

2013 California State Employee Total Compensation Report

For Bargaining Units 6, 9, 10, and 12
Published February 2015



Wage

A wage includes base pay, 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. – Source: Occupational Employment Statistics (OES) Survey

Benefit

Employer costs for employee benefits include: employee supplemental pay, paid leave, employer contributions towards insurance, retirement and savings, and legally required benefits. – Source: *National Compensation Survey (NCS)*

Benefits not included

EAP, State Savings Plus Program, Lic. and Prof. Membership reimbursement, transportation reimbursement, Ca. Works Well Program, Uniform/Equipment Allowance, Training and Prof. Development, Retiree Health. - Source: BLS

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NCS Wage	All Benefits in NCS	Benefit Formula	Benefit %
\$40,000	\$20,000	$(20,000 / 40,000)$	50%

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OES Wage	Benefit %	New Benefit Value	Total Comp Formula	Total Comp
\$40,000	50%	$(40,000 \times 50\%)=20,000$	$40,000 + 20,000$	\$60,000

This is what we found...

when we compared 14 occupations...

from 4 Bargaining Units...

2013 California State Employee Total Compensation Report

Unit 6

Corrections



Unit 9

Professional
Engineers



Unit 10

Professional
Scientists



Unit 12

Craft and
Maintenance



and analyzed data statewide.

The state's total compensation was...

at or above the market in 10 occupations...

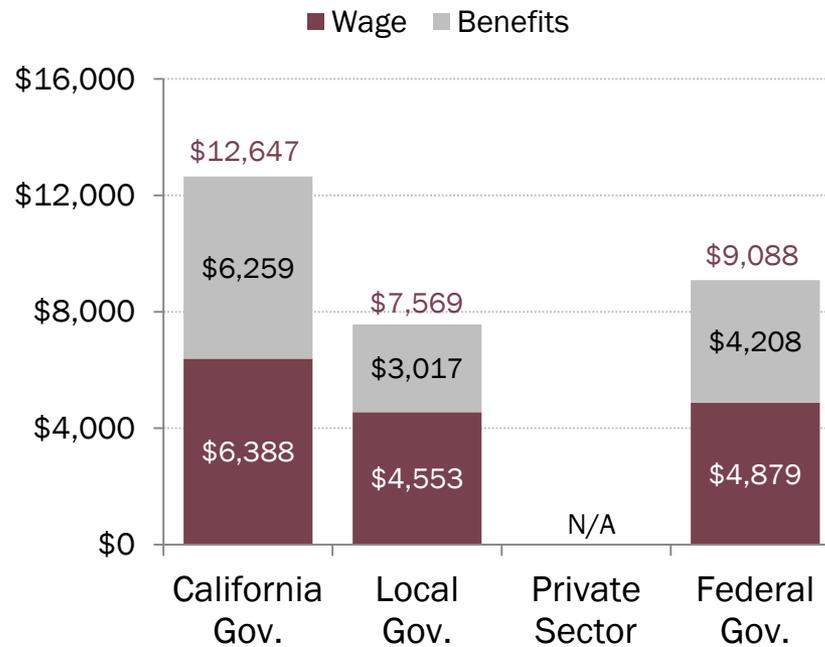
and below in 4.

Now the details...

Correctional Officers

SOC Code: 33-3012

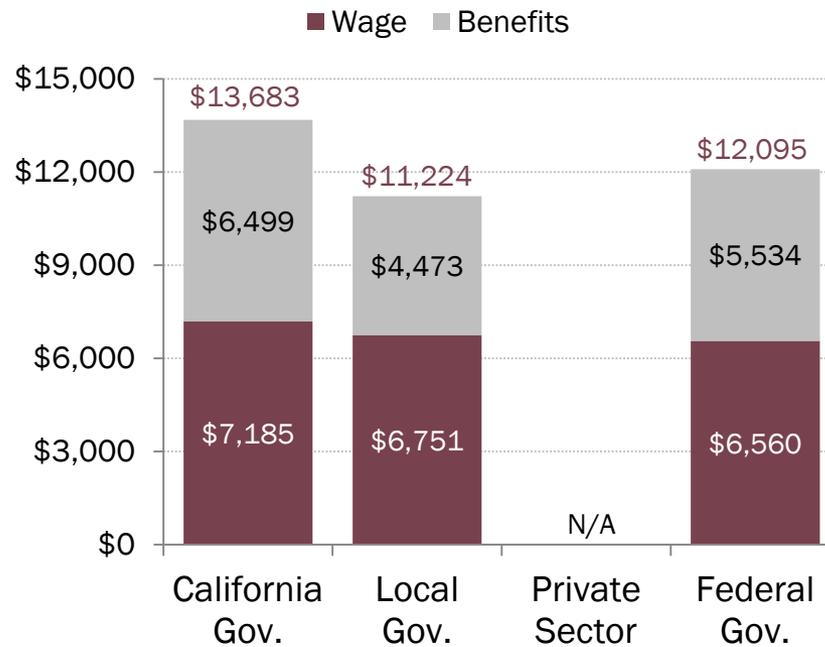
- 6
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Correctional Officer Supervisors

SOC Code: 33-1011

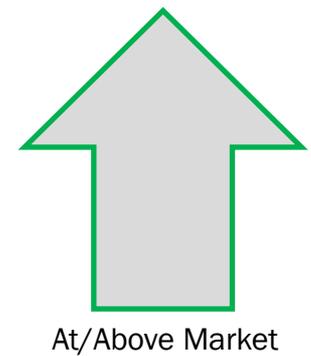
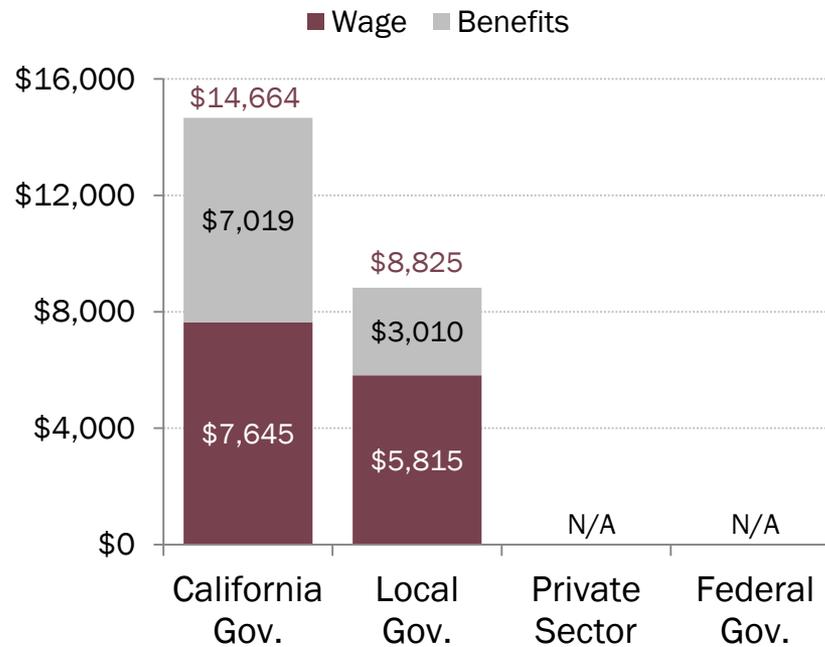
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Probation Officers

