

Total Compensation Report Overview

Economic Research Unit

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

Reliable market data.

Our Wages.

Our Pay Differentials.

Our Insurance Plans.

Our Retirement Plans.

Our Paid Leave.

Our Overtime Costs.

And other Required Benefits.

“Total Compensation.”

GC § 19826 and the 2015 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 the department shall report its findings to the parties meeting and conferring and 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.

- *Chapter 10 Budget Act of 2015-2016*

A proven methodology.

Reliable benchmark data...



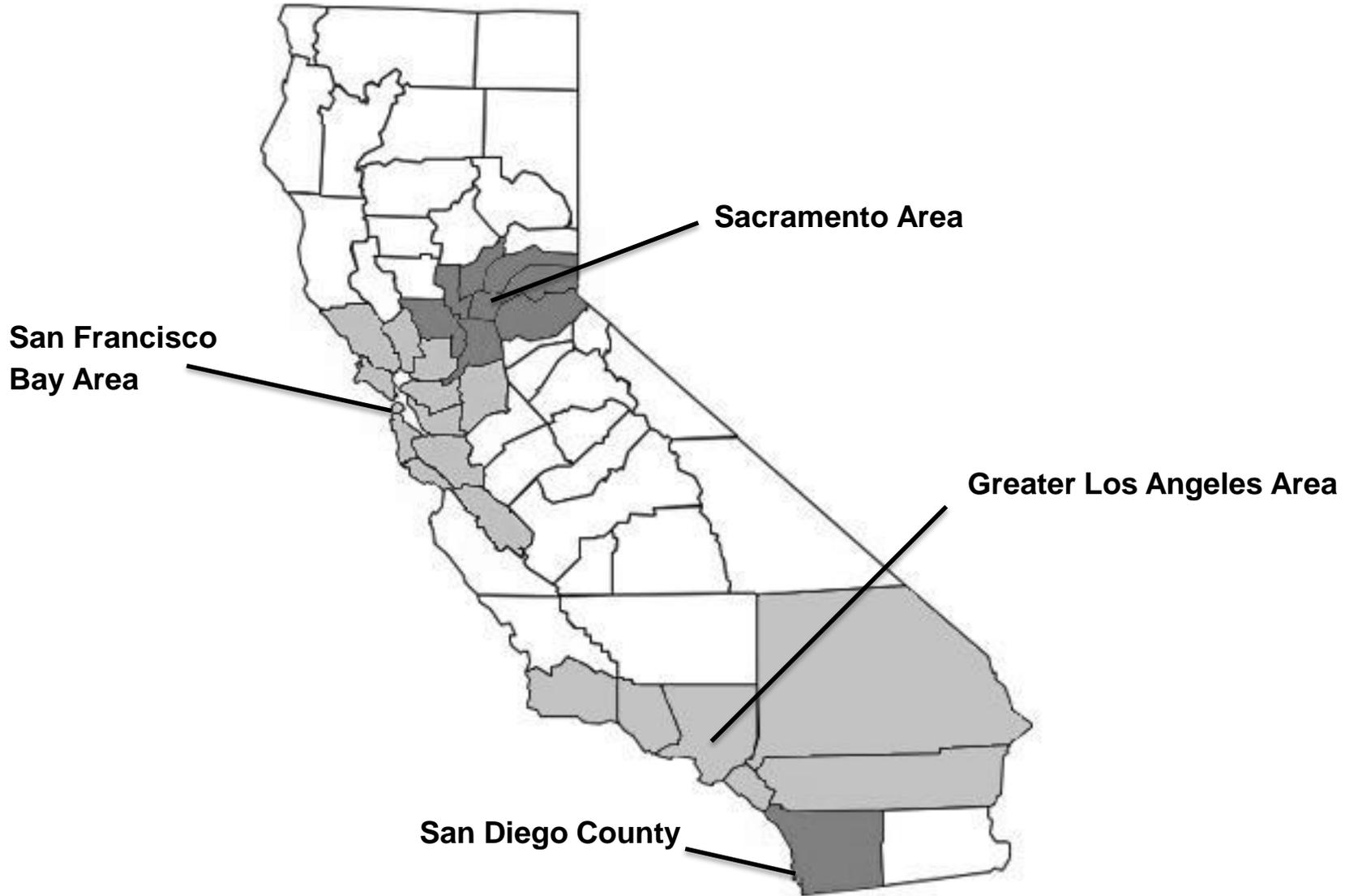
BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR

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

Local Government

Private Industry

Federal Government



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 and the
U.S. Office of Personnel Management...**

we can finally see the Big Picture.

**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

**SOC codes include all workers
employed in an occupation.**

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

Here's an example of a SOC code.

**Here's the list of state classes mapped to the
Management Analysts occupation.**

CBID	Class Code	Class Title
R01	0355	PROGRAM SPECIALIST, FEED, FERTILIZER AND LIVESTOCK DRUGS
R01	0381	PROGRAM SPECIALIST, PEST MANAGEMENT
R01	1068	PARK AND RECREATION SPECIALIST
S01	1084	RECREATION AND WILDLIFE RESOURCES ADVISOR
S01	1088	STAFF PARK AND RECREATION SPECIALIST
R01	1089	ASSOCIATE PARK AND RECREATION SPECIALIST
R01	1805	POLITICAL REFORM CONSULTANT I, FAIR POLITICAL PRACTICES COMMISSION
R01	1816	POLITICAL REFORM CONSULTANT II, FAIR POLITICAL PRACTICES COMMISSION
R01	1822	POLITICAL REFORM PROGRAM SPECIALIST
R01	1824	POLITICAL REFORM PROGRAM SENIOR SPECIALIST
S01	1826	POLITICAL REFORM PROGRAM ADMINISTRATOR
U01	1863	MEDICAL RECORD CONSULTANT
R01	4413	ASSISTANT MEDI-CAL ELIGIBILITY ANALYST
R01	4414	ASSOCIATE MEDI-CAL ELIGIBILITY ANALYST
R01	4465	TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES
R01	4513	TRANSPORTATION ANALYST
R01	4535	ASSOCIATE TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES
R01	4592	PUBLIC UTILITIES REGULATORY ANALYST I
R01	4593	PUBLIC UTILITIES REGULATORY ANALYST II
R01	4611	PUBLIC UTILITIES REGULATORY ANALYST III
R01	4615	PUBLIC UTILITIES REGULATORY ANALYST IV
R01	4616	PUBLIC UTILITIES REGULATORY ANALYST V
R01	4648	HEALTH PLANNING SPECIALIST II
R01	4652	SENIOR CONSULTANT, STUDENT LOAN AND GRANT PROGRAMS
S01	4661	NEW PROGRAM CONSULTANT
R01	4663	ASSOCIATE HEALTH PLANNING ANALYST
R01	4666	HEALTH PLANNING SPECIALIST I
R01	4672	HEALTH ANALYST
R01	4742	ASSOCIATE BUSINESS MANAGEMENT ANALYST
S01	4800	STAFF SERVICES MANAGER I

