II (TECHNICAL)	31
S01	5201	RETIREMENT PROGRAM SPECIALIST II (SUPERVISOR)	1
R01	5203	RETIREMENT PROGRAM SPECIALIST I	7
E97	5312	PERSONNEL PROGRAM ANALYST	12
E98	5313	STAFF PERSONNEL PROGRAM ANALYST	28
Total Classes: 14			1,156

Note: Employee counts are from March 2018.

Urban and Regional Planners

SOC Code: 19-3051

CBID	Class Code	Class Title	Employee Count
R01	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)	8
R01	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)	4
R01	4634	ASSOCIATE ENVIRONMENTAL PLANNER (ARCHEOLOGY)	52
R01	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)	36
R01	4636	SENIOR PLANNER (SPECIALIST)	0
R01	4640	ENVIRONMENTAL PLANNER	65
R01	4642	ASSOCIATE ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)	11
R01	4643	ASSOCIATE PLANNER	0
S01	4646	SENIOR PLANNER (SUPERVISOR)	0
R01	4680	ASSOCIATE ENVIRONMENTAL PLANNER (NATURAL SCIENCES)	101
R01	4682	ASSOCIATE ENVIRONMENTAL PLANNER (SOCIOECONOMIC)	0
R01	4711	ASSOCIATE ENVIRONMENTAL PLANNER	152
S01	4713	SENIOR ENVIRONMENTAL PLANNER	145
R01	4726	COASTAL PROGRAM ANALYST I	6
R01	4728	ASSISTANT ENERGY FACILITY SITING PLANNER	0
R01	4734	PLANNER I.- ENERGY FACILITY SITING	3
R01	4735	COASTAL PROGRAM ANALYST II	45
S01	4737	PLANNER III - ENERGY FACILITY SITING	8
R01	4756	PLANNER II-ENERGY FACILITY SITING	11
S01	4762	COASTAL PROGRAM ANALYST III	21
S01	4763	COASTAL PROGRAM MANAGER	18
R01	4808	CONSERVANCY PROJECT DEVELOPMENT ANALYST I	2
R01	4809	CONSERVANCY PROJECT DEVELOPMENT ANALYST II	18
R01	4814	CONSERVANCY PROJECT DEVELOPMENT SPECIALIST	10
S01	4815	CONSERVANCY PROJECT DEVELOPMENT MANAGER	1
R01	4998	SENIOR LAND AGENT (SPECIALIST)	9
S01	8789	HOUSING AND COMMUNITY DEVELOPMENT MANAGER I	15
R01	8962	HOUSING AND COMMUNITY DEVELOPMENT REPRESENTATIVE II	131
R01	9023	HOUSING AND COMMUNITY DEVELOPMENT REPRESENTATIVE I	3
S01	9033	HOUSING AND COMMUNITY DEVELOPMENT MANAGER II	6
R01	9035	HOUSING AND COMMUNITY DEVELOPMENT SPECIALIST I	4
R01	9037	HOUSING AND COMMUNITY DEVELOPMENT SPECIALIST II	5
Total Classes: 32			890

Note: Employee counts are from March 2018.

Adult Basic & Secondary Education & Literacy Teachers & Instructors

SOC Code: 25-3011

CBID	Class Code	Class Title	Employee Count
R03	2275	TEACHER, STATE HOSPITAL (ADULT EDUCATION)	8
R03	2287	TEACHER (ELEMENTARY-MULTIPLE SUBJECTS) (CORRECTIONAL FACILITY)	207
R03	2290	TEACHER (HIGH SCHOOL-GENERAL EDUCATION) (CORRECTIONAL FACILITY)	471
R03	2295	TEACHER (HIGH SCHOOL-PHYSICAL EDUCATION) (CORRECTIONAL FACILITY)	47
R03	2376	TEACHER -HOME ECONOMICS-	1
R03	2840	INSTRUCTOR, MILITARY DEPARTMENT	8
R03	3074	TEACHER (HIGH SCHOOL-ENGLISH/LANGUAGE ARTS) (CORRECTIONAL FACILITY)	12
R03	3075	TEACHER (ENGLISH LANGUAGE DEVELOPMENT) (CORRECTIONAL FACILITY)	4
R03	3077	TEACHER (HIGH SCHOOL-MATHEMATICS) (CORRECTIONAL FACILITY)	9
R03	3078	TEACHER (HIGH SCHOOL-SCIENCE) (CORRECTIONAL FACILITY)	3
R03	3079	TEACHER (HIGH SCHOOL-SOCIAL SCIENCE) (CORRECTIONAL FACILITY)	11
R03	3082	SUBSTITUTE ACADEMIC TEACHER (CORRECTIONAL FACILITY)	0
Total Classes: 12			781

Note: Employee counts are from March 2018.

Vocational Education Teachers, Postsecondary

SOC Code: 25-1194

CBID	Class Code	Class Title	Employee Count
S03	2370	SUPERVISOR OF VOCATIONAL INSTRUCTION	18
R03	2372	VOCATIONAL INSTRUCTOR -INDUSTRIAL ARTS-	2
R03	2396	VOCATIONAL INSTRUCTOR -AUTO BODY AND FENDER REPAIR- -CORRECTIONAL FACILITY-	14
R03	2398	VOCATIONAL INSTRUCTOR -AUTO MECHANICS- -CORRECTIONAL FACILITY-	16
R03	2407	VOCATIONAL INSTRUCTOR (UPHOLSTERING-SAFETY)	2
R03	2417	VOCATIONAL INSTRUCTOR -CARPENTRY- -CORRECTIONAL FACILITY-	13
R03	2420	VOCATIONAL INSTRUCTOR -COSMETOLOGY- -CORRECTIONAL FACILITY-	3
R03	2422	VOCATIONAL INSTRUCTOR -CULINARY ARTS- -CORRECTIONAL FACILITY-	2
R03	2423	VOCATIONAL INSTRUCTOR -DOG GROOMING AND HANDLING- -CORRECTIONAL FACILITY-	1
R03	2426	VOCATIONAL INSTRUCTOR -ELECTRICAL WORK- -CORRECTIONAL FACILITY-	14
R03	2428	VOCATIONAL INSTRUCTOR -ELECTRONICS- -CORRECTIONAL FACILITY-	27
R03	2436	VOCATIONAL INSTRUCTOR (LANDSCAPE GARDENING-SAFETY)	4
R03	2600	VOCATIONAL INSTRUCTOR -JANITORIAL SERVICE- -CORRECTIONAL FACILITY-	0
R03	2601	VOCATIONAL INSTRUCTOR -LANDSCAPE GARDENING- -CORRECTIONAL FACILITY-	2
R03	2614	VOCATIONAL INSTRUCTOR -MACHINE SHOP PRACTICES- -CORRECTIONAL FACILITY-	3
R03	2615	VOCATIONAL INSTRUCTOR -MASONRY- -CORRECTIONAL FACILITY-	14
R03	2644	VOCATIONAL INSTRUCTOR -PAINTING- -CORRECTIONAL FACILITY-	3
R03	2661	VOCATIONAL INSTRUCTOR -PLUMBING- -CORRECTIONAL FACILITY-	13
R03	2668	VOCATIONAL INSTRUCTOR -REFRIGERATION AND AIR CONDITIONING REPAIR- -CORRECTIONAL FACILITY-	10
R03	2670	VOCATIONAL INSTRUCTOR -SHEET METAL WORK- -CORRECTIONAL FACILITY-	1
R03	2673	VOCATIONAL INSTRUCTOR -STOCKKEEPING AND WAREHOUSING- -CORRECTIONAL FACILITY-	0
R03	2677	VOCATIONAL INSTRUCTOR -WELDING- -CORRECTIONAL FACILITY-	22
R03	2849	VOCATIONAL INSTRUCTOR (OFFICE SERVICES AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)	84
R03	2850	VOCATIONAL INSTRUCTOR (ROOFER) (CORRECTIONAL FACILITY)	1
R03	2851	VOCATIONAL INSTRUCTOR (SMALL ENGINE REPAIR) (CORRECTIONAL FACILITY)	9
R03	2854	VOCATIONAL INSTRUCTOR (BUILDING MAINTENANCE) (CORRECTIONAL FACILITY)	26
R03	2855	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)	4
R03	7586	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES)	2
R03	7587	VOCATIONAL INSTRUCTOR (CULINARY ARTS)	3
R03	7590	VOCATIONAL INSTRUCTOR (MILL AND CABINET WORK)	1
R03	7592	VOCATIONAL INSTRUCTOR (PRINTING/GRAPHIC ARTS)	3
R03	7593	VOCATIONAL INSTRUCTOR (CARPENTRY-SAFETY)	1
Total Classes: 32			318

Note: Employee counts are from March 2018.

Office Clerks, General

SOC Code: 43-9061

CBID	Class Code	Class Title	Employee Count
R04	1107	OFFICE OCCUPATIONS CLERK	4
R04	1120	SEASONAL CLERK	0
R04	1123	ASSISTANT CLERK	1
R04	1138	OFFICE TECHNICIAN (GENERAL)	525
R04	1139	OFFICE TECHNICIAN (TYPING)	5,746
R04	1323	LEGISLATIVE CLERK	0
R04	1379	OFFICE ASSISTANT (TYPING)	1,057
R04	1441	OFFICE ASSISTANT (GENERAL)	541
R04	1461	SERVICE ASSISTANT (SOCIAL SERVICES)	3
R04	1804	TECHNICAL ASSISTANT II, POLITICAL PRACTICES COMMISSION	0
R04	1844	SERVICE ASSISTANT (DMV OPERATIONS)	4
R04	9927	PROGRAM TECHNICIAN	830
R04	9928	PROGRAM TECHNICIAN II	1,740
R04	9929	PROGRAM TECHNICIAN III	382
Total Classes: 14			10,833

Note: Employee counts are from March 2018.

Court, Municipal, and License Clerks

SOC Code: 43-4031

CBID	Class Code	Class Title	Employee Count
R04	1890	SENIOR MOTOR VEHICLE TECHNICIAN	473
R04	1897	MOTOR VEHICLE REPRESENTATIVE	3,328
R04	1920	RACING LICENSE TECHNICIAN I	0
R04	1921	RACING LICENSE TECHNICIAN II	0
Total Classes: 4			3,801

Note: Employee counts are from March 2018.

Legal Secretaries

SOC Code: 43-6012

CBID	Class Code	Class Title	Employee Count
R04	1282	LEGAL SECRETARY	599
R04	3224	SENIOR LEGAL TYPIST	323
Total Classes: 2			922

Note: Employee counts are from March 2018.

Bookkeeping, Accounting, and Auditing Clerks

SOC Code: 43-3031

CBID	Class Code	Class Title	Employee Count
R04	1474	TAX PROGRAM ASSISTANT	90
R04	1730	SENIOR ACCOUNT CLERK	27
R04	1733	ACCOUNT CLERK II	30
R04	1973	TAX TECHNICIAN I, BOARD OF EQUALIZATION	165
R04	1974	TAX TECHNICIAN II, BOARD OF EQUALIZATION	117
R04	1975	TAX TECHNICIAN III, BOARD OF EQUALIZATION	281
R04	8736	CONTROL CASHIER I (MOTOR VEHICLE SERVICES), DEPARTMENT OF MOTOR VEHICLES	75
R04	8737	CONTROL CASHIER II (MOTOR VEHICLE SERVICES), DEPARTMENT OF MOTOR VEHICLES	65
R04	8738	CONTROL CASHIER I (VEHICLE REGISTRATION), DEPARTMENT OF MOTOR VEHICLES	15
R04	8739	CONTROL CASHIER II (VEHICLE REGISTRATION), DEPARTMENT OF MOTOR VEHICLES	15
Total Classes: 10			880

Note: Employee counts are from March 2018.

Medical Records and Health Information Technicians

SOC Code: 29-2071

CBID	Class Code	Class Title	Employee Count
R04	1869	HEALTH RECORD TECHNICIAN I	326
R04	1872	HEALTH RECORD TECHNICIAN II (SPECIALIST)	34
S04	1873	HEALTH RECORD TECHNICIAN III	11
S04	1887	HEALTH RECORD TECHNICIAN II (SUPERVISOR)	60
Total Classes: 4			431

Note: Employee counts are from March 2018.

Civil Engineering Technicians

SOC Code: 17-3022

CBID	Class Code	Class Title	Employee Count
R11	3008	JUNIOR ENGINEERING TECHNICIAN	23
R11	3042	WATER RESOURCES ENGINEERING ASSOCIATE (SPECIALIST)	14
R11	3043	WATER RESOURCES TECHNICIAN II	48
R11	3044	WATER RESOURCES TECHNICIAN I	4
S11	3045	WATER SERVICES SUPERVISOR	7
S11	3046	WATER RESOURCES ENGINEERING ASSOCIATE (SUPERVISOR)	4
R11	3124	CIVIL ENGINEERING ASSOCIATE	1
R11	3129	CIVIL ENGINEERING TECHNICIAN II	1
R11	3175	TRANSPORTATION ENGINEERING TECHNICIAN	559
Total Classes: 9			661

Note: Employee counts are from March 2018.

Forest & Conservation Technicians

SOC Code: 19-4093

CBID	Class Code	Class Title	Employee Count
R11	0777	FISH HABITAT SPECIALIST	11
R11	0780	FISH HABITAT ASSISTANT	19
R11	0835	FISH AND WILDLIFE SCIENTIFIC AID	0
S11	0902	WILDLIFE HABITAT SUPERVISOR II	4
R11	0903	WILDLIFE HABITAT SUPERVISOR I	15
R11	0904	WILDLIFE HABITAT ASSISTANT	12
R11	0916	FISH AND WILDLIFE TECHNICIAN	124
Total Classes: 7			185

Note: Employee counts are from March 2018.

Architectural and Civil Drafters

SOC Code: 17-3011

CBID	Class Code	Class Title	Employee Count
R11	1769	LANDSCAPE TECHNICIAN	16
S11	3020	SUPERVISOR OF DRAFTING SERVICES	6
R11	3023	SENIOR DELINEATOR	43
R11	3026	DELINEATOR	6
S11	3033	DRAFTING SERVICES MANAGER	2
R11	3036	STRUCTURAL DESIGN TECHNICIAN III	48
R11	3037	STRUCTURAL DESIGN TECHNICIAN II	30
R11	3038	STRUCTURAL DESIGN TECHNICIAN I	1
R11	3202	BRIDGE ARCHITECTURAL ASSOCIATE	4
R11	3203	BRIDGE ARCHITECTURAL ASSISTANT	1
R11	3204	BRIDGE ARCHITECTURAL TRAINEE	0
R11	4009	ARCHITECTURAL ASSOCIATE	3
R11	4012	ARCHITECTURAL ASSISTANT	8
Total Classes: 13			168

Note: Employee counts are from March 2018.

Transportation Inspectors

SOC Code: 53-6051

CBID	Class Code	Class Title	Employee Count
S11	3919	SUPERVISOR OPERATIONS AND SAFETY SECTION PUBLIC UTILITIES COMMISSION	4
R11	3921	SENIOR TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIES COMMISSION	6
R11	3923	ASSOCIATE TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIES COMMISSION	15
R11	3934	ASSOCIATE RAILROAD EQUIPMENT INSPECTOR, PUBLIC UTILITIES COMMISSION	9
S11	3936	AUTOMOTIVE EMISSION TEST SUPERVISOR	2
R11	3941	ASSOCIATE RAILROAD TRACK INSPECTOR, PUBLIC UTILITIES COMMISSION	12
R11	3947	ASSOCIATE SIGNAL AND TRAIN CONTROL INSPECTOR	5
R11	6953	AUTOMOTIVE EMISSION TEST SPECIALIST II	0
R11	6954	AUTOMOTIVE EMISSION TEST SPECIALIST III	20
R11	6957	AUTOMOTIVE EMISSION TEST SPECIALIST I	1
Total Classes: 10			74

Note: Employee counts are from March 2018.

Printing Press Operators

SOC Code: 51-5112

CBID	Class Code	Class Title	Employee Count
R14	1411	DIGITAL PRINT OPERATOR I	16
R14	1412	DIGITAL PRINT OPERATOR II	42
R14	1473	PRINTING TRADES PRODUCTION COORDINATOR	1
R14	1485	PRINTING TRADES SPECIALIST TRAINEE (GENERAL)	15
R14	7233	PRINTING OPERATIONS ASSISTANT	0
R14	7322	WEBFED OFFSET PRESS OPERATOR I	1
R14	7323	SHEETFED OFFSET PRESS OPERATOR I	0
R14	7324	SHEETFED OFFSET PRESS OPERATOR II	8
R14	7327	SHEETFED OFFSET PRESS OPERATOR III	15
R14	7329	SHEETFED OFFSET PRESS OPERATOR IV	3
R14	7330	SHEETFED OFFSET PRESS OPERATOR V	2
R14	7331	WEBFED OFFSET PRESS OPERATOR II	4
R14	7332	WEBFED OFFSET PRESS OPERATOR III	7
R14	7333	WEBFED OFFSET PRESS OPERATOR IV	3
R14	7335	OFFSET PRESS ASSISTANT	10
R14	7441	PRINTER II, STATE COMPENSATION INSURANCE FUND	2
R14	7442	PRINTER I, STATE COMPENSATION INSURANCE FUND	1
Total Classes: 17			130

Note: Employee counts are from March 2018.

Graphic Designers

SOC Code: 27-1024

CBID	Class Code	Class Title	Employee Count
S14	2817	GRAPHIC SERVICES SUPERVISOR	3
R14	2884	GRAPHIC DESIGNER I	2
R14	2885	GRAPHIC DESIGNER II	19
R14	2886	GRAPHIC DESIGNER III	74
Total Classes: 4			98

Note: Employee counts are from March 2018.

Janitors & Cleaners

SOC Code: 37-2011

CBID	Class Code	Class Title	Employee Count
R15	1956	ARMORY CUSTODIAN I	12
R15	2003	LEAD CUSTODIAN	8
R15	2005	LEAD CUSTODIAN (CORRECTIONAL FACILITY)	32
R15	2006	CUSTODIAN (CORRECTIONAL FACILITY)	285
R15	2011	CUSTODIAN	1,752
R15	2016	SERVICE ASSISTANT (CUSTODIAN)	4
R15	2042	MUSEUM CUSTODIAN	2
Total Classes: 7			2,095

Note: Employee counts are from March 2018.

Cooks, Institution & Cafeteria

SOC Code: 35-2012

CBID	Class Code	Class Title	Employee Count
R15	2184	COOK SPECIALIST II	97
R15	2185	COOK SPECIALIST I	53
R15	2186	COOK SPECIALIST II (CORRECTIONAL FACILITY)	29
R15	2187	COOK SPECIALIST I (CORRECTIONAL FACILITY)	0
R15	2189	COOK, CALIFORNIA CONSERVATION CORPS	8
R15	2203	FORESTRY COOK I	0
Total Classes: 6			187

Note: Employee counts are from March 2018.

Registered Nurses

SOC Code: 29-1141

CBID	Class Code	Class Title	Employee Count
R17	8094	REGISTERED NURSE (SAFETY)	1,298
S17	8096	SUPERVISING REGISTERED NURSE (SAFETY)	95
S17	8101	NURSING COORDINATOR (SAFETY)	50
S17	8126	SUPERVISING NURSE III	3
S17	8129	SUPERVISING NURSE II	11
R17	8130	SURGICAL NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	0
S17	8132	ASSISTANT COORDINATOR OF NURSING SERVICES	23
R17	8144	NURSE EVALUATOR II, HEALTH SERVICES	192
S17	8145	NURSE EVALUATOR III, HEALTH SERVICES	25
S17	8149	NURSE EVALUATOR IV, HEALTH SERVICES	17
S17	8156	NURSING COORDINATOR	6
R17	8160	HEALTH SERVICES SPECIALIST	29
S17	8161	SUPERVISING REGISTERED NURSE	63
R17	8165	REGISTERED NURSE	318
S17	8179	NURSE CONSULTANT III (SUPERVISOR)	0
R17	8181	NURSE CONSULTANT III (SPECIALIST)	29
R17	8195	NURSE CONSULTANT II	7
R17	8197	NURSE CONSULTANT I	8
R17	8210	PUBLIC HEALTH NURSE II	9
R17	8213	PUBLIC HEALTH NURSE I	1
R17	8297	PUBLIC HEALTH NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	4
S17	8327	NURSING CONSULTANT, PROGRAM REVIEW	63
R17	9274	PUBLIC HEALTH NURSE I, CORRECTIONAL FACILITY	3
R17	9275	REGISTERED NURSE, CORRECTIONAL FACILITY	2,235
S17	9318	SUPERVISING REGISTERED NURSE II, CORRECTIONAL FACILITY	466
S17	9319	SUPERVISING REGISTERED NURSE III, CORRECTIONAL FACILITY	45
R17	9345	PUBLIC HEALTH NURSE II, CORRECTIONAL FACILITY	32
R17	9699	HEALTH SERVICES SPECIALIST (SAFETY)	137
Total Classes: 28			5,169

Note: Employee counts are from March 2018.

Nurse Practitioners

SOC Code: 29-1171

CBID	Class Code	Class Title	Employee Count
R17	8212	NURSE PRACTITIONER	7
R17	8227	NURSE PRACTITIONER, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	4
R17	9278	NURSE PRACTITIONER, CORRECTIONAL FACILITY	50
R17	9700	NURSE PRACTITIONER (SAFETY)	38
Total Classes: 4			99

Note: Employee counts are from March 2018.

Licensed Practical & Licensed Vocational Nurses

SOC Code: 29-2061

CBID	Class Code	Class Title	Employee Count
R20	8249	LICENSED VOCATIONAL NURSE	190
R20	8257	LICENSED VOCATIONAL NURSE, CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION	1,731
R20	8274	LICENSED VOCATIONAL NURSE (SAFETY)	109
R20	8286	LICENSED VOCATIONAL NURSE, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	42
Total Classes: 4			2,072

Note: Employee counts are from March 2018.

Nursing Assistants

SOC Code: 31-1014

CBID	Class Code	Class Title	Employee Count
R20	8185	CERTIFIED NURSING ASSISTANT	1,101
Total Classes: 1			1,101

Note: Employee counts are from March 2018.

Dental Assistants

SOC Code: 31-9091

CBID	Class Code	Class Title	Employee Count
R20	7656	DENTAL ASSISTANT, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	5
R20	7911	DENTAL ASSISTANT	3
R20	7914	DENTAL ASSISTANT (SAFETY)	18
S20	9255	SUPERVISING DENTAL ASSISTANT, CORRECTIONAL FACILITY	35
R20	9296	DENTAL ASSISTANT, CORRECTIONAL FACILITY	460
Total Classes: 5			521

Note: Employee counts are from March 2018.