SOC Code: 21-1092

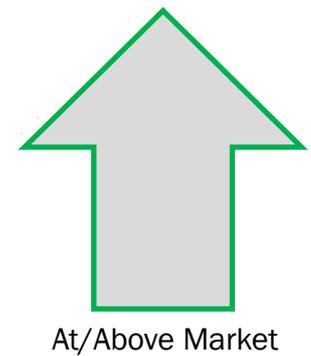
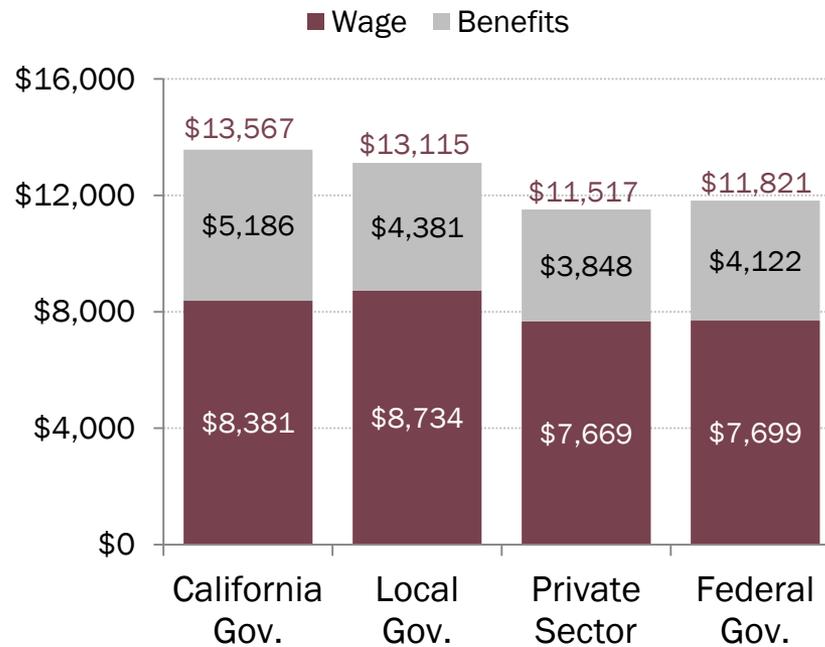
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Civil Engineers

SOC Code: 17-2051

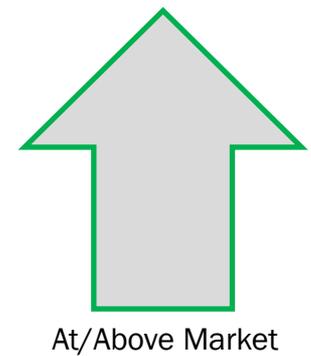
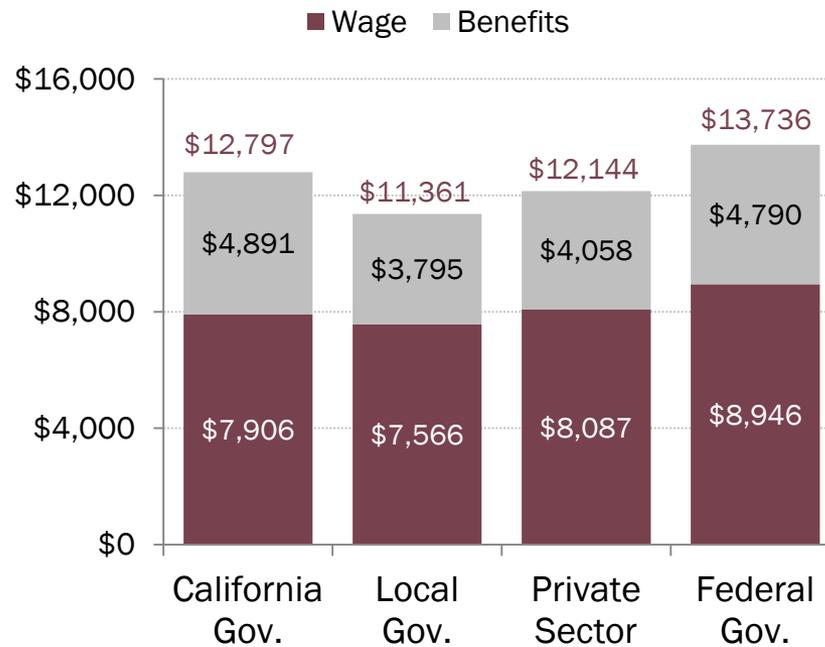
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Environmental Engineers

SOC Code: 17-2081

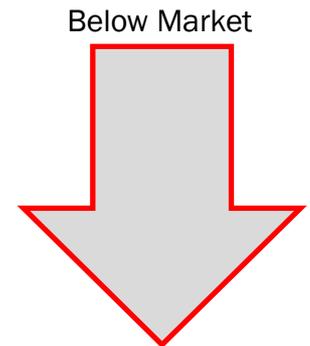
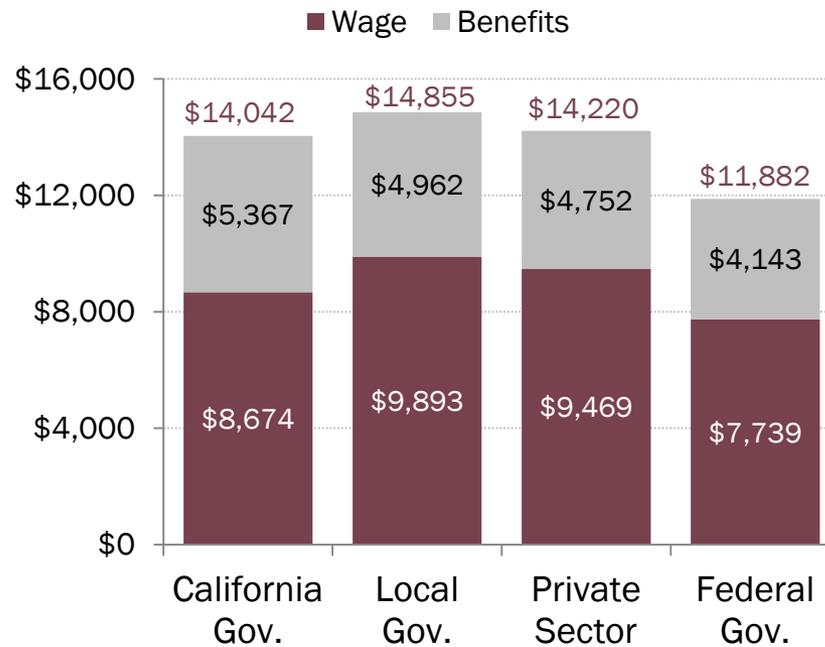
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Electrical Engineers

SOC Code: 17-2071

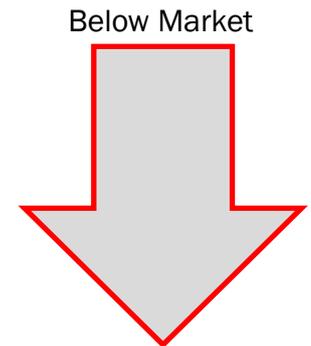
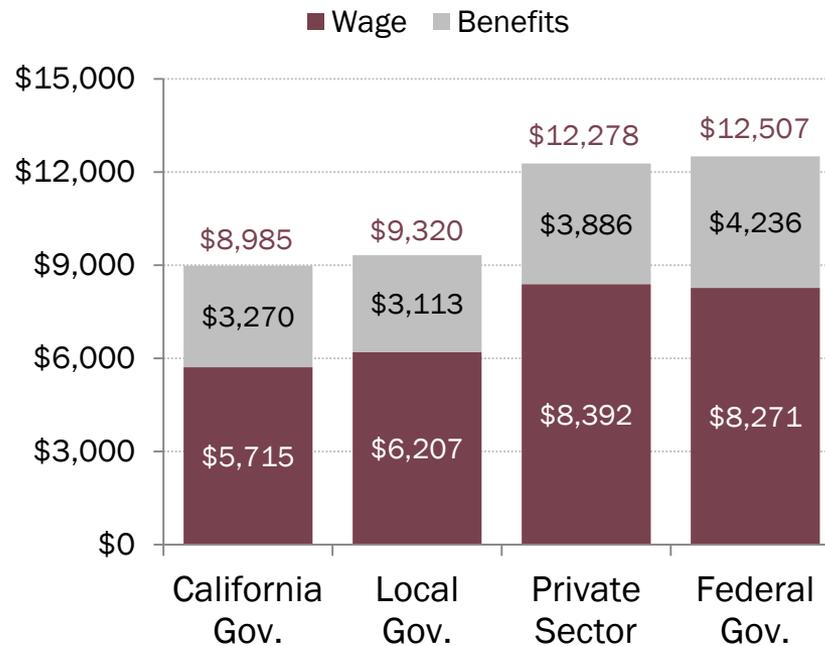
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Environmental Scientists and Specialists

