STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *Governor*

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258

April 22, 2010

The Honorable Darrell Steinberg
Pro Tem, California State Senate
State Capitol, Room 205
Sacramento, California 95814

The Honorable Dennis Hollingsworth
Minority Leader, California State Senate
State Capitol, Room 305
Sacramento, California 95814

The Honorable John Perez
Speaker of the California State Assembly
State Capitol, Room 219
Sacramento, California 95814

The Honorable Martin Garrick
Minority Floor Leader, California State Assembly
State Capitol, Room 3104
Sacramento, California 95814

Re: Salary Survey: Professional Engineers in California Government (PECG), Bargaining Unit 9

Dear Senators Steinberg and Hollingsworth and Assembly Members Perez and Garrick:

Pursuant to AB 977 (Diaz, Chapter 616 Statutes of 2003), DPA is submitting the 2009 Bargaining Unit 9, PECG salary survey to the Legislature for consideration. Bargaining Unit 9 Employees are not automatically entitled to salary increases to compensate for any salary disparity ("lag") between Bargaining Unit 9 salaries and other negotiated benchmark comparisons.

The complete survey and supporting documents are now available on DPA's internet site and may be accessed at the following address:

http://www.dpa.ca.gov/salaries/surveys/main.htm

Sincerely,

Debbie Endsley
Director

cc: Members of the California Senate
Members of the California Assembly
Joint Legislative Budget Committee
Ana Matosantos, Department of Finance
Mac Taylor, Legislative Analyst

April 15, 2010

Unit 9, Professional Engineers
2009 Salary Survey

Department of Personnel Administration
Labor Relations Division
Office of Financial Management and Economic Research
1515 S Street, North Building, Suite 400
Sacramento, California 95811

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Overview

This salary survey is prepared by the Department of Personnel Administration (DPA) pursuant to AB 977 (Chapter 616/2003)and the Memorandum of Understanding between the State of California (State) and the Professional Engineers in California Government (PECG) covering Bargaining Unit 9 Professional Engineers.

Pursuant to AB 977, DPA is submitting a completed Unit 9 salary survey to the Legislature for consideration. Unit 9 Employees are not automatically entitled to salary increases to compensate for any salary disparity ("lag") between Unit 9 salaries and other negotiated benchmark comparisons.

Methodology

Memorandum of Understanding Survey Requirement

The Memorandum of Understanding (MOU) has a term of July 2, 2003 through July 2, 2008. MOU Article 3.1 contains the survey requirement, components to the survey, over time the Parties, by their actions have agreed to a specific methodology. Attachment 1 displays the MOU Article. By the terms of the MOU the surveyed agencies and classifications may only be changed upon agreement between DPA and PECG.

MOU, Article 3.1, requires DPA to

- annually survey the same public agencies and University of California job classifications as were used in December 2002 survey
- calculate the salary lead or lag based on weighted average salaries of employees in the surveyed organizations' classifications

State of California's Benchmark Job Classifications

For this survey, the required three benchmark job classifications for the State of California are

- Entry Level—Transportation Engineer (Civil) Range B
- Journey Level—Transportation Engineer (Civil) Range D
- First-Supervisory-Level—Senior Transportation Engineer, Caltrans

Surveyed Organizations and Job Classifications

Attachment 2 displays the surveyed organizations, their surveyed job classifications, and the minimum and maximum salaries of those job classifications.

Survey Lag Computation

There are two parts to the survey lag computation.

The first part of the lag computation weights the maximum salary of each surveyed organization (not including the State of California) by the total number of engineers in the comparable class in the surveyed organizations. This is done separately for the entry-level, journey-level and first-supervisory level categories. The result is three weighted average maximum salaries for the surveyed organizations; one for entry level, one for journey level, and one for first-supervisory level.

The second part of the lag computation compares the weighted average salary for the surveyed organizations with maximum salary of the State benchmark engineer class. The percentage difference is the salary lag. A separate lag is computed for entry, journey, and first-supervisory levels.

The following illustrates the simplified lag computation for entry-level using two fictitious survey organizations and fictitious data.

Simplified Illustration of Salary Lag Computation

Surveyed Organization	Entry-Level Maximum Salary A	No. of Engineers in Survey Class B	Product = A x B
Organization A	$5,346	132	$705,672
Organization B	$6,268	26	$162,968
Total		158	$826,640
Weighted Average Salary	$5,232[1]		
State of California Salary	$5,000		
State Salary Lag	$232		
State Salary Lag Percent	4.6%[2]		

Notes:
1. Calculation is $826,640/158
2. Calculation is $5,232 less 5,000 divided by $5,000, rounded to one decimal

Lag Computation Variations

There were two unique variations affecting the lag computation. The first item is that some of the surveyed organizations used two classifications for one level (such as entry level). As shown in Attachment 2,

- Six surveyed organizations used two classifications for the entry level
- One surveyed organization used two classifications for the journey level

For those organizations using two classifications for a level (such as entry level), the DPA combined the incumbent counts for the two classifications. The DPA then weighted the maximum salary of the higher-salaried class by the combined incumbent count.

The second variation affecting the lag computation is the additional pay that some survey organizations provide their engineers for possessing State certification as a registered engineer.

Alameda County pays employees in the journey-level classification 7% additional pay for State certification as a Registered Civil Engineer. The City of San Diego pays employees in the Journey and First-Supervisory levels 15% additional for such certification. To compute the survey's salary lag, the DPA added the additional pay to maximum salary, then weighted by an incumbent count containing only State-certified registered engineers.

The Professional Engineers in California Government and DPA agreed on the application of the two variations.

Survey Results

Salary Lags for Entry, Journey and First-Supervisory Levels

Based on the survey data, the lags are displayed in the following table for the State's three surveyed benchmark job classifications. The lags are as follow:

Table-Display of Survey's Lags

	Entry Level	**Journey Level**	**First-Supervisory Level**
State Benchmark Classification	Transportation Engineer (Civil) Range B	Transportation Engineer (Civil) Range D	Senior Transportation Engineer, Caltrans
Survey's Lag	3.1%	4.1%	3.1%

Attachment 3 provides the detail on the lag computations.

These three lag percentages have not translated to salary increases. The rank and file civil service job classifications of Bargaining Unit 9 are not automatically entitled to salary increases to compensate for any salary disparity ("lag") between Bargaining Unit 9 salaries and other negotiated benchmark comparisons. The Legislature shall determine whether or not those salary lags should be translated into salary increases for Unit 9 employees.

Considerations

Pursuant to AB 977 and the MOU, DPA is to submit this survey annually to the Legislature for consideration. However, this survey does not reflect the actual cost of raising Unit 9 salaries as the survey does not take into consideration the total impact that such increases would have on the related supervisory and managerial classifications. Significant costs should be assumed should the State extend the salary disparity "lag" to the supervisory and managerial classifications.

Salary Survey Text from Unit 9 Memorandum Of Understanding **Attachment 1**

ARTICLE 3 SALARIES AND COMPENSATION

3.1 Salary Parity for Unit 9

All employees in classifications in Unit 9 shall receive salaries no less than salaries received by their counterparts in California's larger local agencies and the University of California. The determination of those salaries shall be based on DPA's survey of Professional Engineer Benchmarks, utilizing the California public agencies and the University of California included in the department's survey dated December 2002, updated annually, and the local agency classifications and salary range matches contained therein. The salary survey for those classifications and agencies shall be updated no less than once per year. The agencies and classifications included in the survey shall only be changed upon agreement between DPA and PECG.

The calculation of the salary lead or lag for Unit 9 employees shall be based on weighted average salaries of employees in the classifications in those surveyed agencies.

All steps in each salary range shall be increased by the same percentage. The salary for intermediate classifications in ranges between the Entry and Supervisory levels shall be based on prorating or interpolating the salaries.

All salary increases shall be rounded to the nearest dollar. In no event shall salaries be reduced as a result of this provision. DPA and PECG may negotiate salaries above the minimum level on any general, regional, specialty, classification, department, or other basis they choose to agree upon.

Salaries for Unit 9 employees shall be increased as appropriate to correspond to the timing of the salaries received by local agency employees included in the survey, with adjustments in the Unit 9 salaries occurring no less than once every 12 months, as follows:

Effective July 1, 2005, the salary increase for all Unit 9 employees shall be no less than 25% of the lag calculated from the December 2004 survey or later.

Effective July 1, 2006, the salary increase for all Unit 9 employees shall be no less than 50% of the lag calculated from the survey dated December 2005 or later.

Effective July 1, 2007, the salary increase for all Unit 9 employees shall be no less than 75% of the lag calculated from the survey dated December 2006 or later.

Effective July 1, 2008, and thereafter, the salaries for all Unit 9 employees shall be such that any lag calculated from the December 2007 or later DPA survey shall be entirely eliminated.

Department of Personnel Administration

List of Surveyed Organizations and Classifications For 2009 Unit 9 Salary Survey

Attachment 2

Organization	Entry Level	Min	Max	Journey Level	Min	Max	First-Supervisory Level	Min	Max
State of California	Transportation Engineer (Civil) A/B class code 3135	$4,608	$6,409	Transportation Engineer (Civil) Range D class code 3135	$6,897	$8,379	Sr. Transportation Engineer, Caltrans class code 3161	$8,122	$9,870
Alameda County	Junior Engineer	$5,606	$6,477	Associate Engineer	$7,656	$9,303	Supervising Civil Engineer	$8,743	$10,631
Contra Costa County	Engineer - Entry	$5,220	$6,205	Engineer - Project	$7,180	$8,124	Associate Civil Engineer	$6,351	$8,333
Fresno County	Engineer II	$4,994	$6,372	Senior Engineer	$6,387	$7,765	Supervising Engineer	$7,026	$8,541
Los Angeles County	Civil Eng. Assistant/Sr. Civil Eng. Assistant	$5,014 $5,014	$5,900 $6,229	Associate Civil Engineer/Civil Engineer	$6,641 $7,402	$8,250 $9,196	Senior Civil Engineer	$8,250	$10,249
Orange County	Junior Civil Engineer	$5,432	$6,217	Civil Engineer	$7,504	$8,597	Senior Civil Engineer	$8,597	$9,587
Riverside County	Junior Engineer/Assistant Engineer	$4,559 $5,098	$5,946 $6,650	Associate Civil Engineer	$5,976	$7,797	Senior Civil Engineer	$6,828	$8,910
Sacramento County	Asst. Civil Eng. Level I / II (This is a single class)	$4,423	$6,791	Associate Civil Engineer	$6,784	$8,248	Senior Civil Engineer	$8,322	$9,175
San Bernardino County	A/E Project Manager I	$4,583	$5,852	A/E Project Manager II	$5,306	$6,779	A/E Project Manager III	$5,852	$7,481
San Diego County	Junior Engineer/Assistant Engineer	$4,391 $4,833	$5,339 $6,165	Civil Engineer	$6,094	$7,410	Senior Civil Engineer	$7,055	$8,575
Santa Clara County	Assistant Civil Engineer	$5,980	$7,271	Associate Civil Engineer	$7,131	$8,668	Senior Civil Engineer	$8,351	$10,177
San Francisco City & County	Junior Engineer/Assistant Engineer	$5,720 $6,463	$6,951 $7,856	Associate Engineer	$7,518	$9,139	Senior Engineer	$10,075	$12,246
City of Fresno	Engineer I	$4,038	$4,874	Professional Engineer	$5,819	$7,052	Supervising Professional Engineer	$6,606	$8,011
City of Los Angeles	Civil Engineer Associate I	$5,438	$6,755	Civil Engineer	$7,357	$9,140	Senior Civil Engineer	$8,655	$10,751
City of Oakland	Assistant Engineer, Level 1	$5,106	$6,267	Civil Engineer	$6,895	$8,465	Supervising Civil Engineer	$8,475	$10,406
City of Riverside	Assistant Engineer	$5,218	$6,343	Associate Engineer	$6,027	$8,077	Principal Engineer	$7,899	$11,668
City of Sacramento	Jr. Engineer/Assistant Civil Engineer	$3,905 $4,763	$5,495 $6,702	Associate Civil Engineer	$5,781	$8,135	Supervising Engineer	$7,484	$11,226
City of San Diego	Junior Engineer-Civil/ Assistant Engineer-Civil	$4,181 $4,839	$5,063 $5,830	Associate Engineer-Civil*	$6,407	$7,737	Senior Civil Engineer*	$7,384	$8,929
City of San Jose	Engineer I	$5,774	$7,306	Associate Engineer	$7,017	$8,885	Senior Engineer	$8,533	$10,797
University of California, Berkeley	Engineer, Assistant	$3,734	$6,985	Engineer, Associate	$4,517	$8,451	Engineer, Senior	$4,973	$9,303
University of California, Davis	Engineer, Assistant	$4,024	$6,841	Engineer, Associate	$4,866	$8,272	Engineer, Senior	$5,356	$9,105
University of California, Irvine	Engineer, Assistant	$3,641	$5,950	Engineer, Associate	$4,410	$7,208	Engineer, Senior	$4,855	$7,933
University of California, Los Angeles	Engineer, Assistant	$3,806	$6,861	Engineer, Associate	$4,605	$8,282	Engineer, Senior	$5,069	$9,126
University of California, Merced	No Match	N/A	N/A	No Match	N/A	N/A	Engineer, Senior	$4,709	$8,817
University of California, Riverside	Engineer, Assistant	$3,679	$7,017	Engineer, Associate	$4,451	$8,491	Engineer, Senior	$4,899	$10,270
University of California, San Diego	Engineer, Assistant	$3,509	$6,270	Engineer, Associate	$4,227	$7,896	Engineer, Senior	$5,161	$10,048
University of California, San Francisco	Engineer, Assistant	$4,467	$7,367	Engineer, Associate	$5,425	$8,933	Engineer, Senior	$5,958	$9,817
University of California, Santa Barbara	Engineer, Assistant	$3,751	$6,762	Engineer, Associate	$4,538	$8,162	Engineer, Senior	$4,995	$8,993
University of California, Santa Cruz	Engineer, Assistant	$3,767	$6,758	Engineer, Associate	$4,542	$8,175	Engineer, Senior	$5,000	$9,000

