

2021 California State Employee Total Compensation Report

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

Report to the
Governor and
Legislature

Published January 2023



Table of Contents

Table of Contents.....	2
Executive Summary.....	3
Summary of Report Findings	4
Authority and Background.....	6
Survey Findings: Total Compensation.....	7
The State and Other Employers.....	8
Geographic Comparisons.....	10
Comparison in Sacramento Region.....	11
Comparison in San Francisco Region	13
Comparison in Los Angeles Region	15
Comparison in San Diego County.....	17
Comparison in All Other Counties	19

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 for the state to understand 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 wages only, the state was below the market average for 22 of the 43 occupations examined in this report. However, when comparing total compensation, the number dropped to 13 of the 43 occupations.

Summary of Report Findings

Table 1: Comparison of State Compensation to Market Average

Bargaining Unit	Occupation Title	Wage ¹	Total Comp
BU 01	Accountants and Auditors	-8.3%	6.0%
BU 01	Claims Adjusters, Examiners, and Investigators	-0.7%	10.8%
BU 01	Compensation, Benefits, and Job Analysis Specialists	-3.1%	9.1%
BU 01	Computer Systems Analysts	-19.9%	-0.3%
BU 01	Eligibility Interviewers, Government Programs	9.8%	10.6%
BU 01	Management Analysts	-33.5%	-17.2%
BU 01	Payroll and Timekeeping Clerks	5.7%	9.4%
BU 01	Tax Examiners and Collectors, and Revenue Agents	6.9%	11.2%
BU 01	Urban and Regional Planners	-24.5%	-13.4%
BU 03	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	24.1%	20.6%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	-12.9%	-3.5%
BU 04	Court, Municipal, and License Clerks	-8.2%	-3.8%
BU 04	Legal Secretaries and Administrative Assistants	-19.5%	-10.9%
BU 04	Office Clerks, General	2.3%	8.8%
BU 07	Detectives and Criminal Investigators	-26.3%	-16.5%
BU 07	Forensic Science Technicians	25.7%	34.2%
BU 07	Police and Sheriff's Patrol Officers	-51.4%	-49.4%
BU 07	Public Safety Telecommunicators	3.1%	5.1%
BU 11	Architectural and Civil Drafters	-4.2%	13.2%
BU 11	Civil Engineering Technologists and Technicians	-17.6%	-2.4%
BU 11	Transportation Inspectors	-35.8%	-20.3%
BU 14	Graphic Designers	5.8%	22.5%
BU 14	Printing Press Operators	14.7%	22.2%

¹ Median wages were compared for all occupations, except for Dentists, Physicians, and Psychiatrists, where the mean was used.

Bargaining Unit	Occupation Title	Wage ¹	Total Comp
BU 15	Cooks, Institution and Cafeteria	17.7%	28.3%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.3%	15.2%
BU 16	Dentists, General	47.7%	46.4%
BU 16	Family Medicine Physicians	36.4%	35.2%
BU 16	Psychiatrists	14.1%	12.5%
BU 17	Nurse Practitioners	-15.0%	1.0%
BU 17	Registered Nurses	-5.3%	8.5%
BU 19	Clinical, Counseling, and School Psychologists	17.6%	17.9%
BU 19	Dietitians and Nutritionists	-6.7%	-5.1%
BU 19	Healthcare Social Workers	11.7%	14.5%
BU 19	Pharmacists	-15.6%	-13.1%
BU 19	Recreational Therapists	18.2%	18.5%
BU 19	Rehabilitation Counselors	22.1%	18.9%
BU 20	Dental Assistants	27.9%	33.2%
BU 20	Licensed Practical and Licensed Vocational Nurses	5.5%	22.0%
BU 20	Medical Assistants	-54.9%	-42.9%
BU 20	Nursing Assistants	-0.3%	7.4%
BU 20	Pharmacy Technicians	-2.3%	16.7%
BU 21	Instructional Coordinators	23.3%	27.1%
BU 21	Librarians and Media Collections Specialists	-1.5%	9.4%

Authority and Background

According to Government Code section 19826, subdivisions (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 contain, “salaries of employees in comparable occupations in private industry and other governmental agencies.” The Budget Act, Chapter 43, Statutes of 2022, Item 7501-001-0001, Provision 1, requires that in addition to salaries the report must include total compensation and geographic comparisons.