CBID	Class Code	Class Title
S01	4801	STAFF SERVICES MANAGER II (SUPERVISORY)
R01	4901	ASSOCIATE MATERIALS ANALYST
R01	5152	LEGISLATIVE COORDINATOR, SECRETARY OF STATE'S OFFICE
R01	5156	JUNIOR STAFF ANALYST (GENERAL)
R01	5157	STAFF SERVICES ANALYST (GENERAL)
R01	5246	ASSOCIATE MANAGEMENT ANALYST
R01	5250	RECORDS MANAGEMENT ANALYST I
R01	5265	RECORDS MANAGEMENT ANALYST II (SPECIALIST)
S01	5302	SENIOR ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
S01	5303	STAFF ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5304	ASSOCIATE ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5306	ASSISTANT ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-
R01	5307	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST, FAIR POLITICAL PRACTICES COMMISSION
R01	5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5335	STAFF OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5346	SENIOR OPERATIONS SPECIALIST, FRANCHISE TAX BOARD
R01	5354	ELECTIONS SPECIALIST
R01	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST
R01	5424	PROJECT MANAGER I, LITTLE HOOVER COMMISSION
R01	5431	PROJECT MANAGER II, LITTLE HOOVER COMMISSION
R01	5639	ASSISTANT CRIMINAL JUSTICE SPECIALIST
R01	5640	CRIMINAL JUSTICE SPECIALIST I
R01	5641	CRIMINAL JUSTICE SPECIALIST II (TECHNICAL)
R01	5648	MOTION PICTURE PRODUCTION ANALYST
R01	5697	STAFF SERVICES ANALYST, FAIR POLITICAL PRACTICES COMMISSION
R01	6271	STAFF DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
R01	6275	ASSISTANT DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
R01	6276	ASSOCIATE DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY
S01	6306	STAFF DEVELOPMENT SPECIALIST (SUPERVISORY)
S01	6307	SENIOR DEVELOPMENT SUPERVISOR, CALIFORNIA TRADE AND COMMERCE AGENCY

CBID	Class Code	Class Title
S01	8328	STANDARDS COMPLIANCE COORDINATOR
R01	8336	HEALTH PROGRAM SPECIALIST II
R01	8337	ASSOCIATE HEALTH PROGRAM ADVISER
R01	8338	HEALTH PROGRAM SPECIALIST I
S01	8427	HEALTH PROGRAM MANAGER I
S01	8428	HEALTH PROGRAM MANAGER II
S01	8747	MANAGER TRAINEE, DEPARTMENT OF MOTOR VEHICLES
R01	9204	EMPLOYMENT DEVELOPMENT SPECIALIST I
R01	9216	EMPLOYMENT DEVELOPMENT SPECIALIST II
R01	9218	DISABILITY INSURANCE SPECIALIST I
R01	9227	DISABILITY INSURANCE SPECIALIST II

Total Classes: 71

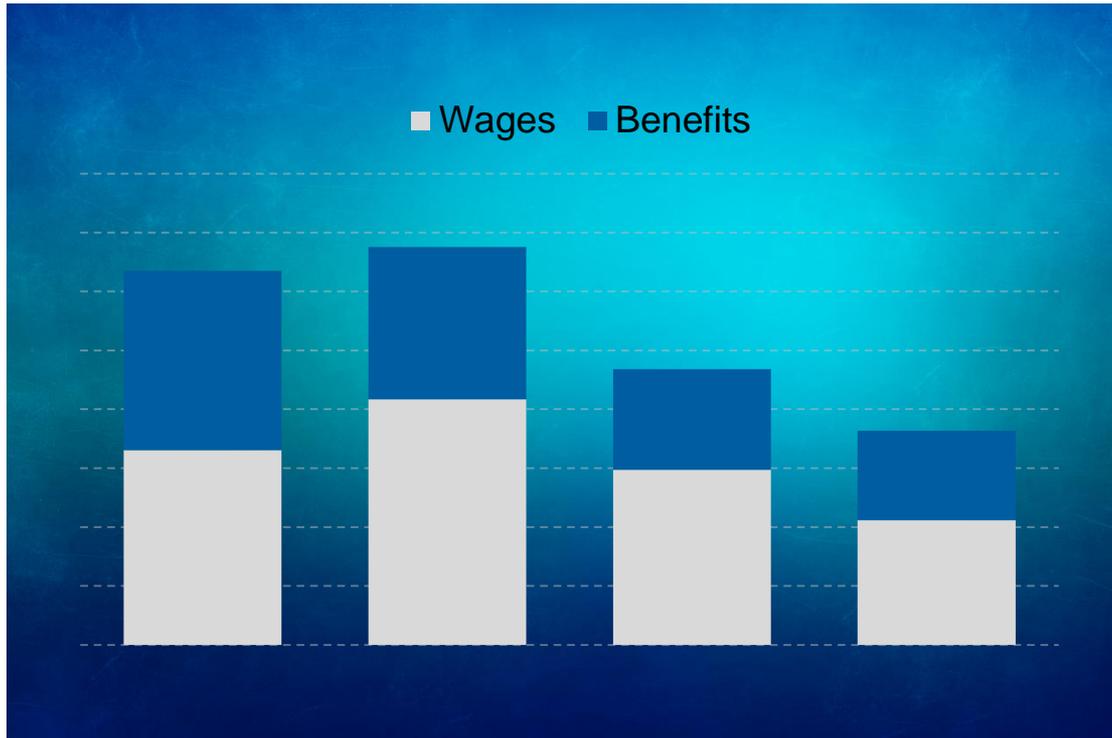
This approach allows us to compare how the state compensates our workers as a group.

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

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

We followed the Bureau's methodology.

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



2014 California State Employee Total Compensation Report

For Bargaining Units 1, 2, 3, 4, 7, 11, 13, 14, 15, 16, 17, 18,
19, 20, and 21

Published January 12, 2016



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*

2014 California State Employee Total Compensation Report

Occupational Employment (May 2013) & Wage (2014 - 1st Quarter) Data Occupational Employment Statistics (OES) Survey Results (Sorted by SOC code)

(Released June 2015)

These survey data are from the 2013 Occupational Employment Statistics (OES) survey.

Occupations are classified using the Standard Occupational Classification (SOC) codes. For details of the methodology, see the Overview of the OES Survey at <http://www.labormarketinfo.edd.ca.gov>.

Geography: State of California

2014 - 1st Quarter Wages

MSA Code	Geographic Area Name	Ownership Code	Size Class	SOC Code	Occupational Title	May 2013 Employment Estimates	Mean Hourly Wage	Mean Annual Wage	Mean Relative Standard Error (1)	25th Percentile Hourly Wage	25th Percentile Annual Wage	50th Percentile (Median) Hourly Wage	50th Percentile (Median) Annual Wage	75th Percentile Hourly Wage	75th Percentile Annual Wage
000006	California Statewide	5	89	13-1032	Insurance Appraisers, Auto Damage Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	120	\$26.57	\$55,267	2.95	\$21.11	\$43,905	\$26.74	\$55,626	\$32.40	\$67,404
000006	California Statewide	5	89	13-1041	Transportation	3,600	\$40.79	\$84,842	1.64	\$30.79	\$64,035	\$39.39	\$81,948	\$50.01	\$104,020