Pharmacy Technicians

SOC Code: 29-2052

CBID	Class Code	Class Title	Employee Count
R20	7658	PHARMACY TECHNICIAN, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	79
R20	7979	PHARMACY TECHNICIAN	319
Total Classes: 2			398

Note: Employee counts are from March 2018.

Instructional Coordinators

SOC Code: 25-9031

CBID	Class Code	Class Title	Employee Count
R21	2260	NUTRITION EDUCATION ASSISTANT	1
R21	2261	NUTRITION EDUCATION CONSULTANT	7
S21	2263	NUTRITION EDUCATION ADMINISTRATOR	1
R21	2513	AGRICULTURAL EDUCATION CONSULTANT	3
R21	2514	HEALTH CAREERS EDUCATION CONSULTANT	1
R21	2617	ASSISTANT CONSULTANT IN TEACHER PREPARATION	1
R21	2618	CONSULTANT IN TEACHER PREPARATION (EXAMINATIONS AND RESEARCH)	3
R21	2635	CONSULTANT IN TEACHER PREPARATION (PROGRAM EVALUATION AND RESEARCH)	12
S21	2636	TEACHER PREPARATION ADMINISTRATOR I (EXAMINATIONS AND RESEARCH)	1
S21	2637	TEACHER PREPARATION ADMINISTRATOR I (PROGRAM EVALUATION AND RESEARCH)	2
R21	2655	EDUCATION PROGRAMS ASSISTANT	12
R21	2656	EDUCATION PROGRAMS CONSULTANT	221
S21	2657	EDUCATION ADMINISTRATOR I	58
S21	2679	SUPERVISING TRANSPORTATION PROGRAMS CONSULTANT, DEPARTMENT OF EDUCATION	1
R21	2719	AMERICAN INDIAN EDUCATION CONSULTANT	1
R21	2742	PRIVATE POSTSECONDARY EDUCATION SPECIALIST	6
R21	2743	PRIVATE POSTSECONDARY EDUCATION SENIOR SPECIALIST	7
S21	2744	PRIVATE POSTSECONDARY EDUCATION ADMINISTRATOR	2
R21	2754	SPECIAL EDUCATION ASSISTANT	0
R21	2758	BILINGUAL/MIGRANT EDUCATION CONSULTANT	1
R21	2764	SPECIAL EDUCATION CONSULTANT	3
R21	2772	SCHOOL HEALTH EDUCATION CONSULTANT	4
R21	2834	CHILD DEVELOPMENT CONSULTANT	32
Total Classes: 23			380

Note: Employee counts are from March 2018.

Librarians

SOC Code: 25-4021

CBID	Class Code	Class Title	Employee Count
S21	2917	PRINCIPAL LIBRARIAN	4
S21	2935	SUPERVISING LIBRARIAN II	5
R21	2943	SENIOR LIBRARIAN	13
S21	2944	SUPERVISING LIBRARIAN I	4
R21	2951	LIBRARIAN	24
R21	2958	LIBRARY PROGRAMS CONSULTANT	4
S21	2959	LIBRARY PROGRAMS ADMINISTRATOR	1
Total Classes: 7			55

Note: Employee counts are from March 2018.

Appendix C

Benefit Percentages

The following page displays a detailed summary of average benefit percentages for rank-and-file state government workers in each bargaining unit. The remaining pages displays charts with benefit percentages used for each occupation.

State Employee Benefit Percentage Table
for Rank-and-File Employees in Each Bargaining Unit
 Comparing the Average Value of Each Benefit to the Average Wage

Bargaining Unit	Count of Employees in BU	Annual Hours Worked	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
			Overtime	Other Pay					
Bargaining Unit 1	49,570	1,772	0.9%	1.0%	15.5%	27.3%	9.6%	15.5%	69.8%
Bargaining Unit 3	1,538	1,595	0.0%	2.0%	12.1%	22.1%	4.4%	7.6%	48.2%
Bargaining Unit 4	19,286	1,799	3.0%	1.3%	22.6%	25.8%	11.1%	15.7%	79.5%
Bargaining Unit 11	1,677	1,835	5.6%	0.8%	18.6%	28.1%	10.2%	15.5%	78.8%
Bargaining Unit 14	346	1,818	5.1%	3.3%	18.6%	27.9%	10.5%	16.7%	82.1%
Bargaining Unit 15	4,164	1,899	10.4%	2.1%	25.2%	24.7%	9.8%	15.4%	87.7%
Bargaining Unit 17	5,032	2,033	17.8%	1.2%	12.1%	22.0%	4.6%	15.1%	72.9%
Bargaining Unit 20	4,705	1,998	15.3%	1.7%	20.5%	21.6%	6.7%	15.1%	80.8%
Bargaining Unit 21	480	1,774	0.0%	0.5%	12.2%	26.7%	8.3%	14.7%	62.4%

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

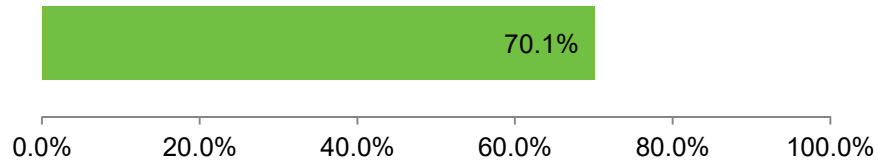
Benefit Percentage Summary Sheet

13-1111 - Management Analysts

■ Benefit Percentage

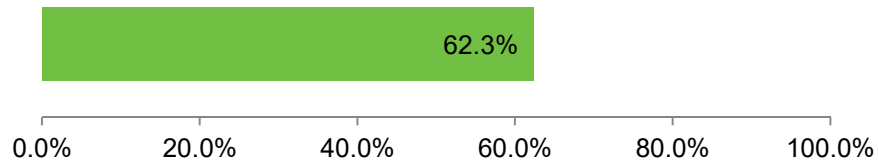
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



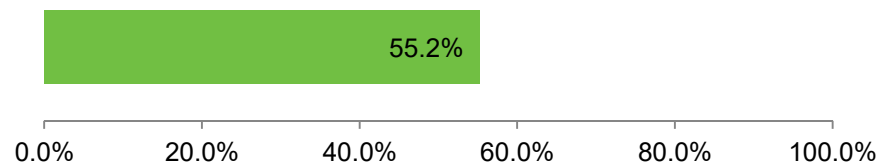
Local Government

Business and Financial Operations Occupations Major Group



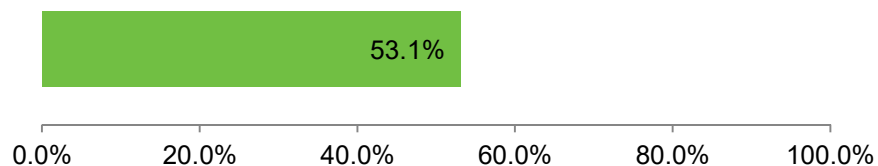
Private Sector (500+ Employees)

Business and Financial Operations Occupations Major Group



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



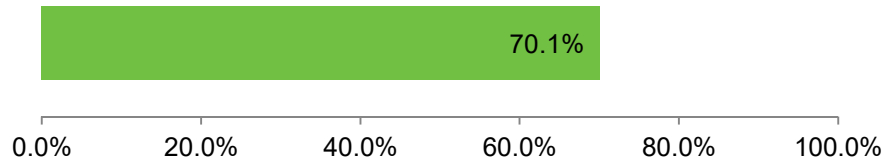
Benefit Percentage Summary Sheet

15-1121 - Computer Systems Analysts

■ Benefit Percentage

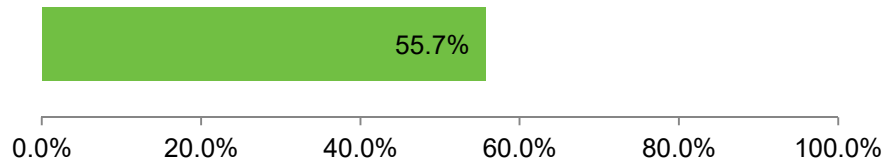
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



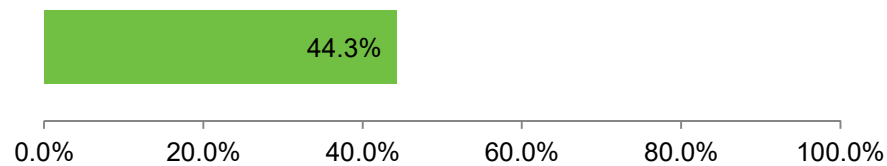
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



Private Sector (500+ Employees)

Computer and Mathematical Occupations Major Group



Federal Government

N/A



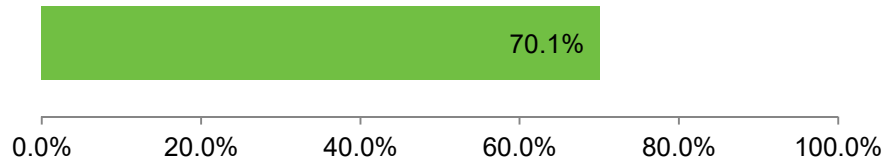
Benefit Percentage Summary Sheet

13-2011 - Accountants and Auditors

■ Benefit Percentage

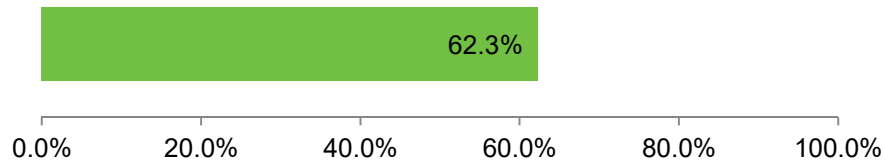
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



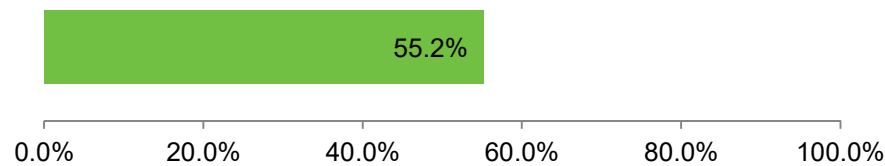
Local Government

Business and Financial Operations Occupations Major Group



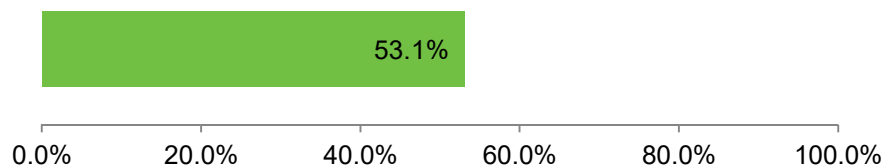
Private Sector (500+ Employees)

Business and Financial Operations Occupations Major Group



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



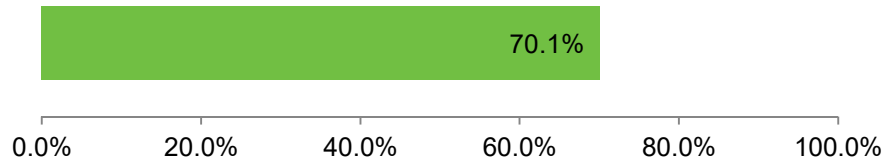
Benefit Percentage Summary Sheet

13-2081 - Tax Examiners & Collectors, & Revenue Agents

■ Benefit Percentage

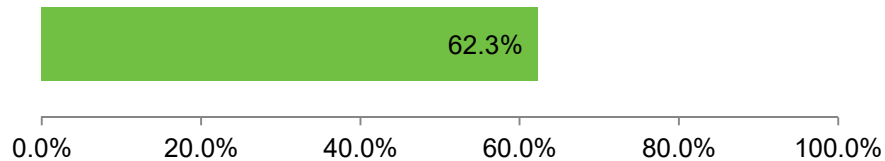
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



Local Government

Business and Financial Operations Occupations Major Group



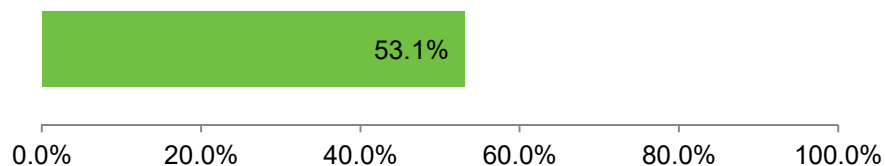
Private Sector (500+ Employees)

N/A



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



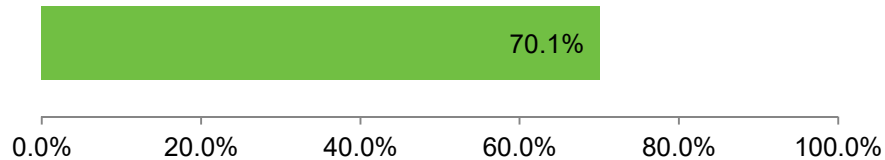
Benefit Percentage Summary Sheet

43-4061 - Eligibility Interviewers, Government Programs

■ Benefit Percentage

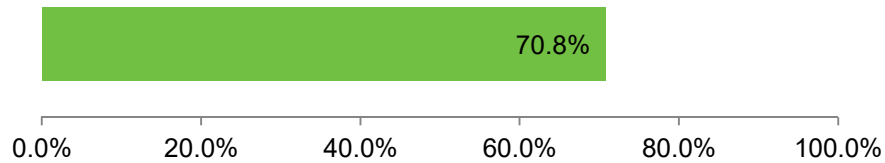
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



Local Government

Office and Administrative Support Occupations Major Group



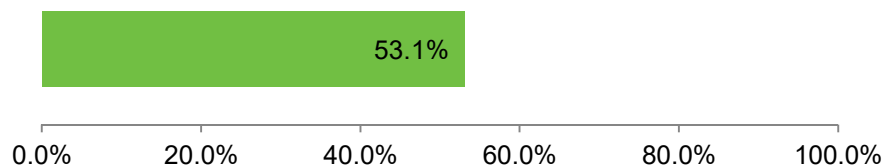
Private Sector (500+ Employees)

N/A



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



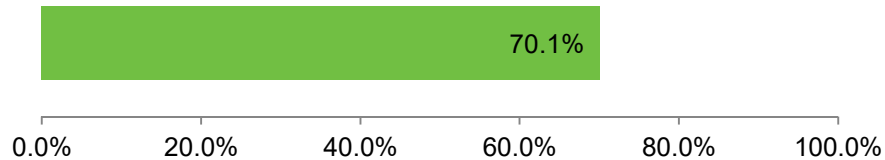
Benefit Percentage Summary Sheet

43-3051 - Payroll and Timekeeping Clerks

■ Benefit Percentage

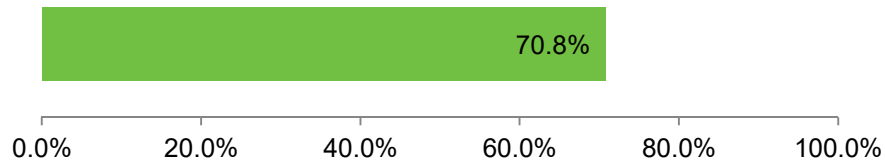
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



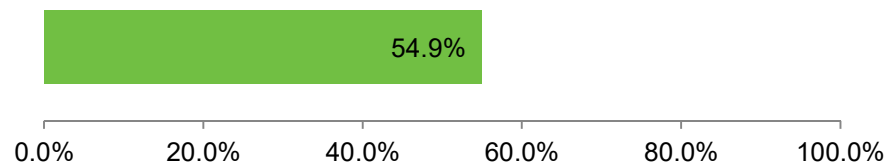
Local Government

Office and Administrative Support Occupations Major Group



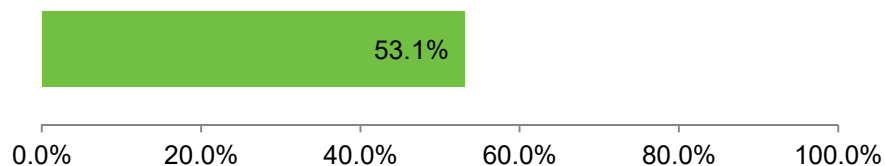
Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



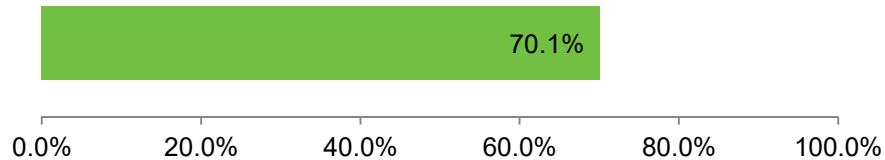
Benefit Percentage Summary Sheet

13-1031 - Claims Adjusters, Examiners, and Investigators

■ Benefit Percentage

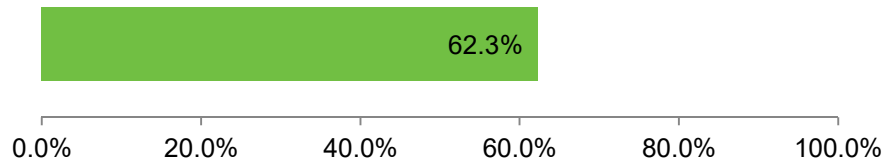
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



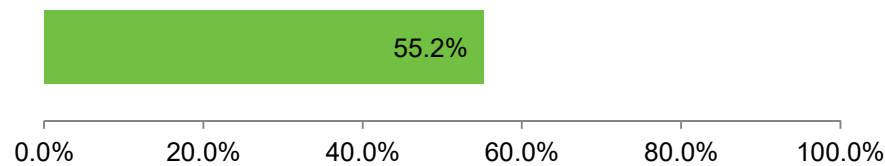
Local Government

Business and Financial Operations Occupations Major Group



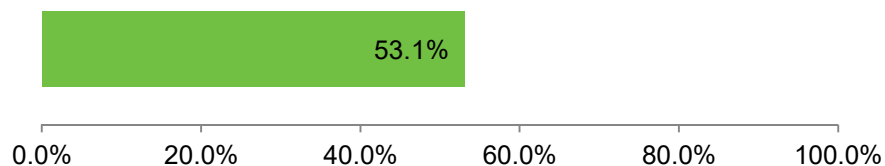
Private Sector (500+ Employees)

Business and Financial Operations Occupations Major Group



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



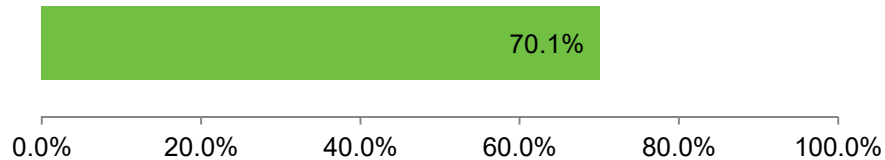
Benefit Percentage Summary Sheet

13-1141 - Compensation Specialists

■ Benefit Percentage

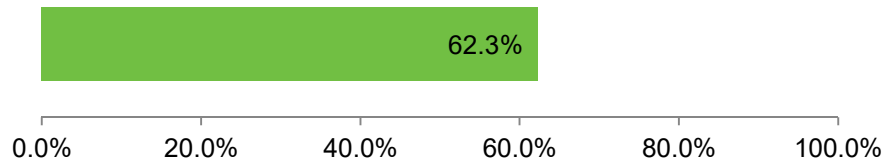
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



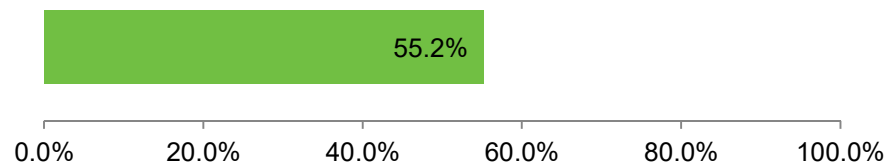
Local Government

Business and Financial Operations Occupations Major Group



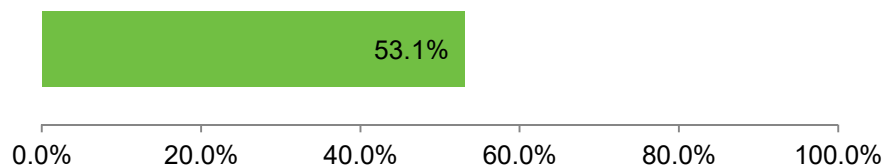
Private Sector (500+ Employees)

Business and Financial Operations Occupations Major Group



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



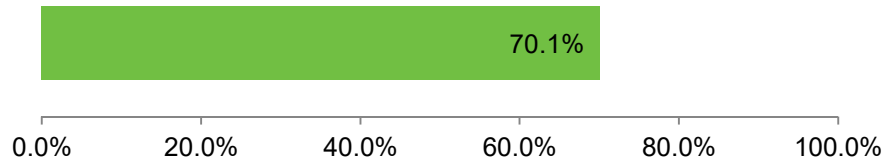
Benefit Percentage Summary Sheet

19-3051 - Urban and Regional Planners

■ Benefit Percentage

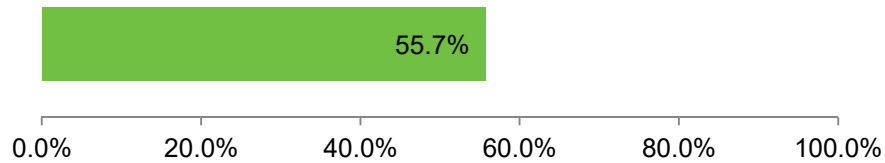
State of California

Average of all rank-and-file and supervisory employees associated with Unit 1



Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



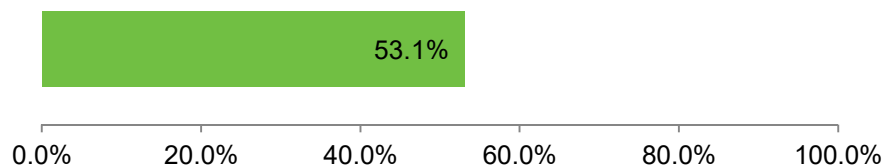
Private Sector (500+ Employees)