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Attachment 3

Department of Personnel Administration's
Computation of Weighted Average Salary and Lag for 2009 Unit 9 Salary Survey
September 25, 2009

	Entry Level			Journey Level			First-Supervisory Level		
A	B	C	D	E	F	G	H	I	J
Jurisdiction	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =B*C	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =E*F	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =H*I
Alameda County	6,477	0	0	9,303	12	111,636	10,631	5	53,155
Contra Costa County	6,205	10	62,050	8,124	3	24,372	8,333	10	83,330
Fresno County	6,372	5	31,860	7,765	9	69,885	8,541	3	25,623
Los Angeles County	6,229	196	1,220,919	9,196	326	2,997,749	10,249	83	850,667
Orange County	6,217	3	18,652	8,597	19	163,349	9,587	23	220,512
Riverside County	6,650	27	179,543	7,797	22	171,540	8,910	21	187,107
Sacramento County	6,791	81	550,091	8,248	92	758,777	9,175	53	486,275
San Bernardino County	5,852	1	5,852	6,779	6	40,674	7,481	4	29,924
San Diego County	6,165	23	141,806	7,410	37	274,170	8,575	21	180,071
Santa Clara County	7,271	12	87,254	8,668	14	121,350	10,177	8	81,415
SF City/County	7,856	179	1,406,224	9,139	137	1,252,043	12,246	78	955,188
City of Fresno	4,874	11	53,614	7,052	14	98,728	8,011	3	24,033
City of Los Angeles	6,755	72	486,337	9,140	82	749,498	10,751	26	279,538
City of Oakland	6,267	2	12,535	8,465	19	160,844	10,406	7	72,841
City of Riverside	6,343	0	0	8,077	8	64,616	11,668	15	175,020
City of Sacramento	6,702	19	127,338	8,135	23	187,105	11,226	12	134,712
City of San Diego	5,830	214	1,247,620	7,737	83	642,171	8,929	40	357,160
City of San Jose	7,306	19	138,814	8,885	110	977,350	10,797	33	356,301
UC-Berkeley	6,985	1	6,985	8,451	4	33,804	9,303	3	27,909
UC-Davis	6,841	2	13,682	8,272	3	24,816	9,105	8	72,840
UC-Irvine	5,950	2	11,900	7,208	0	0	7,933	0	0
UC-Los Angeles	6,861	9	61,749	8,282	2	16,564	9,126	4	36,504
UC-Merced		0			0		8,817	1	8,817
UC-Riverside	7,017	0	0	8,491	0	0	10,270	1	10,270
UC-San Diego	6,270	0	0	7,896	1	7,896	10,048	0	0
UC-San Francisco	7,367	0	0	8,933	0	0	9,817	2	19,634
UC-Santa Cruz	6,758	9	60,822	8,175	0	0	9,000	7	63,000
UC-Santa Barbara	6,762	2	13,524	8,162	4	32,648	8,993	0	0
Total		899	5,939,171		1,030	8,981,587		471	4,791,846
Weighted Average Salary			6,606			8,720			10,174
State of California			6,409			8,379			9,870
State Lag -- $			197			341			304
State Lag -- %			3.1%			4.1%			3.1%

SURVEY REPORT

FEBRUARY 2008

California Department of Personnel Administration

2008
Total Compensation Survey
General Classifications

Submitted By:

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California Department of Personnel Administration

Total Compensation Survey
General Classification

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Executive Summary

CPS Human Resource Services (CPS) was retained by the State of California Department of Personnel Administration (DPA) to conduct a Total Compensation Survey relative to a variety of benchmark classifications. In addition to base salary information, this Total Compensation Survey collected information concerning employer costs of other components of employee compensation, including health, dental and vision insurance; employer pickup of employee retirement contributions; employer Social Security and Medicare contributions; as well as longevity pay, education incentives, and other special pays. All of these components of compensation were combined to determine the Total Compensation offered to each benchmark classification by the State of California and each survey respondent.

The major features of this Total Compensation Survey include the following:

- Benchmark classes are divided into two groups: the General Classification Group and the Education Classification Group.
- The General Classification Group consists of thirty-six benchmark classifications drawn from the Administrative and Professional (4 classes), Office and Support Services (4 classes), Protective Services (2 classes), Engineering and Engineering Related (6 classes), Professional Scientific (7 classes), Crafts and Maintenance (5 classes), Printing Related (2 classes), Health and Social Services (3 classes), and Medical Related (3 classes) occupational areas.
- The Education Classification Group consists of two Instructor and one Consultant benchmark classifications.
- For the General Classification Group, forty-seven California cities and counties and the Federal Government were selected as survey respondents. Respondents were chosen to ensure that data was collected from the major public employers in California, and to ensure adequate geographic representation.
- For the General Classification Group, data is presented on a statewide basis, and also broken down into four geographic regions: Northern California, the Bay Area, Central California, and Southern California.
- For the Education Classification Group, sixteen County Offices of Education were selected as survey respondents. Instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs, are often conducted by County Offices of Education in California. These respondents were selected because they are the most likely to employ classifications matching the Instructor benchmark classes in the Education Classification Group.
- The data collected for this Total Compensation Survey reflects compensation practices in effect as of September 1, 2007.
- The data presented in this report compares the actual compensation levels offered by the State of California and the survey respondents for each benchmark classification, without statistical manipulation or weighting of the data.

General Classification Group

The table below presents a summary of the statewide data collected for the General Classification Group classes. The classes are grouped by occupational area. For two of the benchmark classes, Inspector and Digital Print Operator, no matching classes were found within the survey respondents.

Table 1: Summary of Statewide Data – General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$4,637	-4.28%	$5,764	$6,272	-8.82%
Research Analyst	$5,616	$5,728	-1.99%	$7,024	$7,553	-7.53%
Staff Services Manager I	$6,127	$7,122	-16.24%	$7,609	$8,787	-15.48%
Librarian	$5,097	$4,960	2.69%	$6,465	$6,459	0.10%
Office and Support Services						
Account Clerk	$2,876	$3,418	-18.85%	$4,074	$4,870	-19.53%
Legal Typist	$3,516	$4,142	-17.79%	$4,763	$5,467	-14.78%
Security Guard	$2,639	$3,104	-17.62%	$3,819	$4,332	-13.43%
Institutional Cook	$3,526	$3,098	12.14%	$4,555	$4,179	8.25%
Protective Services						
Insurance Investigator/Analyst	$5,618	$6,040	-7.51%	$6,677	$7,666	-14.80%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$7,358	3.40%	$9,200	$9,203	-0.03%
Senior Transportation Civil Engineer	$8,965	$8,325	7.14%	$10,612	$10,271	3.21%
Safety Engineer	$7,616	$6,371	16.35%	$9,199	$7,844	14.73%
Engineering Technician	$4,766	$4,726	0.84%	$6,109	$6,154	-0.75%
Delineator	$4,544	$5,297	-16.57%	$5,870	$6,796	-15.78%
Construction Supervisor	$5,878	$6,198	-5.44%	$7,341	$7,294	0.63%
Professional Scientific						
Biologist	$5,584	$5,890	-5.48%	$6,989	$7,320	-4.74%
Chemist	$5,605	$5,488	2.09%	$7,012	$7,006	0.09%
Industrial Hygienist	$6,577	$7,151	-8.72%	$8,058	$8,957	-11.16%
Public Health Microbiologist	$6,139	$5,802	5.49%	$7,587	$7,640	-0.70%
Research Scientist (Master's req'd)	$7,044	$6,164	12.50%	$8,561	$7,783	9.09%
Supervising Biologist	$6,897	$6,690	3.01%	$8,438	$8,309	1.52%
Veterinarian	$6,575	$8,126	-23.58%	$8,056	$9,497	-17.89%
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$3,554	-1.63%	$4,743	$4,833	-1.90%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Highway/Road Maintenance Worker	$3,120	$3,645	-16.83%	$4,337	$4,941	-13.94%
Carpenter	$4,012	$4,564	-13.76%	$5,297	$5,859	-10.61%
Maintenance Mechanic	$4,207	$4,921	-16.97%	$5,507	$6,118	-11.10%
Plumber	$4,201	$4,727	-12.52%	$5,500	$6,002	-9.11%
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$4,339	3.65%	$5,825	$5,803	0.38%
Health and Social Services						
Clinical Social Worker	$7,233	$5,620	22.30%	$8,316	$7,248	12.84%
Clinical Dietician[1]	$4,132	$5,046	-22.11%	$5,426	$6,753	-24.45%
Vocational Rehab Counselor	$4,867	$5,203	-6.90%	$6,217	$6,841	-10.03%
Medical Related						
Licensed Psychiatric Technician[1]	$3,649	$3,783	-3.67%	$4,680	$5,452	-16.51%
Pharmacy Technician[1]	$3,209	$3,411	-6.29%	$4,432	$4,724	-6.57%
Certified Nursing Assistant[1]	$2,862	$3,213	-12.26%	$4,059	$4,908	-20.91%

For each class the State of California maximum base salary and the median maximum base salary reported by survey respondents are shown, followed by the "State Relationship to Median" column. That column presents the percentage by which the State of California salary would have to be adjusted to equal the survey median maximum salary. A positive percentage indicates that the State of California salary is above the survey median salary; a negative percentage indicates that it is below. Similarly, the State of California maximum Total Compensation, the median maximum Total Compensation reported by survey respondents, and the percentage by which the State of California maximum Total Compensation would have to be adjusted to equal the median survey maximum Total Compensation, are shown.

A review of the summary statewide data reveals the following.

- State of California Total Compensation is lower than the median Total Compensation reported by survey respondents for 24 of the 34 benchmark classes for which data was obtained.
- For 2 of those 24 benchmark classes - Clinical Dietician and Certified Nursing Assistant - State of California Total Compensation is more than 20% lower than the survey median Total Compensation. However, survey respondents reported very few matches to the

[1] Employees in these classifications working for the California Department of Corrections and Rehabilitation have received court-ordered salary increases. Employees in these classifications working for the California Departments of Mental Health, Developmental Services, and Veterans Affairs have pending equity salary adjustments that have been negotiated and are awaiting legislative approval and implementation. These court-ordered and pending equity salary adjustments have not been included in the State of California Maximum Base Salary and State of California Maximum Total Compensation figures included in this table.

Certified Nursing Assistant benchmark, so considerable caution should be taken in interpreting that data.

- For 13 of those 24 benchmark classes - Staff Services Manager I, Account Clerk, Legal Typist, Security Guard, Insurance Investigator/Analyst, Delineator, Industrial Hygienist, Veterinarian, Highway/Road Maintenance Worker, Carpenter, Maintenance Mechanic, Vocational Rehabilitation Counselor, and Licensed Psychiatric Technician - State of California Total Compensation is from 10% to 20% lower than the survey median Total Compensation. However, caution should be taken in interpreting the Industrial Hygienist and Vocational Rehabilitation Counselor data because very few matches were reported for those benchmark classes.
- For the other 9 of those 24 benchmark classes, State of California Total Compensation is lower than survey median Total Compensation by less than 10%; and for 5 of those 9 benchmark classes it is lower by less than 5%.
- State of California Total Compensation is higher than the median Total Compensation reported by survey respondents for 10 benchmark classes. For 2 of those 10 benchmark classes - Safety Engineer and Clinical Social Worker - State of California Total Compensation is from 10% to 20% higher than the survey median Total Compensation. For the other 8 of those 10 benchmark classes, it is higher by less than 10%; and for 6 of those 8 benchmark classes it is higher by less than 5%.

Education Classification Group

The following table presents a summary of the statewide data collected for the Education Classification Group benchmark classes. For one of the three benchmark classes, Education Programs Consultant, no matching classes were found within the County Offices of Education that were survey respondents. As a result, no data for the Education Programs Consultant class appears in the table.

The compensation of public sector Teachers is usually based on instructional schedules that differ from the 52 week/12 month schedule that typically governs compensation practices relating to the classes within the General Classification Group. For example, the State of California Teacher classes that match to the Education Classification Group benchmark classes are compensated based on an annual 220 day work schedule. As a result, to provide a consistent and appropriate comparison point for compensation data relating to these benchmark classes, each survey respondent was asked to report the annual work day schedule on which it based its compensation practices. Survey data was then converted to daily compensation rates, and those daily rates were used in comparing State of California and survey median data, as presented in the table below.

In this table the State of California maximum daily base salary and maximum daily Total Compensation are compared to the median maximum daily base salary and median maximum daily Total Compensation reported by survey respondents. The “State Relationship to Median” columns present the percentages by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. (For information purposes, the monthly maximum salary and monthly maximum Total Compensation for the State of California Education Programs Consultant class is also shown.)

Table 2: Summary of Statewide Data - Education Classification Group

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Max Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	$6,954/mo.	N/A	N/A	$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	$335	$382	-14.06%	$393	$455	-15.51%
Institutional Teacher (Vocational)	$335	$310	7.40%	$393	$379	3.79%

A review of this data reveals the following.

- For the Institutional Teacher (Academic) benchmark class, the State of California Total Compensation is 15.51% lower than the median Total Compensation reported by survey respondents.
- For the Institutional Teacher (Vocational) benchmark class, the State of California Total Compensation is 3.79% higher than the survey median Total Compensation.
- The State of California practice of compensating its Academic and Vocational Institutional Teachers at the same level is not the typical practice among survey respondents.