SOC Code	Occupational Title	May 2013 Employment Estimates	Mean Hourly Wage	Mean Annual Wage	Mean Relative Standard Error (1)	25th Percentile Hourly Wage	25th Percentile Annual Wage	50th Percentile (Median) Hourly Wage	50th Percentile (Median) Annual Wage	75th Percentile Hourly Wage	75th Percentile Annual Wage
13-1111	Management Analysts	12,100	\$47.12	\$98,015	2.06	\$34.05	\$70,842	\$43.40	\$90,292	\$55.70	\$115,856

000006	California Statewide	5	89	13-1141	Compensation, Benefits, and Job Analysis Specialists	2,080	\$37.04	\$77,034	1.67	\$27.00	\$56,163	\$34.99	\$72,777	\$45.27	\$94,155
000006	California Statewide	5	89	13-1151	Training and Development Specialists	4,940	\$37.23	\$77,436	1.26	\$26.17	\$54,420	\$35.16	\$73,130	\$46.47	\$96,659
000006	California Statewide	5	89	13-1161	Market Research Analysts and Marketing Specialists	11,370	\$44.75	\$93,073	1.56	\$29.93	\$62,262	\$41.76	\$86,876	\$57.55	\$119,707
000006	California Statewide	5	89	13-1199	Business Operations Specialists, All Other	28,800	\$42.97	\$89,386	1.59	\$28.56	\$59,411	\$39.35	\$81,867	\$54.61	\$113,595
000006	California Statewide	5	89	13-2011	Accountants and Auditors	27,100	\$39.35	\$81,854	1.29	\$28.27	\$58,803	\$35.52	\$73,876	\$46.36	\$96,426
000006	California Statewide	5	89	13-2021	Appraisers and Assessors of Real Estate	80	\$43.22	\$89,897	7.35	\$32.16	\$66,890	\$43.12	\$89,701	\$54.72	\$113,822
000006	California Statewide	5	89	13-2031	Budget Analysts	2,910	\$41.14	\$85,558	1.76	\$32.05	\$66,662	\$40.70	\$84,664	\$50.23	\$104,466
000006	California Statewide	5	89	13-2041	Credit Analysts	1,740	\$44.18	\$91,899	3.30	\$29.47	\$61,289	\$40.55	\$84,362	\$56.31	\$117,138

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

2014 California State Employee Total Compensation Report

Employer Costs for Employee Compensation, selected occupations in establishments with 500 or more workers, full-time workers, private industry, Pacific Census Division, September 2014

SOC Major Group	Occupational group	Average annual hours worked	Average scheduled annual hours	Total compensation	Wages and salaries	Benefit costs					
						Total benefits	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
00	All workers	1,878	2,056	\$58.19	\$36.82	\$21.55	\$5.18	\$2.27	\$5.25	\$4.62	\$4.02
	Occupational group	Average annual hours worked	Average scheduled annual hours	Total compensation	Wages and salaries	Total benefits	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits
	Business and Financial Operations Occupations	1,867	2,117	\$67.86	\$43.94	\$23.92	\$6.45	\$3.92	\$5.14	\$4.05	\$4.37
15	Computer and mathematical Occupations	1,851	2,108	\$85.21	\$53.85	\$29.00	\$8.20	\$3.54	\$6.32	\$6.09	\$5.21
17	Architecture and Engineering Occupations	1,855	2,108	\$83.21	\$51.54	\$31.66	\$7.89	\$3.68	\$5.58	\$9.15	\$5.36
19	Life, Physical, and Social Science Occupations	-	-	-	-	-	-	-	-	-	-
21	Community and Social Service Occupations	-	-	-	-	-	-	-	-	-	-
23	Legal Occupations	-	-	-	-	-	-	-	-	-	-
25	Education, Training, and Library Occupations	1,512	1,711	\$72.20	\$51.57	\$20.63	\$6.41	\$0.22	\$5.40	\$3.98	\$4.62
27	Arts, Design, Entertainment, Sports, and Media Occupat	-	-	-	-	-	-	-	-	-	-
29	Healthcare Practitioners and Technical Occupations	1,824	1,996	\$60.25	\$40.53	\$19.72	\$5.30	\$2.02	\$5.34	\$2.80	\$4.26
31-39	Service	1,920	2,060	\$27.91	\$16.78	\$11.13	\$1.99	\$0.66	\$3.92	\$2.15	\$2.40
31	Healthcare Support Occupations	-	-	-	-	-	-	-	-	-	-
33	Protective Service Occupations	-	-	-	-	-	-	-	-	-	-
35	Food Preparation and Serving Related Occupations	-	-	-	-	-	-	-	-	-	-
37	Building and Grounds Cleaning and Maintenance Occupa	1,928	2,077	\$28.37	\$16.42	\$11.95	\$1.96	\$0.54	\$4.12	\$2.87	\$2.46
39	Personal Care and Service Occupations	-	-	-	-	-	-	-	-	-	-
41-43	Sales and office	1,893	2,064	\$35.94	\$22.57	\$13.37	\$2.84	\$1.06	\$4.37	\$2.43	\$2.67
41	Sales and Related Occupations	-	-	-	-	-	-	-	-	-	-
43	Office and Administrative Support Occupations	1,898	2,067	\$35.04	\$21.86	\$13.18	\$2.71	\$1.00	\$4.41	\$2.43	\$2.62
45-49	Natural resources, construction, and maintenance	1,989	2,078	\$61.52	\$35.79	\$25.73	\$4.14	\$2.20	\$7.26	\$7.54	\$4.58

Hourly into Annual Wage

NCS Hourly Wage	Scheduled Hours	Formula	NCS Annual Wage
\$43.94	2,117	$(\$43.94 \times 2,117)$	\$93,021

Hourly into Annual Benefits

NCS Hourly Benefits	Annual Hours Worked	Formula	NCS Annual Benefits
\$23.92	1,867	$(\$23.92 \times 1,867)$	\$44,659

Calculating Benefit %

NCS Wage	All Benefits in NCS	Benefit Formula	Benefit %
\$93,021	\$44,659	$(44,659 / 93,021)$	48.0%

Calculating Total Comp

OES Wage	Benefit %	New Benefit Value	Total Comp Formula	Total Comp
\$90,292	48.0%	$(90,292 \times 48\%)=43,340$	$90,292 + 43,340$	\$133,632

This is what we found...

when we compared 47 occupations...

from 15 Bargaining Units...

**Units 1, 2, 3, 4, 7, 11, 13, 14, 15,
16, 17, 18, 19, 20, and 21**

and analyzed data statewide.

The state's total compensation was...