N/A



Federal Government

Professional, Administrative, Financial, and Staff Services Federal Occupations



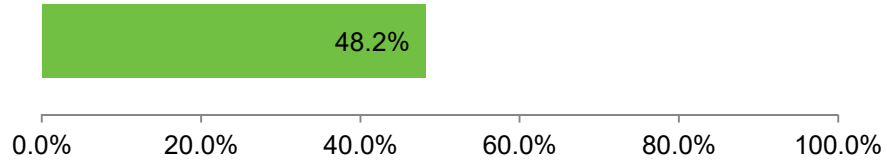
Benefit Percentage Summary Sheet

25-3011 - Adult Basic & Secondary Education & Literacy Teachers & Instructors

 Benefit Percentage

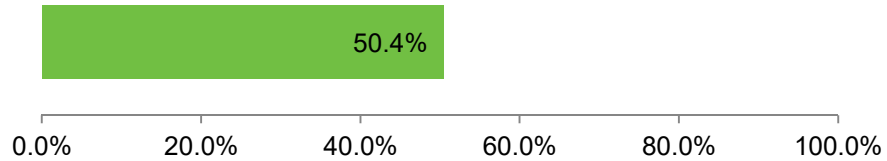
State of California

Average of all rank-and-file employees associated with Unit 3



Local Government

Education, Training, and Library Occupations Major Group



Private Sector (500+ Employees)

N/A



Federal Government

N/A



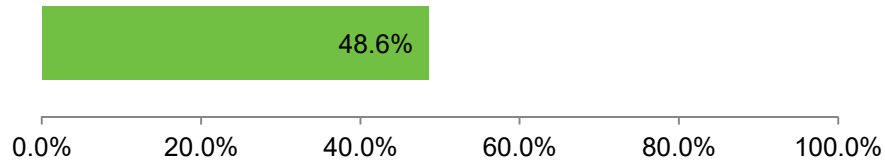
Benefit Percentage Summary Sheet

25-1194 - Vocational Education Teachers, Postsecondary

 Benefit Percentage

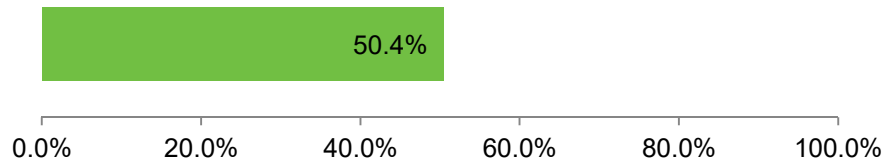
State of California

Average of all rank-and-file and supervisory employees associated with Unit 3



Local Government

Education, Training, and Library Occupations Major Group



Private Sector (500+ Employees)

N/A



Federal Government

N/A



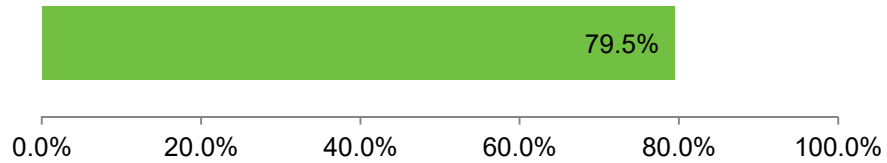
Benefit Percentage Summary Sheet

43-9061 - Office Clerks, General

■ Benefit Percentage

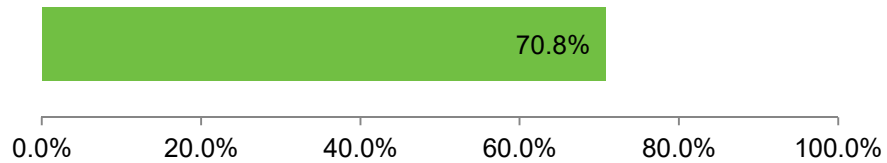
State of California

Average of all rank-and-file employees associated with Unit 4



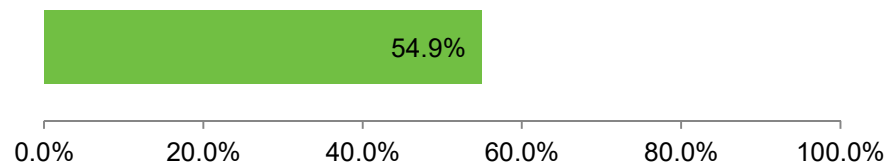
Local Government

Office and Administrative Support Occupations Major Group



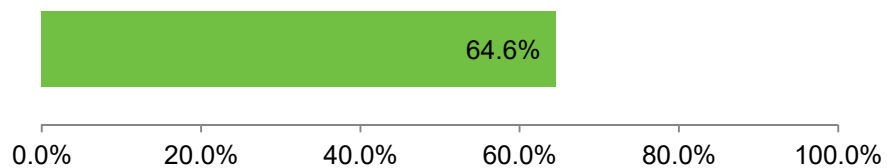
Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



Federal Government

Office and Allied Federal Occupations



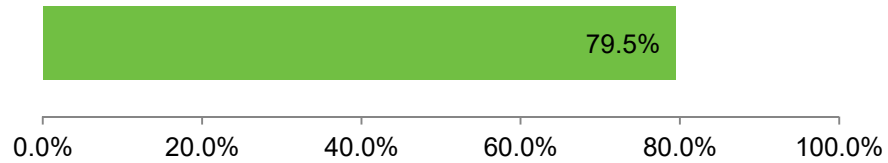
Benefit Percentage Summary Sheet

43-4031 - Court, Municipal, and License Clerks

 Benefit Percentage

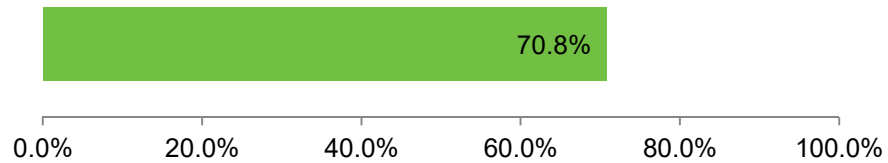
State of California

Average of all rank-and-file employees associated with Unit 4



Local Government

Office and Administrative Support Occupations Major Group



Private Sector (500+ Employees)

N/A



Federal Government

N/A



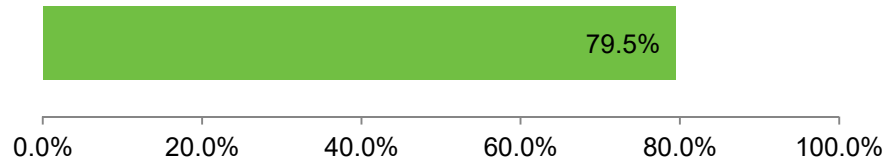
Benefit Percentage Summary Sheet

43-6012 - Legal Secretaries

■ Benefit Percentage

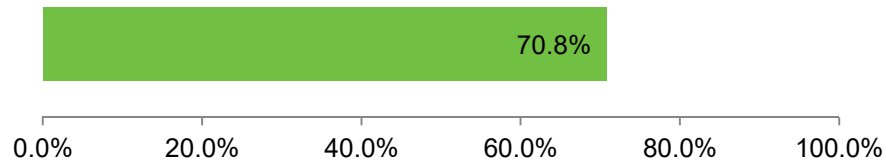
State of California

Average of all rank-and-file employees associated with Unit 4



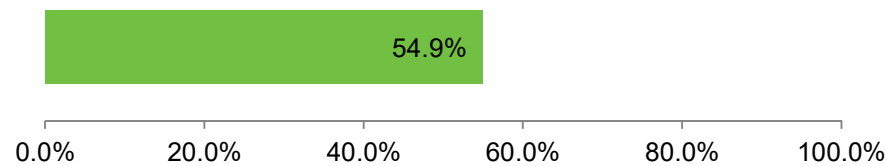
Local Government

Office and Administrative Support Occupations Major Group



Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



Federal Government

N/A



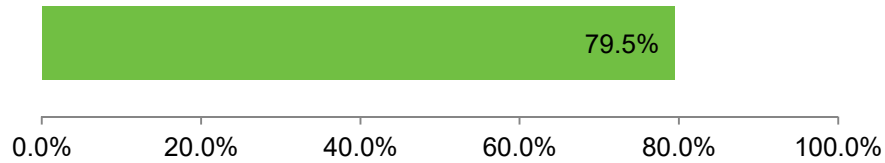
Benefit Percentage Summary Sheet

43-3031 - Bookkeeping, Accounting, and Auditing Clerks

■ Benefit Percentage

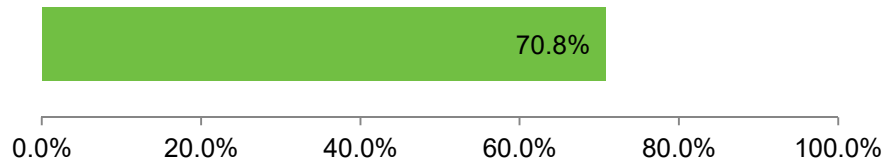
State of California

Average of all rank-and-file employees associated with Unit 4



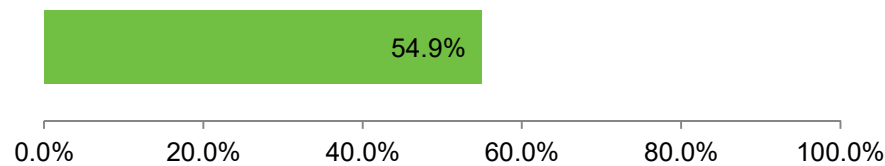
Local Government

Office and Administrative Support Occupations Major Group



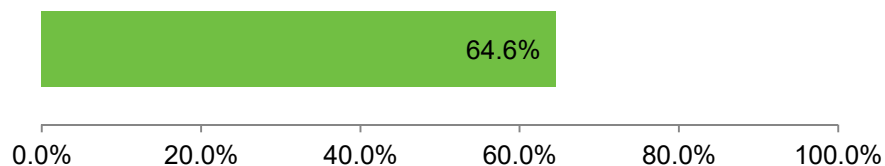
Private Sector (500+ Employees)

Office and Administrative Support Occupations Major Group



Federal Government

Office and Allied Federal Occupations



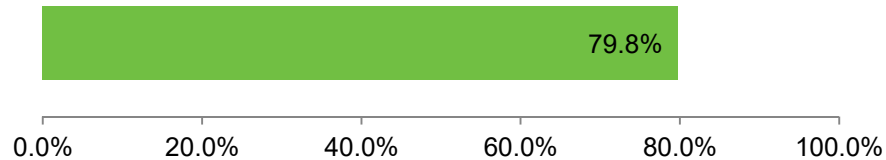
Benefit Percentage Summary Sheet

29-2071 - Medical Records and Health Information Technicians

■ Benefit Percentage

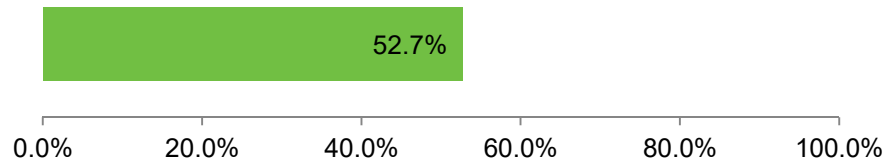
State of California

Average of all rank-and-file and supervisory employees associated with Unit 4



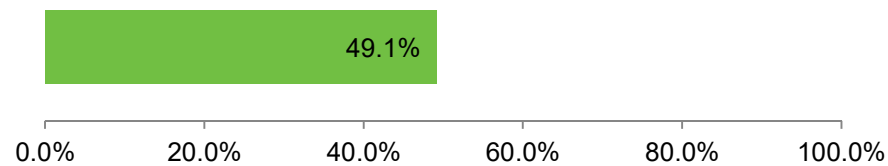
Local Government

Healthcare Practitioners and Technical Occupations Major Group



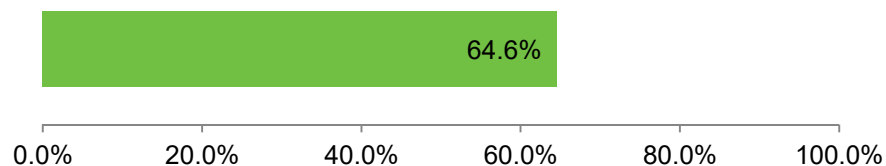
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Office and Allied Federal Occupations



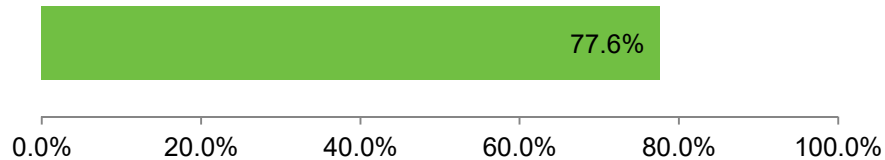
Benefit Percentage Summary Sheet

17-3022 - Civil Engineering Technicians

■ Benefit Percentage

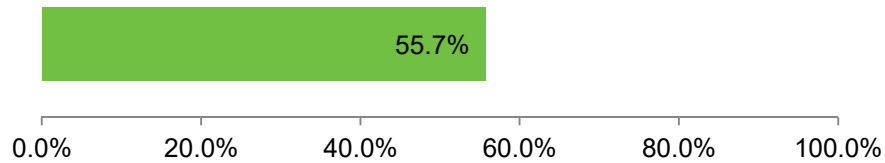
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



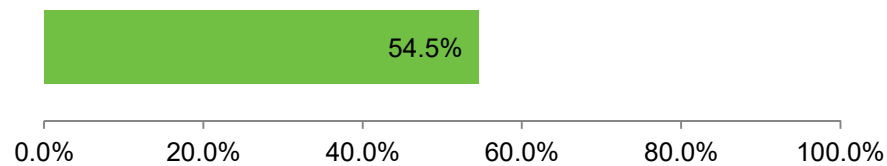
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



Federal Government

N/A



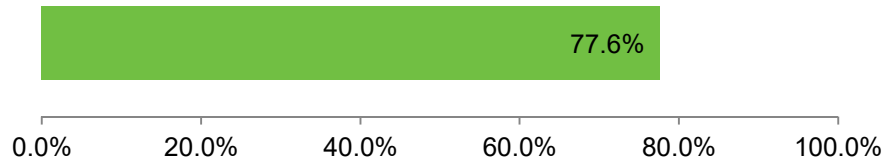
Benefit Percentage Summary Sheet

19-4093 - Forest & Conservation Technicians

■ Benefit Percentage

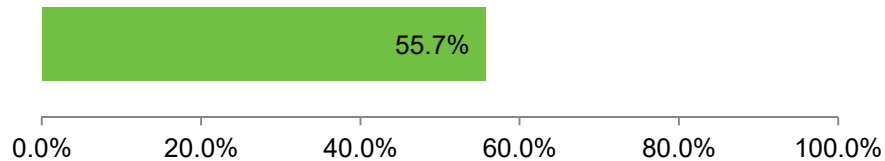
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



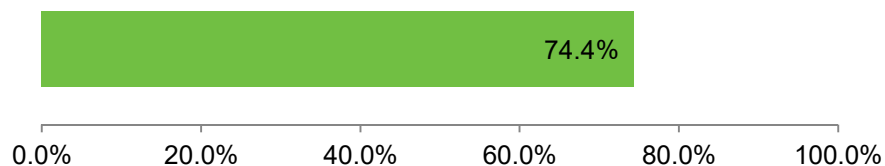
Private Sector (500+ Employees)

N/A



Federal Government

Engineering and Scientific Technicians Federal Occupations



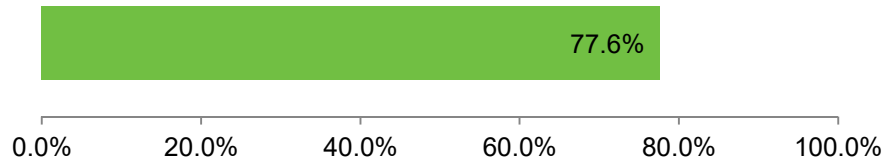
Benefit Percentage Summary Sheet

17-3011 - Architectural and Civil Drafters

■ Benefit Percentage

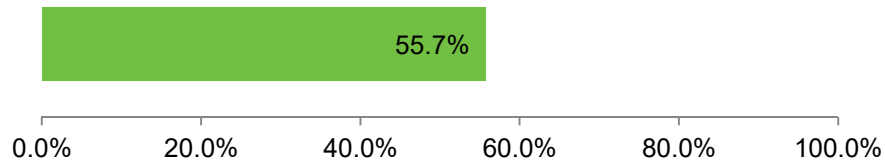
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



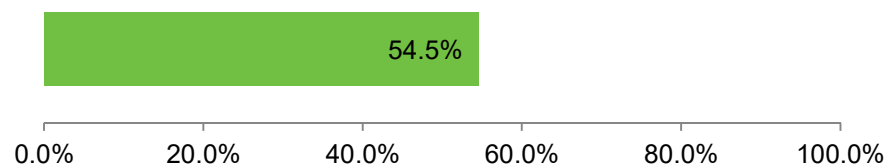
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



Private Sector (500+ Employees)

Architecture and Engineering Occupations Major Group



Federal Government

N/A



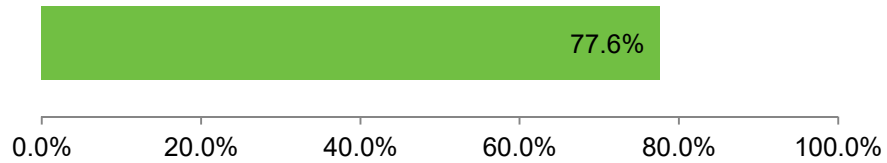
Benefit Percentage Summary Sheet

53-6051 - Transportation Inspectors

■ Benefit Percentage

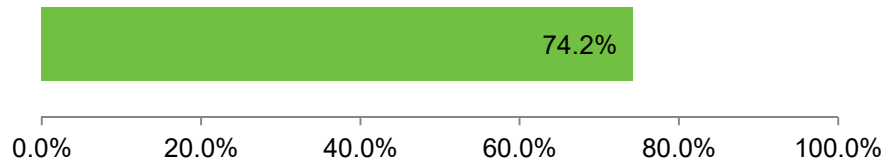
State of California

Average of all rank-and-file and supervisory employees associated with Unit 11



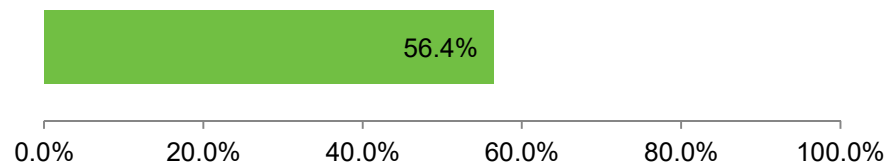
Local Government

Production, Transportation, and Material Moving High Level Group



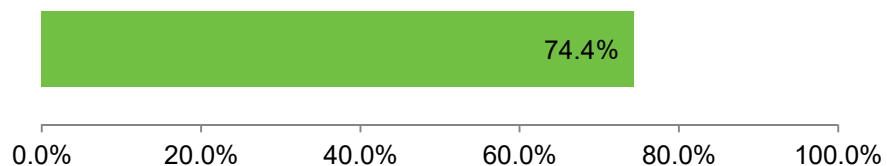
Private Sector (500+ Employees)

Transportation and Material Moving Occupations Major Group



Federal Government

Engineering and Scientific Technicians Federal Occupations



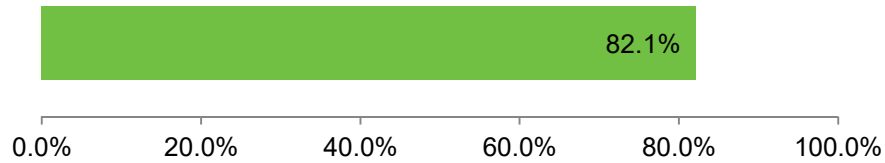
Benefit Percentage Summary Sheet

51-5112 - Printing Press Operators

 Benefit Percentage

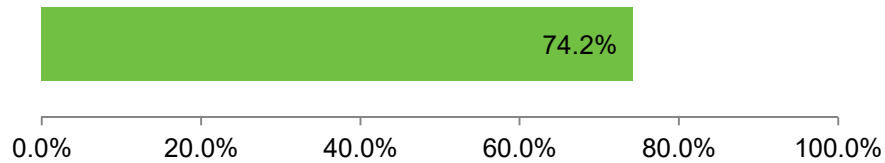
State of California

Average of all rank-and-file employees associated with Unit 14



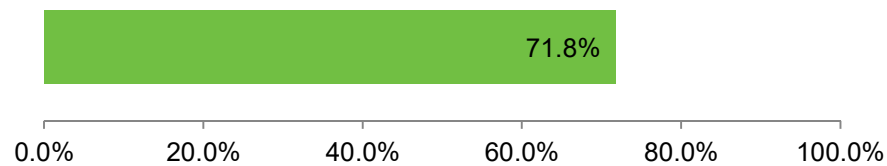
Local Government

Production, Transportation, and Material Moving High Level Group



Private Sector (500+ Employees)

Production Occupations Major Group



Federal Government

N/A



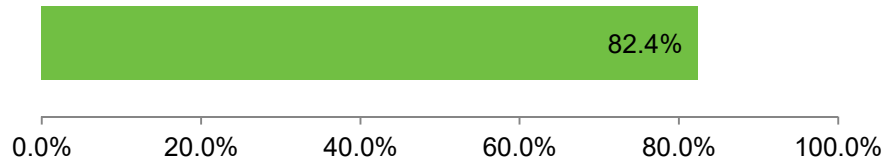
Benefit Percentage Summary Sheet

27-1024 - Graphic Designers

■ Benefit Percentage

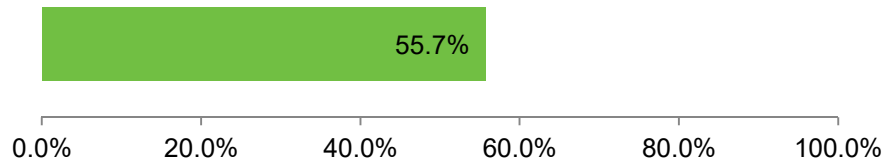
State of California

Average of all rank-and-file and supervisory employees associated with Unit 14



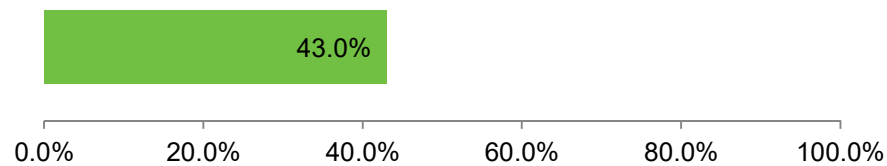
Local Government

Professional and Related High Level Group (Excluding Education, Training, and Library Occupations)