The report that follows presents the detailed findings of this Total Compensation Survey, including more extensive discussion of the survey findings, geographic breakdowns of the data for the General Classification Group, and appendices that contain the specific data reported by each survey respondent for each survey class, as well as a variety of specific compensation practices and policies reported by survey respondents.

I – Survey Background and Methodology

This is the fourth Total Compensation Survey conducted by CPS Human Resource Services (CPS) on behalf of the State of California Department of Personnel Administration (DPA). The first, involving a wide variety of benchmark classifications, was conducted in 2006. The second survey, involving Firefighter and related benchmark classes, was conducted in late 2006 and early 2007. The third survey, involving Public Safety classes, was completed in the latter part of 2007.

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

- Minimum and maximum base salary
- Employer contributions to employee deferred compensation accounts
- Longevity pay, education incentives, and other special pays
- Employer contributions for health, dental and vision insurance; or for a cafeteria benefit plan
- Employer pickup of the employee retirement contribution, if any
- Employer contributions to Social Security/Medicare

The combination of these compensation components typically exceeds the cost of the base salary for a benchmark class quite substantially, and, for the purposes of this Survey, constitutes the Total Compensation offered to employees.

In addition to these components, information has been collected regarding a number of other elements of compensation, including the features of the retirement plan and the retiree health, dental and vision benefits provided to retirees, as well as the employer cost of retirement related benefits.

For the General Classification Group, data was sought from the Federal Government and forty-seven California cities and counties. It is presented on both a statewide basis, and broken down into the four geographic regions. The survey agencies by region are shown on the following pages.

Table 3: Survey Agencies by Region – General Classification Group

General Classification Group Survey Agencies		
Region	**Agencies**	
Northern California	City of Chico City of Eureka City of Redding City of Sacramento City of Yuba City County of El Dorado County of Sacramento Federal Government	City of Davis City of Folsom City of Roseville City of Woodland County of Butte County of Placer County of Yolo
Bay Area	City of Hayward City of San Jose City/County of San Francisco County of Contra Costa County of San Mateo County of Solano Federal Government	City of Oakland City of Vacaville County of Alameda County of Marin County of Santa Clara
Central California	City of Bakersfield City of Modesto City of Stockton County of Fresno County of Merced County of Tulare Federal Government	City of Fresno City of Santa Barbara City of Visalia County of Kern County of San Joaquin
Southern California	City of Anaheim City of Los Angeles City of San Diego County of Orange County of San Bernardino County of Ventura Federal Government	City of Long Beach City of Pasadena County of Los Angeles County of Riverside County of San Diego

Note that Federal Government data is included in each regional breakdown, including any geographic differential provided to Federal employees in that region, in order to provide an accurate reflection of the regional public sector labor market, in which the Federal Government is a significant employer. Federal Government data, without any geographic differential, is included only once within the display of statewide data.

For the Education Classification Group, data was sought from the sixteen County Offices of Education shown below. Due to the relatively small number of survey respondents, the data gathered from the Education Group classes is presented on a statewide basis only.

Table 4: Survey Agencies – Education Classification Group

County Offices of Education	
Amador County Office of Education	Napa County Office of Education
Del Norte County Office of Education	Riverside County Office of Education
Fresno County Office of Education	Sacramento County Office of Education
Kern County Office of Education	San Diego County Office of Education
Lassen County Office of Education	San Joaquin County Office of Education
Los Angeles County Office of Education	San Luis Obispo County Office of Education
Madera County Office of Education	Solano County Office of Education
Marin County Office of Education	Ventura County Office of Education

The next section of this report provides information concerning the specific benchmark classes within the General Classification and Education Classification Groups, including the number of survey matches reported for each benchmark class.

CPS prepared survey instruments for the General Classification Group and the Education Classification Group, and distributed them to survey respondents in early September 2007, seeking information concerning compensation practices in effect as of September 1, 2007. The survey instruments, which can be found in Appendices 6 and 7, include descriptions of each benchmark class. Data was collected in October and November 2007, with data analysis and report preparation occurring in December 2007 and January 2008.

The tables presented in the body of this report compare the maximum base salary and the maximum Total Compensation offered by the State of California to the median maximum base salary and median maximum Total Compensation reported by survey respondents for each benchmark class. The median represents the midpoint of the data – the point at which there are an equal number of higher and lower compensation levels as reported by survey respondents – and is typically utilized in surveys as a valid point of comparison. The median has been the comparison point utilized in the prior Total Compensation Surveys conducted by CPS on behalf of DPA.

In these tables the relationship of the State of California and survey respondent base salary and Total Compensation data is presented as a percentage in the “State Relationship to Median” column. The number shown in this column is the percentage by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. If the State of California base salary or Total Compensation is higher than the survey median, a positive percentage is shown; if it is lower, a negative percentage is shown.

The Appendices to this report contain a great deal of the detailed data gathered in this Total Compensation Survey, including the specific compensation data reported by each survey respondent for each benchmark classification. For information purposes, the detailed compensation spreadsheets also compare the mean, or average, State of California maximum

base salary and Total Compensation to the mean base salary and mean Total Compensation reported by survey respondents for each benchmark class.

By definition, a Total Compensation Survey presents a snapshot of the compensation practices in effect at a specific point in time. For this Survey, that point in time is September 1, 2007. Compensation practices and policies are dynamic and subject to constant revision and adjustment. Because of the large number of benchmark classes, components of compensation, and survey respondents that are the subject of this Total Compensation Survey, there is no doubt that, as of the date of issuance of this report, there has been some adjustment to the September 1, 2007 compensation levels it presents.

It should also be noted that there has been no weighting or statistical manipulation of the data presented in this report. This Survey gathered the actual base salary and Total Compensation levels provided to the benchmark classes by the specific survey respondents, and compares that data to the actual base salary and Total Compensation offered to those benchmark classes by the State of California. In making these types of comparison, statistical manipulation of data is not necessary.

II – Discussion of Benchmark Classes

This Total Compensation Survey involved two classification groups, each with its own survey respondents. The General Classification Group consists of thirty-six benchmark classes with cities, counties and the Federal Government as survey respondents. The Education Classification Group consists of three benchmark classes with County Offices of Education as survey respondents.

The individual benchmark classes included in each group, the State of California class matching each benchmark, the number of matches reported by survey respondents for each class, and comments related to some benchmark classes and survey responses, are presented in this section.

General Classification Group

The General Classification Group is comprised of thirty-six classes drawn from nine occupational areas: Administrative and Professional (4 classes); Office and Support Services (4 classes); Protective Services (2 classes); Engineering and Engineering Related (6 classes); Professional Scientific (7 classes); Crafts and Maintenance (5 classes); Printing Related (2 classes); Health and Social Services (3 classes); and Medical Related (3 classes). The survey description of each benchmark class can be found in the General Classification Group survey instrument that appears in Appendix 6.

Administrative and Professional

The Administrative and Professional benchmark classes are **Staff Analyst**, **Research Analyst**, **Staff Services Manager I**, and **Librarian**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Staff Analyst	Staff Services Analyst Rg. C	38
Research Analyst	Research Analyst II (General)	38
Staff Services Manager I	Staff Services Manager I	23
Librarian	Librarian Rg. A	31

Note that the State of California match to the **Staff Analyst** benchmark is the Staff Service Analyst Range C classification, which is the entry range for employees possessing a college degree. Consequently, survey matches to this benchmark were sought from classes with a college degree as an entry requirement.

Matches to the **Research Analyst** benchmark include some broad classifications that are used by survey respondents to do research as well as other types of journey level analytical work.

Office and Support Services

The Office and Support Services benchmark classes are **Account Clerk**, **Legal Typist**, **Security Guard**, and **Institutional Cook**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Account Clerk	Account Clerk II	47
Legal Typist	Senior Legal Typist Rg. B	40
Security Guard	Security Guard	18
Institutional Cook	Correctional Supervising Cook	25

Survey matches to the **Legal Typist** benchmark include classes identified as performing journey level legal secretarial support work. Survey matches to the **Institutional Cook** benchmark come primarily from counties, because cities are less likely to maintain the types of institutions at which this class would be utilized.

Protective Services

The Protective Services benchmark classes are **Inspector** and **Insurance Investigator/ Analyst**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Inspector	Inspector II	0
Insurance Investigator/Analyst	Assoc. Insurance Investigator	14

Among the large number of classes maintained by the State of California in this occupational area are matches to these benchmarks - classes that perform specific Protective Services functions that do not require status as a sworn peace officer. Many survey respondents do not maintain classification plans in the Protective Services area that provide for this function, resulting in the relatively small number of matches for the **Insurance Investigator/Analyst** benchmark. Since no matches were found for the **Inspector** benchmark, there is no data relative to that benchmark included in this report.

Engineering and Engineering Related

The Engineering and Engineering Related benchmark classes are **Transportation/Civil Engineer**, **Senior Transportation/Civil Engineer**, **Safety Engineer**, **Construction Supervisor**, **Engineering Technician**, and **Delineator**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Transportation/Civil Engineer	Transportation Engineer Rg. D	35
Senior Transportation/Civil Engineer	Senior Transportation Engineer	40
Safety Engineer	Associate Safety Engineer	18
Construction Supervisor	Construction Supervisor I	30
Engineering Technician	Transportation Engineering Technician Rg. C	46
Delineator	Senior Delineator	33

Matches to the **Transportation/Civil Engineer and Senior Transportation/Civil Engineer** benchmarks are State-registered engineers. Matches to the **Senior Transportation/Civil**

Engineer benchmark are classes performing first line supervision of professional engineering staff. Survey matches to the **Safety Engineer** benchmark include journey level classes that require the equivalent of a four year college degree, but are not State-registered engineers.

Professional Scientific

The Professional Scientific benchmark classes are **Biologist**, **Supervising Biologist**, **Public Health Microbiologist**, **Chemist**, **Research Scientist (Master's Degree required)**, **Industrial Hygienist**, and **Veterinarian**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Biologist	Associate Biologist	7
Supervising Biologist	Supervising Biologist	6
Public Health Microbiologist	Public Health Microbiologist	23
Chemist	Chemist Rg. C	17
Research Scientist (Master's req)	Research Scientist III	12
Industrial Hygienist	Associate Industrial Hygienist	6
Veterinarian	Veterinary Medical Officer III	14

As the table indicates, relatively few matches were found within survey respondents for most of these Professional Scientific benchmark classes. Many respondents are either too small to maintain specialized classes such as these in the scientific area, and/or, in the case of many cities, they do not have programmatic responsibility in these areas. Survey matches to the **Research Scientist (Master's Degree required)** benchmark came primarily from classes involved in epidemiology work. The few matches to the **Industrial Hygienist** benchmark are classes that do not require certification.

Crafts and Maintenance

The Crafts and Maintenance benchmark classes are **Carpenter**, **Plumber**, **Building Maintenance Worker**, **Highway/Road Maintenance Worker**, and **Maintenance Mechanic**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Carpenter	Carpenter I Rg. A	38
Plumber	Plumber I Rg. A	37
Building Maintenance Worker	Bldg. Maintenance Worker Rg A	33
Highway/Road Maintenance Worker	Highway Maintenance Worker I Caltrans	29
Maintenance Mechanic	Maintenance Mechanic Rg. A	35

For the **Maintenance Mechanic** benchmark the State of California matching class has a relatively broad class concept. Survey matches to this benchmark often were classes involved with maintenance in the HVAC area.

Printing Related

The Printing Related benchmark classes are **Digital Print Operator** and **Graphic Designer**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Digital Print Operator	Digital Print Operator	0
Graphic Designer	Graphic Designer II	20

The **Digital Print Operator** benchmark class description requires matches to perform complex, electronic manipulation of digital printing equipment. No survey respondents maintain classes that perform similar functions, resulting in no matches for this benchmark. Consequently, there is no data to present for this class in the tables included in this report.

Health and Social Services

The Health and Social Services benchmark classes are **Clinical Dietician**, **Clinical Social Worker**, and **Vocational Rehabilitation Counselor**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Clinical Dietician[2]	Clinical Dietician	22
Clinical Social Worker	Clinical Social Worker Rg. Q	20
Vocational Rehabilitation Counselor	Senior Vocational Rehab Counselor, QRP	5

The functions performed by the **Clinical Dietician** and **Clinical Social Worker** classes are typically county responsibilities in California. Consequently counties, and not cities, provided the bulk of the matches for these benchmarks.

The functions performed by the **Vocational Rehabilitation Counselor** class are generally a state responsibility in California. In addition, this benchmark class requires possession of a Master's degree, resulting in very few matches among survey respondents.

Medical Related

The Medical and Medical Related benchmark classes are **Certified Nursing Technician**, **Licensed Psychiatric Technician**, and **Pharmacy Technician**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Certified Nursing Technician[2]	Certified Nursing Assistant Rg. B	5
Licensed Psychiatric Technician[2]	Licensed Psychiatric Tech Rg. A	15
Pharmacy Technician[2]	Pharmacy Technician Rg. A	13

While some survey respondents perform functions similar to those performed by the **Certified Nursing Technician** class, the benchmark description for this class includes a specific licensure requirement, resulting in few matches among survey respondents.

[2] Please refer to footnote 1 on page 3.

For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were found primarily within counties, which are more likely to have responsibility for the functions performed by these classes.

Education Classification Group

The Education Classification Group is comprised of three classes: **Education Programs Consultant**, **Institutional Teacher (Academic)**, and **Institutional Teacher (Vocational)**. The survey descriptions of these classes can be found in the Education Classification Group survey instrument that appears in Appendix 7.