SOC Code: 19-2041

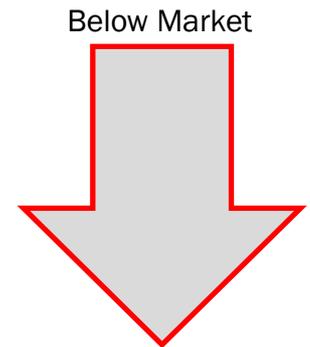
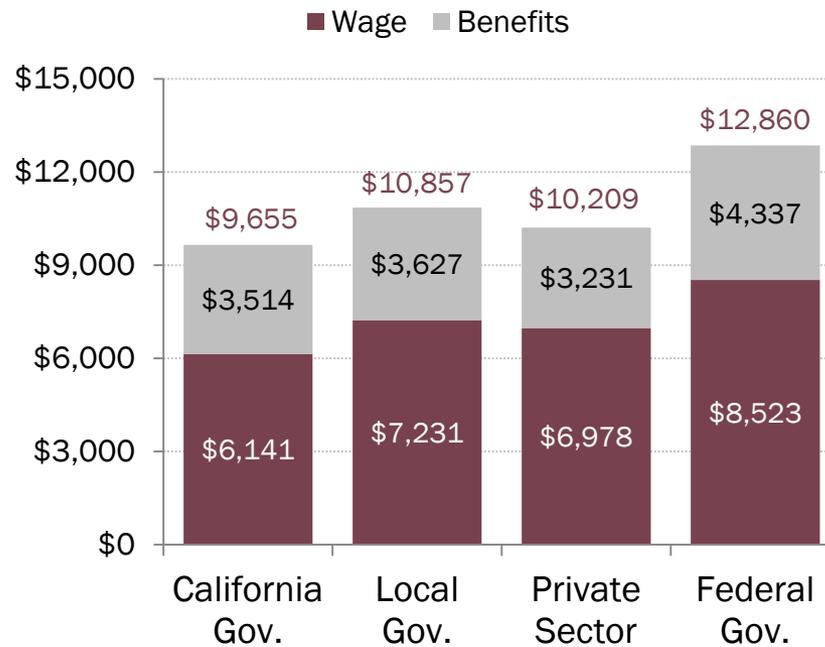
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Chemists

SOC Code: 19-2031

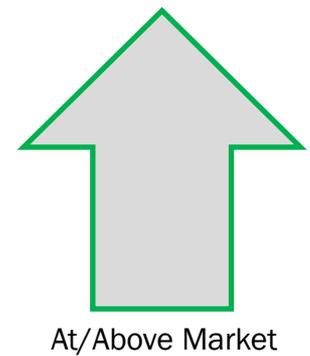
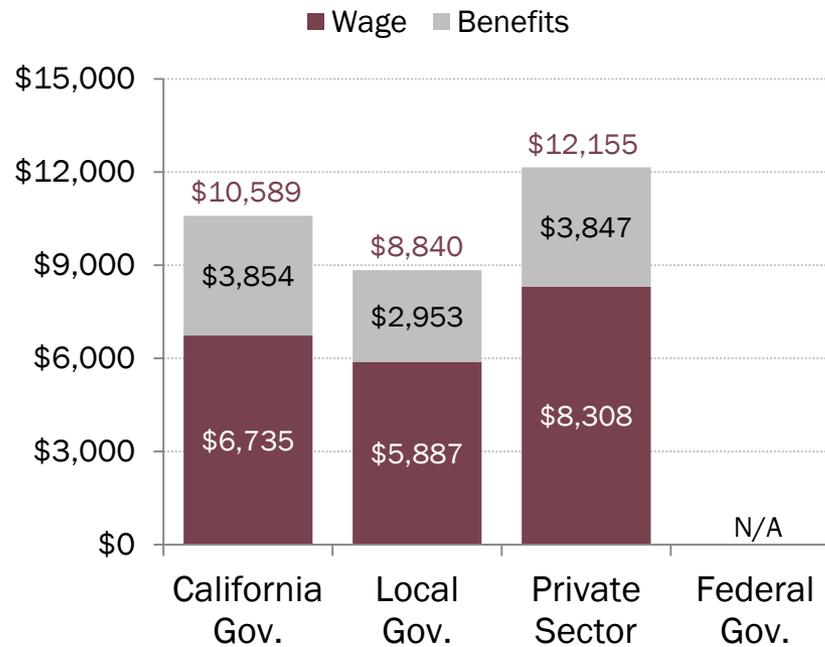
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Epidemiologists

SOC Code: 19-1041

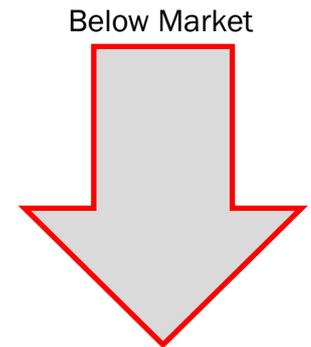
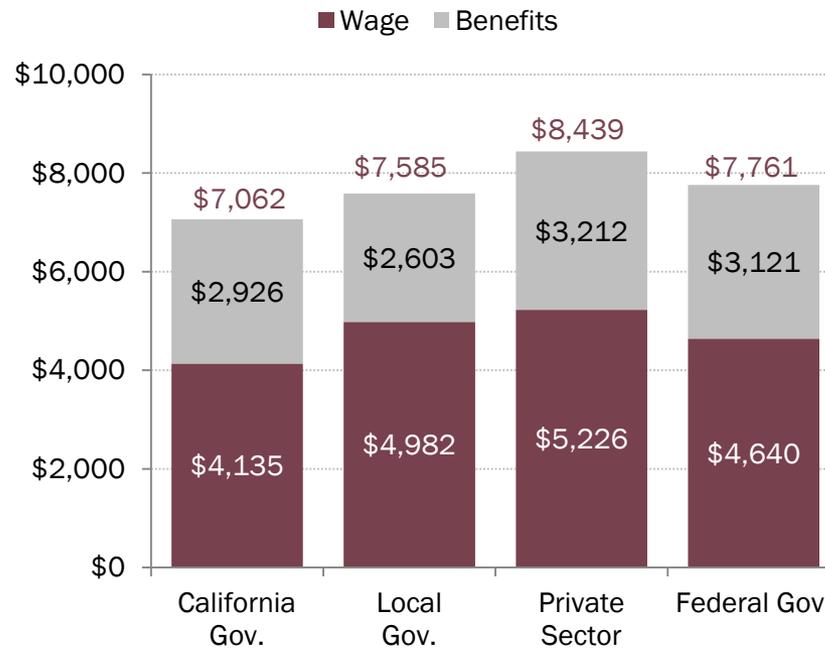
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Operating Engineers

SOC Code: 47-2073

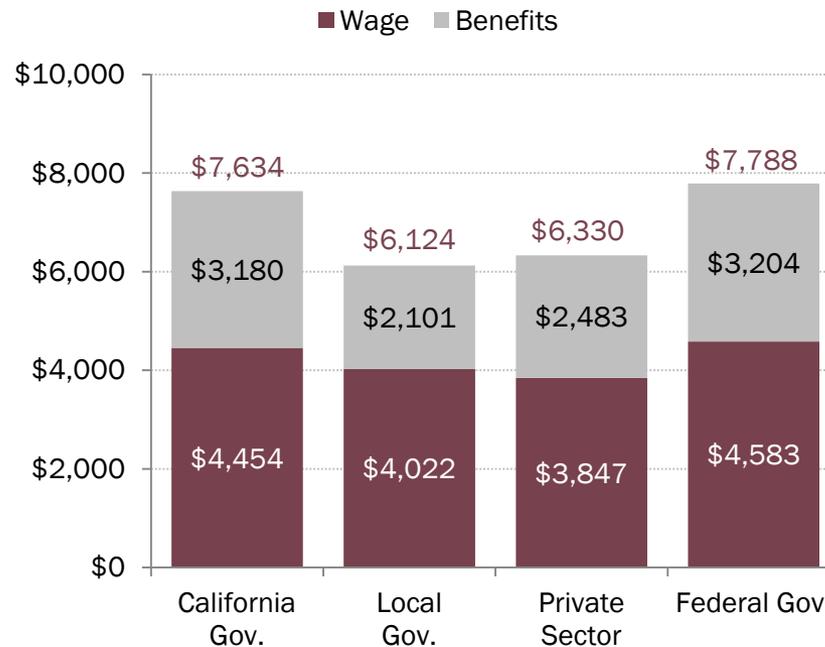
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Maintenance and Repair Workers