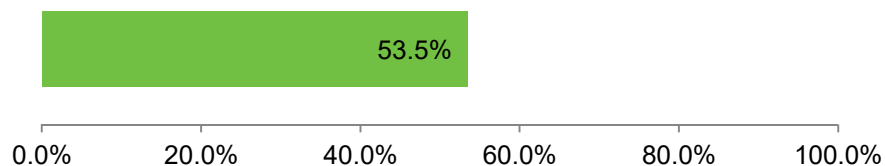
Private Sector (500+ Employees)

Arts, Design, Entertainment, Sports, and Media Occupations Major Group



Federal Government

Printing and Allied Trades Federal Occupations



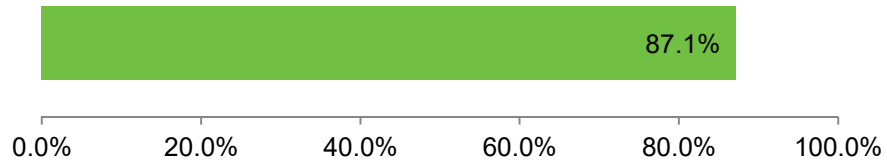
Benefit Percentage Summary Sheet

37-2011 - Janitors & Cleaners

■ Benefit Percentage

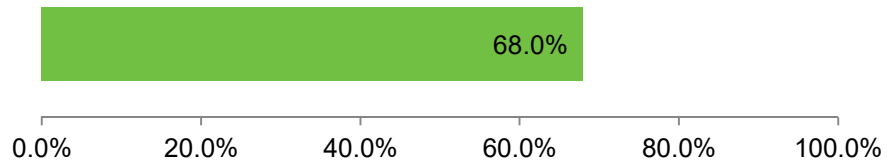
State of California

Average of all rank-and-file and supervisory employees associated with Unit 15



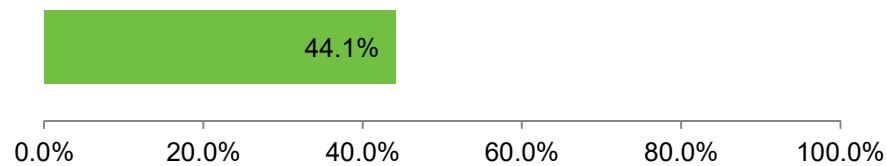
Local Government

Building and Grounds Cleaning and Maintenance Occupations Major Group



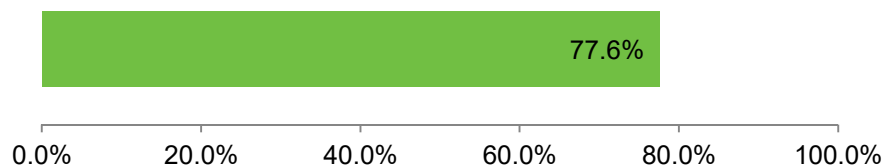
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Allied Services Federal Occupations



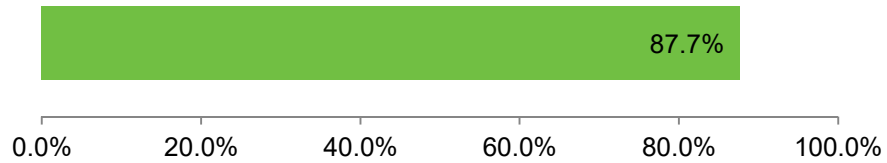
Benefit Percentage Summary Sheet

35-2012 - Cooks, Institution & Cafeteria

 Benefit Percentage

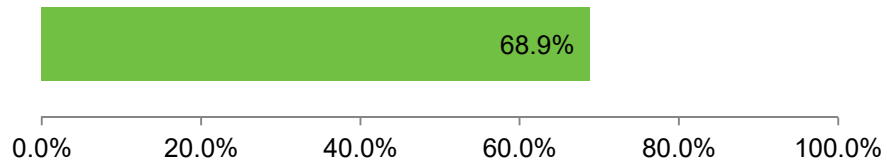
State of California

Average of all rank-and-file employees associated with Unit 15



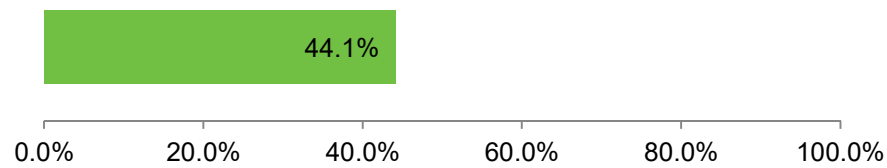
Local Government

Service High Level Group



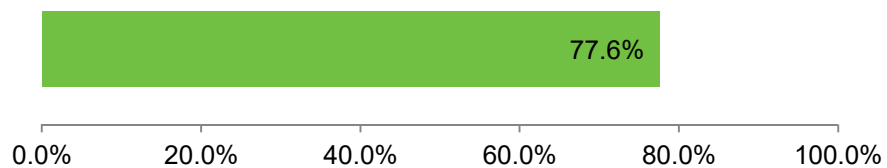
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Allied Services Federal Occupations



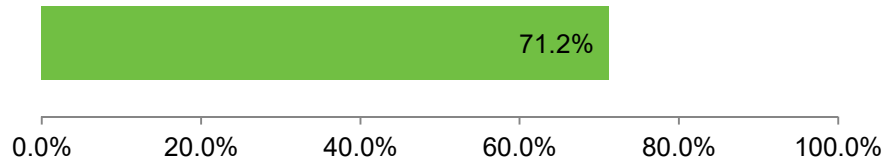
Benefit Percentage Summary Sheet

29-1141 - Registered Nurses

■ Benefit Percentage

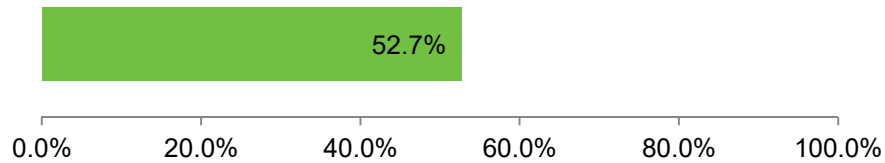
State of California

Average of all rank-and-file and supervisory employees associated with Unit 17



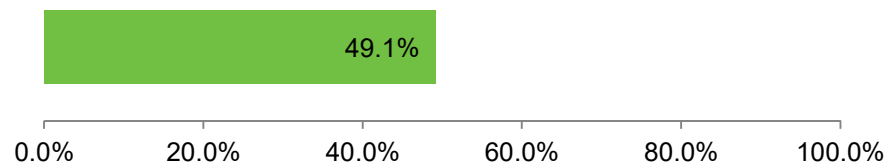
Local Government

Healthcare Practitioners and Technical Occupations Major Group



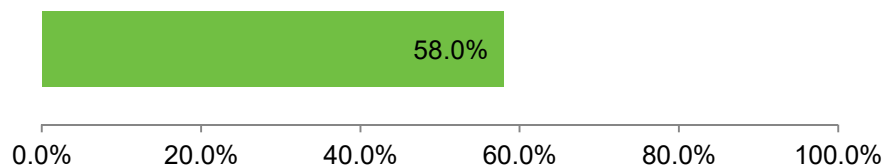
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Registered Nurses Federal Occupations



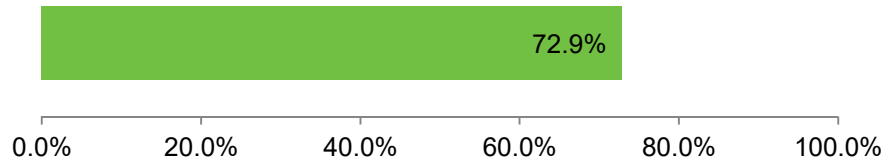
Benefit Percentage Summary Sheet

29-1171 - Nurse Practitioners

■ Benefit Percentage

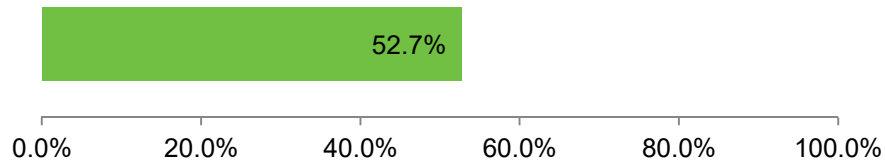
State of California

Average of all rank-and-file and supervisory employees associated with Unit 17



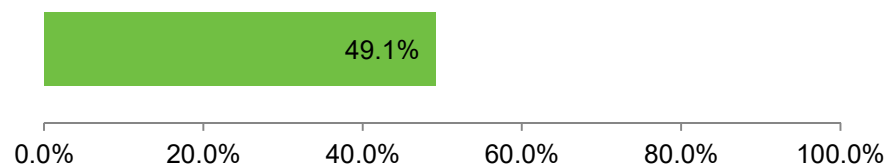
Local Government

Healthcare Practitioners and Technical Occupations Major Group



Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

N/A



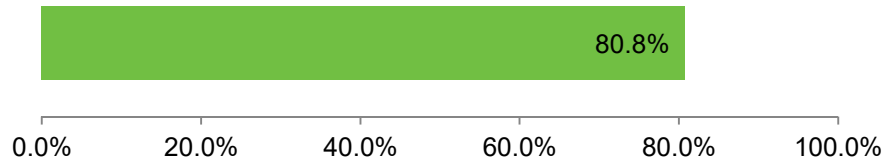
Benefit Percentage Summary Sheet

29-2061 - Licensed Practical & Licensed Vocational Nurses

■ Benefit Percentage

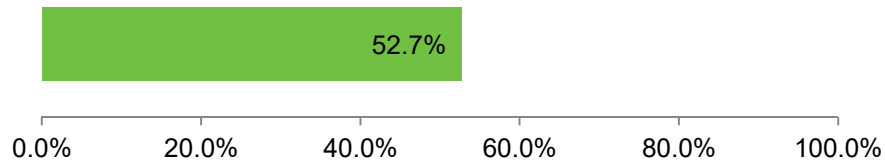
State of California

Average of all rank-and-file employees associated with Unit 20



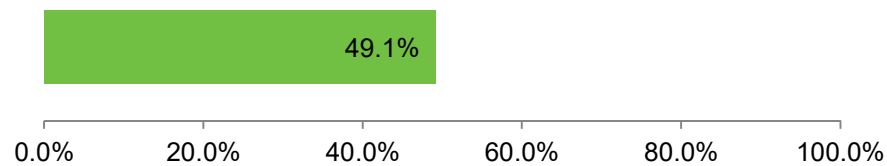
Local Government

Healthcare Practitioners and Technical Occupations Major Group



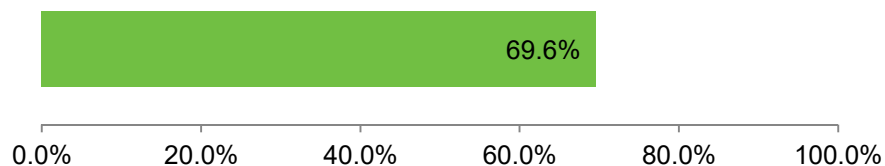
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Medical and Social Services Federal Occupations



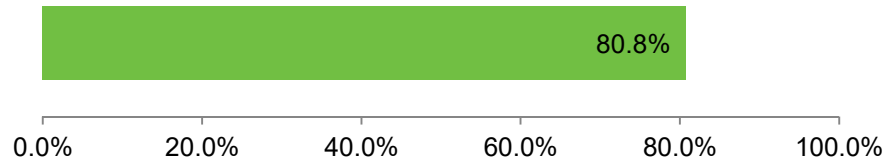
Benefit Percentage Summary Sheet

31-1014 - Nursing Assistants

■ Benefit Percentage

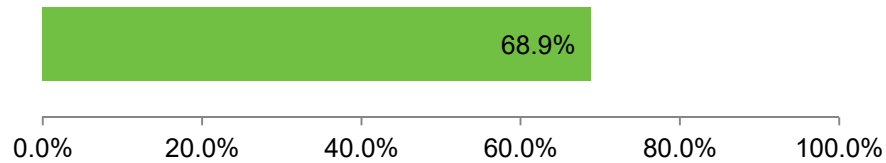
State of California

Average of all rank-and-file employees associated with Unit 20



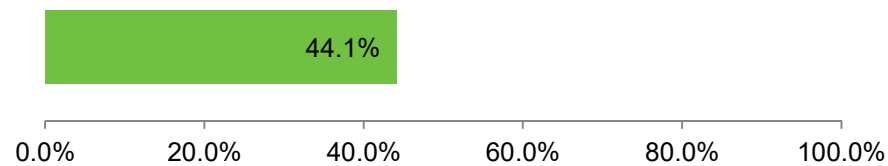
Local Government

Service High Level Group



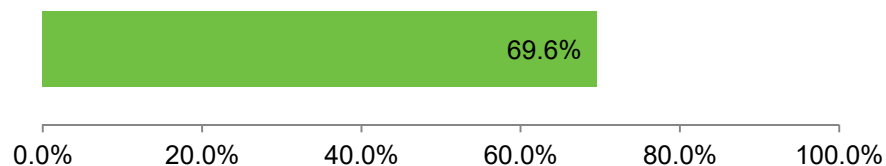
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Medical and Social Services Federal Occupations



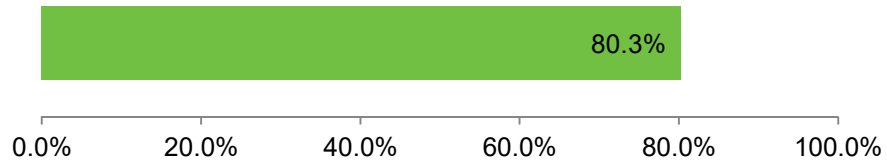
Benefit Percentage Summary Sheet

31-9091 - Dental Assistants

■ Benefit Percentage

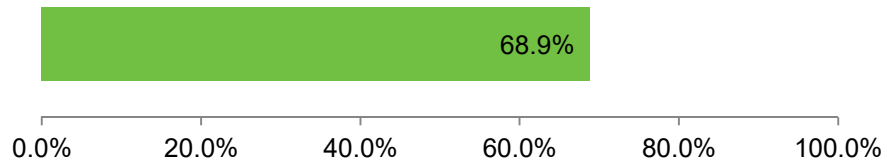
State of California

Average of all rank-and-file and supervisory employees associated with Unit 20



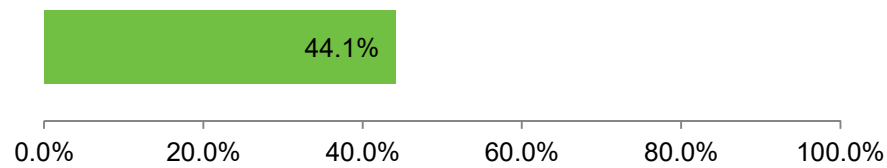
Local Government

Service High Level Group



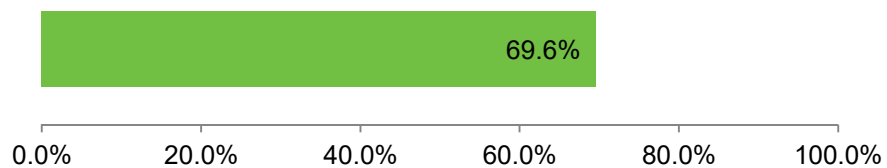
Private Sector (500+ Employees)

Service High Level Group



Federal Government

Medical and Social Services Federal Occupations



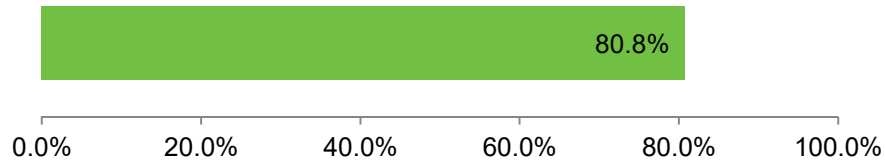
Benefit Percentage Summary Sheet

29-2052 - Pharmacy Technicians

■ Benefit Percentage

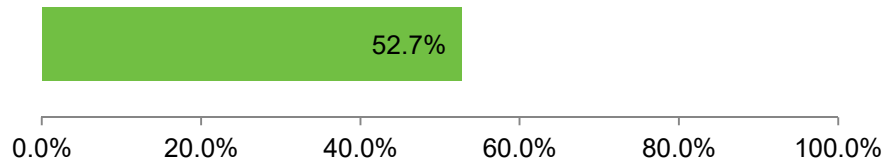
State of California

Average of all rank-and-file employees associated with Unit 20



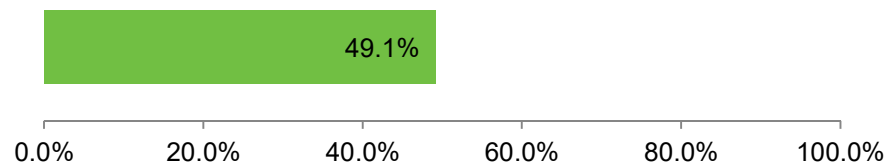
Local Government

Healthcare Practitioners and Technical Occupations Major Group



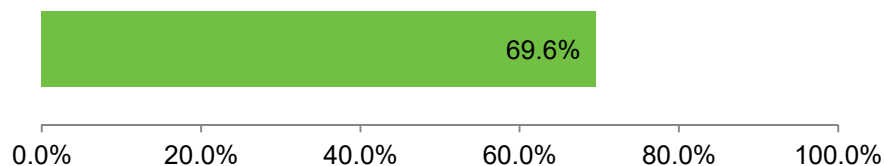
Private Sector (500+ Employees)

Healthcare Practitioners and Technical Occupations Major Group



Federal Government

Medical and Social Services Federal Occupations



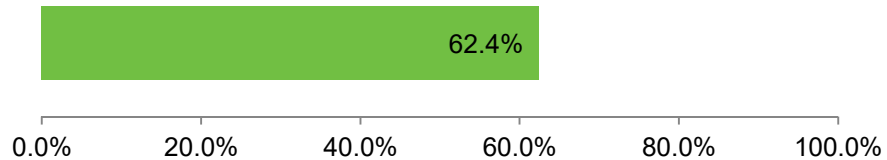
Benefit Percentage Summary Sheet

25-9031 - Instructional Coordinators

■ Benefit Percentage

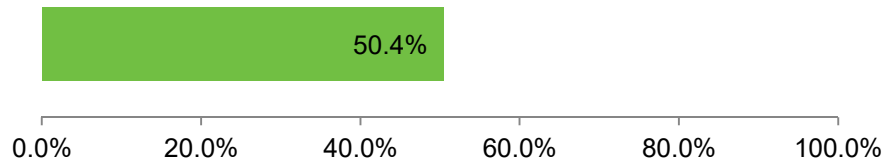
State of California

Average of all rank-and-file and supervisory employees associated with Unit 21



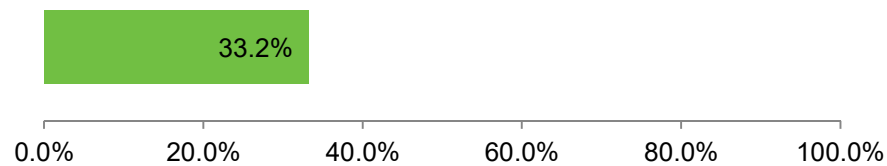
Local Government

Education, Training, and Library Occupations Major Group



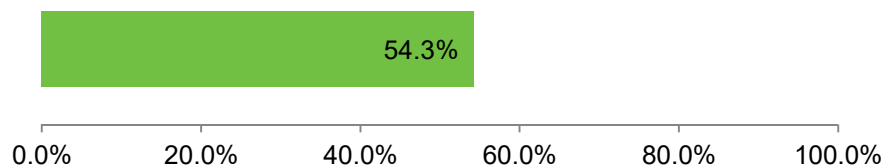
Private Sector (500+ Employees)

Education, Training, and Library Occupations Major Group



Federal Government

Educational Consultants and Library Federal Occupations



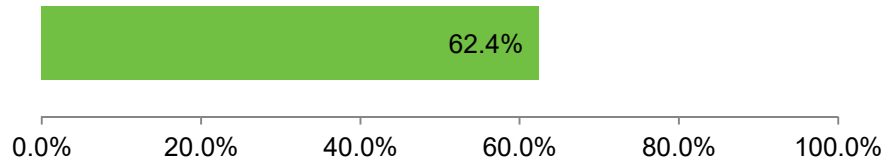
Benefit Percentage Summary Sheet

25-4021 - Librarians

■ Benefit Percentage

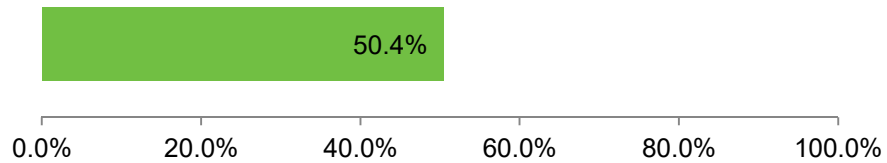
State of California

Average of all rank-and-file and supervisory employees associated with Unit 21



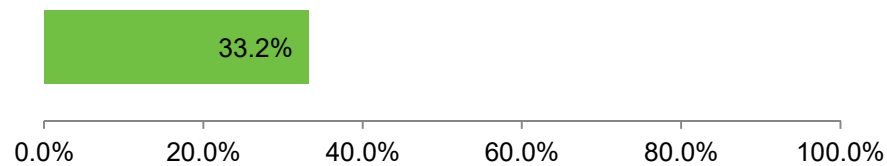
Local Government

Education, Training, and Library Occupations Major Group



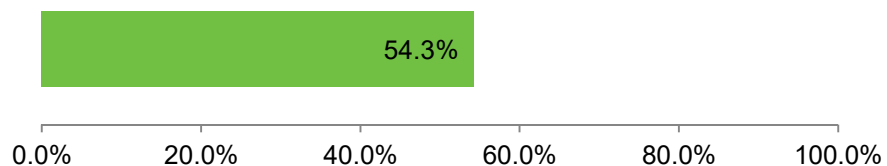
Private Sector (500+ Employees)

Education, Training, and Library Occupations Major Group



Federal Government

Educational Consultants and Library Federal Occupations



Appendix D

Other Information Related to this Report

The following pages display additional information relevant to this report. State employee data is from the California State Controller's Office, unless noted otherwise.