**at or above the Market Average in 30
occupations...**

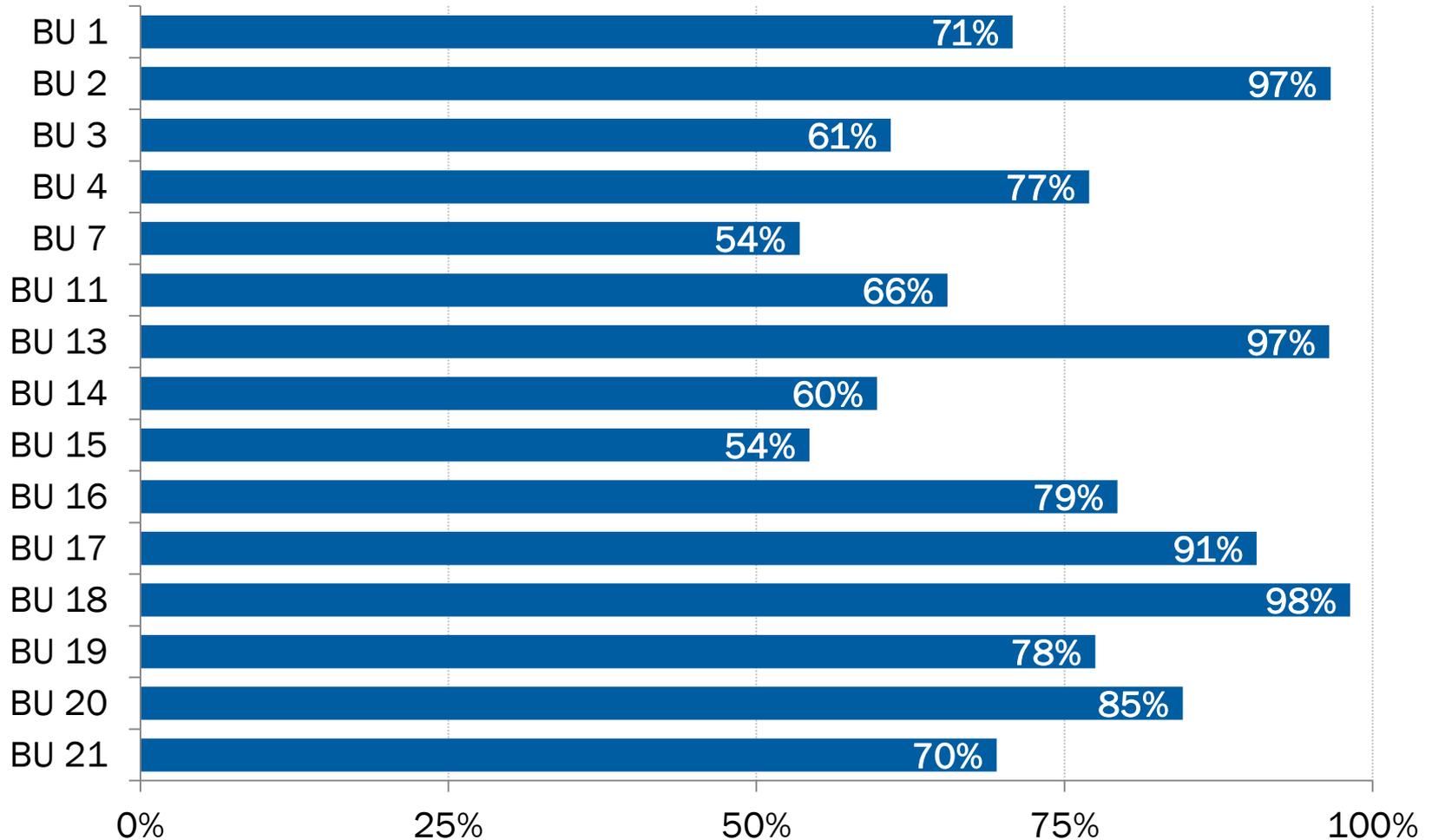
and below in 17.

Now the report...

<http://www.calhr.ca.gov>

One of the advantages of this approach is it allows us to make big comparisons.

Employees Associated With Bargaining Unit



**We can even compare compensation
among Bargaining Units.**

Bargaining Unit Comparisons

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Total Compensation
BU 1	2,080	1,779	\$61,598	\$102,389
BU 2	2,080	1,779	\$107,614	\$170,625
BU 3	1,781	1,562	\$83,396	\$128,178
BU 4	2,080	1,777	\$39,407	\$68,621
BU 7	2,083	1,951	\$61,030	\$112,255
BU 11	2,080	1,802	\$40,200	\$99,707
BU 13	2,080	1,933	\$41,270	\$113,619
BU 14	2,080	1,782	\$37,803	\$91,469

Bargaining Unit Comparisons (Continued...)

Bargaining Unit	Annual Scheduled Hours	Annual Hours Worked	Wages	Total Compensation
BU 15	2,080	1,896	\$25,911	\$63,422
BU 16	2,080	1,824	\$114,298	\$358,727
BU 17	2,080	2,023	\$53,417	\$163,897
BU 18	2,080	2,122	\$39,395	\$109,520
BU 19	2,080	1,800	\$46,116	\$129,771
BU 20	2,080	2,045	\$30,357	\$84,406
BU 21	2,080	1,771	\$46,379	\$127,340

This approach includes virtually every benefit:
Supplemental Pay
Insurance Costs
Retirement Costs
Value for Paid Leave
Overtime Costs
And other Required Benefits

2014 California State Employee Total Compensation Report

Bargaining Unit	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
	Overtime	Other Pay					
1	1.6%	0.9%	15.8%	21.6%	10.6%	15.7%	66.2%
2	0.0%	0.4%	11.6%	22.0%	9.0%	15.5%	58.6%
3	0.0%	2.1%	12.6%	19.5%	5.3%	14.0%	53.7%
4	1.7%	1.3%	23.2%	19.9%	12.3%	15.8%	74.1%
7	10.7%	3.6%	21.9%	26.0%	5.2%	16.5%	83.9%
11	3.8%	1.0%	18.7%	23.1%	11.1%	16.3%	74.0%
13	9.6%	1.7%	18.0%	20.1%	7.6%	15.1%	72.1%

2014 California State Employee Total Compensation Report

Bargaining Unit	Supplemental Pay		Insurance	Retirement	Legally Required Benefits	Paid Leave	Total Benefit Percentage
	Overtime	Other Pay					
14	3.2%	3.8%	18.2%	22.1%	11.5%	15.7%	75.9%
15	10.7%	1.8%	27.1%	20.3%	11.9%	15.5%	87.2%
16	2.1%	4.3%	6.2%	19.9%	2.8%	7.8%	49.9%
17	15.0%	1.5%	14.1%	19.2%	5.4%	15.8%	70.6%
18	22.4%	1.3%	25.4%	19.5%	7.2%	16.5%	91.2%
19	1.0%	0.6%	14.8%	19.8%	6.3%	16.3%	56.7%
20	14.1%	2.2%	20.3%	18.8%	8.0%	15.1%	78.2%
21	0.0%	0.6%	11.5%	21.1%	9.3%	15.7%	57.3%

We also compared the state's Retiree Health with other employer groups.