The survey respondents for this group were sixteen County Offices of Education because in California these offices typically are responsible for instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs. These programs are more likely to utilize classifications that are matches to the benchmark classes in this group.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Education Programs Consultant	Education Programs Consultant	0
Institutional Teacher (Academic)	Institutional Teacher (Academic) Range F	16
Institutional Teacher (Vocational)	Institutional Teacher (Vocational) Range F	9

Within County Offices of Education, classes performing functions related to the **Education Programs Consultant** benchmark are management/administrator classes, resulting in the determination that they are not matches to this journey level benchmark. Since no matches to this benchmark were identified there is no data to report within the tables presented in this report. All of the County Offices of Education reported matches to the **Institutional Teacher (Academic)** benchmark, but only 9 reported matches to the **Institutional Teacher (Vocational)** benchmark.

III – California Statewide Survey Results

This report section presents and discusses the statewide results of this Total Compensation Survey for the General Classification and Education Classification Groups.

General Classification Group

Table 1, which appears above within the Executive Summary section of this report on pages 2 and 3, presents the statewide survey results for all of the classes within the General Classification Group. In this section, those results are presented by the nine occupational areas that make up the classes within the General Classification Group.

Administrative and Professional

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$4,637	-4.28%	$5,764	$6,272	-8.82%
Research Analyst	$5,616	$5,728	-1.99%	$7,024	$7,553	-7.53%
Staff Services Manager I	$6,127	$7,122	-16.24%	$7,609	$8,787	-15.48%
Librarian	$5,097	$4,960	2.69%	$6,465	$6,459	0.10%

Most survey respondents reported matches to these benchmark classes. As the data indicates, State of California Total Compensation is lower than the survey median maximum Total Compensation by less than 10% for the journey level analyst classes, **Staff Analyst** and **Research Analyst**. The percentage increases to 15.48% for the first level supervisory benchmark class in this occupational area, **Staff Services Manager I**.

Office and Support Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Office Support Services						
Account Clerk	$2,876	$3,418	-18.85%	$4,074	$4,870	-19.53%
Legal Typist	$3,516	$4,142	-17.79%	$4,763	$5,467	-14.78%
Security Guard	$2,639	$3,104	-17.62%	$3,819	$4,332	-13.43%
Institutional Cook	$3,526	$3,098	12.14%	$4,555	$4,179	8.25%

With the exception of the **Institutional Cook** benchmark, survey data indicates that the State of California maximum Total Compensation is moderately lower than the median maximum Total

Compensation reported by survey respondents for classes in the Office and Support Services occupational group.

Protective Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Protective Services						
Insurance Investigator/Analyst	$5,618	$6,040	-7.51%	$6,677	$7,666	-14.80%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A

As noted above, there were relatively few matches reported for the **Insurance Investigator/Analyst benchmark** since it is a non-peace officer classification within the Protective Services occupational group. That fact should be taken into consideration when interpreting this data.

Engineering and Engineering Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$7,358	3.40%	$9,200	$9,203	-0.03%
Senior Transportation Civil Engineer	$8,965	$8,325	7.14%	$10,612	$10,271	3.21%
Safety Engineer	$7,616	$6,371	16.35%	$9,199	$7,844	14.73%
Engineering Technician	$4,766	$4,726	0.84%	$6,109	$6,154	-0.75%
Delineator	$4,544	$5,297	-16.57%	$5,870	$6,796	-15.78%
Construction Supervisor	$5,878	$6,198	-5.44%	$7,341	$7,294	0.63%

For most of the benchmark classes in this occupational group – **Transportation/Civil Engineer**, **Senior Transportation/Civil Engineer**, **Engineering Technician**, and **Construction Supervisor** – survey data indicates that the State of California maximum Total Compensation differs from the survey median maximum Total Compensation by a relatively small margin, from 3.21% higher to .75% lower.

The other two classes, however, show more significant Total Compensation differences between the State of California maximum and the survey median maximum. For the **Safety Engineer** benchmark the State of California Total Compensation is 14.73% higher, which is the highest positive margin indicated by survey data for the benchmark classes in the General Classification Group. The State of California provides the same level of compensation to its

matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes, even though the **Transportation/Civil Engineer** is a State-registered engineer class and the **Safety Engineer** is not. It appears that this practice is not followed by survey respondents, as indicated by the salary data above. Survey respondents reported fewer matches to the **Safety Engineer** benchmark (18) than to the other benchmark classes in this occupational group, all of which had 30 or more matches reported.

For the **Delineator** benchmark class, State of California maximum Total Compensation is 15.78% lower than the survey median maximum Total Compensation.

Professional Scientific

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Professional Scientific						
Biologist	$5,584	$5,890	-5.48%	$6,989	$7,320	-4.74%
Chemist	$5,605	$5,488	2.09%	$7,012	$7,006	0.09%
Industrial Hygienist	$6,577	$7,151	-8.72%	$8,058	$8,957	-11.16%
Public Health Microbiologist	$6,139	$5,802	5.49%	$7,587	$7,640	-0.70%
Research Scientist (Master's required)	$7,044	$6,164	12.50%	$8,561	$7,783	9.09%
Supervising Biologist	$6,897	$6,690	3.01%	$8,438	$8,309	1.52%
Veterinarian	$6,575	$8,126	-23.58%	$8,056	$9,497	-17.89%

Survey respondents reported relatively few matches to this group of benchmark classes. Only the **Public Health Microbiologist** benchmark had more than twenty matches reported (23), and there were fewer than ten matches reported for the **Biologist**, **Supervising Biologist**, and **Industrial Hygienist** benchmark classes. This fact must be taken into consideration in the interpretation of the data displayed above. For the **Veterinarian** benchmark class, State of California maximum Total Compensation is 17.89% lower than the survey median maximum Total Compensation, based on 14 reported matches.

Crafts and Maintenance

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$3,554	-1.63%	$4,743	$4,833	-1.90%
Highway/Road Maintenance Worker	$3,120	$3,645	-16.83%	$4,337	$4,941	-13.94%
Carpenter	$4,012	$4,564	-13.76%	$5,297	$5,859	-10.61%
Maintenance Mechanic	$4,207	$4,921	-16.97%	$5,507	$6,118	-11.10%
Plumber	$4,201	$4,727	-12.52%	$5,500	$6,002	-9.11%

Most survey respondents reported matches to the benchmark classes in this occupational group. As the data above indicates, State of California maximum Total Compensation is lower than the survey median maximum total Compensation for each of these benchmarks. With the exception of the **Building Maintenance Worker** benchmark, State of California Total Compensation is from approximately 9% to approximately 14% lower than the survey median for this occupational group.

Printing Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$4,339	3.65%	$5,825	$5,803	0.38%

As noted above, there were no matches reported to the **Digital Print Operator** benchmark by survey respondents. The class is utilized within the complex, highly automated printing programs maintained by the State of California. Survey respondents do not maintain comparable printing programs. Data from the 20 matches reported to the **Graphic Designer** benchmark class indicates that the State of California maximum Total Compensation and survey median maximum Total Compensation are separated by less than 1%.

Health and Social Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Health and Social Services						
Clinical Social Worker	$7,233	$5,620	22.30%	$8,316	$7,248	12.84%
Clinical Dietician[3]	$4,132	$5,046	-22.11%	$5,426	$6,753	-24.45%
Vocational Rehab Counselor	$4,867	$5,203	-6.90%	$6,217	$6,841	-10.03%

There were only 5 matches reported by survey respondents to the **Vocational Rehabilitation Counselor** benchmark class, since the functions performed by the class tend to be within State-level programs. Consequently, caution should be taken in the interpretation of this data.

For the **Clinical Social Worker** and **Clinical Dietician** benchmark classes, matches were reported primarily by the California counties that were survey respondents. The 12.84% by which State of California maximum Total Compensation exceeds survey median maximum Total compensation for the **Clinical Social Worker** benchmark is one of the highest positive margins indicated by survey data. For the **Clinical Dietician** benchmark, the 24.45% by which State of California maximum Total Compensation trails survey median maximum Total Compensation is the highest negative margin indicated by survey data.

Medical Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Medical and Medical Related						
Licensed Psychiatric Technician[3]	$3,649	$3,783	-3.67%	$4,680	$5,452	-16.51%
Pharmacy Technician[3]	$3,209	$3,411	-6.29%	$4,432	$4,724	-6.57%
Certified Nursing Assistant[3]	$2,862	$3,213	-12.26%	$4,059	$4,908	-20.91%

There were only 5 matches to the **Certified Nursing Assistant** benchmark class reported by survey respondents, so caution must be taken in interpreting the survey data relative to that benchmark. For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were reported primarily by the California counties that were survey respondents.

[3] Please refer to footnote 1 on page 3.

Education Classification Group

The table below, which also appears on page 5 within the Executive Summary section of this report, presents the statewide survey data for the Education Classification Group. As noted, because the compensation of public sector Teacher classes typically is based on an instructional calendar/schedule, and not on the 52 week/12 month work schedule that applies to classes within the General Classification Group, data for the State of California and survey respondent matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes has been converted to daily rates in order to provide a consistent and equivalent basis for comparison. The specific instructional/work day schedule for the State of California classes, and for each of the matches to these benchmarks that were reported by survey respondents, are included within Appendix 5 to this report.

For the **Education Programs Consultant** benchmark class, for which no matches were reported by survey respondents, the State of California monthly maximum base salary and monthly maximum Total Compensation are included in the table for information purposes.

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Maximum Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	$6,954/mo.	N/A	N/A	$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	$335	$382	-14.06%	$393	$455	-15.51%
Institutional Teacher (Vocational)	$335	$310	7.40%	$393	$379	3.79%

The State of California provides the same level of compensation to its matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes, a practice that is not followed by survey respondents. State of California maximum Total Compensation is 15.51% lower than the survey median maximum Total Compensation for the **Institutional Teacher (Academic)** benchmark class, but 3.79% higher for the **Institutional Teacher (Vocational)** benchmark class.

IV – Regional Survey Results – General Classification Group

Survey results for the General Classification Group classes are presented below for each of the four survey regions: Northern California, the Bay Area, Central California and Southern California. The purpose of breaking down the survey data on a regional basis is to identify compensation issues that may be specific to particular benchmark classes in particular geographic areas. This is done by comparing the regional survey results to the statewide survey results, and identifying any significant variations between them for specific benchmarks.

Table: Summary of Northern California Region Data
General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$4,894	-10.07%	$5,764	$6,506	-12.88%
Research Analyst	$5,616	$6,200	-10.40%	$7,024	$8,127	-15.71%
Staff Services Manager I	$6,127	$7,074	-15.46%	$7,609	$8,808	-15.76%
Librarian	$5,097	$4,585	10.05%	$6,465	$6,186	4.31%
Office Support Services						
Account Clerk	$2,876	$3,277	-13.94%	$4,074	$4,870	-19.53%
Legal Typist	$3,516	$3,586	-1.99%	$4,763	$5,218	-9.56%
Security Guard	$2,639	$3,032	-14.89%	$3,819	$4,252	-11.33%
Institutional Cook	$3,526	$2,888	18.09%	$4,555	$4,047	11.15%
Protective Services						
Insurance Investigator/Analyst	$5,618	$6,151	-9.49%	$6,677	$9,204	-37.83%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$6,988	8.26%	$9,200	$8,791	4.44%
Senior Transportation/Civil Engineer	$8,965	$8,091	9.75%	$10,612	$10,196	3.92%
Safety Engineer	$7,616	$6,507	14.56%	$9,199	$8,298	9.79%
Engineering Technician	$4,766	$4,511	5.35%	$6,109	$6,098	0.17%
Delineator	$4,544	$5,185	-14.11%	$5,870	$6,863	-16.93%
Construction Supervisor	$5,878	$5,165	12.13%	$7,341	$6,760	7.91%
Professional Scientific						
Biologist	$5,584	$5,607	-0.41%	$6,989	$6,987	0.03%
Chemist	$5,605	$5,607	-0.04%	$7,012	$7,009	0.04%
Industrial Hygienist	$6,577	$7,059	-7.33%	$8,058	$8,635	-7.16%
Public Health Microbiologist	$6,139	$5,578	9.14%	$7,587	$7,728	-1.86%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Research Scientist (Master's)	$7,044	$5,705	19.01%	$8,561	$7,628	10.90%
Supervising Biologist	$6,897	$6,459	6.35%	$8,438	$7,932	5.99%
Veterinarian	$6,575	$7,343	-11.68%	$8,056	$8,900	-10.48%
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$3,651	-4.39%	$4,743	$5,110	-7.76%
Highway/Road Maintenance Worker	$3,120	$3,659	-17.28%	$4,337	$4,981	-14.87%
Carpenter	$4,012	$3,960	1.30%	$5,297	$5,637	-6.42%
Maintenance Mechanic	$4,207	$4,271	-1.52%	$5,507	$5,801	-5.34%
Plumber	$4,201	$3,960	5.74%	$5,500	$5,637	-2.49%
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$4,226	6.16%	$5,825	$5,669	2.68%
Health and Social Services						
Clinical Social Worker	$7,233	$5,178	28.41%	$8,316	$7,121	14.37%
Clinical Dietician[4]	$4,132	$5,038	-21.93%	$5,426	$7,139	-31.56%
Vocational Rehab Counselor	$4,867	$7,059	-45.04%	$6,217	$8,635	-38.88%
Medical and Medical Related						
Licensed Psychiatric Technician[4]	$3,649	$3,957	-8.43%	$4,680	$5,756	-23.00%
Pharmacy Technician[4]	$3,209	$3,416	-6.45%	$4,432	$4,724	-6.57%
Certified Nursing Assistant[4]	$2,862	N/A	N/A	$4,059	N/A	N/A

Comparison of the Northern California region and statewide data reveals that data reported by Northern California region survey respondents does not differ significantly from the statewide data – most differences are plus or minus 5%. Differences between the Northern California region and statewide data exceed 10% for only two benchmark classes, **Insurance Investigator/Analyst** and **Vocational Rehabilitation Counselor**. In both cases the number of survey matches within the Northern Region is very small, so the percentage difference in the regional and statewide data is not considered significant.