Geographic Differences: Federal Locality Pay

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

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

Metro Area	Percent Higher Than Sacramento	Percent Higher Than the Rest of the U.S.
Greater Los Angeles Area	4.7%	13.7%
San Francisco Bay Area	11.8%	21.3%
San Diego County	2.6%	11.4%
Sacramento Area	-	8.6%

Source: 2019 Federal Government Locality Pay Charts¹

¹ 2019 General Schedule (GS) Locality Pay Tables: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/general-schedule/>

The 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 Employer Groups in Labor Market

This report compares the total compensation for state workers with federal and local government workers, as well as workers at large private sector firms (employing 500 or more employees). EDD also produces a Quarterly Census of Employment and Wages, which estimates the number of workers for these employer groups.² The table below compares the number of workers in each group with the 17 million Californians working in nonfarm jobs in 2018.³

Table 2: Number of Workers by Employer Group in California

Employer	Number of Workers	Percent of Nonfarm Workers
Private Sector (500+ workers) ⁴	2,379,490	13.9%
Local Government	1,806,400	10.5%
State Government ⁵	230,129	1.3%
Federal Government ⁶	185,100	1.1%

Table 3: Number of Local Government Workers in More Detail

Employer	Number of Workers	Percent of Nonfarm Workers
Local Government Education	982,300	5.7%
Counties	355,400	2.1%
Cities	274,300	1.6%
Special Districts	131,400	0.8%
Indian Tribal Government	63,000	0.4%

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

³ 17,175,200 of nonfarm jobs in 2018, according to EDD's Industry Employment & Labor Force - by Annual Average

⁴ Private Sector (500+) employment estimate is from the OES survey file using May 2017 estimates.

⁵ State Government employment estimate is the annual average number of state employees from State Controller's Office files, excluding Judicial Branch and California State University employees.

⁶ Does not include Department of Defense employees.

Number of Workers Employed in Each Occupation by Employer Group

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

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

Bargaining Unit	SOC Code	Occupation Title	State of CA Workers ⁷	Local Govt. Workers	Private Sector Workers (500+)	Federal Govt. Workers ⁸
1	13-1111	Management Analysts	20,549	11,150	20,130	3,370
1	15-1121	Computer Systems Analysts	8,803	5,620	27,150	-
1	13-2011	Accountants and Auditors	7,401	9,230	26,050	1,540
1	13-2081	Tax Examiners & Collectors, & Revenue Agents	3,443	970	-	3,650
1	43-4061	Eligibility Interviewers, Government Programs	2,663	19,340	-	2,670
1	43-3051	Payroll and Timekeeping Clerks	1,324	4,400	2,000	90
1	13-1031	Claims Adjusters, Examiners, and Investigators	2,322	990	7,220	4,180
1	13-1141	Compensation Specialists	1,156	1,800	2,570	30
1	19-3051	Urban and Regional Planners	890	4,000	-	110
3	25-3011	Adult Basic & Secondary Education & Literacy Teachers & Instructors	781	9,900	-	-
3	25-1194	Vocational Education Teachers, Postsecondary	318	3,010	-	-
4	43-9061	Office Clerks, General	10,833	50,340	33,070	2,170
4	43-4031	Court, Municipal, and License Clerks	3,801	3,930	-	-

⁷ Count of full-time equivalent State of California employees working in each occupation associated with the bargaining unit as of March 2018. Please refer to Appendix B for a complete list of state classifications included in each occupation.

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

Bargaining Unit	SOC Code	Occupation Title	State of CA Workers ⁷	Local Govt. Workers	Private Sector Workers (500+)	Federal Govt. Workers ⁸
4	43-6012	Legal Secretaries	922	1,490	640	-
4	43-3031	Bookkeeping, Accounting, and Auditing Clerks	880	12,490	9,470	880
4	29-2071	Medical Records and Health Information Technicians	431	1,470	7,160	280
11	17-3022	Civil Engineering Technicians	661	2,650	310	-
11	19-4093	Forest & Conservation Technicians	185	180	-	5,080
11	17-3011	Architectural and Civil Drafters	168	400	700	-
11	53-6051	Transportation Inspectors	74	210	620	310
14	51-5112	Printing Press Operators	130	290	1,120	-
14	27-1024	Graphic Designers	98	520	2,880	80
15	37-2011	Janitors & Cleaners	2,095	43,360	41,000	2,670
15	35-2012	Cooks, Institution & Cafeteria	187	5,530	4,040	160
17	29-1141	Registered Nurses	5,169	30,020	139,930	6,710
17	29-1171	Nurse Practitioners	99	1,030	3,330	-
20	29-2061	Licensed Practical & Licensed Vocational Nurses	2,072	4,360	9,470	1,510
20	31-1014	Nursing Assistants	1,101	5,750	18,440	1,230
20	31-9091	Dental Assistants	521	310	1,290	310
20	29-2052	Pharmacy Technicians	398	1,280	6,290	420
21	25-9031	Instructional Coordinators	380	11,570	760	90
21	25-4021	Librarians	55	5,750	690	50

Estimated OPEB Costs by Employer Group

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

However, using different sources of data, the Department produced an estimated cost for government employer groups offering this benefit in California, which is displayed in the table below. The local government and state government estimated costs are based upon data submitted to California Employer's Retiree Benefit Trust Fund (CERBT) managed by CalPERS.⁹ There are 564 local government agencies participating in the CERBT program. The federal government's estimated cost was provided by the Office of Personnel Management.¹⁰

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

Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$7,133
Federal Government*	\$8,410
State Government	\$10,158

*Federal government OPEB data was not available for 2018, so 2017 data was used.

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

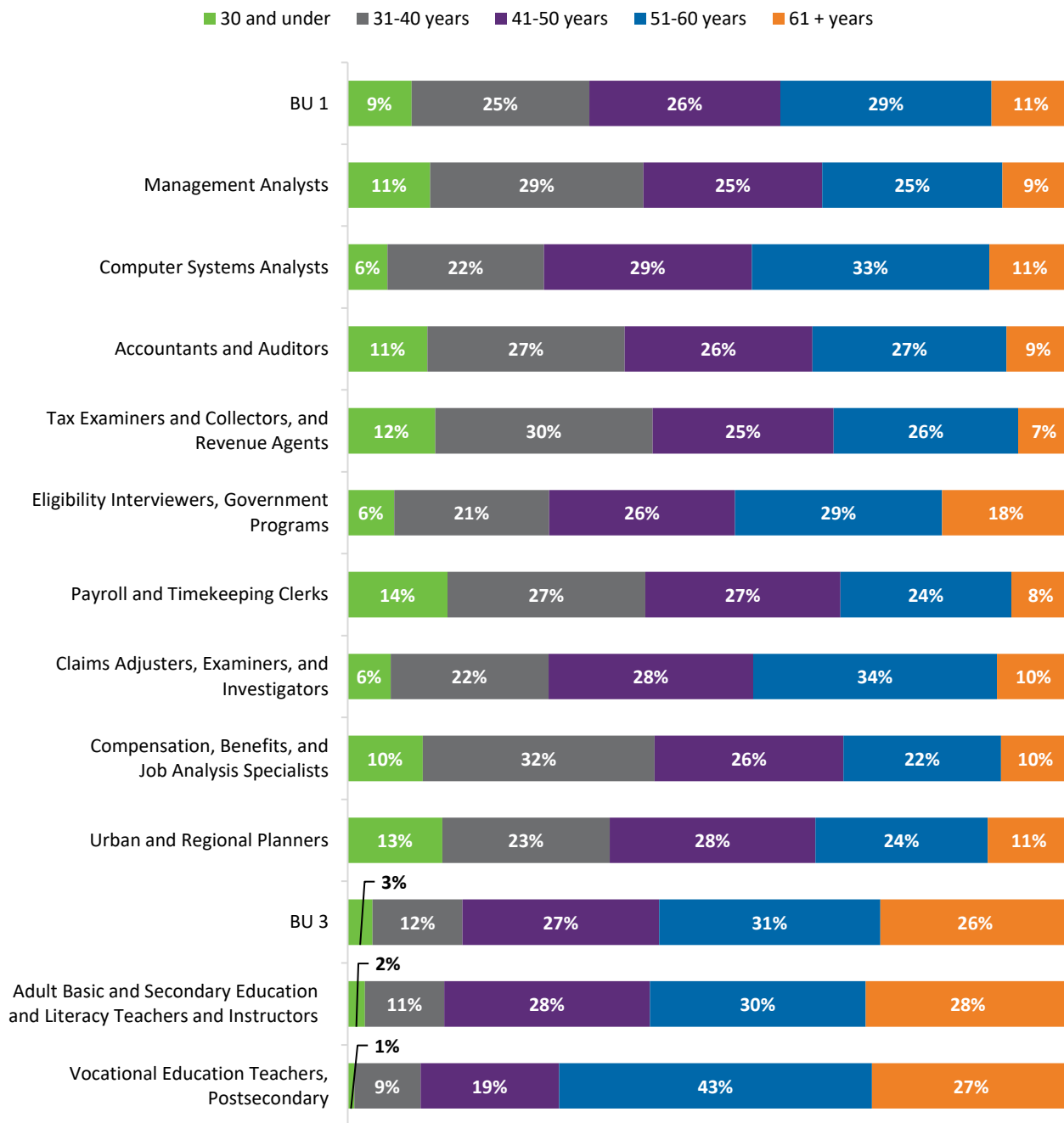
Bargaining Unit	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Units 1, 3, 4, 11, 14, 15, 17, 20, & 21	\$8,945

⁹ According to the CERBT file the local government and state employee average annual premiums statewide was \$7,133 and \$10,158 in 2018. For state employees, it varies by bargaining unit.

¹⁰ According to the U.S. Office of Personnel Management, the federal government's average monthly cost for annuitant health care premiums was \$700.80 as of March 2017 (annualized to \$8,410 for 2017).

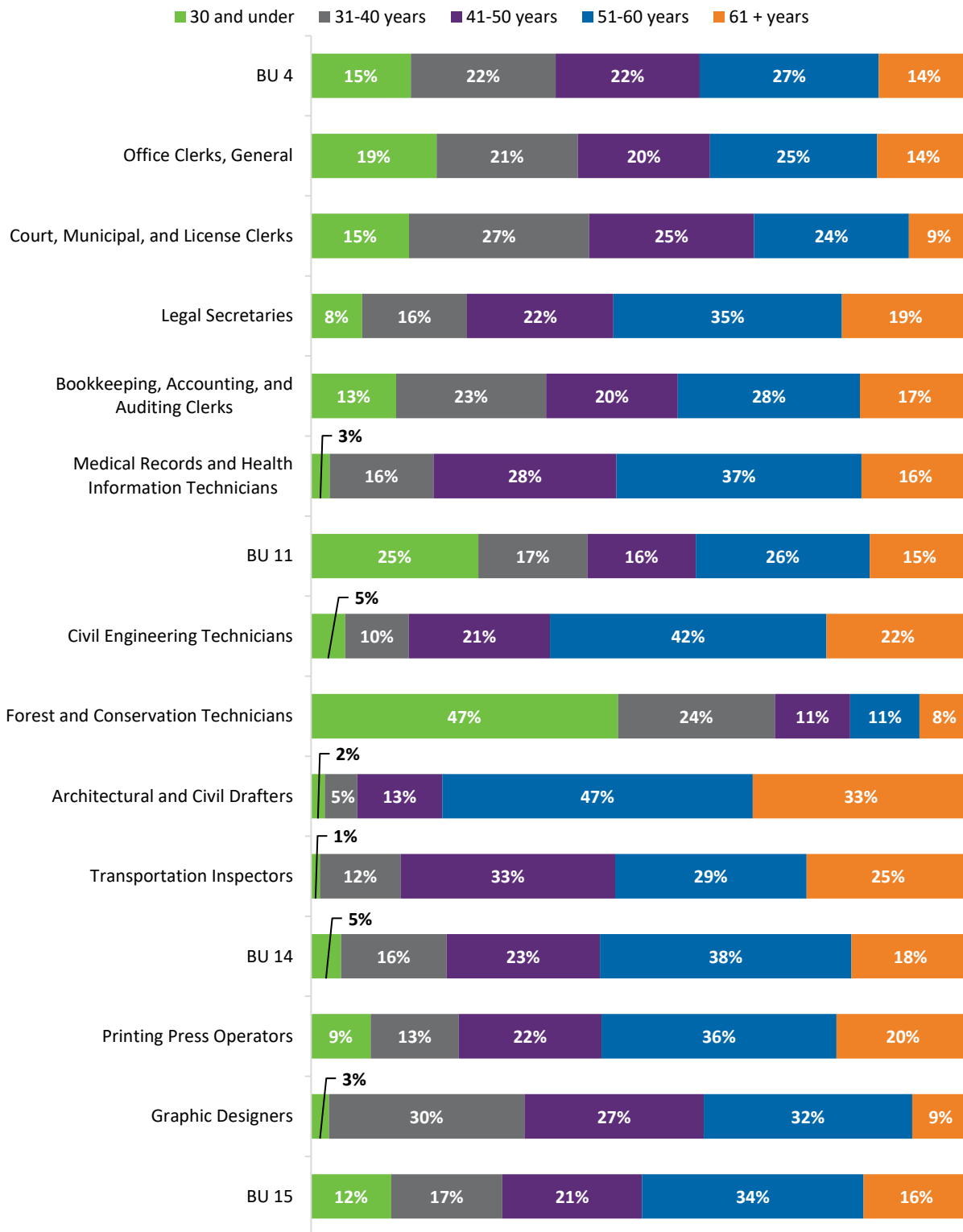
Demographics: Age of State Employees

2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Age Group



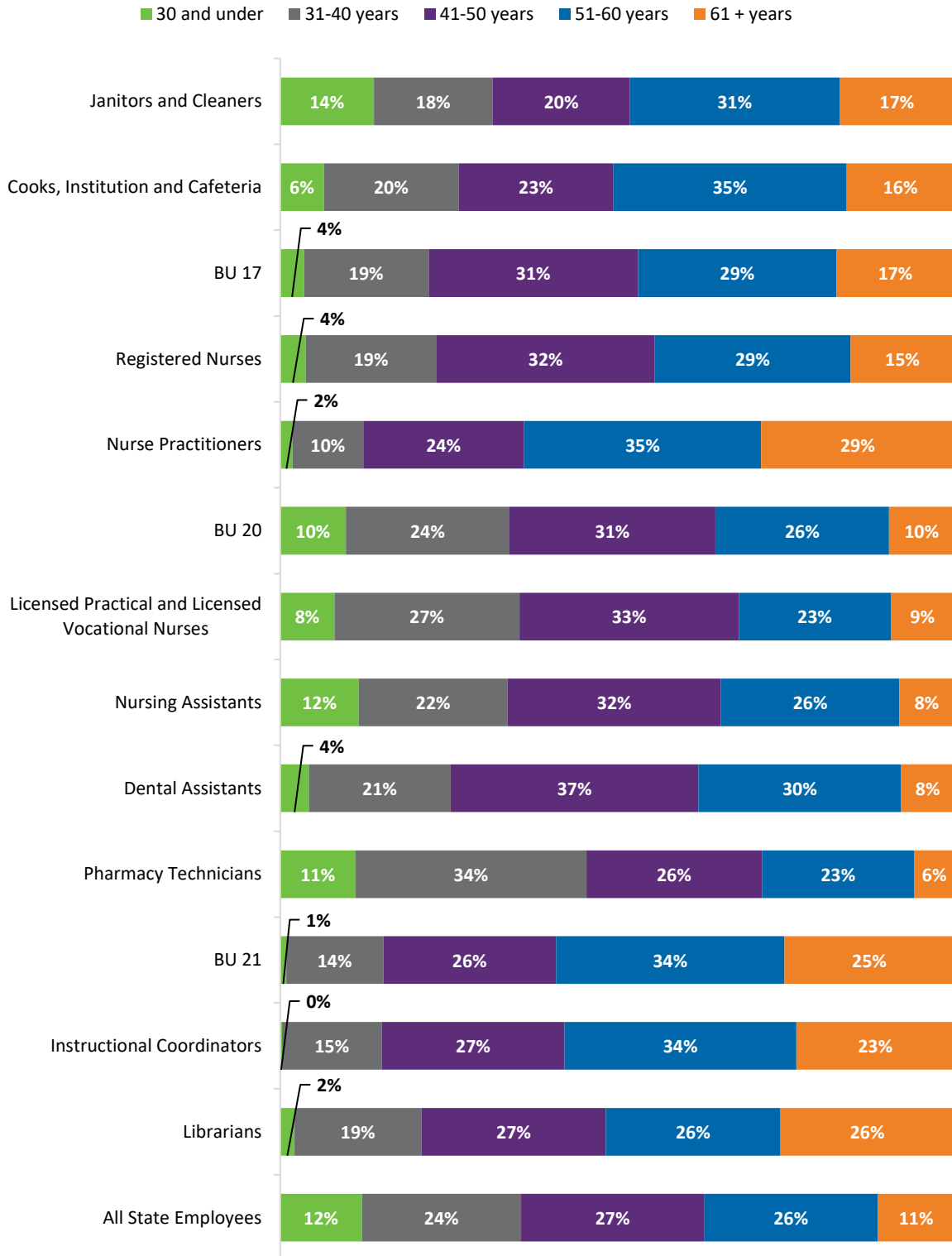
* Percentages may not equal 100 due to rounding.

Age of State Employees Continued



* Percentages may not equal 100 due to rounding.

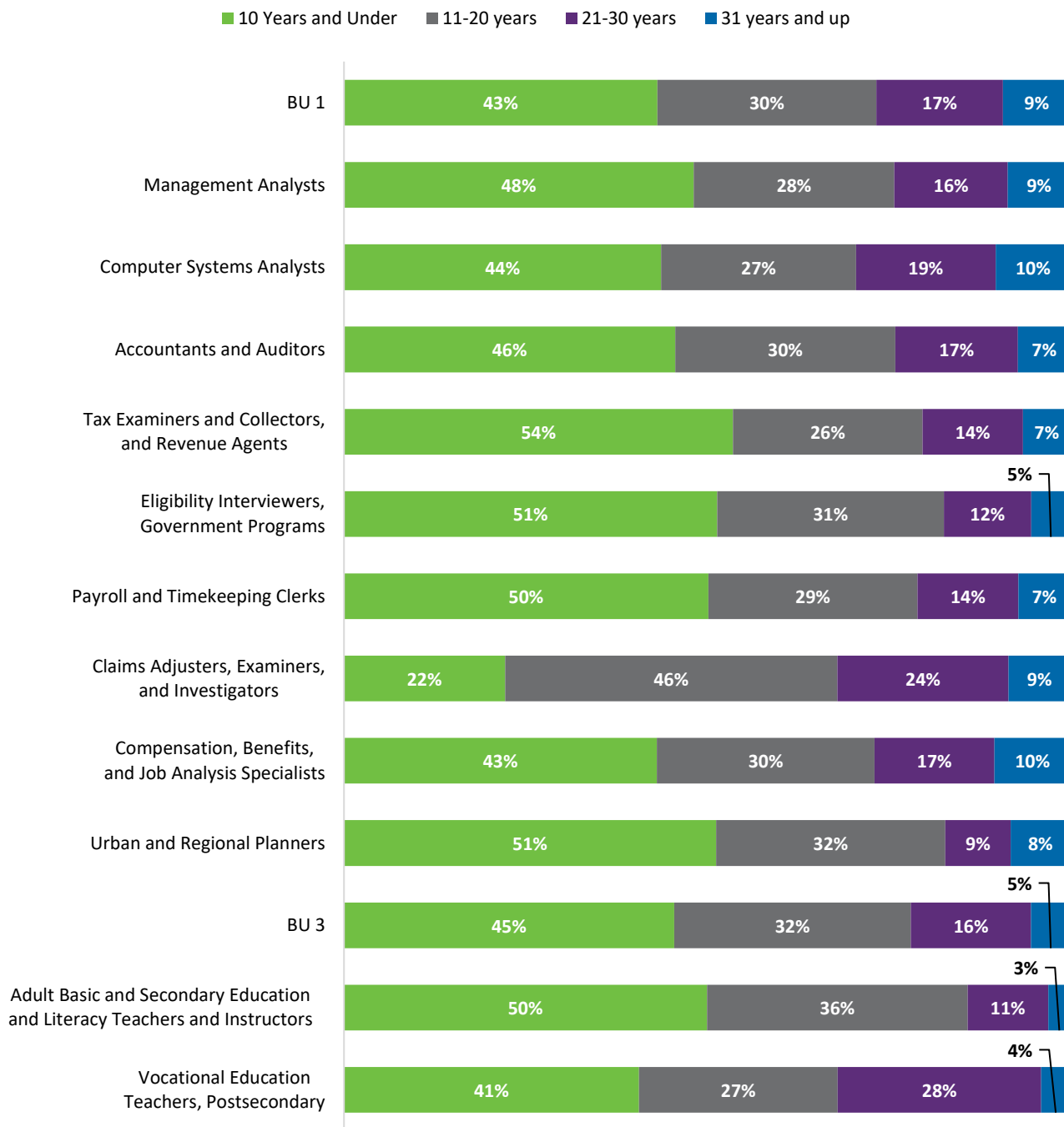
Age of State Employees Continued



* Percentages may not equal 100 due to rounding.