Estimated Average Annual OPEB Costs Per Retiree for Government Employers in California in 2014

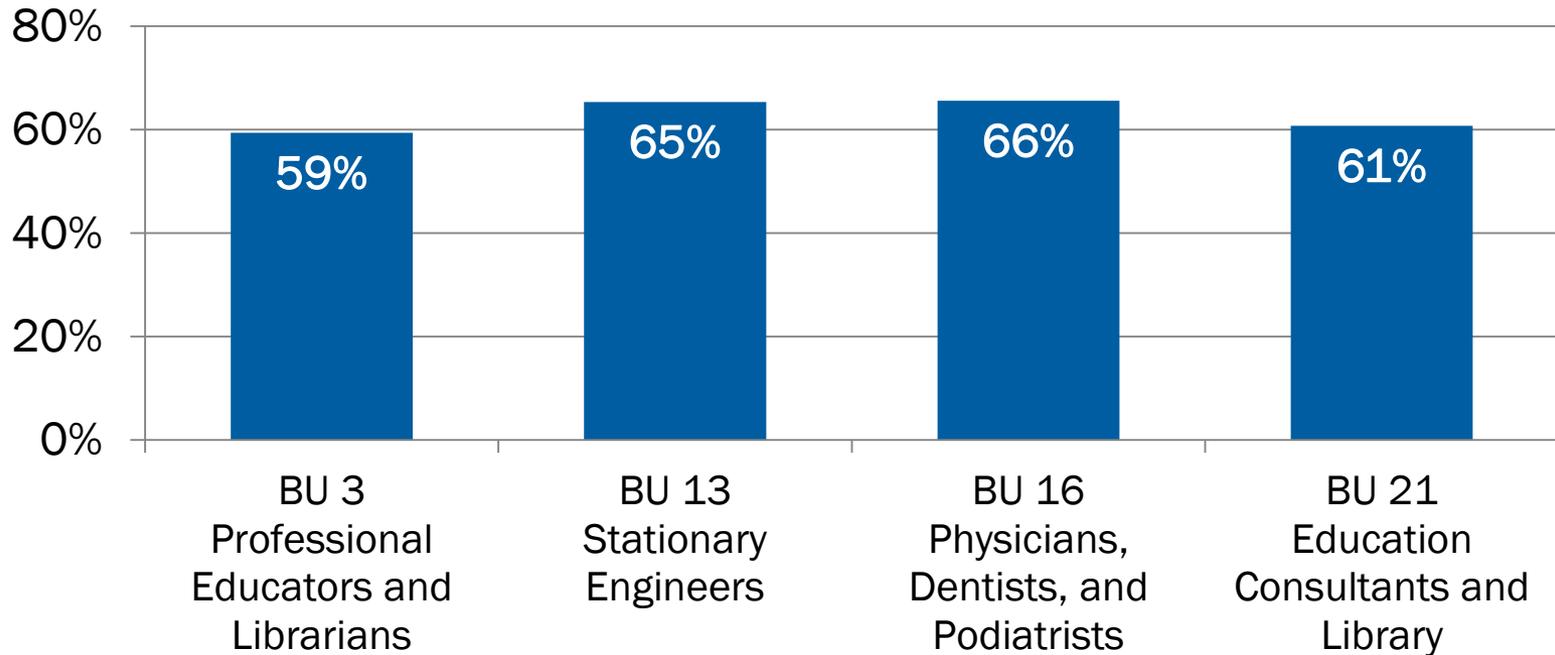
Employer	Avg. Annual Employer Cost Per Retiree Receiving OPEB
Local Government	\$7,007
State Government	\$9,761
Federal Government	\$7,873