SOC Code: 49-9071

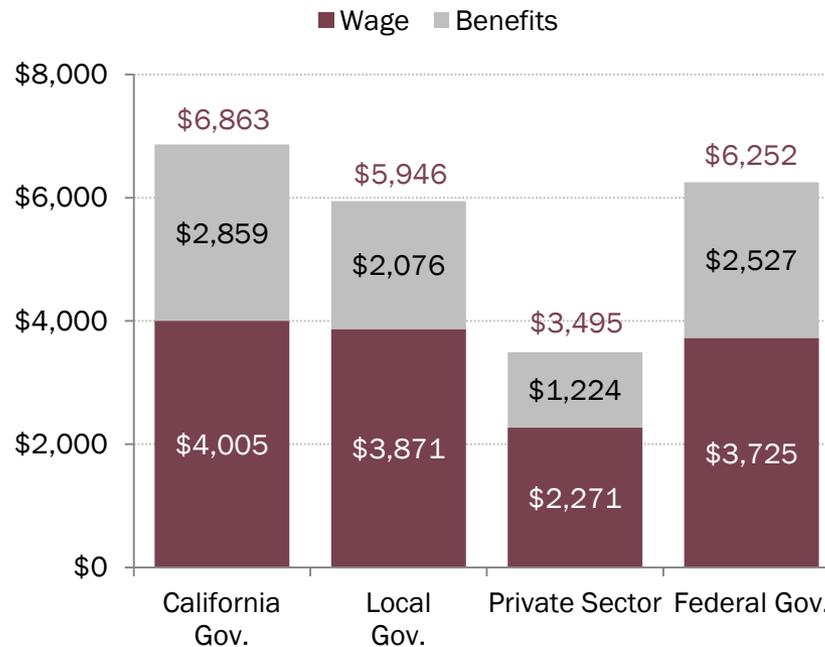
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Stock Clerks and Order Fillers

SOC Code: 43-5081

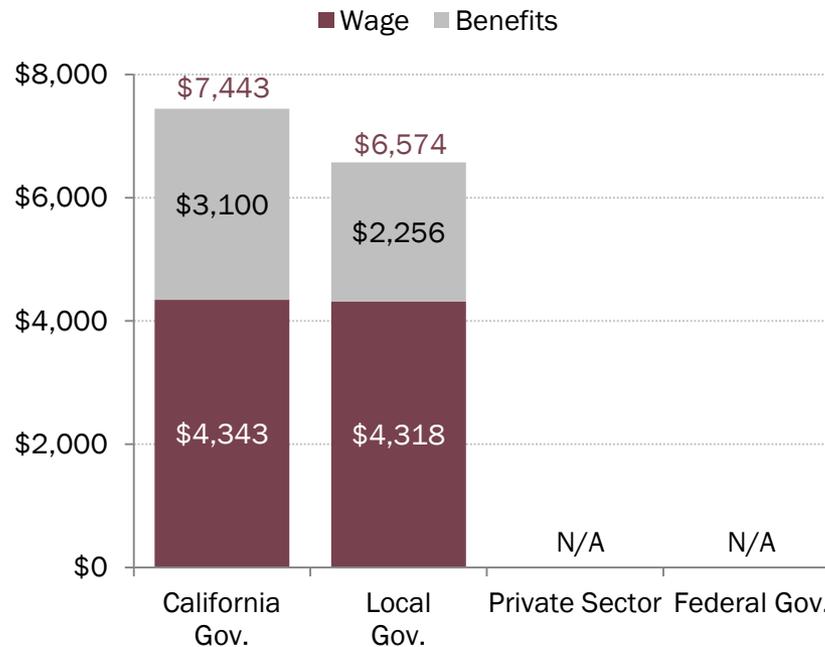
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- 12**



Highway Maintenance Workers

SOC Code: 47-4051

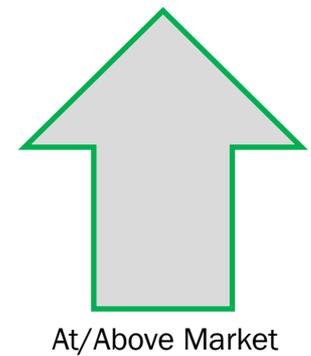
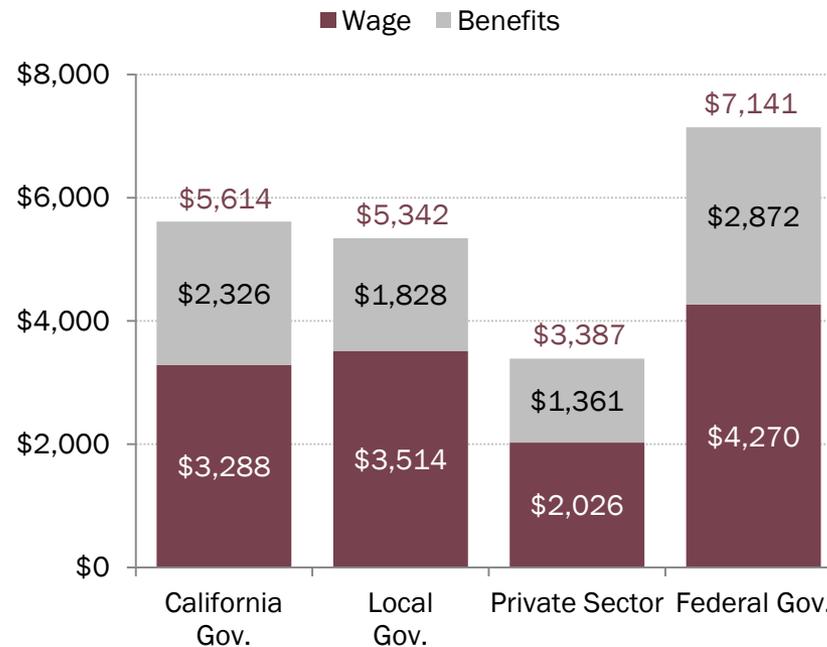
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- 12**