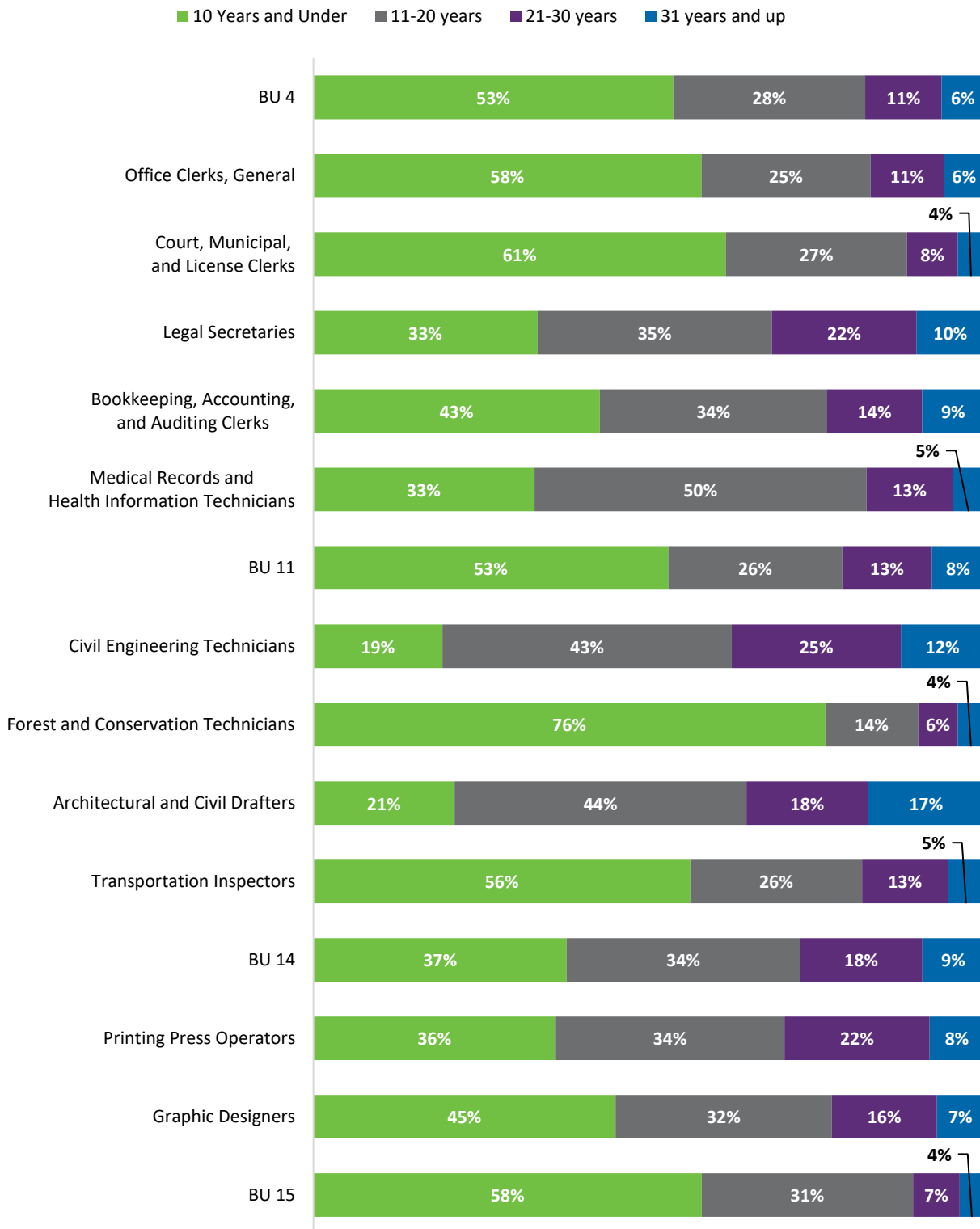
Demographics: Length of State Service

2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Length of State Service



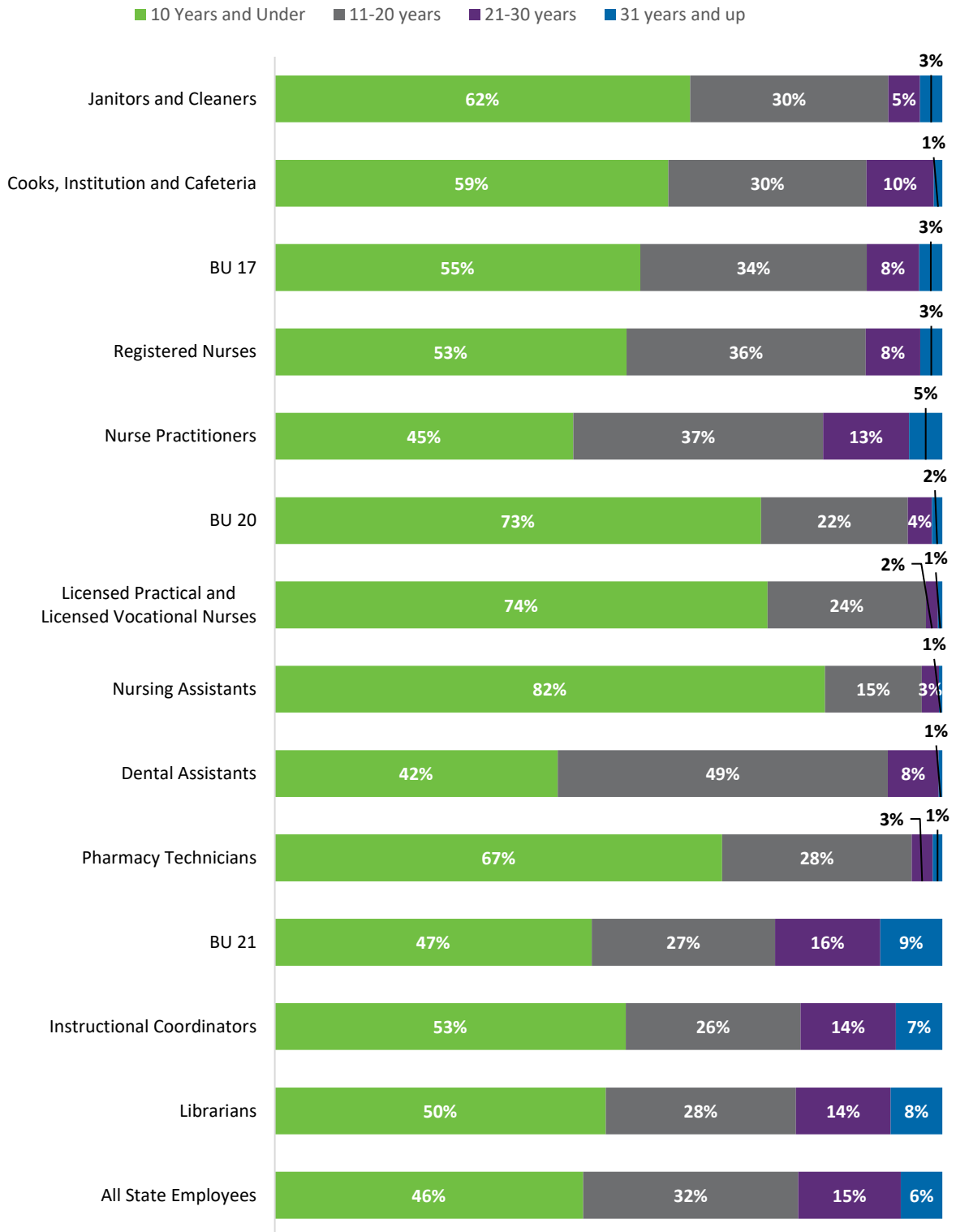
* Percentages may not equal 100 due to rounding.

Length of State Service Continued



* Percentages may not equal 100 due to rounding.

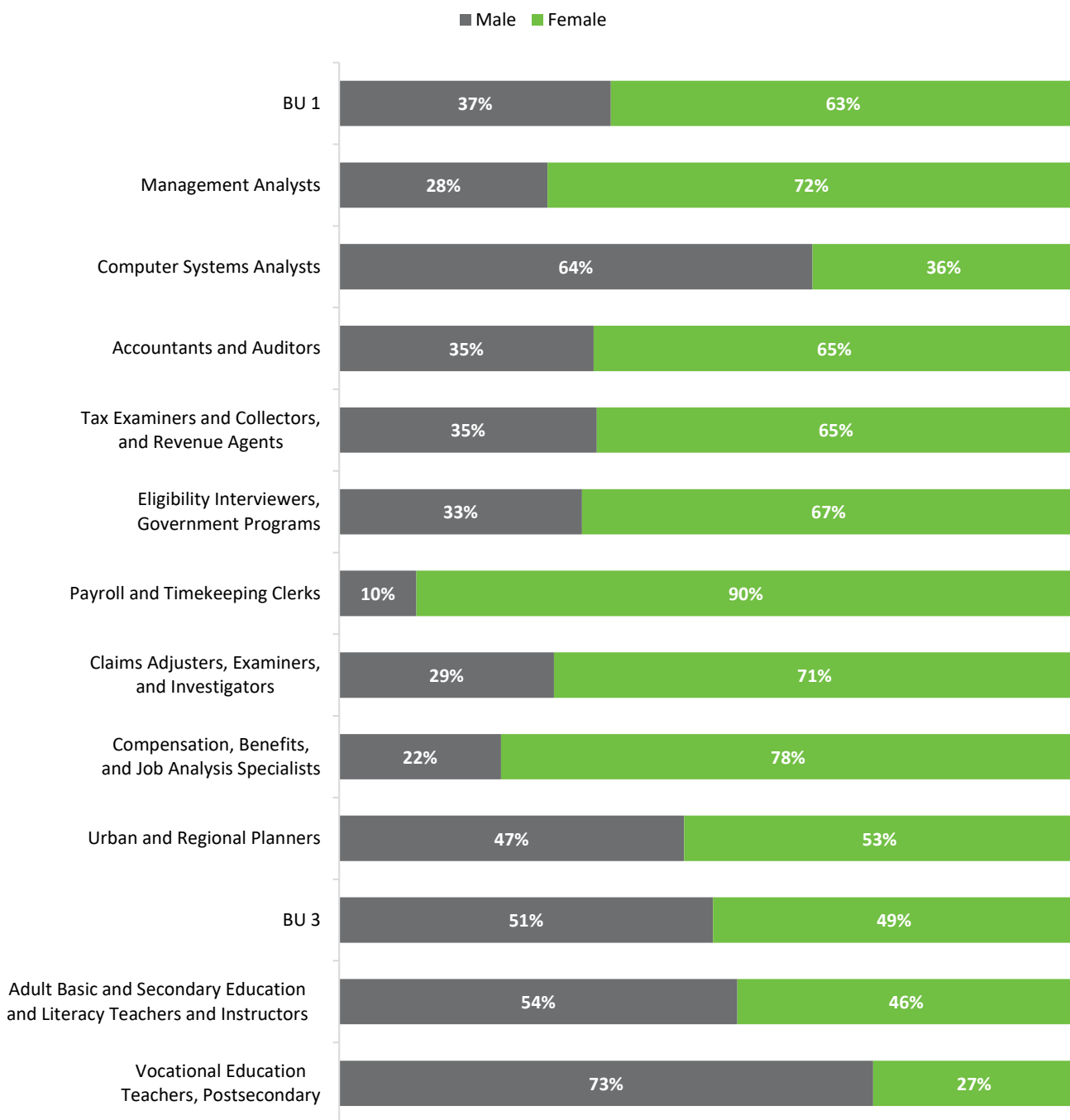
Length of State Service Continued



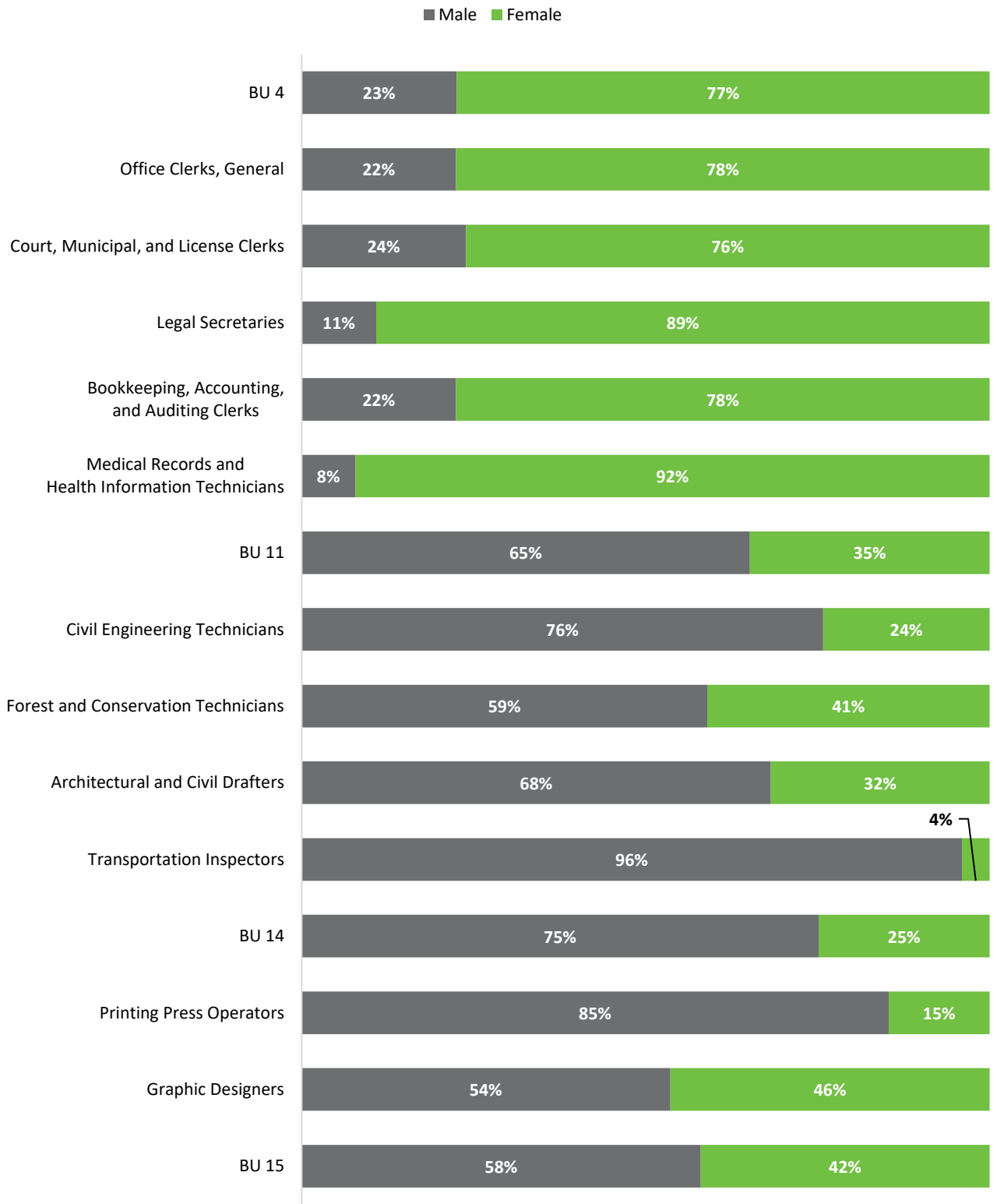
* Percentages may not equal 100 due to rounding.

Demographics: Gender of State Employees

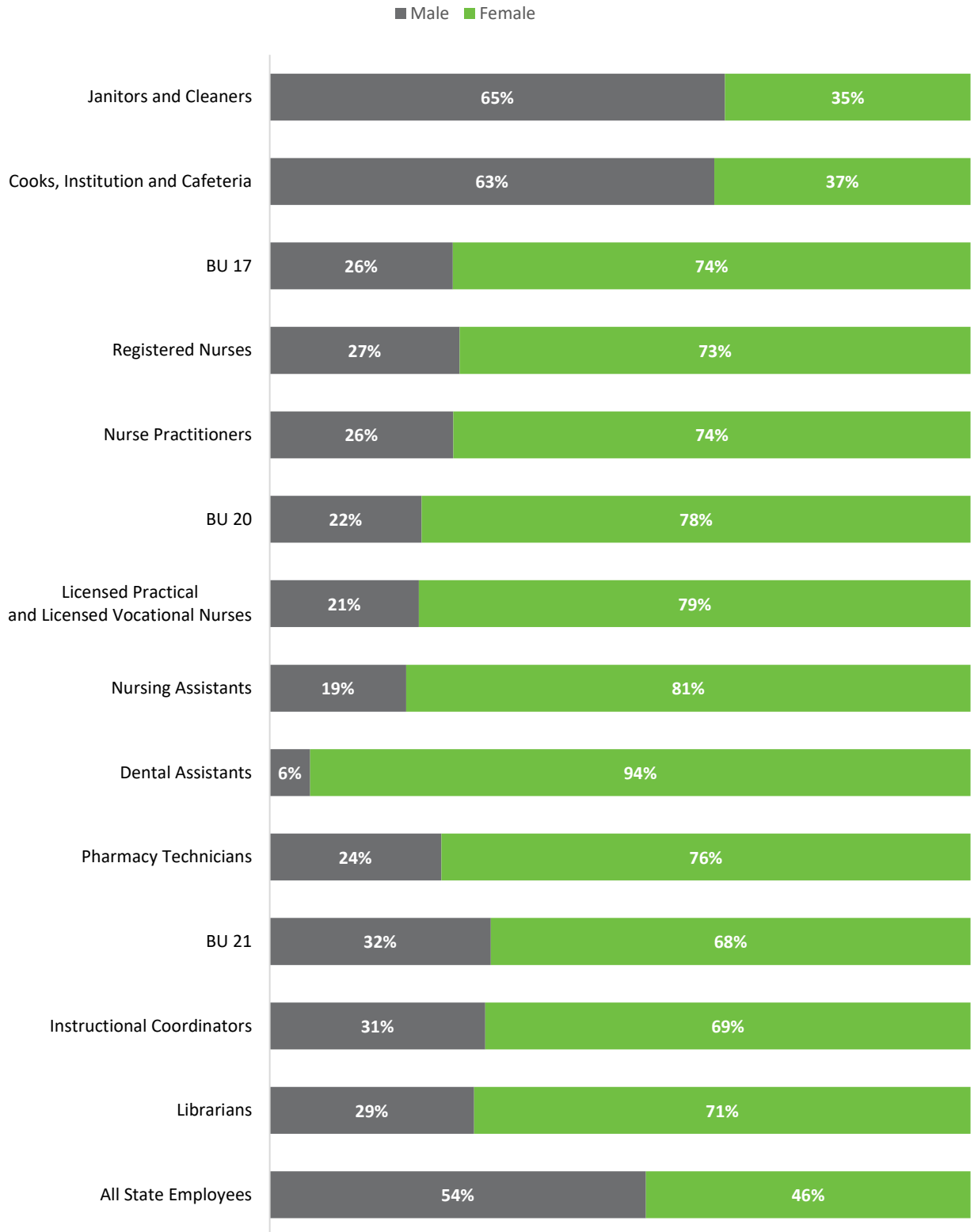
2018 Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) by Gender



Gender of State Employees Continued



Gender of State Employees Continued



Workforce Data: Average Age and Years of State Service at Retirement

2018 Average Age and Years of State Service at Retirement for Employees Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)¹¹.

Table 7: 2018 Average Age and Years of State Service at Retirement

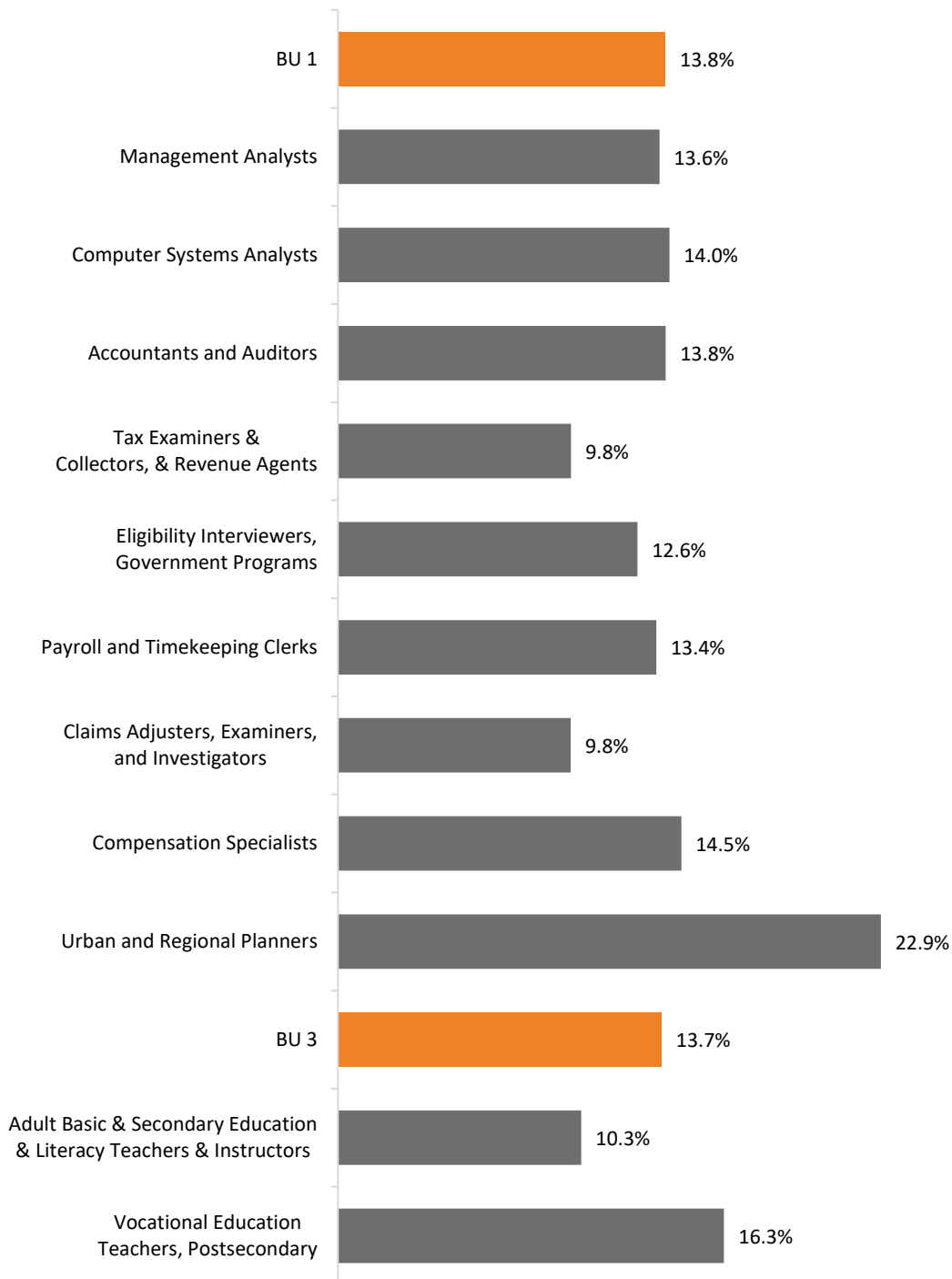
Bargaining Unit/Occupation	Average Age	Average Years of State Service
Unit 1	60	27
Management Analysts	60	27
Computer Systems Analysts	60	28
Accountants and Auditors	60	27
Tax Examiners and Collectors, and Revenue Agents	60	29
Eligibility Interviewers, Government Programs	63	24
Payroll and Timekeeping Clerks	59	25
Claims Adjusters, Examiners, and Investigators	60	26
Compensation, Benefits, and Job Analysis Specialists	59	28
Urban and Regional Planners	61	23
Unit 3	65	21
Adult Basic and Secondary Education and Literacy Teachers and Instructors	65	18
Vocational Education Teachers, Postsecondary	63	24
Unit 4	62	24
Office Clerks, General	62	24
Court, Municipal, and License Clerks	61	23
Legal Secretaries	64	26
Bookkeeping, Accounting, and Auditing Clerks	63	27
Medical Records and Health Information Technicians	61	19

¹¹ Average age and years of state service was calculated using the CalHR's Veterans Opportunity in the Workforce and the State (VOWS) data base system.