Survey Findings: Total Compensation

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 43 benchmark occupations from 12 of these bargaining units. The state will be negotiating new MOUs with unions representing these bargaining units in 2023.

On the next two pages the state's total compensation for each occupation is compared separately with large private sector employers (500+) and the public sector (local government and federal government). 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 is 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.

The State and Other Employers

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average.

Table 2: Comparing the State with Other Employers in California

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	4.6%	8.0%	-23.3%	6.0%
BU 01	Claims Adjusters, Examiners, and Investigators	-3.4%	27.5%	-3.6%	10.8%
BU 01	Compensation, Benefits, and Job Analysis Specialists	5.9%	11.2%	11.4%	9.1%
BU 01	Computer Systems Analysts	2.5%	-1.0%	-	-0.3%
BU 01	Eligibility Interviewers, Government Programs	8.4%	-	21.7%	10.6%
BU 01	Management Analysts	-17.3%	-16.0%	-24.2%	-17.2%
BU 01	Payroll and Timekeeping Clerks	6.9%	13.1%	20.8%	9.4%
BU 01	Tax Examiners and Collectors, and Revenue Agents	11.2%	-	-	11.2%
BU 01	Urban and Regional Planners	-13.3%	-10.8%	-20.8%	-13.4%
BU 03	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	20.6%	-	-	20.6%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	-9.9%	5.8%	0.5%	-3.5%
BU 04	Court, Municipal, and License Clerks	-3.8%	-	-	-3.8%
BU 04	Legal Secretaries and Administrative Assistants	-6.7%	-24.6%	-	-10.9%
BU 04	Office Clerks, General	3.4%	25.7%	-0.1%	8.8%
BU 07	Detectives and Criminal Investigators	-37.9%	-	0.2%	-16.5%
BU 07	Forensic Science Technicians	34.2%	-	-	34.2%
BU 07	Police and Sheriff's Patrol Officers	-51.0%	-	27.1%	-49.4%
BU 07	Public Safety Telecommunicators	5.1%	-	-	5.1%
BU 11	Architectural and Civil Drafters	-4.8%	25.2%	-	13.2%
BU 11	Civil Engineering Technologists and Technicians	-3.3%	17.5%	-	-2.4%
BU 11	Transportation Inspectors	-7.4%	-	-23.2%	-20.3%