Landscaping Workers

SOC Code: 37-3011

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- 9
- 10
- 12**

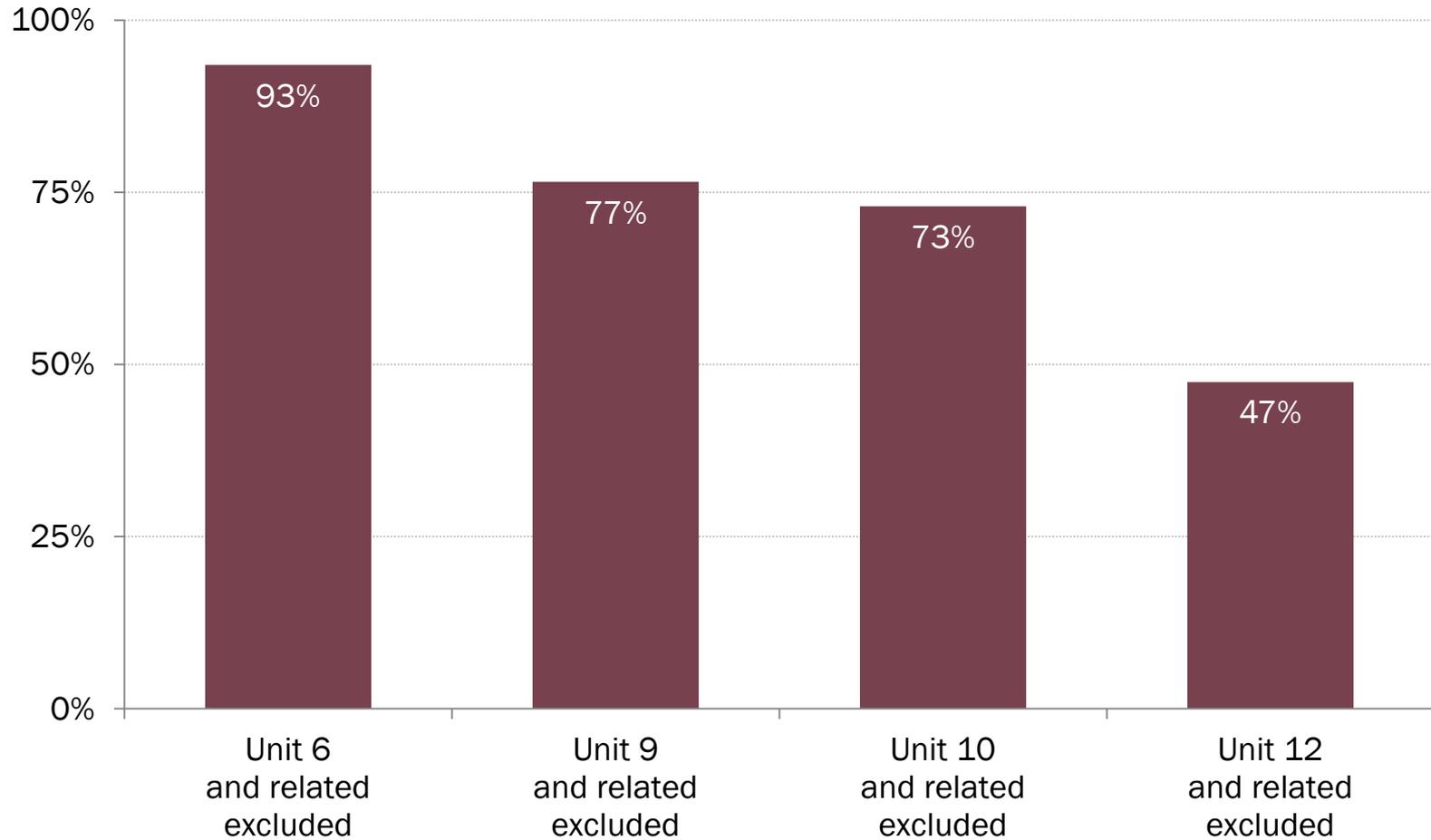


This approach has many advantages.

It allows us to make big comparisons.

2013 California State Employee Total Compensation Report

Percent of Employees per Bargaining Unit



**And even compare compensation
among Bargaining Units.**

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Bargaining Unit Comparisons

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

And includes virtually every benefit...

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Bargaining Unit	Supplemental Pay						
	Overtime						
Unit 06 and related excluded	14.7%						
Unit 06 Rank & File Only	15.0%						
Unit 06 Supervisory Only	15.5%						
Unit 09 and related excluded	1.6%						
Unit 10 and related excluded	0.3%						
Unit 12 and related excluded	8.6%						
Unit 12 Rank & File Only	8.2%						

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Bargaining Unit	Supplemental Pay						
	Overtime	Other Pay					
Unit 06 and related excluded	14.7%	4.1%					
Unit 06 Rank & File Only	15.0%	4.4%					
Unit 06 Supervisory Only	15.5%	3.1%					
Unit 09 and related excluded	1.6%	0.6%					
Unit 10 and related excluded	0.3%	0.8%					
Unit 12 and related excluded	8.6%	1.9%					
Unit 12 Rank & File Only	8.2%	2.0%					

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Bargaining Unit	Supplemental Pay		Insurance				
	Overtime	Other Pay					
Unit 06 and related excluded	14.7%	4.1%	16.7%				
Unit 06 Rank & File Only	15.0%	4.4%	17.1%				
Unit 06 Supervisory Only	15.5%	3.1%	16.0%				
Unit 09 and related excluded	1.6%	0.6%	11.8%				
Unit 10 and related excluded	0.3%	0.8%	12.9%				
Unit 12 and related excluded	8.6%	1.9%	17.8%				
Unit 12 Rank & File Only	8.2%	2.0%	17.2%				

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Bargaining Unit	Supplemental Pay		Insurance	Retirement			
	Overtime	Other Pay					
Unit 06 and related excluded	14.7%	4.1%	16.7%	29.4%			
Unit 06 Rank & File Only	15.0%	4.4%	17.1%	34.2%			
Unit 06 Supervisory Only	15.5%	3.1%	16.0%	29.5%			
Unit 09 and related excluded	1.6%	0.6%	11.8%	18.3%			
Unit 10 and related excluded	0.3%	0.8%	12.9%	17.6%			
Unit 12 and related excluded	8.6%	1.9%	17.8%	16.7%			
Unit 12 Rank & File Only	8.2%	2.0%	17.2%	17.2%			

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Bargaining Unit	Supplemental Pay		Insurance	Retirement	Legally Required Benefits		
	Overtime	Other Pay					
Unit 06 and related excluded	14.7%	4.1%	16.7%	29.4%	10.1%		
Unit 06 Rank & File Only	15.0%	4.4%	17.1%	34.2%	10.4%		
Unit 06 Supervisory Only	15.5%	3.1%	16.0%	29.5%	9.0%		
Unit 09 and related excluded	1.6%	0.6%	11.8%	18.3%	10.1%		
Unit 10 and related excluded	0.3%	0.8%	12.9%	17.6%	11.1%		
Unit 12 and related excluded	8.6%	1.9%	17.8%	16.7%	11.7%		
Unit 12 Rank & File Only	8.2%	2.0%	17.2%	17.2%	11.6%		

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

2013 California State Employee Total Compensation Report

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

But what about Retiree Health?

But what about Retiree Health?
{ We looked at that too. }

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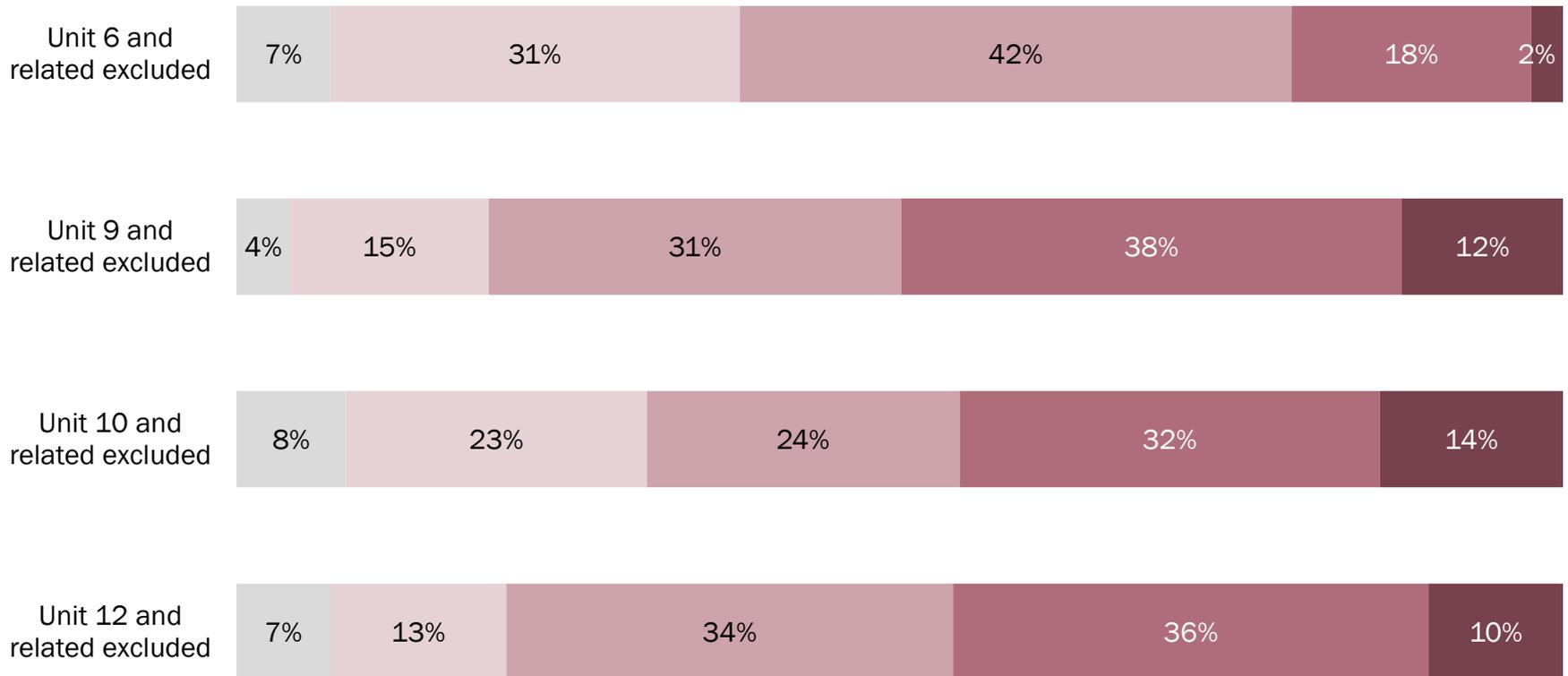
Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$6,861
State Government	\$9,570
Federal Government	\$7,886

What can our demographic data tell us?