Within the Northern California region, State of California maximum Total Compensation is lower than the survey median maximum Total Compensation for 20 benchmark classes, and is higher for 13 classes.

Of the 5 matches statewide to the **Certified Nursing Assistant** benchmark class, none came from Northern California region respondents.

[4] Please refer to footnote 1 on page 3.

Table: Summary of Bay Area Region Data
General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$5,466	-22.93%	$5,764	$7,128	-23.66%
Research Analyst	$5,616	$6,840	-21.79%	$7,024	$8,376	-19.25%
Staff Services Manager I	$6,127	$8,825	-44.03%	$7,609	$10,403	-36.73%
Librarian	$5,097	$5,689	-11.61%	$6,465	$7,618	-17.84%
Office Support Services						
Account Clerk	$2,876	$3,778	-31.35%	$4,074	$5,263	-29.18%
Legal Typist	$3,516	$4,974	-41.47%	$4,763	$6,222	-30.64%
Security Guard	$2,639	$3,739	-41.68%	$3,819	$5,131	-34.36%
Institutional Cook	$3,526	$3,872	-9.81%	$4,555	$5,165	-13.38%
Protective Services						
Insurance Investigator/Analyst	$5,618	$6,231	-10.91%	$6,677	$8,200	-22.79%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$8,168	-7.23%	$9,200	$10,187	-10.74%
Senior Transportation/Civil Engineer	$8,965	$9,613	-7.22%	$10,612	$11,615	-9.46%
Safety Engineer	$7,616	$6,548	14.02%	$9,199	$8,192	10.94%
Engineering Technician	$4,766	$5,320	-11.62%	$6,109	$7,137	-16.83%
Delineator	$4,544	$6,232	-37.15%	$5,870	$7,896	-34.53%
Construction Supervisor	$5,878	$7,266	-23.61%	$7,341	$8,459	-15.24%
Professional Scientific						
Biologist	$5,584	$6,826	-22.24%	$6,989	$8,184	-17.10%
Chemist	$5,605	$6,796	-21.25%	$7,012	$7,991	-13.96%
Industrial Hygienist	$6,577	$8,217	-24.94%	$8,058	$9,931	-23.25%
Public Health Microbiologist	$6,139	$6,851	-11.59%	$7,587	$8,253	-8.78%
Research Scientist (Master's)	$7,044	$6,541	7.14%	$8,561	$8,259	3.52%
Supervising Biologist	$6,897	$8,217	-19.14%	$8,438	$9,931	-17.70%
Veterinarian	$6,575	$8,215	-24.94%	$8,056	$9,885	-22.70%
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$4,353	-24.48%	$4,743	$5,894	-24.27%
Highway/Road Maintenance Worker	$3,120	$4,451	-42.66%	$4,337	$6,065	-39.85%
Carpenter	$4,012	$5,652	-40.88%	$5,297	$7,436	-40.39%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Maintenance Mechanic	$4,207	$5,855	-39.17%	$5,507	$7,784	-41.35%
Plumber	$4,201	$6,260	-49.01%	$5,500	$8,336	-51.56%
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$5,136	-14.06%	$5,825	$7,058	-21.16%
Health and Social Services						
Clinical Social Worker	$7,233	$6,450	10.83%	$8,316	$8,387	-0.85%
Clinical Dietician[5]	$4,132	$5,717	-38.36%	$5,426	$7,526	-38.69%
Vocational Rehab Counselor	$4,867	$5,949	-22.22%	$6,217	$7,543	-21.32%
Medical and Medical Related						
Licensed Psychiatric Technician[5]	$3,649	$4,748	-30.10%	$4,680	$6,546	-39.88%
Pharmacy Technician[5]	$3,209	$4,131	-28.72%	$4,432	$5,636	-27.15%
Certified Nursing Assistant[5]	$2,862	$3,796	-32.63%	$4,059	$5,506	-35.65%

Comparing the Bay Area and statewide survey data confirms the finding of the previous Total Compensation Surveys performed for DPA by CPS - Bay Area survey respondents as a group tend to offer the highest compensation levels provided by California public employers. For all 34 benchmark classes for which data was reported, the Bay Area survey median maximum Total Compensation is higher than in the statewide data, usually significantly higher. For all but 6 benchmark classes, the Bay Area median maximum Total Compensation data is at least 10% higher than the statewide data; for 11 benchmark classes it is more than 20% higher than the statewide data; and for 2 classes it is more than 30% higher.

Within the Bay Area, State of California maximum Total Compensation is lower than the median maximum Total Compensation reported by survey respondents for 32 of the 34 benchmark classes, often by significant percentages. For 27 of the benchmark classes, the State of California maximum Total Compensation is more than 15% lower in the Bay Area; for 13 of the benchmark classes it is lower by more than 25%; and for 8 of the benchmark classes it is lower by more than 35%. The differences are exhibited in all of the nine occupational groups that make up the benchmark classes in the General Classification Group.

State of California maximum Total Compensation exceeds the median maximum Total Compensation reported by Bay Area region respondents for only 2 benchmark classes, **Safety Engineer** and **Research Scientist (Master's Degree required)**. As noted above, the State of California practice of providing the same compensation level to its matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes is not typically followed by survey respondents. There were few matches to the **Research Scientist (Master's Degree required)** benchmark class reported by Bay Area survey respondents.

[5] Please refer to footnote 1 on page 3.

Table: Summary of Central California Region Data
General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$4,257	4.25%	$5,764	$5,748	0.28%
Research Analyst	$5,616	$5,104	9.12%	$7,024	$6,694	4.69%
Staff Services Manager I	$6,127	$5,340	12.84%	$7,609	$6,640	12.73%
Librarian	$5,097	$4,500	11.72%	$6,465	$5,796	10.35%
Office Support Services						
Account Clerk	$2,876	$3,162	-9.94%	$4,074	$4,411	-8.26%
Legal Typist	$3,516	$3,977	-13.11%	$4,763	$5,171	-8.57%
Security Guard	$2,639	$2,665	-0.99%	$3,819	$4,309	-12.83%
Institutional Cook	$3,526	$2,596	26.39%	$4,555	$3,686	19.08%
Protective Services						
Insurance Investigator/Analyst	$5,618	$5,280	6.02%	$6,677	$6,924	-3.69%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$6,556	13.93%	$9,200	$7,693	16.38%
Senior Transportation/Civil Engineer	$8,965	$7,857	12.36%	$10,612	$9,393	11.48%
Safety Engineer	$7,616	$5,401	29.08%	$9,199	$6,507	29.26%
Engineering Technician	$4,766	$4,816	-1.05%	$6,109	$5,973	2.21%
Delineator	$4,544	$4,885	-7.50%	$5,870	$6,040	-2.90%
Construction Supervisor	$5,878	$4,978	15.31%	$7,341	$6,661	9.25%
Professional Scientific						
Biologist	$5,584	$5,890	-5.48%	$6,989	$7,320	-4.74%
Chemist	$5,605	$4,937	11.93%	$7,012	$5,858	16.46%
Industrial Hygienist	$6,577	$7,059	-7.33%	$8,058	$8,635	-7.16%
Public Health Microbiologist	$6,139	$5,779	5.86%	$7,587	$7,425	2.14%
Research Scientist (Master's req'd)	$7,044	$4,511	35.96%	$8,561	$6,121	28.50%
Supervising Biologist	$6,897	$7,059	-2.35%	$8,438	$8,635	-2.34%
Veterinarian	$6,575	$7,245	-10.19%	$8,056	$9,119	-13.20%
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$3,307	5.43%	$4,743	$4,640	2.15%
Highway/Road Maintenance Worker	$3,120	$3,219	-3.16%	$4,337	$4,243	2.16%
Carpenter	$4,012	$4,105	-2.32%	$5,297	$5,197	1.89%
Maintenance Mechanic	$4,207	$4,022	4.40%	$5,507	$5,241	4.83%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Plumber	$4,201	$4,272	-1.69%	$5,500	$5,585	-1.54%
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$4,280	4.96%	$5,825	$4,999	14.19%
Health and Social Services						
Clinical Social Worker	$7,233	$5,752	20.48%	$8,316	$7,375	11.31%
Clinical Dietician[6]	$4,132	$5,049	-22.19%	$5,426	$6,672	-22.95%
Vocational Rehab Counselor	$4,867	$5,203	-6.90%	$6,217	$6,841	-10.03%
Medical and Medical Related						
Licensed Psychiatric Technician[6]	$3,649	$3,797	-4.04%	$4,680	$5,054	-7.99%
Pharmacy Technician[6]	$3,209	$3,330	-3.77%	$4,432	$4,752	-7.20%
Certified Nursing Assistant[6]	$2,862	N/A	N/A	$4,059	N/A	N/A

The Central California region data represents the converse of the Bay Area region data, since Central California region public employers typically offer compensation levels that are among the lower levels in California. Comparing the Central California and statewide data, the median maximum Total Compensation reported by Central California survey respondents is lower than the statewide data for 28 of the 33 benchmark classes for which data was reported, typically 5% to 15% lower.

Within the Central California region, State of California maximum Total Compensation is higher than the survey median maximum Total Compensation for 19 of the 33 benchmark classes for which data was reported, and lower for 14 of the benchmark classes. (There were no matches to the **Certified Nursing Assistant** benchmark class among Central California respondents.)

[6] Please refer to footnote 1 on page 3.

Table: Summary of Southern California Region Data
General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	$4,446	$4,234	4.77%	$5,764	$5,598	2.89%
Research Analyst	$5,616	$5,531	1.51%	$7,024	$6,984	0.56%
Staff Services Manager I	$6,127	$6,764	-10.40%	$7,609	$8,084	-6.25%
Librarian	$5,097	$5,025	1.41%	$6,465	$6,235	3.56%
Office Support Services						
Account Clerk	$2,876	$3,336	-15.98%	$4,074	$4,324	-6.14%
Legal Typist	$3,516	$4,393	-24.94%	$4,763	$5,245	-10.13%
Security Guard	$2,639	$3,073	-16.45%	$3,819	$4,343	-13.72%
Institutional Cook	$3,526	$3,186	9.64%	$4,555	$4,137	9.17%
Protective Services						
Insurance Investigator/Analyst	$5,618	$5,491	2.26%	$6,677	$6,566	1.67%
Inspector	$3,932	N/A	N/A	$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	$7,617	$7,500	1.54%	$9,200	$8,835	3.97%
Senior Transportation/Civil Engineer	$8,965	$8,265	7.81%	$10,612	$9,801	7.64%
Safety Engineer	$7,616	$6,413	15.80%	$9,199	$7,361	19.98%
Engineering Technician	$4,766	$4,741	0.52%	$6,109	$5,976	2.17%
Delineator	$4,544	$5,305	-16.74%	$5,870	$6,522	-11.11%
Construction Supervisor	$5,878	$5,931	-0.90%	$7,341	$7,190	2.05%
Professional Scientific						
Biologist	$5,584	$6,372	-14.11%	$6,989	$7,369	-5.44%
Chemist	$5,605	$6,314	-12.65%	$7,012	$7,459	-6.37%
Industrial Hygienist	$6,577	$6,883	-4.65%	$8,058	$8,306	-3.08%
Public Health Microbiologist	$6,139	$5,805	5.44%	$7,587	$6,981	7.98%
Research Scientist (Master's req'd)	$7,044	$5,988	15.00%	$8,561	$7,189	16.02%
Supervising Biologist	$6,897	$7,324	-6.19%	$8,438	$8,335	1.21%
Veterinarian	$6,575	$8,175	-24.33%	$8,056	$9,460	-17.43%
Crafts and Maintenance						
Building Maintenance Worker	$3,497	$3,357	4.02%	$4,743	$4,286	9.63%
Highway/Road Maintenance Worker	$3,120	$3,367	-7.90%	$4,337	$4,394	-1.33%
Carpenter	$4,012	$4,348	-8.37%	$5,297	$5,639	-6.46%

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Maintenance Mechanic	$4,207	$4,746	-12.81%	$5,507	$5,809	-5.49%
Plumber	$4,201	$4,648	-10.63%	$5,500	$5,755	-4.62%
Printing Related						
Digital Print Operator	$3,485	N/A	N/A	$4,730	N/A	N/A
Graphic Designer	$4,503	$4,249	5.65%	$5,825	$5,505	5.50%
Health and Social Services						
Clinical Social Worker	$7,233	$5,452	24.63%	$8,316	$6,656	19.97%
Clinical Dietician[7]	$4,132	$4,852	-17.42%	$5,426	$6,027	-11.07%
Vocational Rehab Counselor	$4,867	$6,075	-24.81%	$6,217	$7,526	-21.05%
Medical and Medical Related						
Licensed Psychiatric Technician[7]	$3,649	$3,564	2.33%	$4,680	$4,605	1.61%
Pharmacy Technician[7]	$3,209	$3,276	-2.07%	$4,432	$4,272	3.61%
Certified Nursing Assistant[7]	$2,862	$2,610	8.81%	$4,059	$3,599	11.33%

A comparison of the Southern California region and statewide data reveals that, similar to the Central California region, the median maximum Total Compensation reported by Southern California respondents is lower than the statewide data for 29 of the 34 benchmark classes for which data was reported. In most cases the differences between the Southern California and statewide data are not substantial – less than 10% for most benchmark classes.

Within the Southern California region, State of California maximum Total Compensation exceeds the median maximum Total Compensation reported for 19 benchmark classes, and is lower for 15 benchmark classes.

[7] Please refer to footnote 1 on page 3.