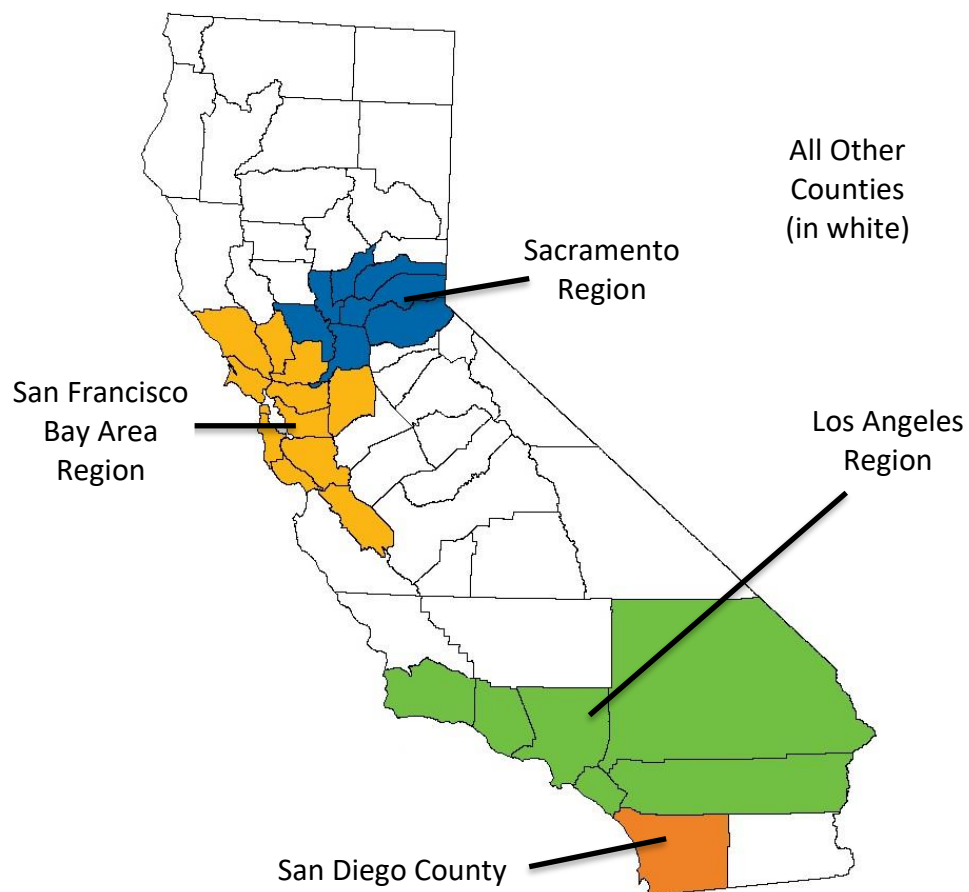
Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 14	Graphic Designers	21.3%	23.2%	10.9%	22.5%
BU 14	Printing Press Operators	-10.0%	28.4%		22.2%
BU 15	Cooks, Institution and Cafeteria	25.1%	35.4%	14.4%	28.3%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-2.8%	33.8%	8.5%	15.2%
BU 16	Dentists, General	39.9%	48.3%	-	46.4%
BU 16	Family Medicine Physicians	-	35.2%	-	35.2%
BU 16	Psychiatrists	-	12.5%	-	12.5%
BU 17	Nurse Practitioners	1.8%	0.7%	-	1.0%
BU 17	Registered Nurses	11.3%	8.3%	2.0%	8.5%
BU 19	Clinical, Counseling, and School Psychologists	19.4%	10.5%	-	17.9%
BU 19	Dietitians and Nutritionists	2.6%	-8.2%	-16.2%	-5.1%
BU 19	Healthcare Social Workers	12.7%	15.6%	-	14.5%
BU 19	Pharmacists	-15.1%	-13.3%	-5.4%	-13.1%
BU 19	Recreational Therapists	10.3%	30.5%	-8.7%	18.5%
BU 19	Rehabilitation Counselors	18.9%	-	-	18.9%
BU 20	Dental Assistants	34.1%	33.1%	32.9%	33.2%
BU 20	Licensed Practical and Licensed Vocational Nurses	27.1%	19.4%	15.3%	22.0%
BU 20	Medical Assistants	-21.2%	-46.4%	-	-42.9%
BU 20	Nursing Assistants	6.2%	8.6%	-4.2%	7.4%
BU 20	Pharmacy Technicians	18.1%	17.1%	6.0%	16.7%
BU 21	Instructional Coordinators	27.3%	-	9.1%	27.1%
BU 21	Librarians and Media Collections Specialists	-6.4%	25.9%	-16.3%	9.4%

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

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.

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.



Comparison in Sacramento Region

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in the Sacramento Region.