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Age of State Employees

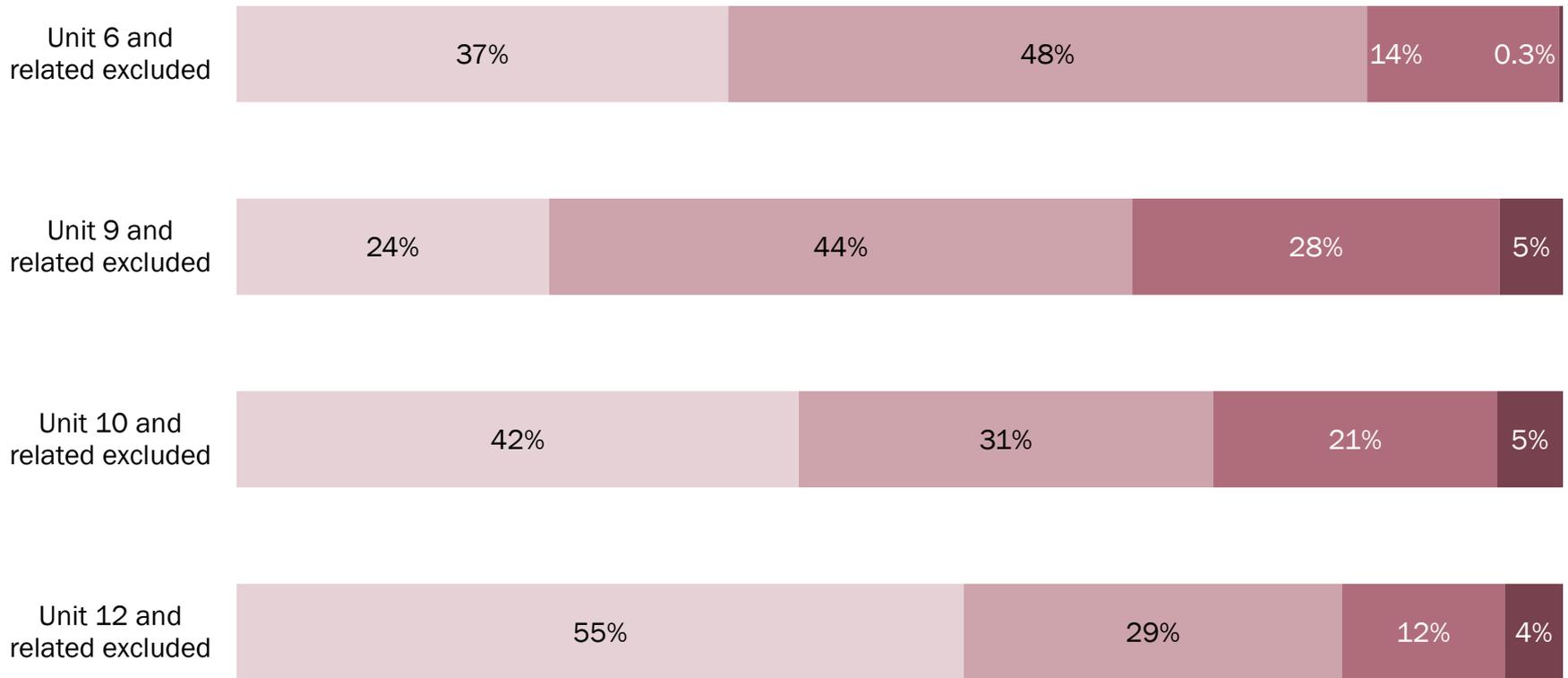
20-30 Years 31-40 Years 41-50 Years 51-60 Years Over 60 Years



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Length of State Service

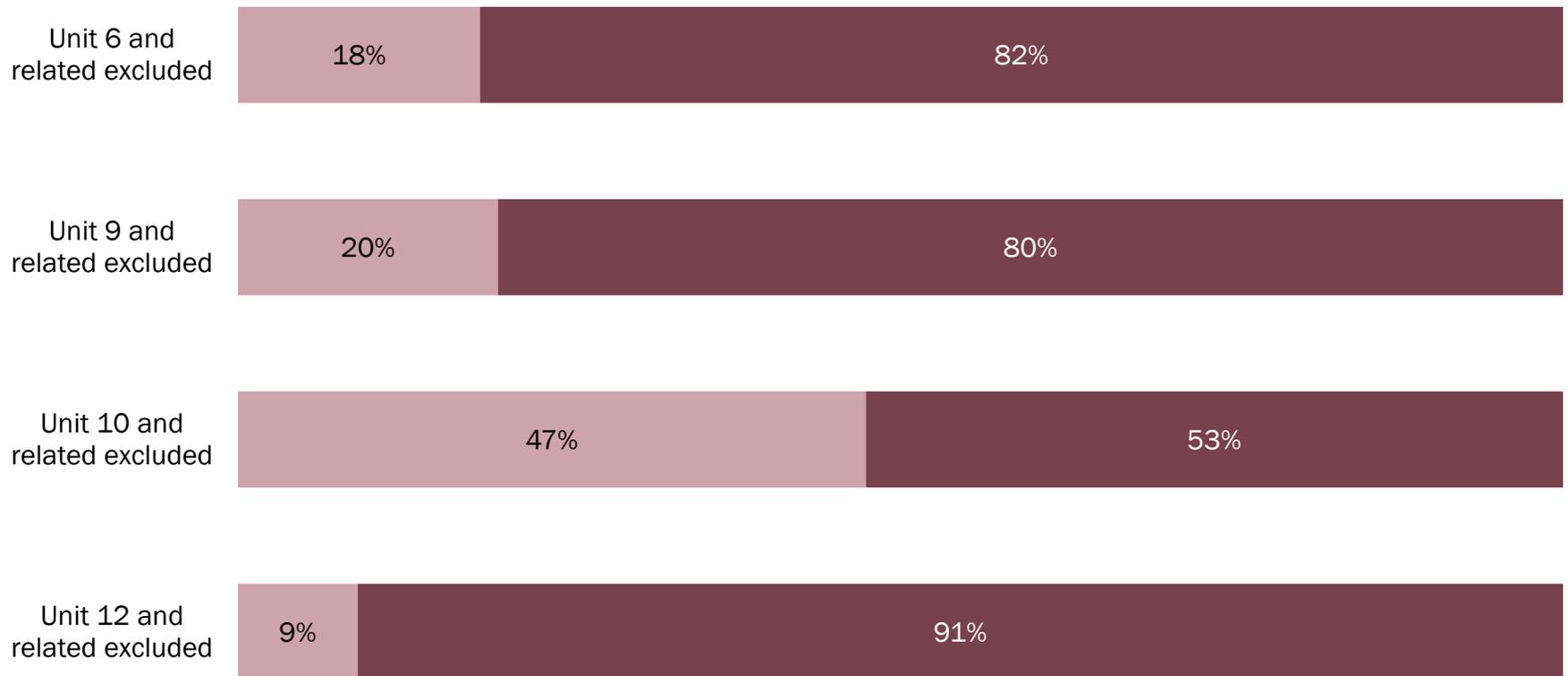
0-10 Years 11-20 Years 21-30 Years Over 30 Years