V – Conclusion

By definition, a compensation survey gathers data concerning the compensation practices of specific employers with regard to specific benchmark classes at a specific point in time. For this Total Compensation Survey, that point in time is September 1, 2007. The variety of compensation components covered in this survey and the inherent, dynamic nature of compensation practices, no doubt have resulted in some changes to the compensation levels presented in this report, in the several months since data was collected. While there may have been some adjustment to various compensation components, it is unlikely that the overall relationship of State of California Total Compensation to the survey median data presented here for the General Classification and Education Classification Groups will have changed significantly, so it remains current and accurate as of the date of this report.

Questions regarding this Total Compensation Survey and/or this report may be directed to CPS, at 916-263-3600.

Appendix 1: General Classification Group Statewide Data by Class

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Account Clerk II***	***$2,364***	***$2,876***					***$879***	***$90***	***$9***			***$220***	***$4,074***
City and County of San Francisco	Senior Account Clerk	$3,852	$4,682			$351		$965					$358	$6,356
City of Anaheim	Accounting Specialist	$2,870	$3,664			$256		$954	$56				$53	$4,984
City of Bakersfield	Account Clerk II	$2,601	$3,162			$253		$968					$46	$4,429
City of Chico	Account Clerk	$2,579	$3,458			$138		$1,013	$66	$5			$265	$4,945
City of Davis	Financial Assistant II	$2,725	$3,313			$265	$1,340						$48	$4,966
City of Eureka	Accounting Specialist II	$2,095	$2,548					$1,165	$53	$5			$37	$3,808
City of Folsom	Account Clerk	$2,875	$3,671	$92		$294		$913	$143	$21		$25	$281	$5,439
City of Fresno	Account Clerk II	$2,399	$2,894				$658						$42	$3,594
City of Hayward	Senior Account Clerk	$3,824	$4,590		$84	$321		$2,001	$137	$22			$67	$7,222
City of Long Beach	Accounting Clerk III	$2,502	$3,418			$205		$796					$261	$4,681
City of Los Angeles	Account Clerk II	$3,595	$4,467					$857	$48				$65	$5,437
City of Modesto	Account Clerk	$2,715	$3,300		$33	$218		$812					$48	$4,411
City of Oakland	Account Clerk II	$3,192	$3,916			$196		$1,121	$97	$23			$57	$5,410
City of Pasadena	Staff Assistant III	$2,874	$3,863			$131		$973	$104				$56	$5,127
City of Redding	Account Clerk II	$2,364	$3,018			$211		$1,160	$106	$16			$44	$4,555
City of Roseville	Account Clerk II	$2,678	$3,769	$94	$113	$302		$916					$55	$5,248
City of Sacramento	Account Clerk II	$2,595	$3,651			$110		$880					$281	$4,922
City of San Diego	Account Clerk	$2,633	$3,171		$95	$44	$506						$46	$3,863
City of San Jose	Account Clerk II	$3,364	$4,089					$977	$102	$17			$59	$5,244
City of Santa Barbara	Accounting Assistant	$3,534	$4,296			$36		$848	$79	$10			$62	$5,331
City of Stockton	Accounting Office Assistant II	$2,943	$3,779			$265		$1,052					$55	$5,150
City of Vacaville	Account Clerk II	$3,067	$3,727					$1,121	$77	$19			$54	$4,998
City of Visalia	Sr. Accounting Assistant	$3,014	$3,789					$950					$55	$4,794
City of Woodland	Finance Clerk II	$2,696	$3,277			$262		$1,145	$116	$22			$48	$4,870
City of Yuba City	Account Clerk Intermediate	$3,027	$3,679			$239		$750	$86				$53	$4,807
County of Alameda	Account Clerk II	$3,114	$3,682					$1,185	$124				$282	$5,273
County of Butte	Account Clerk, Senior	$2,158	$2,893			$203		$1,207					$221	$4,524
County of Contra Costa	Account Clerk-Experienced Level	$2,889	$3,582			$175		$1,134	$73				$274	$5,238

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Account Clerk II	$2,661	$3,236	$162		$227		$1,284					$47	$4,955
County of Fresno	Account Clerk II	$2,073	$2,645					$642					$202	$3,489
County of Kern	Fiscal Support Technician	$2,479	$3,027	$61				$1,175					$232	$4,494
County of Los Angeles	Account Clerk II	$2,339	$3,058		$122		$946		$53				$44	$4,224
County of Marin	Accounting Assistant	$3,377	$3,994			$165	$690						$58	$4,907
County of Merced	Account Clerk II	$2,085	$2,531	$63				$1,130	$93	$17			$194	$4,027
County of Orange	Accounting Assistant II	$2,591	$3,253					$667	$52				$47	$4,019
County of Placer	Account Clerk (journey)	$2,739	$3,329	$166		$233		$1,190	$50	$9			$255	$5,232
County of Riverside	Accounting Assistant II	$2,351	$3,062			$245	$713						$234	$4,254
County of Sacramento	Account Clerk II	$2,297	$3,169					$827	$95				$242	$4,333
County of San Bernardino	Accounting Technician	$2,929	$3,742			$262	$190	$137	$9				$54	$4,394
County of San Diego	Account Clerk	$2,284	$2,776			$194	$611						$40	$3,622
County of San Joaquin	No Comparable Class													
County of San Mateo	Fiscal Office Assistant II	$3,021	$3,777			$309		$1,020	$74	$15			$289	$5,484
County of Santa Clara	Account Clerk II	$3,131	$3,778			$264		$1,305	$113	$11			$55	$5,526
County of Solano	Accounting Clerk II	$2,986	$3,666	$92		$220		$897	$86	$12			$280	$5,253
County of Tulare	Account Clerk	$1,868	$2,277				$354						$174	$2,805
County of Ventura	Fiscal Assistant II	$1,996	$2,790		$42	$112	$537						$213	$3,694
County of Yolo	Account Clerk II	$2,330	$2,832					$926	$79	$9			$217	$4,063
Federal Government	Fiscal Accounts Clerk	$2,471	$3,212		$161			$697					$239	$4,309

Base Salary Median	**$3,418**
Base Salary Mean	**$3,436**
Percentage Above or Below Median	**-18.85%**
Percentage Above or Below Mean	**-19.48%**

Total Compensation Median	**$4,870**
Total Compensation Mean	**$4,738**
Percentage Above or Below Median	**-19.53%**
Percentage Above or Below Mean	**-16.31%**

Number of Comparable Matches	**47**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Biologist***	***$4,633***	***$5,584***					***$879***	***$90***	***$9***			***$427***	***$6,989***
City and County of San Francisco	Biologist II	$4,806	$6,886					$965					$527	$8,378
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist II	$5,130	$6,372					$857	$48				$92	$7,369
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	Biologist II	$4,493	$5,463		$164	$76	$506						$79	$6,289
City of San Jose	Biologist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	Biologist	$4,829	$5,324					$827	$95				$407	$6,653
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Agricultural Biologist II	$4,210	$5,089			$356		$1,305	$113	$11			$74	$6,948
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Biologist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,890**
Base Salary Mean		**$5,974**
Percentage Above or Below Median		**-5.48%**
Percentage Above or Below Mean		**-6.99%**

Total Compensation Median	**$7,320**
Total Compensation Mean	**$7,278**
Percentage Above or Below Median	**-4.74%**
Percentage Above or Below Mean	**-4.14%**

Number of Comparable Matches	**7**

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CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Building Maintenance Worker***	***$3,186***	***$3,497***					***$879***	***$90***	***$9***			***$268***	***$4,743***
City and County of San Francisco	No Comparable Class													
City of Anaheim	No Comparable Class													
City of Bakersfield	Trades Maintenance Worker	$2,905	$3,531			$282		$968					$51	$4,833
City of Chico	Maintenance Worker	$2,730	$3,659			$146		$1,013	$66	$5			$280	$5,169
City of Davis	Building Maintenance Worker II	$3,546	$4,310	$108		$345	$1,340						$62	$6,165
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	$3,330	$4,251	$106		$340		$913	$143	$21		$25	$325	$6,125
City of Fresno	Property Maintenance Worker II	$2,874	$3,494				$658						$51	$4,203
City of Hayward	No Comparable Class													
City of Long Beach	General Maintenance Assistant	$2,667	$3,644			$219		$796					$279	$4,937
City of Los Angeles	Building Repairer I	$3,259	$4,047					$857	$48				$59	$5,011
City of Modesto	Maintenance Worker II	$2,924	$3,554		$36	$235		$812					$52	$4,688
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Building Maintenance Worker	$2,924	$4,114			$123		$880					$317	$5,434
City of San Diego	Building Service Technician	$2,786	$3,317		$100	$179	$466						$48	$4,110
City of San Jose	Facility Repair Worker	$4,503	$5,472					$977	$102	$17			$79	$6,647
City of Santa Barbara	No Comparable Class													
City of Stockton	Facilities Maintenance Worker II	$2,706	$3,307			$231		$1,052					$48	$4,638
City of Vacaville	Maintenance Worker - Facilities	$3,523	$4,282					$1,121	$77	$19			$62	$5,561
City of Visalia	No Comparable Class													
City of Woodland	Facilities Maintenance Worker II	$2,832	$3,443			$275		$1,145	$116	$22			$50	$5,051
City of Yuba City	Building Maintenance Worker I	$2,996	$3,642			$237		$750	$86				$53	$4,768
County of Alameda	Building Maintenance Worker II	$5,306	$5,306					$1,185	$124				$406	$7,021
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Building Maintenance Worker I	$2,690	$3,273	$164		$229		$1,284					$47	$4,997
County of Fresno	No Comparable Class													
County of Kern	Maintenance Worker	$2,335	$2,851	$57				$1,175					$218	$4,301
County of Los Angeles	General Maintenance Worker	$2,708	$3,058		$122		$946		$53				$44	$4,224
County of Marin	Building Maintenance Worker II	$4,490	$4,903			$202	$717						$71	$5,894
County of Merced	Building Maintenance Worker II	$2,685	$3,269	$63				$1,130	$93	$17			$250	$4,822
County of Orange	Trades Helper II	$3,831	$3,831					$667	$52				$56	$4,606
County of Placer	Building Crafts Mechanic	$3,496	$4,249	$212		$297		$1,190	$50	$9			$325	$6,333
County of Riverside	Building Maintenance Worker	$2,363	$3,080			$246	$713						$236	$4,275
County of Sacramento	Building Maintenance Worker	$2,761	$3,355					$827	$95				$257	$4,534
County of San Bernardino	General Maintenance Worker	$2,662	$3,396			$238	$190	$137	$9				$49	$4,019
County of San Diego	Building Maintenance Engineer	$3,416	$4,154			$291	$611						$60	$5,116
County of San Joaquin	Crafts Worker II	$2,933	$3,564				$1,477						$273	$5,314
County of San Mateo	No Comparable Class													
County of Santa Clara	General Maintenance Mechanic II	$3,604	$4,353			$305		$1,305	$113	$11			$63	$6,150
County of Solano	Building Maintenance Assistant	$2,663	$3,236	$81		$194		$897	$86	$12			$248	$4,754
County of Tulare	Maintenance Worker II	$2,504	$3,052				$454						$233	$3,739
County of Ventura	Building Maintenance Worker II	$2,347	$3,150		$47	$126	$537						$241	$4,101
County of Yolo	No Comparable Class													
Federal Government	Maintenance Worker	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median	**$3,554**
Base Salary Mean	**$3,728**
Percentage Above or Below Median	**-1.63%**
Percentage Above or Below Mean	**-6.62%**

Total Compensation Median	**$4,833**
Total Compensation Mean	**$5,015**
Percentage Above or Below Median	**-1.90%**
Percentage Above or Below Mean	**-5.74%**

Number of Comparable Matches	**33**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Carpenter I***	***$3,660***	***$4,012***					***$879***	***$90***	***$9***			***$307***	***$5,297***
City and County of San Francisco	Carpenter	$5,276	$6,413			$481		$965					$491	$8,350
City of Anaheim	Skilled Crafts Worker II	$3,411	$4,354			$305		$954	$56				$63	$5,732
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Fresno	Maintenance Carpenter	$3,385	$4,117				$658						$60	$4,835
City of Hayward	Facilities Carpenter II	$4,748	$5,576		$84	$390		$2,001	$137	$22			$81	$8,291
City of Long Beach	Carpenter	$3,200	$4,342			$261		$796					$332	$5,731
City of Los Angeles	Carpenter		$5,387					$857	$48				$78	$6,370
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Oakland	Carpenter	$4,602	$5,652			$283		$1,121	$97	$23			$82	$7,258
City of Pasadena	Carpenter	$3,877	$4,745			$161		$973	$104				$69	$6,052
City of Redding	Building Trades Maintenance Worker		$3,940										$57	$3,997
City of Roseville	No Comparable Class													
City of Sacramento	Carpenter	$3,357	$5,569			$167		$880					$429	$7,045
City of San Diego	Carpenter	$3,633	$4,348		$130	$235	$466						$63	$5,242
City of San Jose	Carpenter	$5,015	$6,091					$977	$102	$17			$88	$7,275
City of Santa Barbara	Carpenter	$3,984	$4,842			$40		$848	$79	$10			$70	$5,890
City of Stockton	Craft Maintenance Worker II	$3,699	$4,520			$316		$1,415					$66	$6,317
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Carpenter		$5,692					$1,185	$124				$435	$7,436
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of Contra Costa	Carpenter	$4,953	$5,460		$85	$266		$1,134	$73				$418	$7,436

CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Senior Building Maintenance Worker	$3,215	$3,907	$195		$273		$1,284					$57	$5,716
County of Fresno	Maintenance Carpenter	$3,910	$4,105					$642					$314	$5,061
County of Kern	Maintenance Carpenter	$3,150	$3,845	$77				$1,175					$294	$5,391
County of Los Angeles	Carpenter	$4,580	$4,580		$183		$946		$53				$66	$5,829
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of Orange	Carpenter	$4,850	$4,850					$667	$52				$70	$5,639
County of Placer	Senior Building Craft Mechanic	$3,854	$4,685	$234		$328		$1,190	$50	$9			$358	$6,855
County of Riverside	Maintenance Carpenter	$3,161	$3,909			$313	$713						$299	$5,234
County of Sacramento	Carpenter		$4,848					$827	$95				$371	$6,141
County of San Bernardino	No Comparable Class													
County of San Diego	Carpenter	$3,758	$4,142			$290	$611						$60	$5,103
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of San Mateo	Carpenter-mill cabinet worker	$5,856	$5,856			$479		$1,020	$74	$15			$448	$7,892
County of Santa Clara	Carpenter	$5,836	$5,836			$409		$1,305	$113	$11			$85	$7,758
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
County of Tulare	No Comparable Class													
County of Ventura	Maintenance Carpenter	$3,767	$3,955		$59	$158	$537						$303	$5,012
County of Yolo	Building Crafts Mechanic III	$3,273	$3,980					$926	$79	$9			$304	$5,298
Federal Government	Carpenter	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median	**$4,564**
Base Salary Mean	**$4,683**
Percentage Above or Below Median	**-13.76%**
Percentage Above or Below Mean	**-16.73%**

Total Compensation Median	**$5,859**
Total Compensation Mean	**$6,103**
Percentage Above or Below Median	**-10.61%**
Percentage Above or Below Mean	**-15.22%**

Number of Comparable Matches	**38**

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CPS Human Resource Services

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Certified Nursing Assistant***	***$2,354***	***$2,862***					***$879***	***$90***	***$9***			***$219***	***$4,059***
City and County of San Francisco	Nursing Assistant	$4,026	$4,892			$367		$965					$374	$6,598
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	Certified Nursing Assistant	$2,569	$3,213		$85	$157		$1,134	$73				$246	$4,908

CPS Human Resource Services

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	Nursing Attendant II	$1,900	$2,433		$97		$946		$53				$35	$3,565
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Nurses Assistant -Certified	$2,293	$2,787			$195	$611						$40	$3,634
County of San Joaquin	No Comparable Class													
County of San Mateo	Medical Services Assistant	$3,037	$3,796			$311		$1,020	$74	$15			$290	$5,506
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$3,213**
Base Salary Mean		**$3,424**
Percentage Above or Below Median		**-12.26%**
Percentage Above or Below Mean		**-19.64%**

Total Compensation Median	**$4,908**
Total Compensation Mean	**$4,842**
Percentage Above or Below Median	**-20.91%**
Percentage Above or Below Mean	**-19.29%**

Number of Comparable Matches	**5**

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CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Chemist***	***$4,560***	***$5,605***					***$879***	***$90***	***$9***			***$429***	***$7,012***
City and County of San Francisco	Chemist II	$5,014	$7,055					$965					$540	$8,560
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	Inorganic Chemist	$3,824	$4,628				$658						$67	$5,353
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Chemist II	$5,124	$6,365					$857	$48				$92	$7,362
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	Chemist	$5,606	$7,007			$308		$967	$80				$102	$8,464
City of Redding	No Comparable Class													
City of Roseville	Laboratory Analyst II	$3,575	$5,030	$126	$151	$402		$916					$73	$6,698
City of Sacramento	Water Quality Chemist	$4,435	$6,240		$125	$187		$880					$480	$7,912
City of San Diego	Assistant Chemist	$4,498	$5,463		$164	$76	$506						$79	$6,289
City of San Jose	Chemist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Santa Barbara	Laboratory Analyst II	$4,315	$5,245			$44		$848	$79	$10			$76	$6,302
City of Stockton	No Comparable Class													
City of Vacaville	Lab Analyst	$4,515	$5,488					$1,121	$77	$19			$80	$6,785
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	Public Health Chemist II	$3,648	$4,433					$642					$339	$5,414
County of Kern	No Comparable Class													
County of Los Angeles	Industrial Hygiene Chemist	$4,046	$4,802		$192		$946		$53				$70	$6,063
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	Clinical Laboratory Scientist II	$4,465	$5,820		$108	$466	$706						$445	$7,545
County of Sacramento	Chemist	$4,829	$5,324					$827	$95				$407	$6,653
County of San Bernardino	No Comparable Class													
County of San Diego	Associate Air Pollution Chemist- Journey	$5,196	$6,314			$442	$611						$92	$7,459
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	Clinical Laboratory Specialist	$4,414	$5,365	$134		$322		$897	$86	$12			$410	$7,226
County of Tulare	No Comparable Class						$221							$221
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Chemist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,488**
Base Salary Mean		**$5,721**
Percentage Above or Below Median		**2.09%**
Percentage Above or Below Mean		**-2.08%**

Total Compensation Median	**$7,006**
Total Compensation Mean	**$6,645**
Percentage Above or Below Median	**0.09%**
Percentage Above or Below Mean	**5.23%**

Number of Comparable Matches	**17**

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CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Dietician***	***$3,320***	***$4,132***					***$978***					***$316***	***$5,426***
City and County of San Francisco	Dietician	$4,869	$5,919			$444		$965					$453	$7,781
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	Public Health Nutritionist I	$3,360	$4,568			$274		$796					$349	$5,988
City of Los Angeles	Nutritionist	$4,561	$5,665					$857	$48				$82	$6,652
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	Nutritionist	$4,540	$5,676			$250		$967	$80				$82	$7,055
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Nutritionist II	$4,609	$5,538					$1,185	$124				$424	$7,271
County of Butte	No Comparable Class													
County of Contra Costa	Dietician	$4,091	$4,973		$85	$243		$1,134	$73				$380	$6,888

CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Nutritionist	$4,139	$5,030	$252		$352		$1,284					$73	$6,991
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	Dietician	$3,021	$3,844		$154		$946		$53				$56	$5,052
County of Marin	Nutritionist	$4,470	$5,335			$220	$730						$77	$6,363
County of Merced	Nutritionist	$4,153	$5,053					$1,130	$93	$17			$387	$6,680
County of Orange	No Comparable Class													
County of Placer	Nutritionist II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Riverside	Dietician II	$4,036	$5,261		$108	$421	$706						$402	$6,899
County of Sacramento	Dietician	$3,939	$4,789					$827	$95				$366	$6,077
County of San Bernardino	Dietician	$3,654	$4,661		$280	$326	$230	$171	$9	$5			$68	$5,750
County of San Diego	Dietician	$3,152	$3,830			$268	$611						$56	$4,765
County of San Joaquin	Clinical Dietitian II	$4,027	$4,895				$1,394						$374	$6,663
County of San Mateo	Dietician	$4,717	$5,896			$482		$1,020	$74	$15			$451	$7,938
County of Santa Clara	Clinical Dietitian II	$5,041	$6,100			$427		$1,305	$113	$11			$88	$8,044
County of Solano	Public Health Nutritionist	$4,130	$5,020	$126		$301		$897	$86	$12			$384	$6,826
County of Tulare	Dietician I	$4,139	$5,045				$409						$386	$5,840
County of Ventura	Registered Dietician II	$3,295	$4,852		$73	$194	$537						$371	$6,027
County of Yolo	No Comparable Class													
Federal Government	Dietician	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,046**
Base Salary Mean		**$5,131**
Percentage Above or Below Median		**-22.11%**
Percentage Above or Below Mean		**-24.18%**

Total Compensation Median	**$6,753**
Total Compensation Mean	**$6,643**
Percentage Above or Below Median	**-24.45%**
Percentage Above or Below Mean	**-22.44%**

Number of Comparable Matches	**22**

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CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Social Worker***	***$5,971***	***$7,233***					***$978***					***$105***	***$8,316***
City and County of San Francisco	Senior Medical Social Worker	$5,584	$6,786			$509		$965					$519	$8,779
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Psychiatric Social Worker II	$5,408	$6,230					$1,185	$124				$477	$8,016
County of Butte	No Comparable Class													
County of Contra Costa	Mental Health Clinical Specialist	$4,153	$6,165		$85	$301		$1,134	$73				$472	$8,229

CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Mental Health Clinician IB	$4,233	$5,145	$257		$360		$1,284					$75	$7,121
County of Fresno	Licensed Mental Health Clinician	$4,387	$5,598					$642					$428	$6,668
County of Kern	Mental Health Therapist II	$4,837	$5,905	$118				$1,175					$452	$7,650
County of Los Angeles	Clinical Social Worker	$4,465	$5,399		$216		$946		$53				$78	$6,692
County of Marin	Licensed Mental Health Practitioner	$5,384	$6,481			$268	$764						$94	$7,607
County of Merced	Mental Health Clinician II	$4,276	$5,203					$1,130	$93	$17			$398	$6,841
County of Orange	Clinical Social Worker II	$4,184	$5,642					$667	$52				$82	$6,443
County of Placer	Client Services Practitioner, Senior	$4,685	$5,694	$285		$399		$1,190	$50	$9			$436	$8,062
County of Riverside	Clinical Therapist	$4,221	$5,504		$108	$440	$706						$421	$7,180
County of Sacramento	Sr. Mental Health Counselor	$4,696	$5,178					$827	$95				$396	$6,496
County of San Bernardino	No Comparable Class													
County of San Diego	Sr. Psychiatric Social Worker	$4,064	$4,940			$346	$611						$72	$5,968
County of San Joaquin	Clinical Social Worker II	$4,527	$5,502				$1,394						$421	$7,317
County of San Mateo	Psychiatric Social Worker II	$5,134	$6,419			$525		$1,020	$74	$15			$491	$8,544
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	Licensed Social Worker	$5,171	$6,302				$649						$482	$7,433
County of Ventura	Psychiatric Social Worker III	$3,837	$5,375		$81	$215	$537						$411	$6,619
County of Yolo	Clinician II	$4,027	$4,894					$926	$79	$9			$374	$6,282
Federal Government	Social Worker	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median	**$5,620**
Base Salary Mean	**$5,771**
Percentage Above or Below Median	**22.30%**
Percentage Above or Below Mean	**20.21%**

Total Compensation Median	**$7,248**
Total Compensation Mean	**$7,329**
Percentage Above or Below Median	**12.84%**
Percentage Above or Below Mean	**11.87%**

Number of Comparable Matches	**20**

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CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Construction Supervisor I***	***$4,837***	***$5,878***					***$1,013***					***$450***	***$7,341***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Public Works Operations Field Supervisor	$5,164	$7,100			$497		$954	$56				$103	$8,710
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Facilities Maintenance Supervisor	$5,524	$7,051	$176	$225	$564		$913	$143	$21		$25	$539	$9,658
City of Fresno	Chief of Facilities Maintenance	$5,733	$6,947				$658						$101	$7,706
City of Hayward	No Comparable Class													
City of Long Beach	Supervisor, Facility Maintenance	$4,542	$6,182			$371		$796					$473	$7,822
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	Construction and Maintenance Supervisor I	$6,263	$7,689			$384		$1,121	$97	$23			$111	$9,426
City of Pasadena	Public Works Supervisor	$5,909	$7,387			$325		$903	$80				$107	$8,802
City of Redding	Facility Supervisor	$4,021	$5,659										$433	$6,092
City of Roseville	Building Maintenance Supervisor	$5,111	$6,849		$411	$548		$1,000	$148	$20			$99	$9,075
City of Sacramento	Structural Maintenance Supervisor	$4,184	$6,942		$139	$208		$880					$535	$8,704
City of San Diego	No Comparable Class													
City of San Jose	Trades Supervisor	$6,767	$8,249					$977	$102	$17			$120	$9,465
City of Santa Barbara	Facilities Maintenance Supervisor	$5,112	$6,214			$52		$848	$79	$10			$90	$7,293
City of Stockton	Senior Facilities Maintenance Supervisor	$5,004	$6,425			$450		$1,415					$93	$8,383
City of Vacaville	Public Works Supervisor - Facilities Maintenance	$5,542	$6,736										$515	$7,251
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	Supervisor, Facilities Maintenance	$3,284	$4,401			$308		$1,207					$337	$6,253
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Building Operations Supervisor	$3,971	$4,827	$241		$338		$1,284					$70	$6,760
County of Fresno	Maintenance Services Supervisor	$4,632	$5,106					$642					$391	$6,139
County of Kern	Maintenance Supervisor	$3,788	$4,625	$93				$1,175					$354	$6,246
County of Los Angeles	No Comparable Class													
County of Marin	Building Maintenance Supervisor	$5,919	$7,266			$300	$788						$105	$8,459
County of Merced	Building Maintenance Supervisor	$4,092	$4,978	$63				$1,130	$93	$17			$381	$6,661
County of Orange	Crafts Supervisor	$4,813	$6,483					$667	$52				$94	$7,296
County of Placer	Supervising Building Crafts Mechanic	$4,249	$5,165	$258		$362	$1,500	$1,190	$50	$9			$395	$8,929
County of Riverside	Building Maintenance Supervisor	$4,383	$5,419			$434	$713						$415	$6,980
County of Sacramento	No Comparable Class													
County of San Bernardino	Maintenance Supervisor	$4,229	$5,399			$378	$190	$138	$9				$78	$6,192
County of San Diego	Building Maintenance Supervisor	$4,482	$5,449			$381	$672						$79	$6,581
County of San Joaquin	Crafts Worker IV	$4,006	$4,871				$1,477						$373	$6,721
County of San Mateo	Supervising Stationary Engineer	$5,999	$7,498			$613		$1,020	$92	$15			$574	$9,812
County of Santa Clara	No Comparable Class													
County of Solano	Facilities Operations Supervisor	$5,231	$6,358	$159		$381		$897	$86	$12			$486	$8,380
County of Tulare	Maintenance Supervisor	$3,292	$4,012				$389						$307	$4,707
County of Ventura	No Comparable Class													
County of Yolo	Supervising Building Crafts Mechanic	$3,726	$4,529			$317	$1,014						$346	$6,206
Federal Government	Maintenance Supervisor	$4,222	$4,924		$246			$697					$367	$6,234