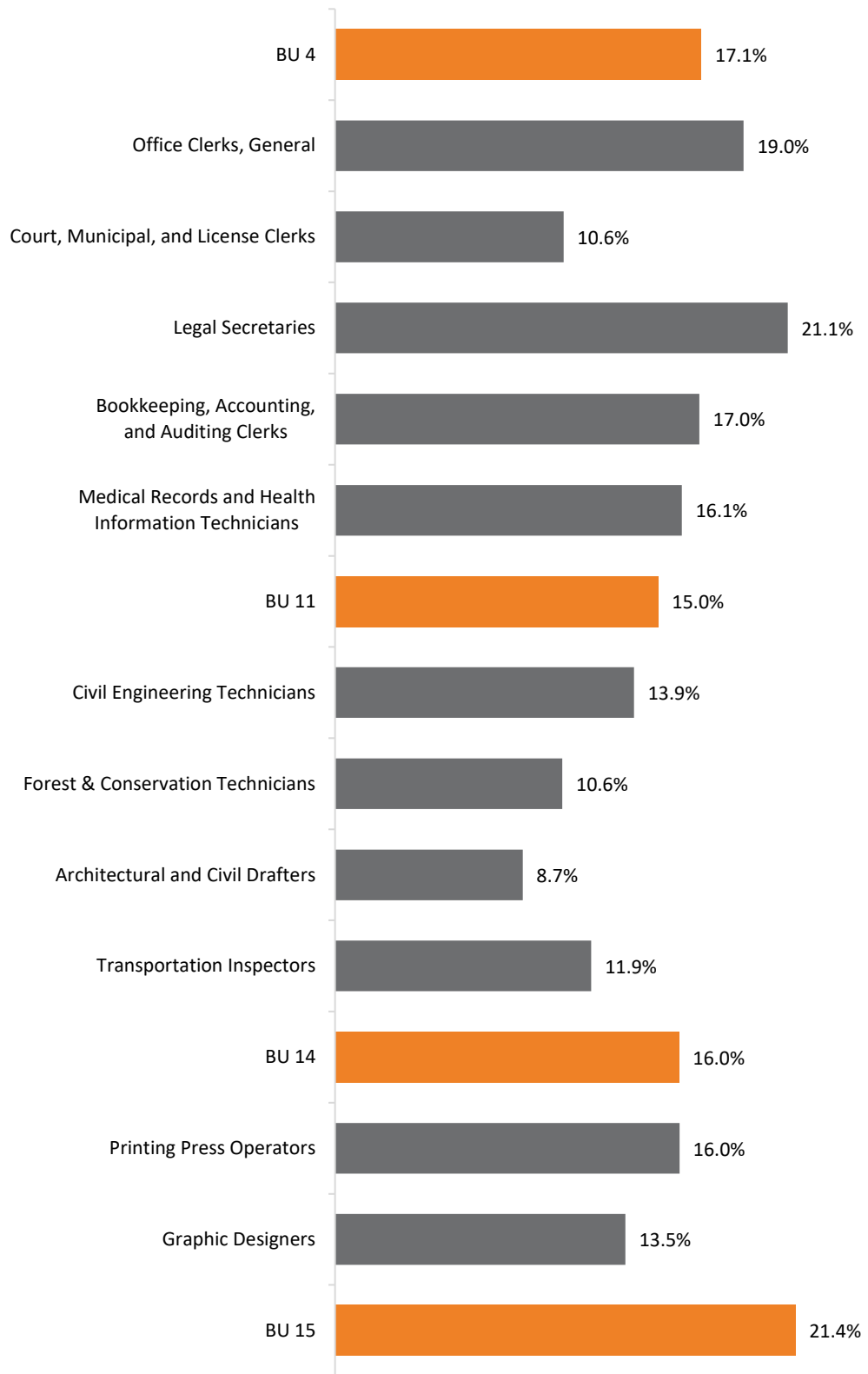
Bargaining Unit/Occupation	Average Age	Average Years of State Service
Unit 11	63	26
Civil Engineering Technicians	63	27
Forest and Conservation Technicians	60	27
Architectural and Civil Drafters	66	24
Transportation Inspectors	65	22
Unit 14	63	29
Printing Press Operators	65	24
Graphic Designers	63	33
Unit 15	62	20
Janitors and Cleaners	63	20
Cooks, Institution and Cafeteria	60	20
Unit 17	61	19
Registered Nurses	61	19
Nurse Practitioners	60	17
Unit 20	60	17
Licensed Practical and Licensed Vocational Nurses	61	13
Nursing Assistants	61	14
Dental Assistants	59	18
Pharmacy Technicians	61	15
Unit 21	63	25
Instructional Coordinators	63	24
Librarians	67	22
All State Employees	60	25

Workforce Data: Vacancy Rate

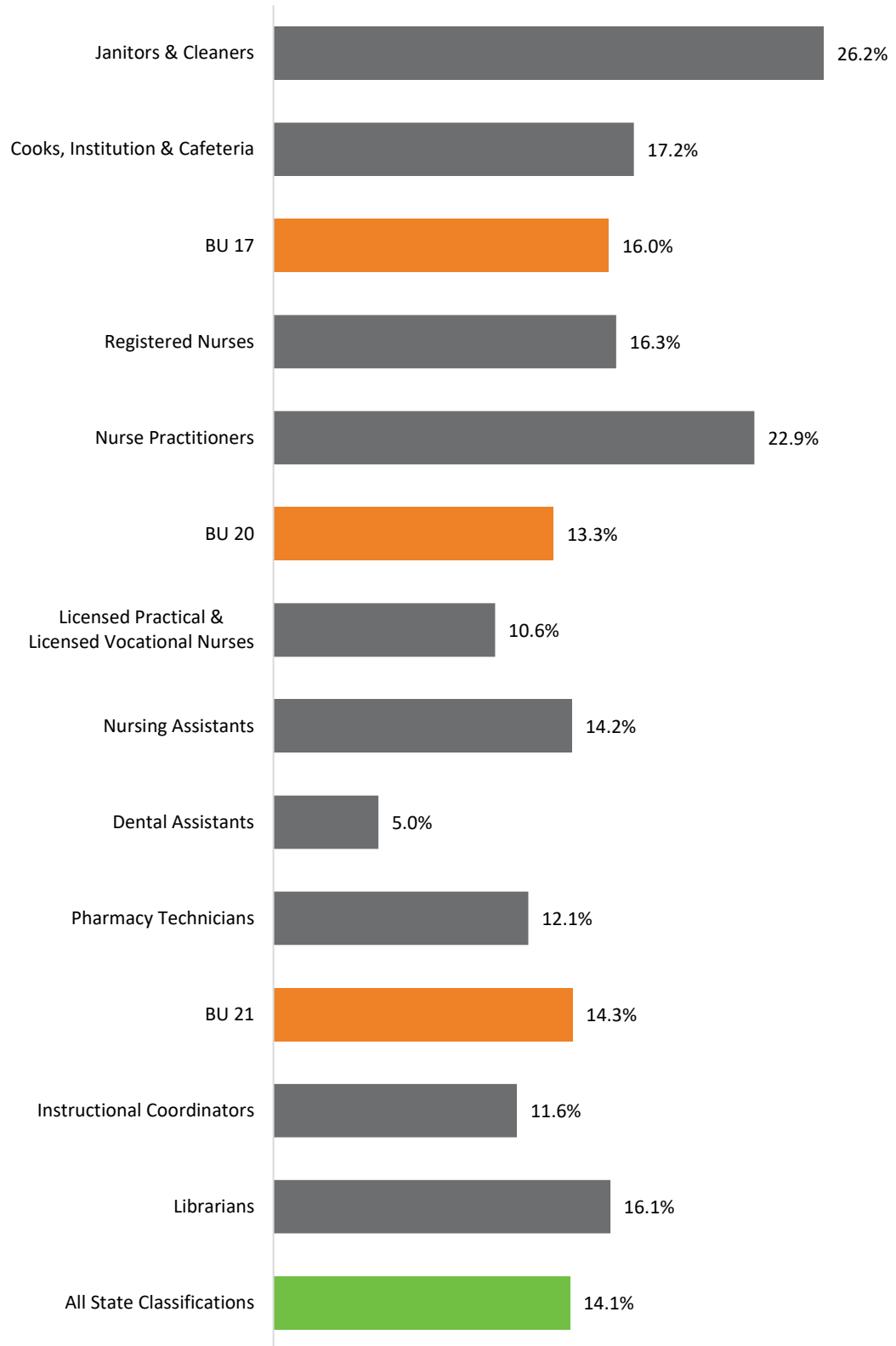
2018 Percent of Vacant Positions Compared to Full-Time Established Positions Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)



Vacancy Rate Continued

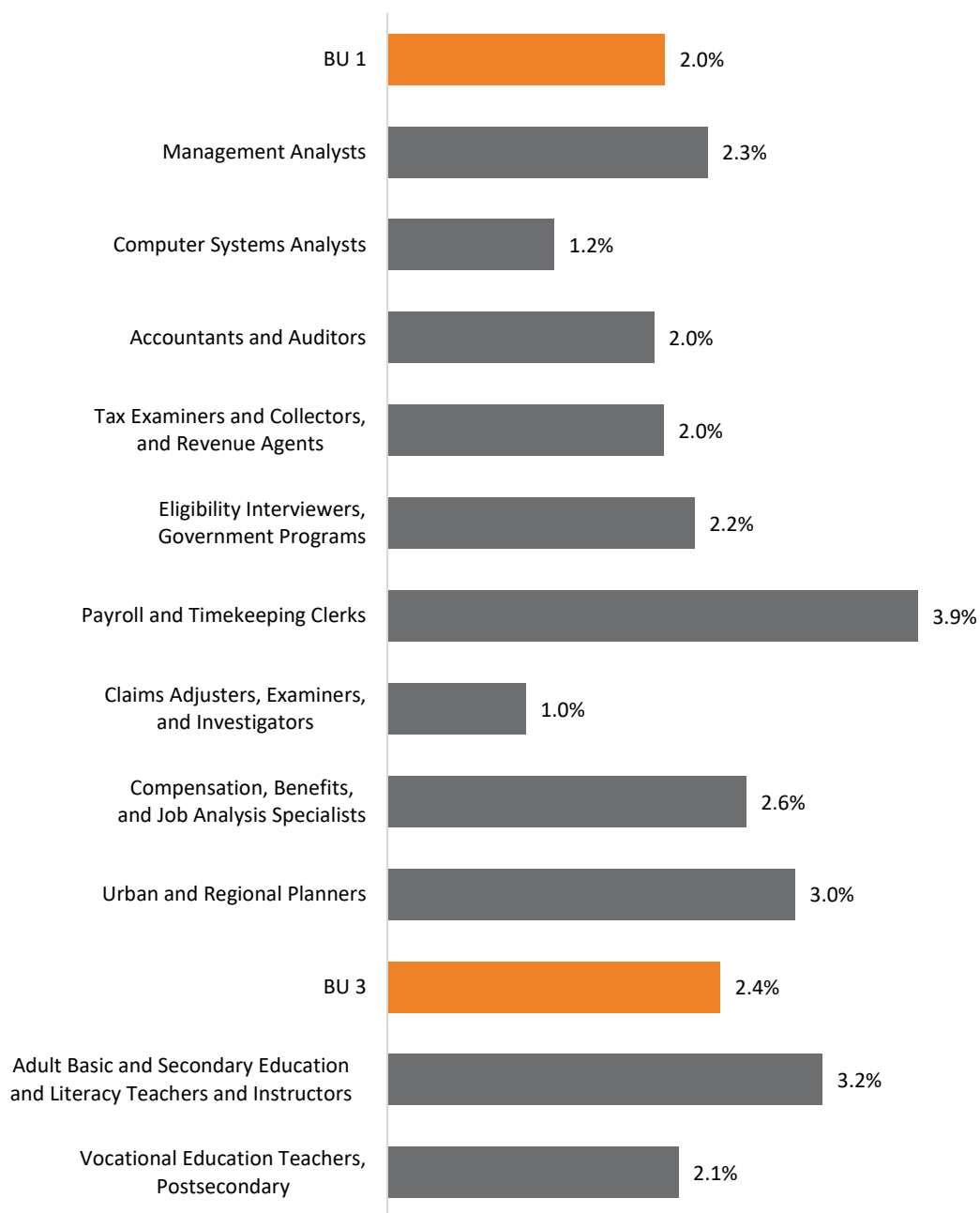


Vacancy Rate Continued

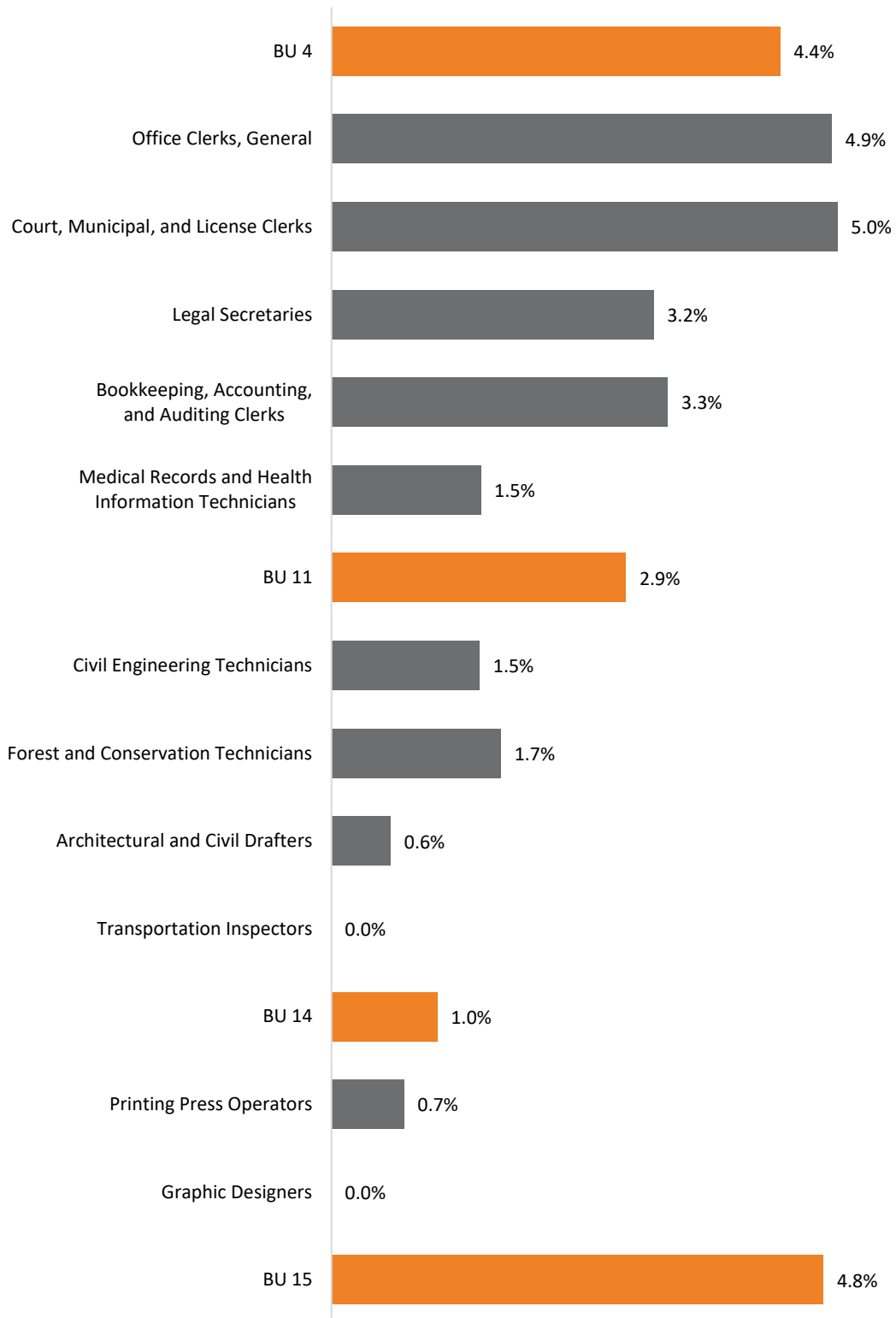


Workforce Data: Voluntary Separation Rate

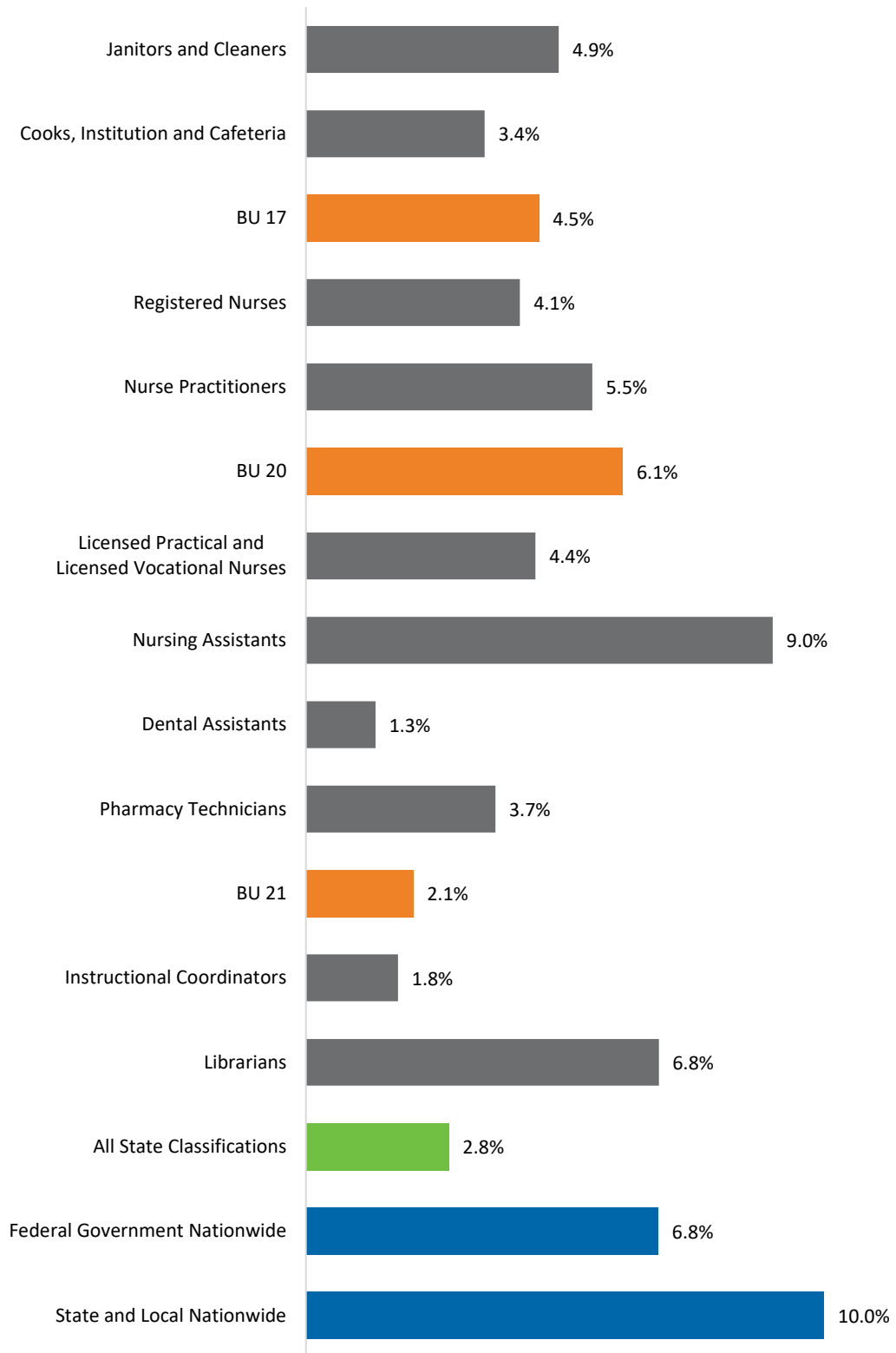
2018 Percent of Voluntary Separations Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) Compared to Separation Rates for Federal Government, and State and Local Government Workers Nationwide (from JOLTS report, see Glossary)