**What can our demographic data tell us about
the bargaining units?**

Age of State Employees

The Four Bargaining Units with the Oldest Employees

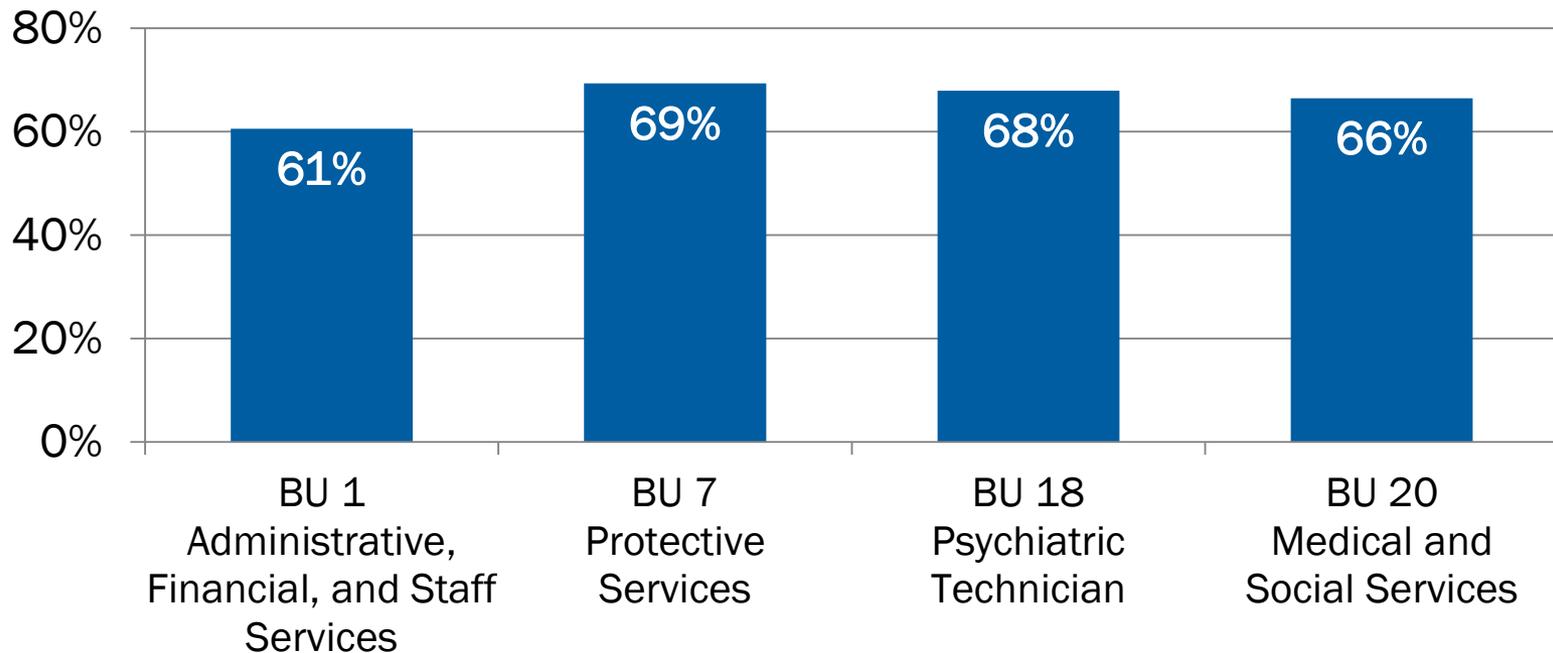
Percent of Employees Over the Age of 50



Age of State Employees

The Four Bargaining Units with the Youngest Employees

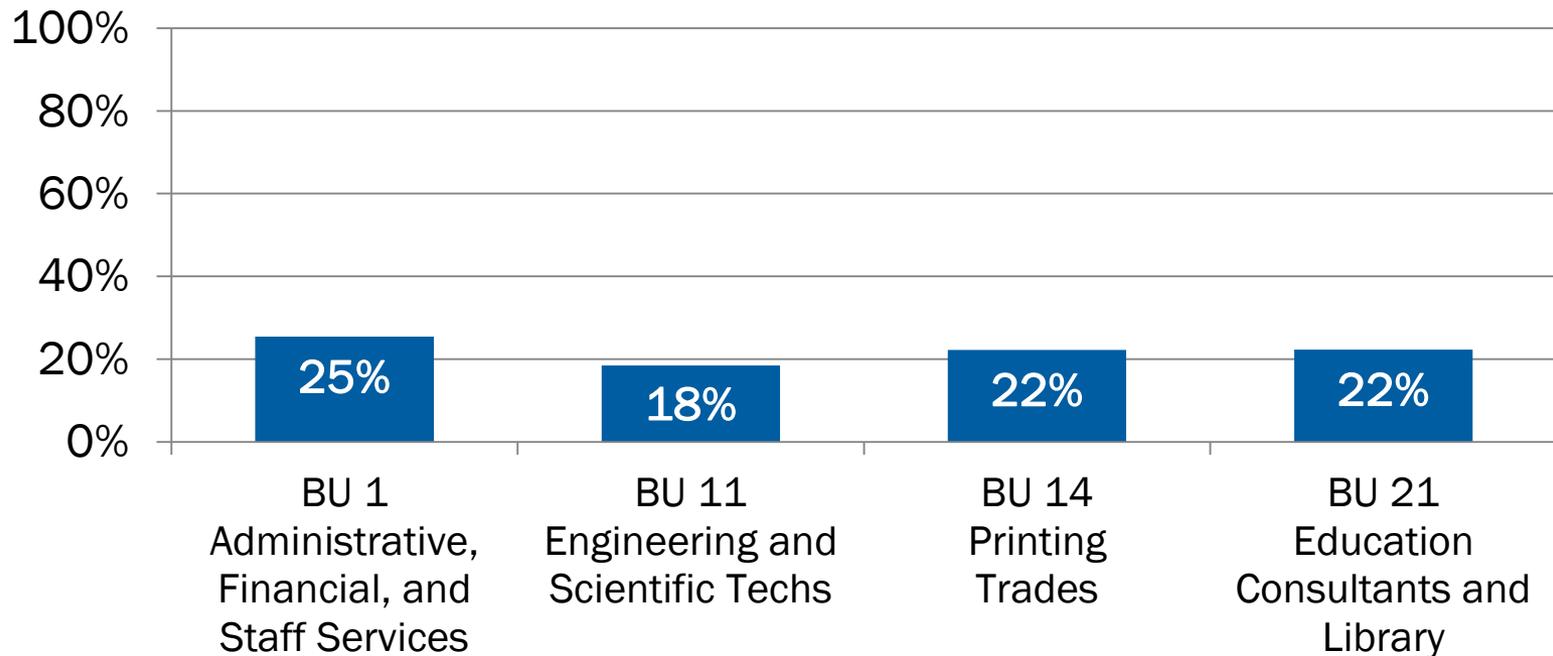
Percent of Employees Age of 50 or Younger



Length of State Service

The Four Bargaining Units with the Longest State Service

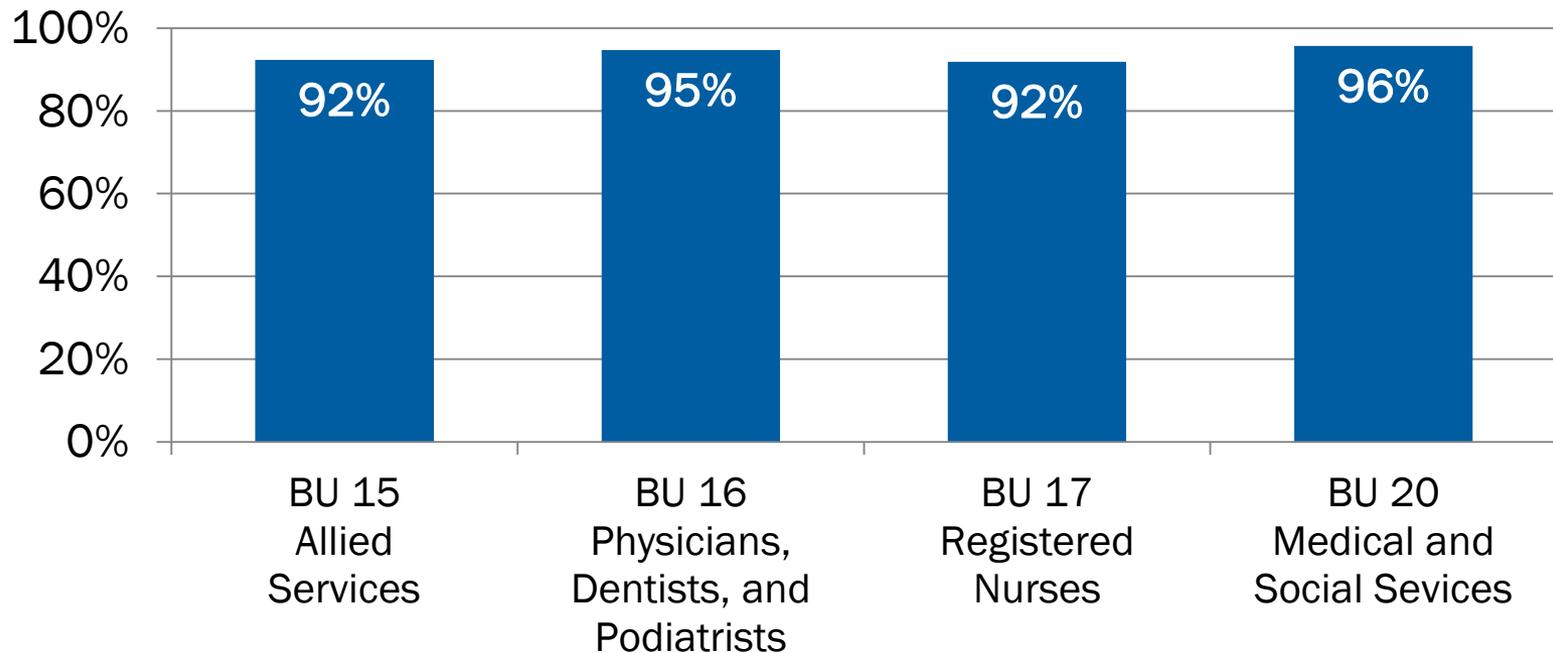
% of Employees with Over 20 Years of Service