Table 3: Comparing State Employee Total Compensation in the Sacramento Region*

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	4.5%	16.3%	-19.3%	4.6%
BU 01	Claims Adjusters, Examiners, and Investigators	-0.1%	21.1%	0.3%	15.6%
BU 01	Compensation, Benefits, and Job Analysis Specialists	0.1%	-	-	0.1%
BU 01	Computer Systems Analysts	-0.9%	29.0%	-	10.5%
BU 01	Eligibility Interviewers, Government Programs	4.0%	-	29.1%	5.9%
BU 01	Management Analysts	-22.2%	2.3%	-2.4%	-11.0%
BU 01	Payroll and Timekeeping Clerks	21.2%	20.0%	-	21.0%
BU 01	Tax Examiners and Collectors, and Revenue Agents	-11.3%	-	-	-11.3%
BU 01	Urban and Regional Planners	-21.6%	-	-	-21.6%
BU 03	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	14.5%	-	-	14.5%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	-3.2%	11.9%	-0.4%	-1.0%
BU 04	Court, Municipal, and License Clerks	9.5%	-	-	9.5%
BU 04	Legal Secretaries and Administrative Assistants	-11.8%	-	-	-11.8%
BU 04	Office Clerks, General	1.1%	24.7%	6.8%	5.7%
BU 07	Detectives and Criminal Investigators	-42.6%	-	-45.8%	-44.4%
BU 07	Forensic Science Technicians	22.2%	-	-	22.2%
BU 07	Police and Sheriff's Patrol Officers	-116.7%	-	-	-116.7%
BU 07	Public Safety Telecommunicators	-7.5%	-	-	-7.5%
BU 11	Civil Engineering Technologists and Technicians	-14.9%	-	-	-14.9%
BU 11	Transportation Inspectors	-	-	-11.9%	-11.9%

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 14	Graphic Designers	27.9%	44.1%	-	36.0%
BU 15	Cooks, Institution and Cafeteria	17.1%	37.2%	-	22.2%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9.5%	28.4%	20.0%	18.1%
BU 17	Nurse Practitioners	18.3%	-21.1%	-	-13.7%
BU 17	Registered Nurses	17.0%	-5.3%	7.1%	-3.8%
BU 19	Clinical, Counseling, and School Psychologists	-	33.2%	-	33.2%
BU 19	Dietitians and Nutritionists	-3.9%	-15.3%	-	-12.6%
BU 19	Healthcare Social Workers	-	5.1%	-	5.1%
BU 19	Pharmacists	-22.9%	-31.3%	-18.0%	-30.2%
BU 20	Licensed Practical and Licensed Vocational Nurses	26.6%	-0.1%	6.9%	3.8%
BU 20	Medical Assistants	-43.7%	-61.1%	-	-60.5%
BU 20	Nursing Assistants	-	6.2%	6.0%	6.2%
BU 20	Pharmacy Technicians	8.3%	2.9%	-0.2%	3.0%
BU 21	Instructional Coordinators	56.6%	-	-	56.6%
BU 21	Librarians and Media Collections Specialists	4.7%	-	-	4.7%

*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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in the San Francisco Region.

Table 4: Comparing State Employee Total Compensation in the San Francisco Bay Area Region*

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	-7.0%	-0.4%	-32.3%	-2.2%
BU 01	Claims Adjusters, Examiners, and Investigators	1.7%	18.1%	-6.4%	-0.8%
BU 01	Compensation, Benefits, and Job Analysis Specialists	4.4%	2.6%	-	3.2%
BU 01	Computer Systems Analysts	-11.7%	-7.8%	-	-8.3%
BU 01	Eligibility Interviewers, Government Programs	-21.2%	-	9.8%	-12.6%
BU 01	Management Analysts	-32.1%	-27.6%	-37.5%	-29.2%
BU 01	Payroll and Timekeeping Clerks	-4.7%	10.9%	24.7%	3.2%
BU 01	Tax Examiners and Collectors, and Revenue Agents	-4.6%	-	-	-4.6%
BU 01	Urban and Regional Planners	-29.7%	-	-	-29.7%
BU 03	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	15.2%	-	-	15.2%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	-19.8%	3.1%	-9.5%	-8.4%
BU 04	Court, Municipal, and License Clerks	-43.8%	-	-	-43.8%
BU 04	Legal Secretaries and Administrative Assistants	-35.7%	-44.0%	-	-39.0%
BU 04	Office Clerks, General	-8.3%	0.8%	-10.8%	-5.9%
BU 07	Detectives and Criminal Investigators	-30.6%	-	-39.3%	-34.5%
BU 07	Forensic Science Technicians	29.4%	-	-	29.4%
BU 07	Police and Sheriff's Patrol Officers	-65.2%	-	18.7%	-63.4%
BU 07	Public Safety Telecommunicators	-30.3%	-	-	-30.3%
BU 11	Civil Engineering Technologists and Technicians	-8.3%	-	-	-8.3%
BU 14	Graphic Designers	3.9%	1.4%	-	1.7%