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Gender of State Employees

■ Female ■ Male



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All State Workers

2013 California State Employee Total Compensation Report



2013 California State Employee Total Compensation Report



All State Workers

Greater Los Angeles Area: 21%

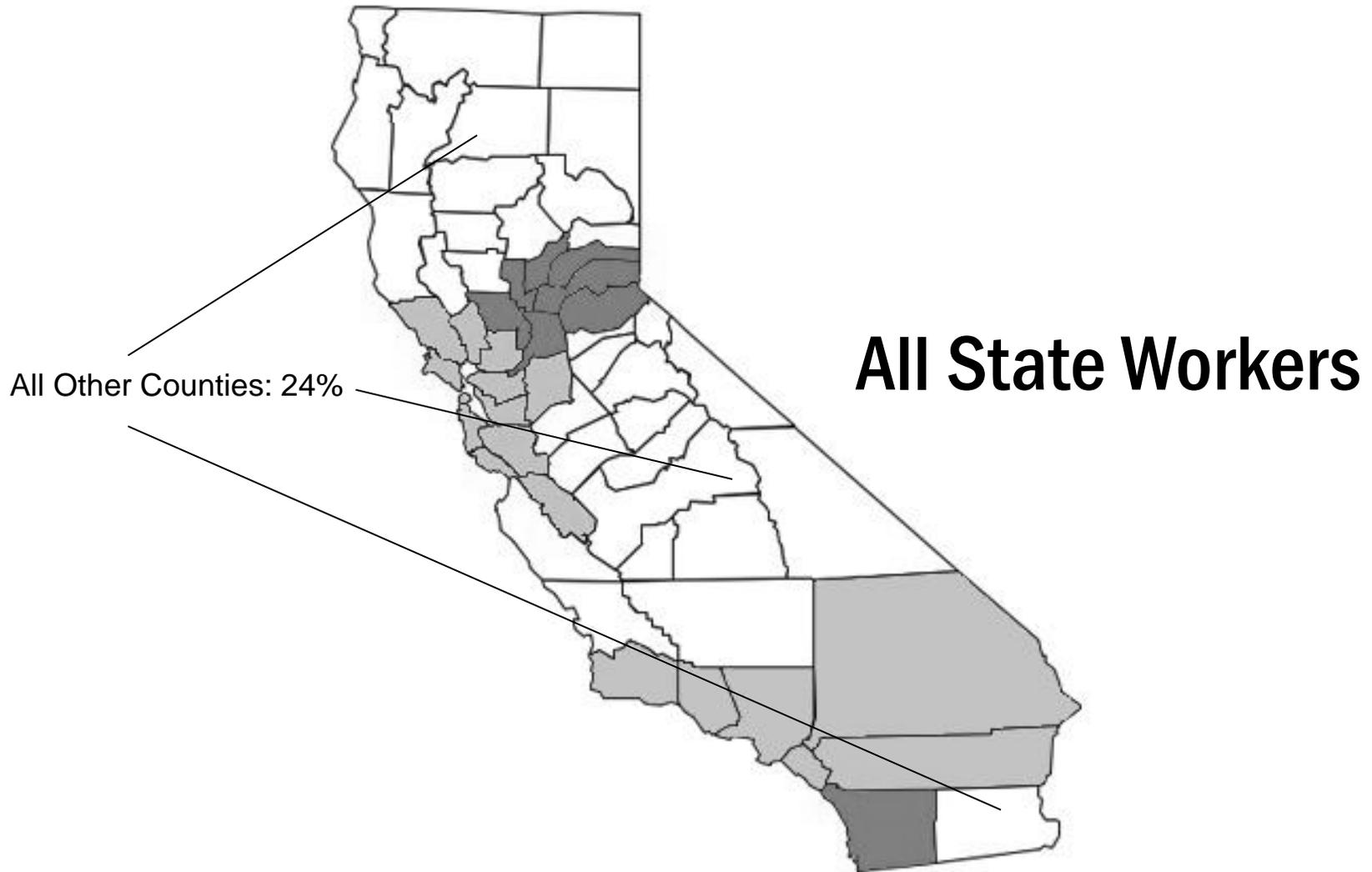
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All State Workers

San Diego County: 4%

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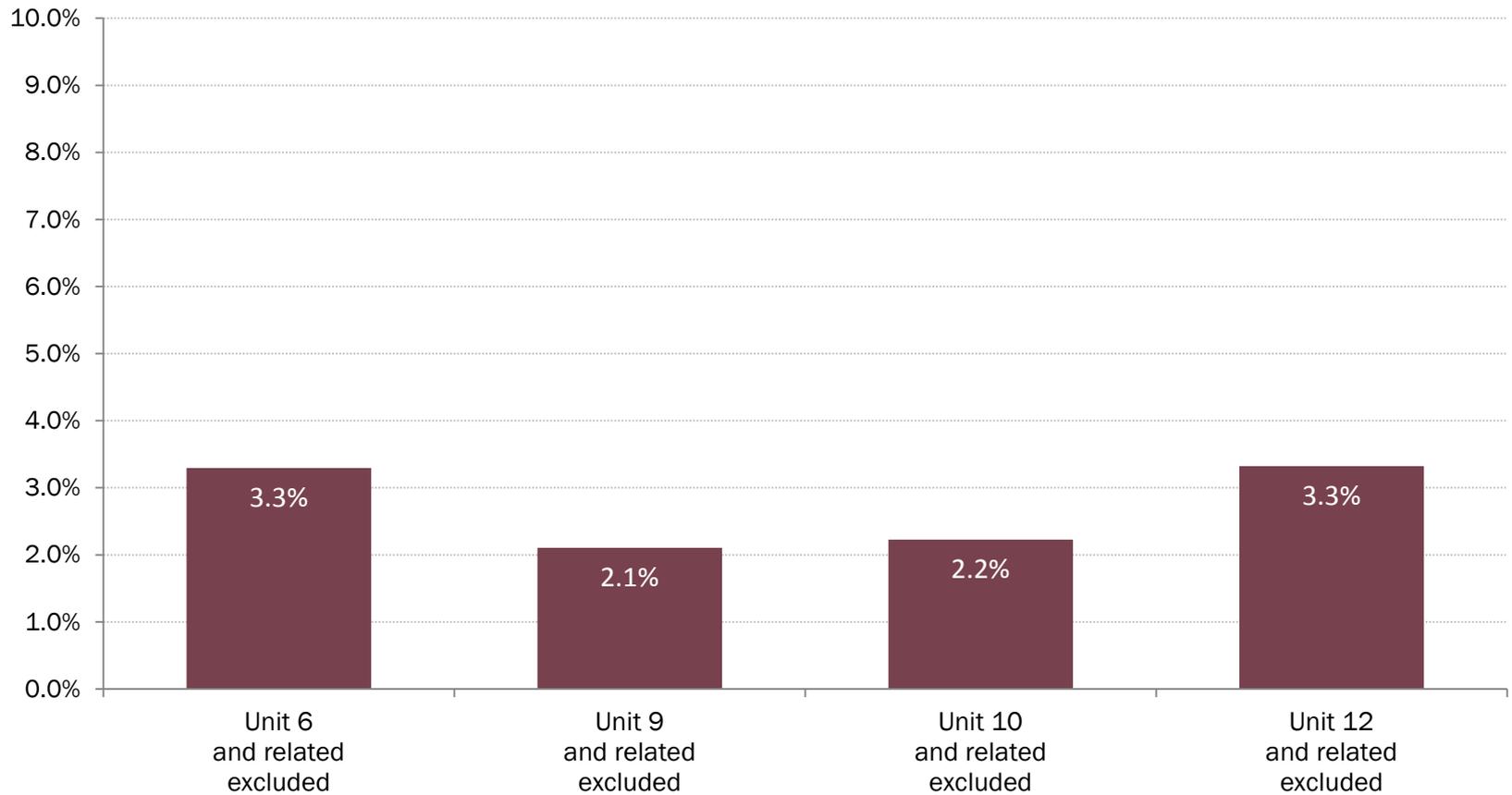
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Average Age and Years of State Service at Retirement