Length of State Service

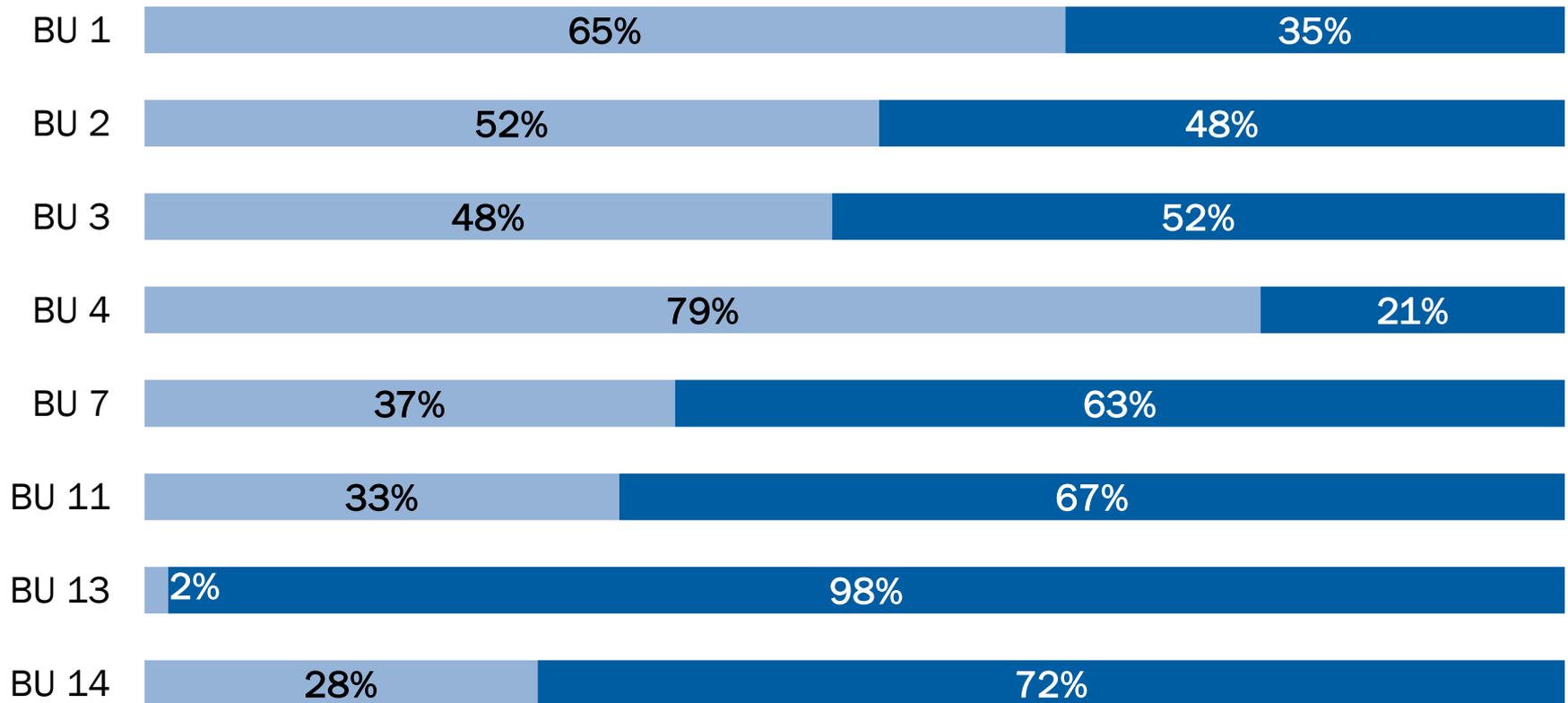
The Four Bargaining Units with the Shortest State Service