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 14	Printing Press Operators	-50.0%	-	-	-50.0%
BU 15	Cooks, Institution and Cafeteria	8.1%	31.2%	3.3%	18.1%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-14.0%	22.6%	3.7%	6.1%
BU 16	Dentists, General	34.4%	-	-	34.4%
BU 17	Nurse Practitioners	-20.8%	-18.6%	-	-19.3%
BU 17	Registered Nurses	-19.6%	-12.0%	-11.0%	-13.7%
BU 19	Clinical, Counseling, and School Psychologists	17.6%	4.5%	-	13.4%
BU 19	Dietitians and Nutritionists	-25.5%	-29.9%	-27.9%	-28.6%
BU 19	Healthcare Social Workers	-6.4%	0.2%	-	-2.9%
BU 19	Pharmacists	-16.7%	-17.6%	-8.8%	-17.0%
BU 19	Recreational Therapists	-	6.7%	-13.9%	-4.5%
BU 19	Rehabilitation Counselors	-33.9%	-	-	-33.9%
BU 20	Dental Assistants	-19.2%	-	9.4%	-3.6%
BU 20	Licensed Practical and Licensed Vocational Nurses	12.3%	-3.7%	-2.3%	4.2%
BU 20	Medical Assistants	-50.9%	-53.4%	-	-53.1%
BU 20	Nursing Assistants	-10.2%	-0.4%	-17.2%	-5.9%
BU 20	Pharmacy Technicians	-16.8%	-3.5%	-8.1%	-6.4%
BU 21	Librarians and Media Collections Specialists	-30.3%	14.9%	-	3.4%

*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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in the Los Angeles Region.

Table 5: Comparing State Employee Total Compensation in the Los Angeles Region*

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	14.0%	26.4%	-10.4%	22.1%
BU 01	Claims Adjusters, Examiners, and Investigators	0.1%	37.7%	6.2%	20.6%
BU 01	Compensation, Benefits, and Job Analysis Specialists	2.3%	18.4%	-	11.3%
BU 01	Computer Systems Analysts	-8.3%	-7.9%	-	-8.0%
BU 01	Eligibility Interviewers, Government Programs	9.6%	-	11.3%	9.7%
BU 01	Management Analysts	-23.8%	-13.6%	-23.0%	-17.5%
BU 01	Payroll and Timekeeping Clerks	10.1%	16.0%	22.7%	12.6%
BU 01	Tax Examiners and Collectors, and Revenue Agents	14.3%	-	-	14.3%
BU 01	Urban and Regional Planners	-9.2%	-	-	-9.2%
BU 03	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	4.2%	-	-	4.2%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	-6.1%	15.1%	6.3%	3.5%
BU 04	Court, Municipal, and License Clerks	-0.3%	-	-	-0.3%
BU 04	Legal Secretaries and Administrative Assistants	-33.9%	-13.3%	-	-26.2%
BU 04	Office Clerks, General	2.0%	31.8%	2.6%	10.0%
BU 07	Detectives and Criminal Investigators	-41.9%	-	-4.3%	-28.7%
BU 07	Forensic Science Technicians	28.6%	-	-	28.6%
BU 07	Police and Sheriff's Patrol Officers	-71.3%	-	19.1%	-70.2%
BU 07	Public Safety Telecommunicators	5.1%	-	-	5.1%
BU 11	Architectural and Civil Drafters	-8.2%	25.4%	-	9.5%
BU 11	Civil Engineering Technologists and Technicians	-11.0%	-	-	-11.0%