Voluntary Separation Rate Continued

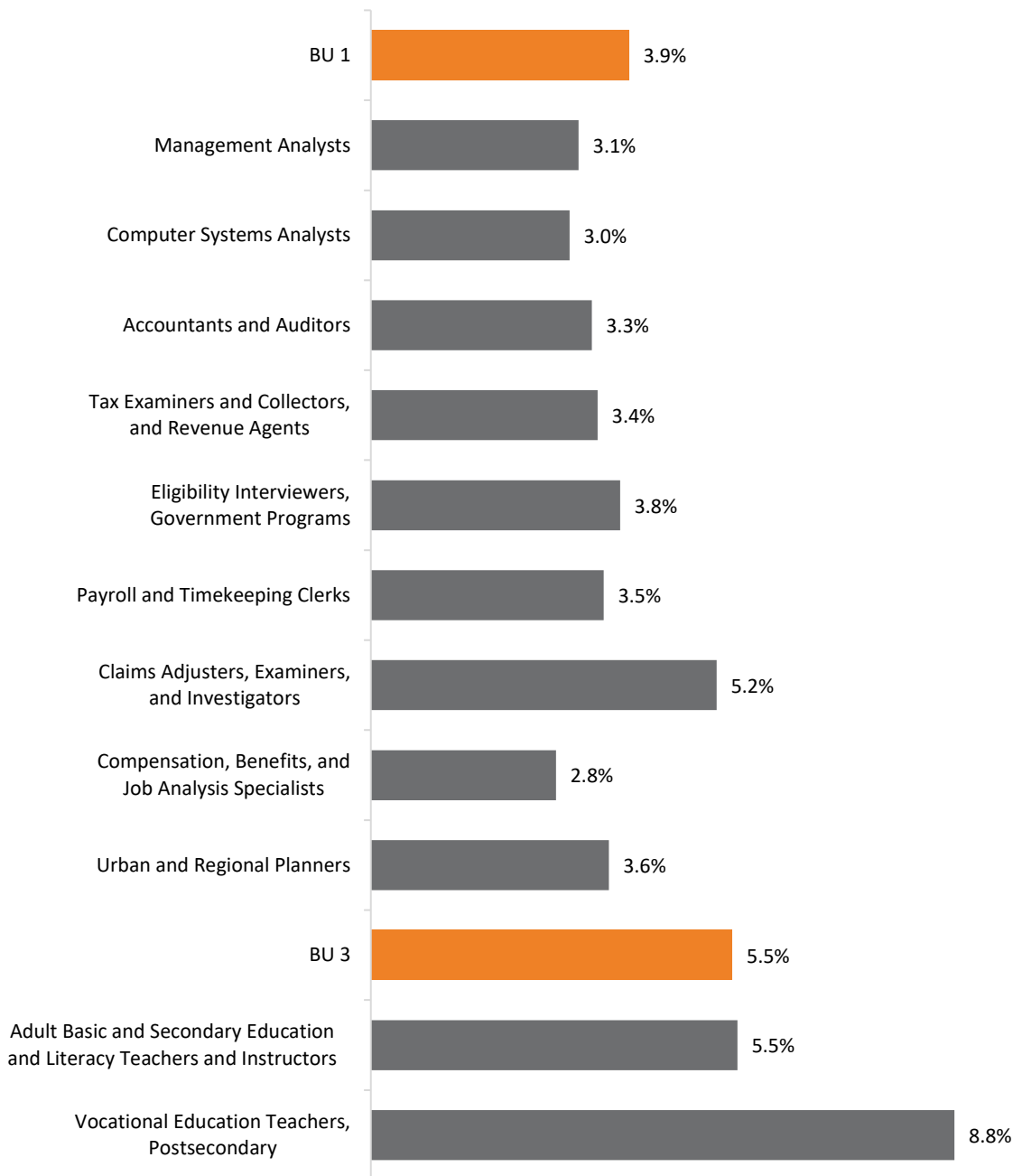


Voluntary Separation Rate Continued

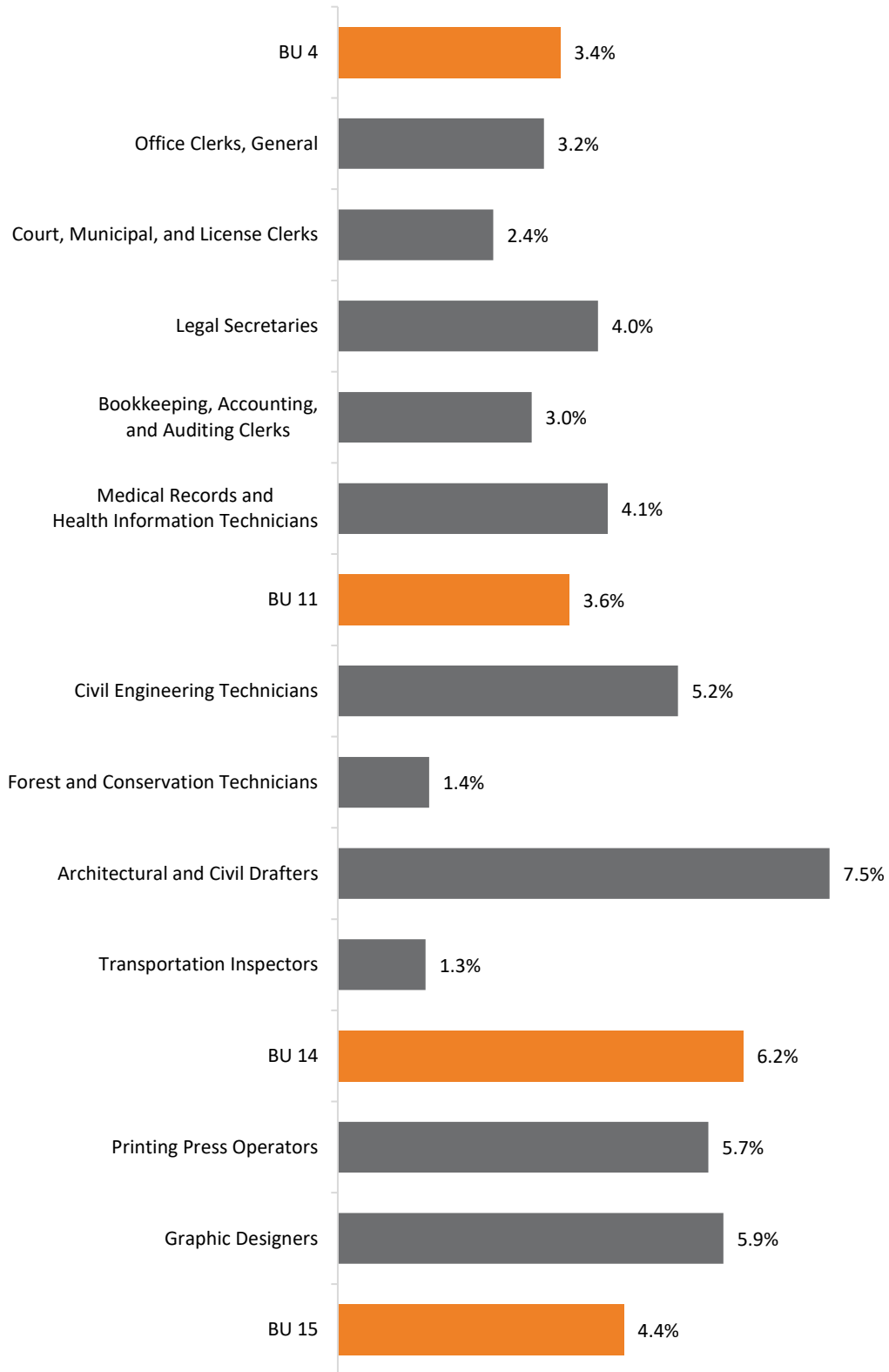


Workforce Data: Retirement Rate

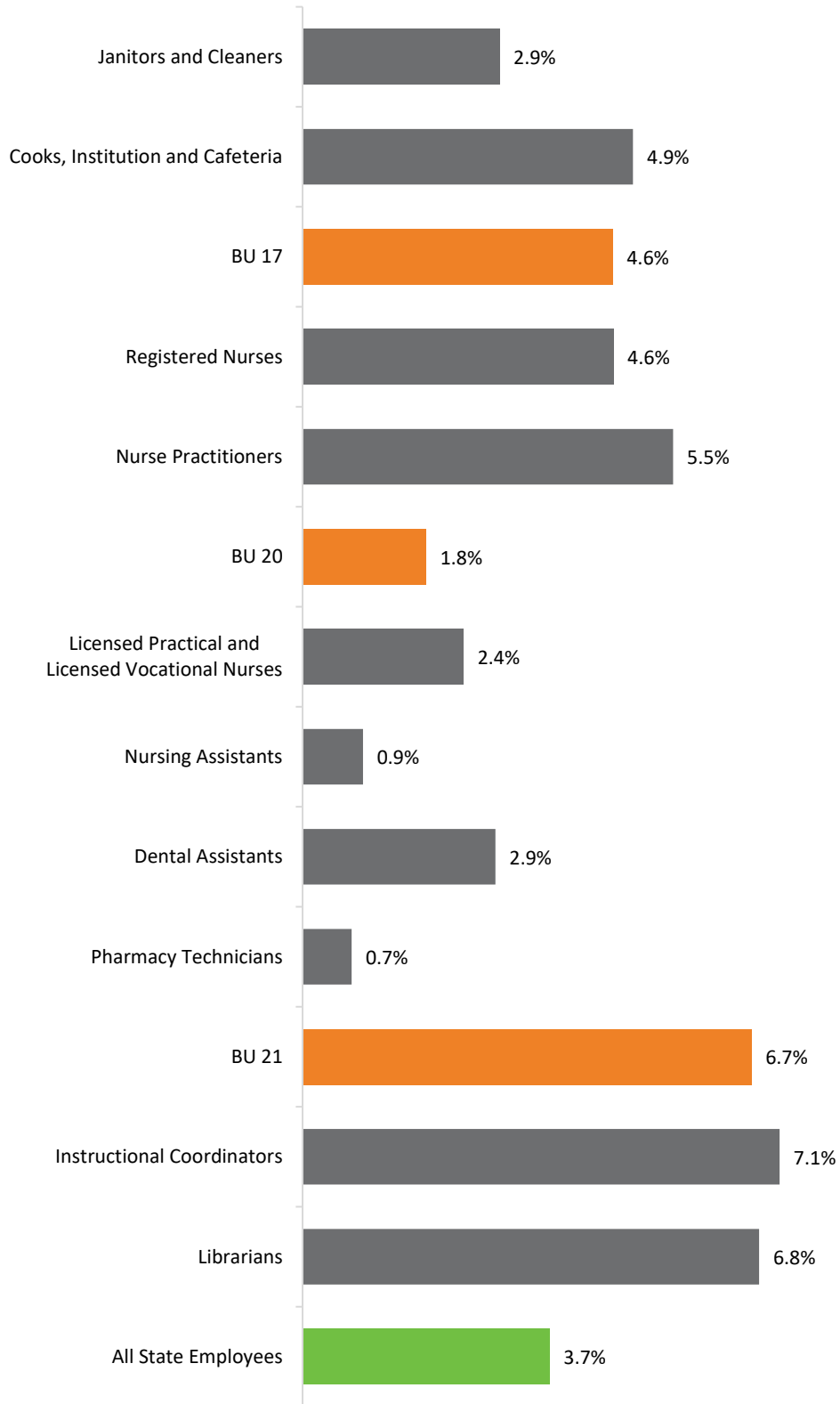
2018 Percent of Service and Disability Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)



Retirement Rate Continued

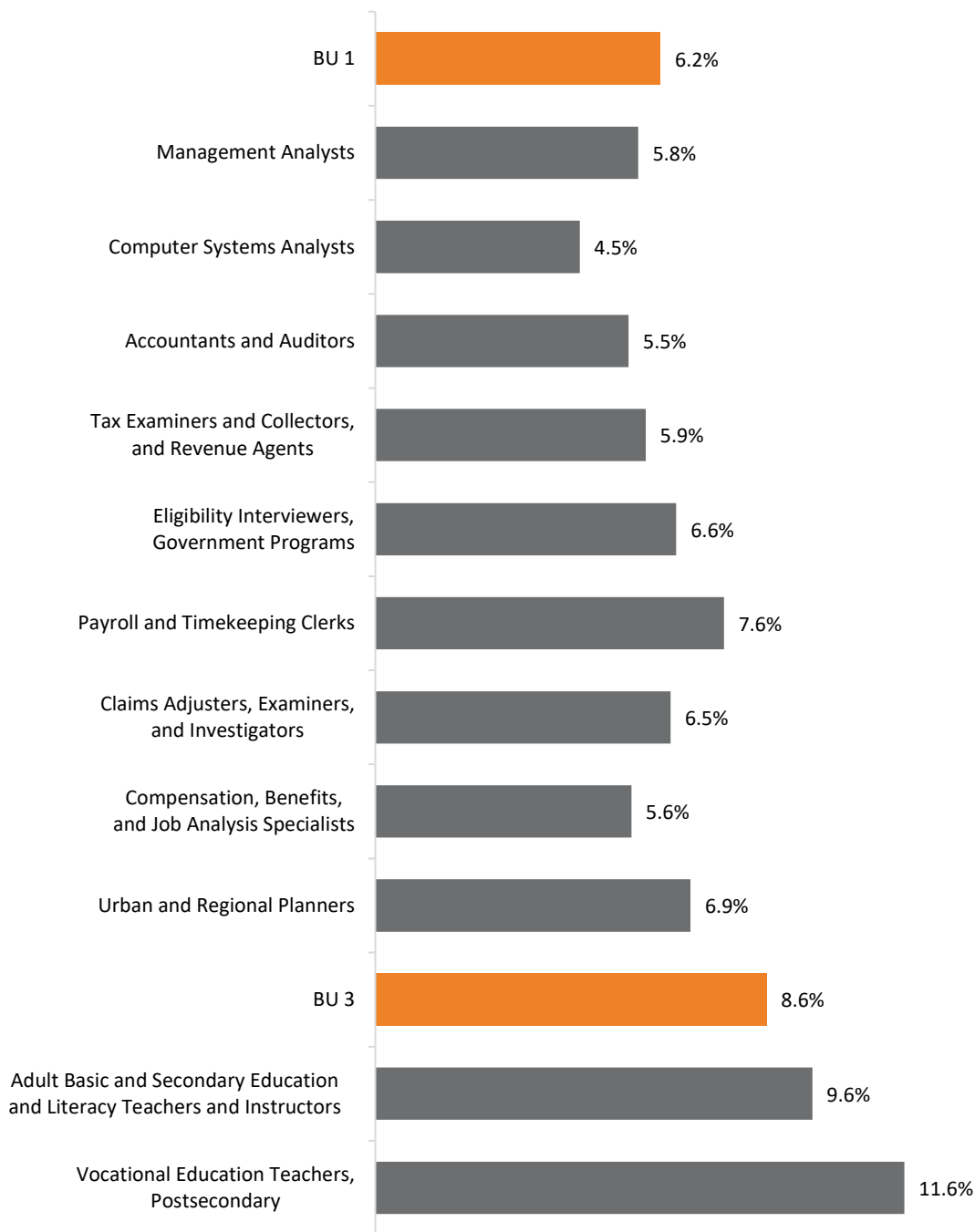


Retirement Rate Continued

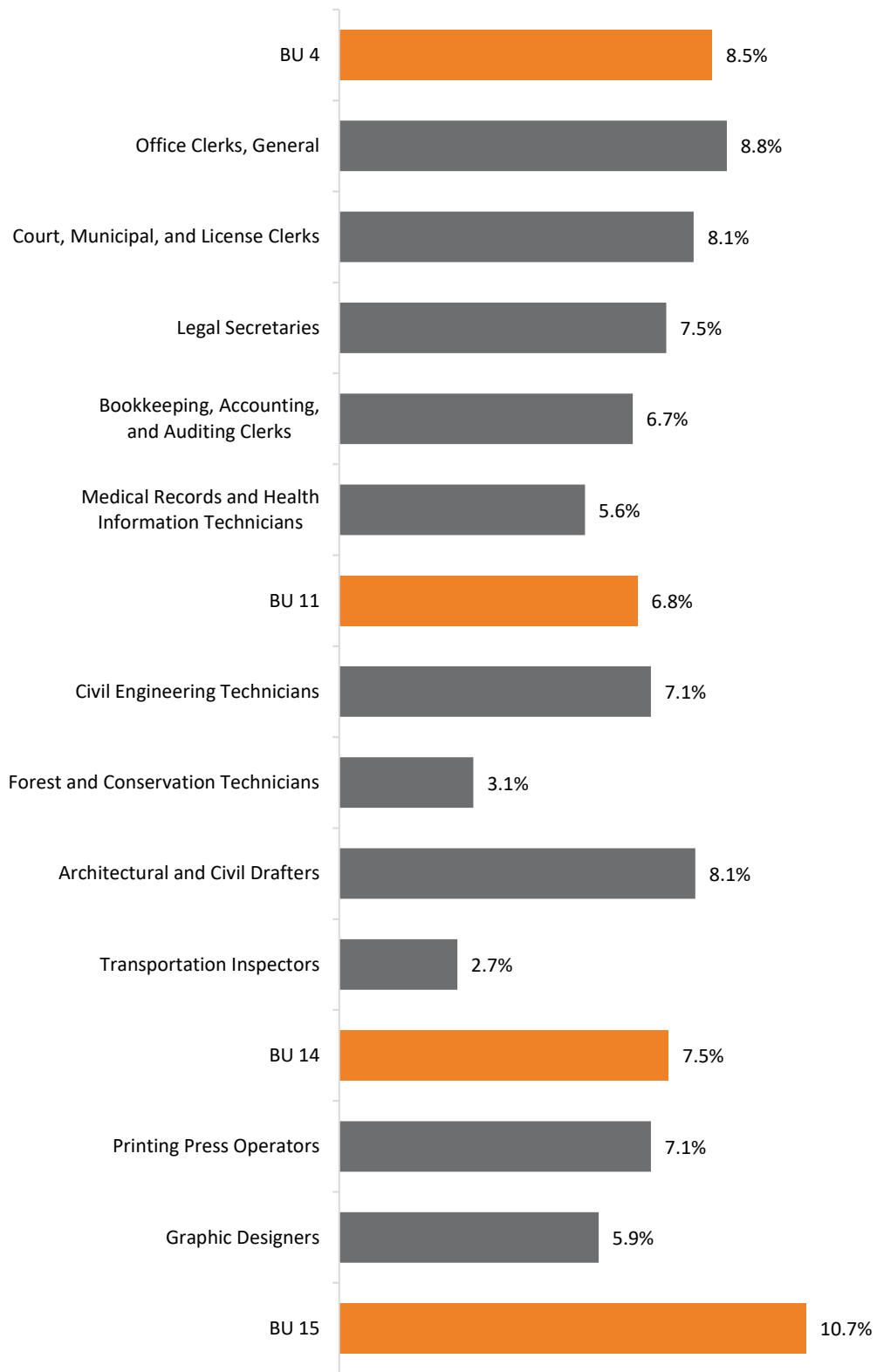


Workforce Data: Turnover Rate

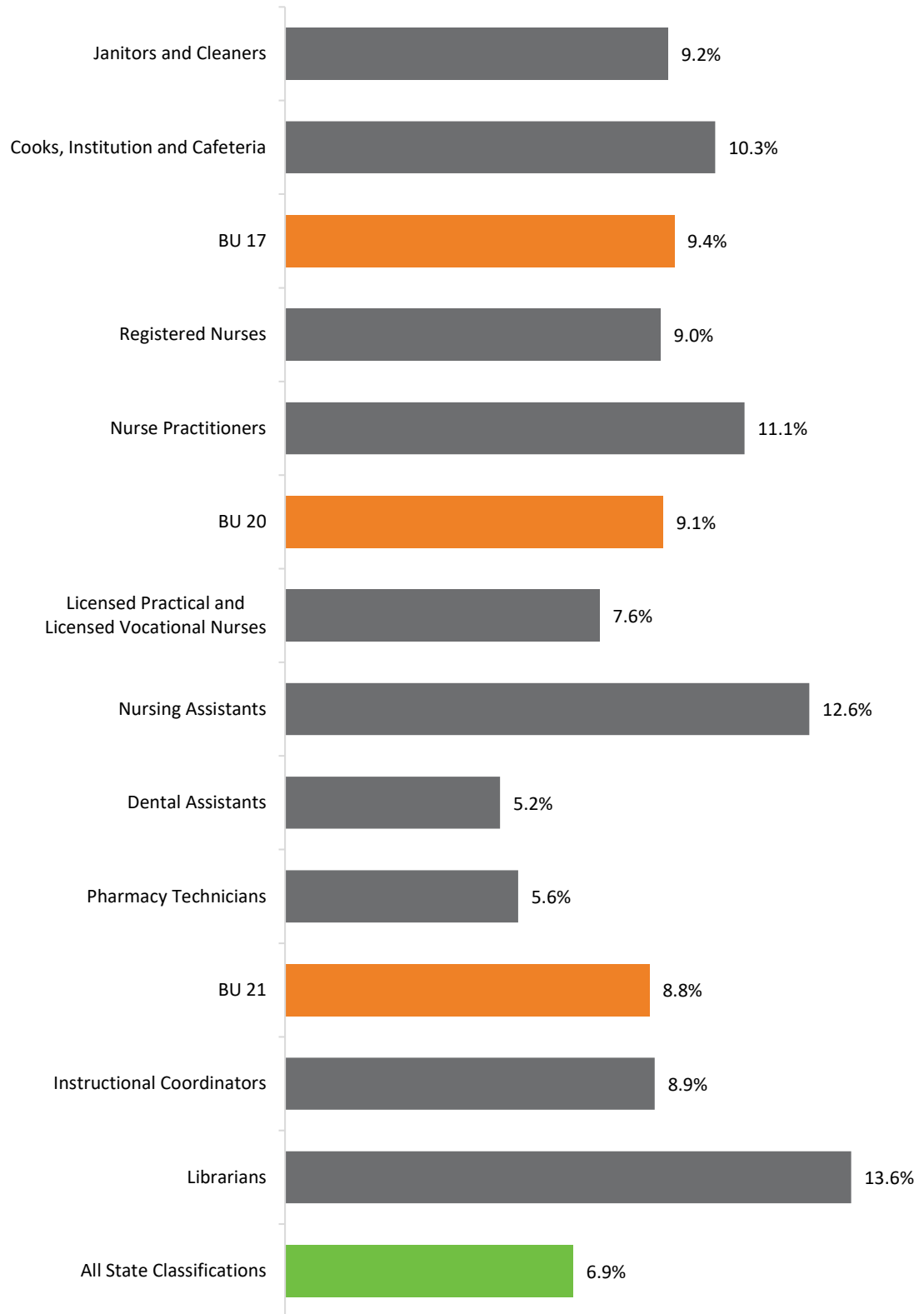
2018 Percent of Voluntary and Involuntary Separations, and Retirements Associated with Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded)



Turnover Rate Continued



Turnover Rate Continued



Percent of Employees That Earn Maximum Salary

Percent of State Employees Associated With Each Occupation and Bargaining Unit (Rank-and-File and Related Excluded) That Earn Maximum Salary of the Salary Range as of December 2018

Table 8: Percent of Employees That Earn Maximum Salary

Bargaining Unit/Occupation	Percentage at Max. Salary
Unit 1	46%
Management Analysts	40%
Computer Systems Analysts	38%
Accountants and Auditors	50%
Tax Examiners and Collectors, and Revenue Agents	42%
Eligibility Interviewers, Government Programs	70%
Payroll and Timekeeping Clerks	42%
Claims Adjusters, Examiners, and Investigators	64%
Compensation, Benefits, and Job Analysis Specialists	50%
Urban and Regional Planners	48%
Unit 3	22%
Adult Basic and Secondary Education and Literacy Teachers and Instructors	1%
Vocational Education Teachers, Postsecondary	6%
Unit 4	50%
Office Clerks, General	46%
Court, Municipal, and License Clerks	43%
Legal Secretaries	77%
Bookkeeping, Accounting, and Auditing Clerks	60%
Medical Records and Health Information Technicians	80%

Bargaining Unit/Occupation	Percentage at Max. Salary
Unit 11	45%
Civil Engineering Technicians	74%
Forest and Conservation Technicians	20%
Architectural and Civil Drafters	82%
Transportation Inspectors	86%
Unit 14	66%
Printing Press Operators	62%
Graphic Designers	56%
BU 15	54%
Janitors and Cleaners	58%
Cooks, Institution and Cafeteria	52%
Unit 17	57%
Registered Nurses	64%
Nurse Practitioners	67%
Unit 20	65%
Licensed Practical and Licensed Vocational Nurses	82%
Nursing Assistants	31%
Dental Assistants	41%
Pharmacy Technicians	61%
Unit 21	67%
Instructional Coordinators	64%
Librarians	59%
All State Employees	55%