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

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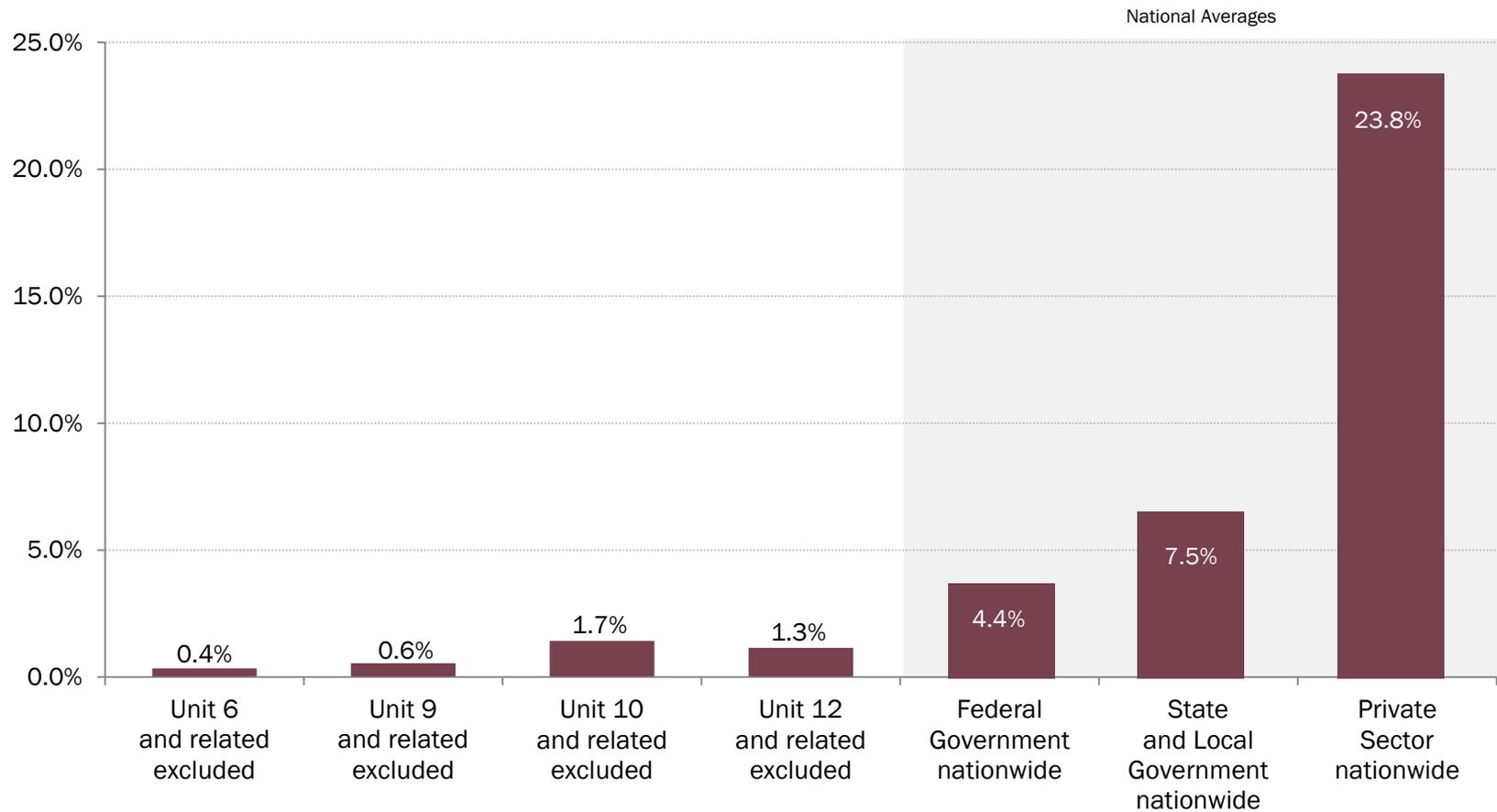
Retirement Rate of State Employees



Are voluntary separations a problem?

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Voluntary Separation Rate

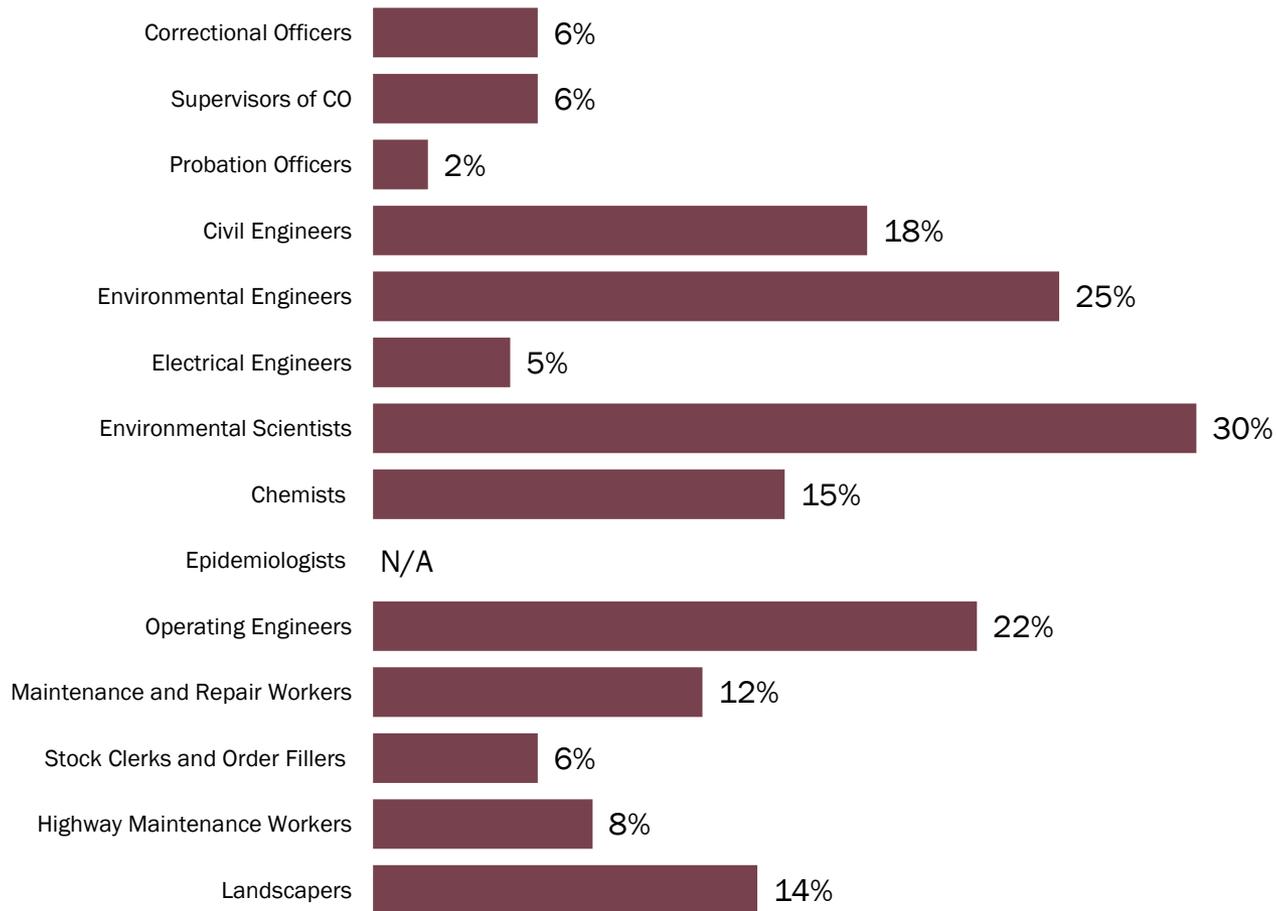


Source: State Controller's Office for Ca. data. BLS for Federal Govt., State and Local Gov. and Private Industry data nationwide.

Which occupations are growing?

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Projected Growth by 2022



Source: EDD

With this new approach...

We can

We can compare our compensation.

We can measure the value of benefits.

We can educate employees.

We can inform policy-makers.

We can tap into a wealth of market data.

We can see the big picture.

Most important of all,

Most important of all, it's efficient.

And we can build upon this research...

**And we can build upon this research...
year after year.**

So what will be covered in our next report?

Even more occupations.

Even more bargaining units.

And even more insights.

Thank you.

Thank you. Questions?

2013 California State Employee Total Compensation Report

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