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 11	Transportation Inspectors	-	-	-29.1%	-29.1%
BU 14	Graphic Designers	8.0%	21.2%	2.7%	18.0%
BU 14	Printing Press Operators	-14.2%	28.1%		20.1%
BU 15	Cooks, Institution and Cafeteria	27.9%	34.5%	24.3%	30.3%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-7.9%	37.4%	6.0%	16.1%
BU 16	Dentists, General	48.9%	-	-	48.9%
BU 16	Family Medicine Physicians	-	47.0%	-	47.0%
BU 16	Psychiatrists	-	10.5%	-	10.5%
BU 17	Nurse Practitioners	10.3%	5.2%	-	6.6%
BU 17	Registered Nurses	19.3%	11.8%	5.2%	12.5%
BU 19	Clinical, Counseling, and School Psychologists	20.3%	28.2%	-	20.9%
BU 19	Dietitians and Nutritionists	10.6%	-4.1%	-12.5%	0.7%
BU 19	Healthcare Social Workers	21.2%	22.9%	-	22.3%
BU 19	Pharmacists	-11.6%	-9.5%	-4.7%	-9.6%
BU 19	Recreational Therapists	-3.0%	46.6%	-	31.9%
BU 19	Rehabilitation Counselors	18.6%	-	-	18.6%
BU 20	Dental Assistants	38.4%	-	28.1%	32.9%
BU 20	Licensed Practical and Licensed Vocational Nurses	32.1%	24.6%	18.8%	26.6%
BU 20	Medical Assistants	-14.2%	-6.6%	-	-7.6%
BU 20	Nursing Assistants	9.6%	4.2%	-7.0%	4.8%
BU 20	Pharmacy Technicians	21.5%	15.6%	2.5%	15.9%
BU 21	Instructional Coordinators	-4.9%	-	-9.2%	-4.9%
BU 21	Librarians and Media Collections Specialists	2.6%	37.8%	-	9.2%

*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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in San Diego County.

Table 6: Comparing State Employee Total Compensation in San Diego County

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	16.3%	23.5%	-5.9%	15.0%
BU 01	Claims Adjusters, Examiners, and Investigators	9.9%	-	12.0%	11.9%
BU 01	Compensation, Benefits, and Job Analysis Specialists	-	16.0%	-	16.0%
BU 01	Computer Systems Analysts	12.7%	2.7%	-	4.1%
BU 01	Eligibility Interviewers, Government Programs	15.2%	-	10.7%	15.0%
BU 01	Management Analysts	-10.9%	-2.3%	-32.4%	-15.1%
BU 01	Payroll and Timekeeping Clerks	14.1%	24.7%	-	17.4%
BU 01	Urban and Regional Planners	12.5%	-	-10.0%	9.1%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	7.2%	20.5%	2.9%	10.9%
BU 04	Court, Municipal, and License Clerks	1.6%	-	-	1.6%
BU 04	Legal Secretaries and Administrative Assistants	14.5%	-	-	14.5%
BU 04	Office Clerks, General	17.1%	26.8%	5.0%	17.6%
BU 07	Detectives and Criminal Investigators	-6.5%	-	4.9%	3.2%
BU 07	Police and Sheriff's Patrol Officers	-9.4%	-	41.1%	-5.2%
BU 07	Public Safety Telecommunicators	6.3%	-	-	6.3%
BU 11	Civil Engineering Technologists and Technicians	9.3%	-	-	9.3%
BU 14	Graphic Designers	29.9%	33.0%	-	32.0%
BU 15	Cooks, Institution and Cafeteria	19.9%	40.6%	-	27.2%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13.4%	32.9%	15.3%	22.1%
BU 17	Nurse Practitioners	-	19.9%	-	19.9%
BU 17	Registered Nurses	17.7%	18.7%	9.9%	17.7%
BU 19	Clinical, Counseling, and School Psychologists	21.7%	8.5%	-	19.6%