% of Employees with 20 Years of Service or Less



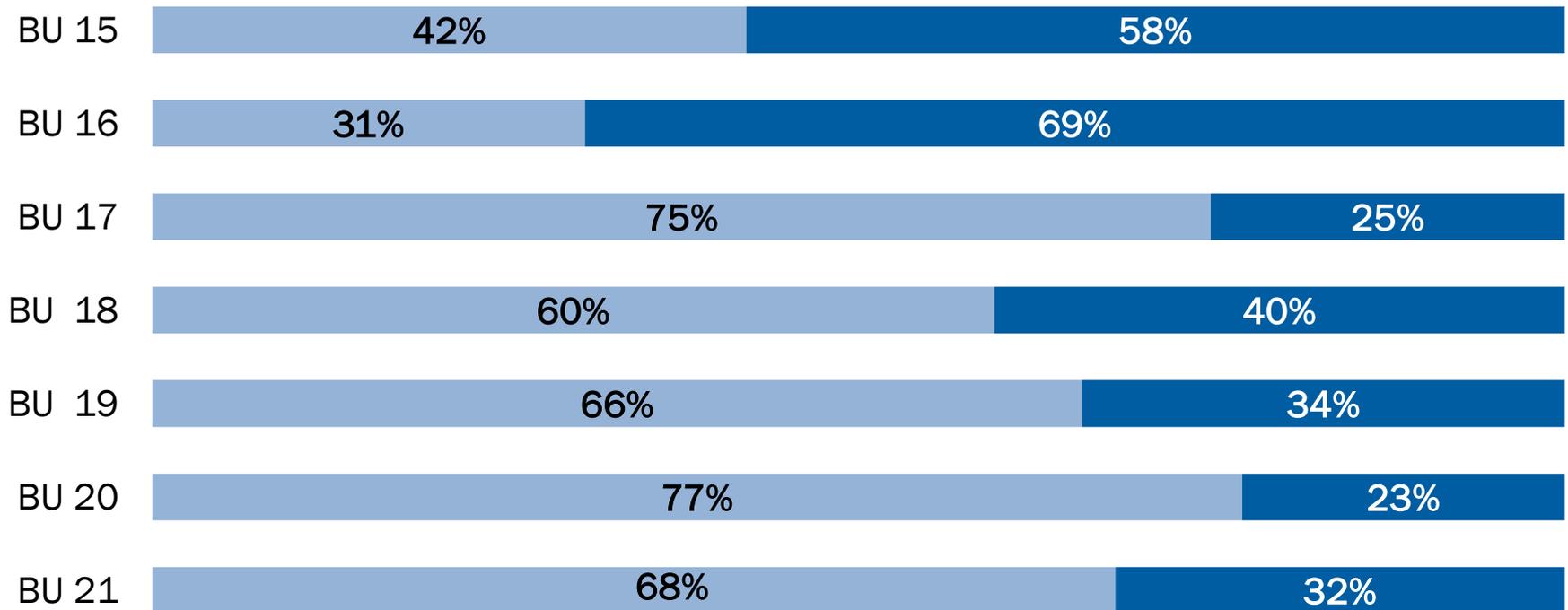
Gender of State Employees

■ Female ■ Male



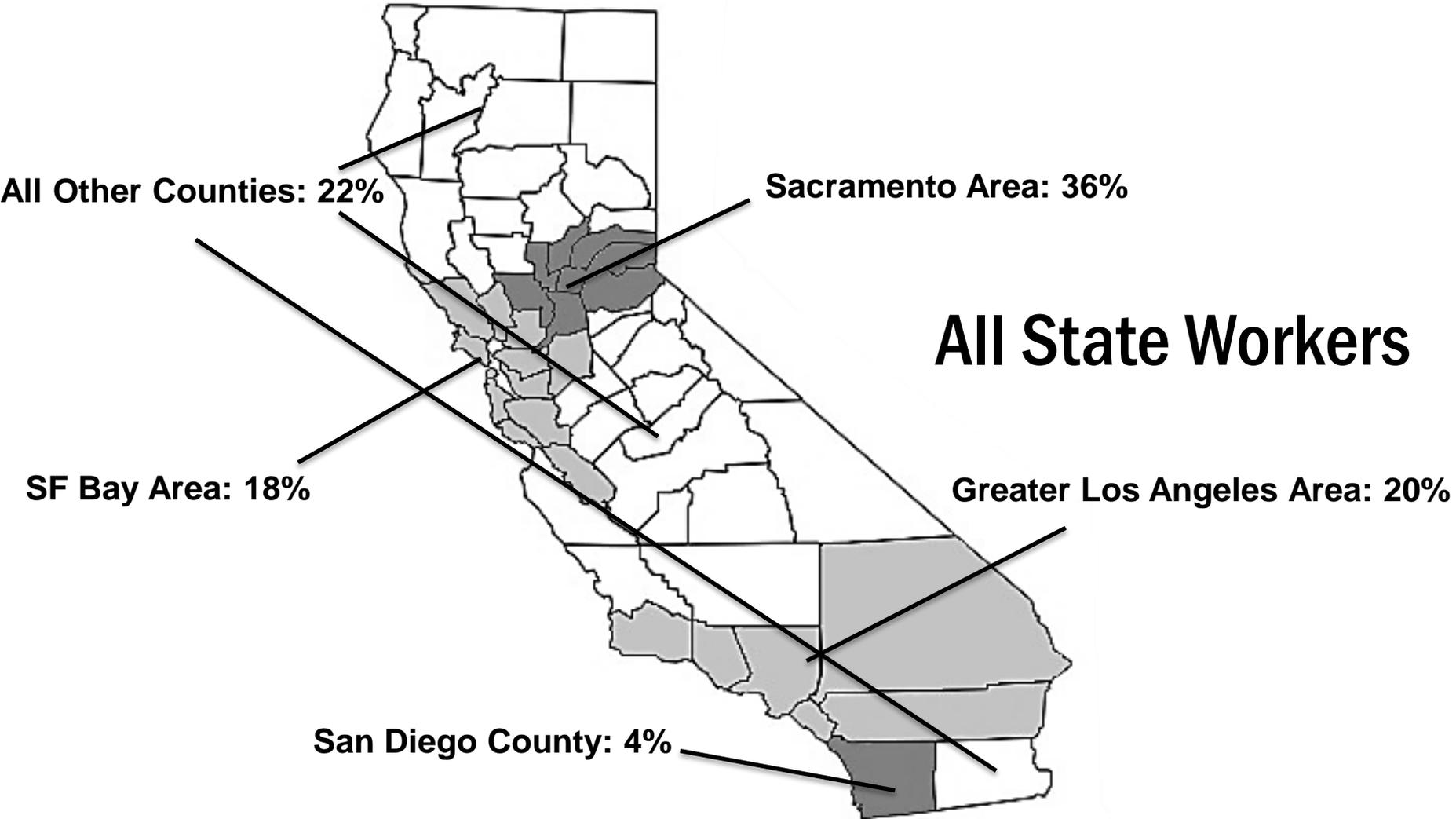
Gender of State Employees (Continued...)

■ Female ■ Male



2014 California State Employee Total Compensation Report

All State Workers



Average Age/Years of State Service at Retirement

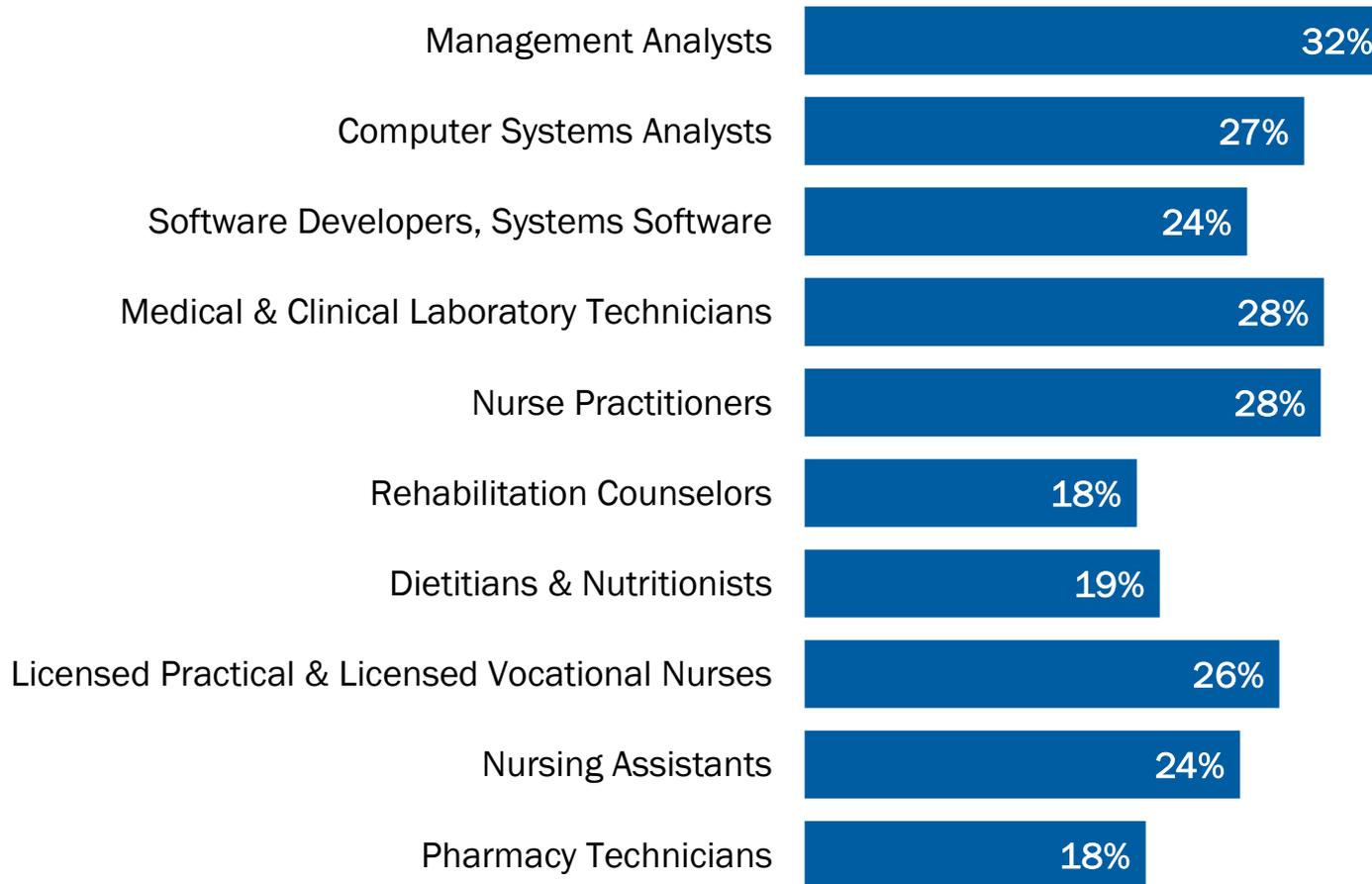
Bargaining Unit	Age	Years of State Service
Unit 1	59	29
Unit 2	63	20
Unit 3	61	20
Unit 4	60	24
Unit 7	57	23
Unit 11	60	26
Unit 13	60	18
Unit 14	58	24

Average Age/Years of State Service at Retirement (Continued...)

Bargaining Unit	Age	Years of State Service
Unit 15	60	20
Unit 16	68	15
Unit 17	60	18
Unit 18	59	26
Unit 19	62	20
Unit 20	60	19
Unit 21	63	25

Which occupations are growing?

Projected Growth by 2022 Top 10 Fastest Growing Occupations



Source: EDD

With this approach...

We can

**compare our compensation,
measure the value of benefits,
educate employees,
inform policy-makers,
tap into a wealth of market data,
and see the big picture.**

**Most important of all,
it's efficient.**

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

**Thank you.
Questions?**

Office of Financial Management and Economic Research

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Dave Ide, Personnel Program Manager II

Tom Gjerde, Staff Services Manager II

Annette McFarland, Compensation Analyst

Charlene Manning, Compensation Analyst

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