



# **State Employee Total Compensation Report Overview**

# **Economic Research Unit**

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**How do we know if the State's  
compensation is competitive?**

**To find out we needed reliable market data.**

**Not just anecdotes,  
but data that allows us to compare...**

**Our Wages.**

**Our Pay Differentials.**

# **Our Insurance Plans.**

# **Our Retirement Plans.**

**Our Paid Leave.**

# **Our Overtime Costs.**

**And other Required Benefits.**

**In other words,**

In other words, **“total compensation.”**

**In fact,**

**In fact, we are required to know this.**

**GC § 19826 and Chapter 25 of Budget Act.**

When the state establishes or adjusts salaries  
**“consideration shall be given to the prevailing rates for  
comparable service in other public employment and in  
private business”** and report its findings to the  
legislature six months prior to the expiration of  
bargaining unit agreements.

- GC § 19826

In addition to salaries the report must include **total compensation** and **geographic** comparisons.

*- Budget Act of 2014-15  
Chapter 25, Statutes of 2014*

**To do this, CalHR needed...**

**a proven methodology...**

**and reliable benchmark data...**

**that we could use year after year...**



**from a source we could trust.**



BUREAU OF LABOR STATISTICS  
U.S. DEPARTMENT OF LABOR

**Their methodology and data allow us to compare our compensation costs with...**

# **Local Government**

# Private Industry

# **Federal Government**

**and even make geographic comparisons:**





Sacramento Area

San Francisco  
Bay Area





Greater Los Angeles Area



San Diego County

**This allows us to measure compensation for...**

# **Benchmark Occupations...**

**Benchmark Occupations...**  
**not just classifications.**

**Representing thousands of workers...**

Representing thousands of workers...  
**not just hundreds.**

**Working for thousands of employers...**

Working for thousands of employers...  
**not just a select few.**

**We wanted to find out the relationship of wages and benefits for workers in each occupation.**

**And how this affects the overall comparison of total compensation for state employees?**

**By combining the Bureau's two surveys...**

# **Occupational Employment Statistics Survey**

**{ which measures wages }**

**and the National Compensation Survey**

**{ which measures wages and benefits }**

**and other data we obtained from  
the Congressional Budget Office...**

**we were able to get a Big Picture view.**

**How were we able to tap into this Big Data?**



**CalHR has mapped the state's classifications  
to the federal SOC system.**

**{ Standardized Occupational Classification }**

# **840 detailed (SOC) occupations.**

*- Defined by the U.S. Office of Management & Budget*

**More than 3,300 state classifications are mapped to 434 SOC occupations.**

**Our report compares compensation for  
14 occupations.**

**41,654 state employees  
working in 220 state classifications.**

**Associated with four bargaining units  
(out of 21 bargaining units).**

**Approximately 79% of all state workers  
associated with the four BU's.**

**About 1 in 5 state workers.**

**SOC occupations include all employees performing similar work.**

**Often this means entry-level  
through first-line supervisors.**

**Here's the list of state classes mapped to  
SOC code 17-2071.**

Here's the list of state classes mapped to  
SOC code 17-2071.  
**(Electrical Engineers)**

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

**This approach allows us to compare how the state compensates our workers as a group...**

**with other workers in the same occupation.**

**How does the BLS measure  
total compensation?**

**The BLS measures the  
Employer's Costs for Employee Compensation.**

**Not the employee's compensation, minus the employee's expenses for benefits.**

**To be consistent, we followed their methodology to calculate state employee total compensation.**



**Next we'll talk about the methodology  
and the report...**