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 19	Dietitians and Nutritionists	-2.4%	3.7%	-16.0%	-1.2%
BU 19	Healthcare Social Workers	11.4%	23.9%	-	20.9%
BU 19	Pharmacists	-19.4%	-3.9%	1.8%	-5.4%
BU 19	Recreational Therapists	42.8%	-	-	42.8%
BU 20	Dental Assistants	-	-	34.1%	34.1%
BU 20	Licensed Practical and Licensed Vocational Nurses	26.1%	19.4%	19.6%	22.0%
BU 20	Medical Assistants	-	-6.4%	-	-6.4%
BU 20	Nursing Assistants	10.3%	13.5%	10.9%	12.6%
BU 20	Pharmacy Technicians	11.9%	24.7%	9.3%	20.4%
BU 21	Instructional Coordinators	38.2%	-	-15.2%	36.7%
BU 21	Librarians and Media Collections Specialists	-2.9%	18.6%	-	-0.9%

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

The table below displays the state's total compensation lead or lag compared to each employer group and the Market Average in All Other Counties.

Table 7: Comparing State Employee Total Compensation in All Other Counties in California*

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 01	Accountants and Auditors	5.1%	7.3%	-30.4%	5.0%
BU 01	Claims Adjusters, Examiners, and Investigators	12.9%	46.9%	5.7%	15.5%
BU 01	Compensation, Benefits, and Job Analysis Specialists	26.9%	27.0%	-	26.9%
BU 01	Computer Systems Analysts	15.0%	12.5%	-	14.0%
BU 01	Eligibility Interviewers, Government Programs	17.7%	-	19.9%	18.8%
BU 01	Management Analysts	7.2%	5.4%	-19.6%	0.8%
BU 01	Payroll and Timekeeping Clerks	19.8%	34.7%	-	23.8%
BU 01	Tax Examiners and Collectors, and Revenue Agents	20.5%	-	-	20.5%
BU 01	Urban and Regional Planners	14.6%	-	-	14.6%
BU 04	Bookkeeping, Accounting, and Auditing Clerks	10.3%	21.3%	11.3%	11.6%
BU 04	Court, Municipal, and License Clerks	17.7%	-	-	17.7%
BU 04	Legal Secretaries and Administrative Assistants	13.9%	-	-	13.9%
BU 04	Office Clerks, General	19.5%	31.2%	13.6%	20.9%
BU 07	Detectives and Criminal Investigators	12.5%	-	18.7%	16.8%
BU 07	Forensic Science Technicians	48.1%	-	-	48.1%
BU 07	Police and Sheriff's Patrol Officers	-6.6%	-	39.0%	-5.6%
BU 07	Public Safety Telecommunicators	27.8%	-	-	27.8%
BU 11	Civil Engineering Technologists and Technicians	22.0%	-	-	22.0%
BU 14	Graphic Designers	41.2%	39.5%	-	40.3%
BU 15	Cooks, Institution and Cafeteria	25.1%	37.5%	-	27.4%
BU 15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14.7%	39.4%	14.3%	16.9%

Bargaining Unit	Occupation Title	Local Govt.	Private Sector	Federal Govt.	Market Average
BU 16	Dentists, General	30.7%	-	-	30.7%
BU 17	Nurse Practitioners	6.3%	8.5%	-	7.8%
BU 17	Registered Nurses	34.2%	23.4%	14.3%	25.2%
BU 19	Clinical, Counseling, and School Psychologists	13.1%	-	-	13.1%
BU 19	Dietitians and Nutritionists	7.8%	4.4%	-	5.8%
BU 19	Healthcare Social Workers	18.8%	14.5%	-	16.4%
BU 19	Pharmacists	-9.0%	-15.1%	0.1%	-13.7%
BU 19	Rehabilitation Counselors	32.1%	-	-	32.1%
BU 20	Dental Assistants	42.7%	-	36.9%	40.8%
BU 20	Licensed Practical and Licensed Vocational Nurses	36.1%	28.8%	16.3%	31.4%
BU 20	Medical Assistants	10.9%	-11.8%	-	-5.9%
BU 20	Nursing Assistants	14.6%	15.6%	10.2%	15.2%
BU 20	Pharmacy Technicians	30.4%	23.4%	14.8%	23.8%
BU 21	Instructional Coordinators	43.5%	-	-	43.5%
BU 21	Librarians and Media Collections Specialists	26.7%	-	-	26.7%

*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.