Base Salary Median		**$6,198**
Base Salary Mean		**$6,025**
Percentage Above or Below Median		**-5.44%**
Percentage Above or Below Mean		**-2.50%**

Total Compensation Median	**$7,294**
Total Compensation Mean	**$7,565**
Percentage Above or Below Median	**0.63%**
Percentage Above or Below Mean	**-3.05%**

Number of Comparable Matches	**30**

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CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Delineator***	***$3,738***	***$4,544***					***$879***	***$90***	***$9***			***$348***	***$5,870***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Principal Engineering Aide	$4,314	$5,243			$367		$954	$56				$76	$6,696
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Senior Engineering Technician	$5,262	$6,715	$168		$537		$913	$143	$21		$25	$514	$9,036
City of Fresno	Senior Engineering Technician	$3,920	$4,732				$658						$69	$5,459
City of Hayward	No Comparable Class													
City of Long Beach	Senior Engineering Technician I	$4,439	$6,029			$362		$796					$461	$7,648
City of Los Angeles	Civil Engineer Drafting Technician	$3,915	$4,863					$857	$48				$71	$5,839
City of Modesto	Senior Civil Engineering Assistant	$4,449	$5,407		$54	$357		$812					$78	$6,708
City of Oakland	Senior Drafting and Design Technician	$5,179	$6,355			$318		$1,121	$97	$23			$92	$8,006
City of Pasadena	No Comparable Class													
City of Redding	Engineering Technician II	$3,571	$4,557			$319		$1,160	$106	$16			$66	$6,224
City of Roseville	Sr. Engineering Technician	$3,635	$5,115	$128	$153	$409		$916					$74	$6,796
City of Sacramento	Engineering Technician III	$3,685	$5,185			$156		$880					$399	$6,620
City of San Diego	No Comparable Class													
City of San Jose	Senior Engineering Technician	$5,421	$6,595					$977	$102	$17			$96	$7,787
City of Santa Barbara	Engineering Technician III	$4,105	$4,989			$42		$848	$79	$10			$72	$6,040
City of Stockton	Sr. Engineering Technician	$4,248	$5,454			$382		$1,052					$79	$6,967
City of Vacaville	Engineering Technician III	$4,136	$5,027					$1,121	$77	$19			$73	$6,317
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Engineering CAD/D Technician III	$5,027	$6,004					$1,185	$124				$459	$7,772
County of Butte	Cadastral Drafting Technician, Senior	$2,903	$3,890			$272		$1,207					$298	$5,667
County of Contra Costa	Engineering Technician Senior	$5,128	$6,248			$305		$1,134	$73				$478	$8,238

CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Senior CADD Technician	$4,356	$5,297	$265		$371		$1,284					$77	$7,293
County of Fresno	Senior Engineering Technician	$3,934	$4,784					$642					$366	$5,792
County of Kern	Drafting Technician III	$4,002	$4,885	$98				$1,175					$374	$6,531
County of Los Angeles	No Comparable Class													
County of Marin	Engineering Technician III	$5,086	$6,068			$251	$752						$88	$7,159
County of Merced	No Comparable Class													
County of Orange	Engineering Technician Specialist	$4,101	$5,528					$667	$52				$80	$6,327
County of Placer	Cadastral Technician Senior	$3,954	$4,806	$240		$336		$1,190	$50	$9			$368	$6,999
County of Riverside	Senior Engineering Technician	$3,899	$5,366		$108	$429	$706						$410	$7,020
County of Sacramento	Principal Engineering Technician	$4,326	$5,519					$827	$95				$422	$6,863
County of San Bernardino	Engineering Technician IV	$3,929	$5,015			$351	$190	$137	$9				$73	$5,775
County of San Diego	No Comparable Class													
County of San Joaquin	Senior Cadastral Technician	$3,479	$4,228				$1,477						$323	$6,028
County of San Mateo	Delineator II	$5,133	$6,415			$525		$1,020	$74	$15			$491	$8,539
County of Santa Clara	Engineering Technician III	$5,138	$6,216			$435		$1,305	$113	$11			$90	$8,170
County of Solano	Engineering Technician Senior	$4,414	$5,365	$134		$322		$897	$86	$12			$410	$7,226
County of Tulare	Drafter III	$2,809	$3,423				$377						$262	$4,062
County of Ventura	Engineering Technician IV	$3,663	$5,135		$77	$205	$537						$393	$6,347
County of Yolo	No Comparable Class													
Federal Government	Engineer Technician GIS-CADD	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,297**
Base Salary Mean		**$5,344**
Percentage Above or Below Median		**-16.57%**
Percentage Above or Below Mean		**-17.60%**

Total Compensation Median	**$6,796**
Total Compensation Mean	**$6,826**
Percentage Above or Below Median	**-15.78%**
Percentage Above or Below Mean	**-16.30%**

Number of Comparable Matches	**33**

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CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineering Techician***	***$3,922***	***$4,766***					***$879***	***$90***	***$9***			***$365***	***$6,109***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Senior Engineering Aide	$3,980	$4,838			$339		$954	$56				$70	$6,257
City of Bakersfield	Engineering Technician I	$4,038	$4,908			$393		$968					$71	$6,340
City of Chico	Engineering Technician II	$3,389	$4,541			$182		$1,013	$66	$5			$347	$6,154
City of Davis	Engineering Technician II	$3,505	$4,260			$341	$1,340						$62	$6,003
City of Eureka	Engineering Technician II	$2,810	$3,417					$928					$50	$4,395
City of Folsom	Engineering Technician II	$4,251	$5,425	$136		$434		$913	$143	$21		$25	$415	$7,512
City of Fresno	Engineering Technician II	$3,380	$4,087				$658						$59	$4,804
City of Hayward	Engineering Technician	$4,146	$5,023		$84	$352		$2,001	$137	$22			$73	$7,692
City of Long Beach	Engineering Technician II	$3,753	$5,099			$306		$796					$390	$6,591
City of Los Angeles	Office Engineering Technician II	$3,489	$4,336					$857	$48				$63	$5,304
City of Modesto	Civil Engineering Assistant	$4,030	$4,899		$49	$323		$812					$71	$6,154
City of Oakland	Engineering Technician II	$4,360	$5,353			$268		$1,121	$97	$23			$78	$6,939
City of Pasadena	Senior Engineering Aide	$4,247	$5,401			$184		$973	$104				$78	$6,740
City of Redding	Engineering Technician I	$3,160	$4,033			$282		$1,160	$106	$16			$58	$5,656
City of Roseville	Engineering Technician II	$3,280	$4,615	$115	$138	$369		$916					$67	$6,221
City of Sacramento	Engineering Technician II	$3,350	$4,714			$141		$880					$363	$6,098
City of San Diego	Junior Engineering Aide	$3,235	$3,894		$117	$55	$506						$56	$4,628
City of San Jose	Engineering Technician II	$4,945	$6,016					$977	$102	$17			$87	$7,199
City of Santa Barbara	Engineering Technician II	$3,905	$4,747			$40		$848	$79	$10			$69	$5,792
City of Stockton	Engineering Technician II	$3,835	$4,920			$344		$1,052					$71	$6,388
City of Vacaville	Engineer Technician II	$3,733	$4,537					$1,121	$77	$19			$66	$5,820
City of Visalia	Engineering Technician	$3,396	$4,270					$950					$62	$5,282
City of Woodland	Engineering Technician II	$3,537	$4,300			$344		$1,145	$116	$22			$62	$5,989
City of Yuba City	Engineering Technician I	$3,362	$4,086			$266		$750	$86				$59	$5,247
County of Alameda	Engineering Staff Assistant	$4,607	$5,488					$1,185	$124				$420	$7,217
County of Butte	Engineering Technician, Associate	$3,367	$4,511			$316		$1,207					$345	$6,379
County of Contra Costa	Engineering Technician journey level	$4,316	$5,131			$250		$1,134	$73				$393	$6,981

CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Senior Engineering Technician	$4,356	$5,297	$265		$371		$1,284					$77	$7,293
County of Fresno	Engineering Technician II	$3,432	$4,170					$642					$319	$5,131
County of Kern	Engineering Technician II	$4,002	$4,885	$98				$1,175					$374	$6,531
County of Los Angeles	Civil Engineering Technician	$4,086	$5,076		$203		$946		$53				$74	$6,352
County of Marin	Engineering Technician II	$4,466	$5,320			$220	$730						$77	$6,346
County of Merced	Engineering Technician II	$2,992	$3,638	$63				$1,130	$93	$17			$278	$5,219
County of Orange	Engineer Technician II	$3,319	$4,446					$667	$52				$64	$5,229
County of Placer	Engineering Technician II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Riverside	Engineering Technician II	$3,367	$4,630			$370	$713						$354	$6,068
County of Sacramento	Engineer Technician II	$3,330	$4,047					$827	$95				$310	$5,279
County of San Bernardino	Engineering Technician III	$3,310	$4,229			$296	$190	$137	$9				$61	$4,922
County of San Diego	Engineering Technician II	$3,912	$4,756			$333	$611						$69	$5,769
County of San Joaquin	Engineering Assistant II	$4,418	$5,370				$1,477						$411	$7,258
County of San Mateo	Public Works Technician II	$4,485	$5,606			$459		$1,020	$74	$15			$429	$7,602
County of Santa Clara	Engineer Technician II	$4,353	$5,263			$368		$1,305	$113	$11			$76	$7,137
County of Solano	Engineering Technician	$3,870	$4,704	$118		$282		$897	$86	$12			$360	$6,459
County of Tulare	Engineering Technician II	$3,349	$4,082				$390						$312	$4,784
County of Ventura	Engineer Tecnician III	$3,361	$4,726		$71	$189	$537						$362	$5,884
County of Yolo	Engineering Technician II	$3,363	$4,088					$926	$79	$9			$313	$5,415
Federal Government	Engineering Technician	$3,390	$5,361		$268			$697					$399	$6,725

Base Salary Median		**$4,726**
Base Salary Mean		**$4,715**
Percentage Above or Below Median		**0.84%**
Percentage Above or Below Mean		**1.08%**

Total Compensation Median	**$6,154**
Total Compensation Mean	**$6,138**
Percentage Above or Below Median	**-0.75%**
Percentage Above or Below Mean	**-0.48%**

Number of Comparable Matches	**47**

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CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Graphic Designer II***	***$3,705***	***$4,503***					***$879***	***$90***	***$9***			***$344***	***$5,825***
City and County of San Francisco	Graphic Artist	$3,670	$4,459			$334		$965					$341	$6,100
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	Planning Illustrator	$3,567	$4,307				$658						$62	$5,027
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Graphic Designer II	$4,362	$5,422					$857	$48				$79	$6,406
City of Modesto	No Comparable Class													
City of Oakland	Graphic Design Specialist	$4,908	$6,026			$301		$1,121	$97	$23			$87	$7,656
City of Pasadena	Graphic Artist	$3,376	$4,370			$149		$973	$104				$63	$5,659
City of Redding	Graphic Designer	$2,806	$3,583			$251		$1,160	$106	$16			$52	$5,168
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	Graphic Designer	$4,839	$5,882			$49		$848	$79	$10			$85	$6,953
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	Graphic Artist	$2,216	$2,786											$2,786
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Graphic Artist	$4,694	$5,666					$1,185	$124				$433	$7,408
County of Butte	No Comparable Class													
County of Contra Costa	Graphic Designer	$3,403	$4,137		$85	$202		$1,134	$73				$316	$5,947

CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Graphic Artist	$2,658	$3,245	$65				$1,175					$248	$4,733
County of Los Angeles	Graphic Artist	$3,242	$4,127		$165		$946		$53				$60	$5,351
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	Graphic Designer	$2,825	$3,789					$667	$52				$55	$4,563
County of Placer	No Comparable Class													
County of Riverside	Graphic Arts Illustrator	$2,800	$3,647			$292	$713						$279	$4,931
County of Sacramento	No Comparable Class													
County of San Bernardino	Graphic Designer I	$3,004	$3,836			$269	$190	$137	$9				$56	$4,496
County of San Diego	Graphic Designer	$4,109	$4,997			$350	$611						$72	$6,030
County of San Joaquin	No Comparable Class													
County of San Mateo	Graphic Specialist	$4,108	$5,136			$420		$1,020	$74	$15			$393	$7,058
County of Santa Clara	Graphic Designer II	$4,171	$5,041			$353		$1,305	$113	$11			$73	$6,896
County of Solano	No Comparable Class													
County of Tulare	Graphic Specialist	$3,489	$4,252				$393						$325	$4,971
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Visual Information Specialist	$3,061	$4,868		$243			$697					$363	$6,171

Base Salary Median		**$4,339**
Base Salary Mean		**$4,479**
Percentage Above or Below Median		**3.65%**
Percentage Above or Below Mean		**0.54%**

Total Compensation Median	**$5,803**
Total Compensation Mean	**$5,715**
Percentage Above or Below Median	**0.38%**
Percentage Above or Below Mean	**1.89%**

Number of Comparable Matches	**20**

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CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Caltrans Highway Maintenance Worker***	***$2,873***	***$3,120***					***$879***	***$90***	***$9***			***$239***	***$4,337***
City and County of San Francisco	General Laborer	$3,842	$4,671			$350		$965					$357	$6,344
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	Maintenance Worker	$2,730	$3,659			$146		$1,013	$66	$5			$280	$5,169
City of Davis	Public Works Maintenance Worker II	$3,264	$3,967	$99		$317	$1,340						$58	$5,781
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	$3,330	$4,251	$106		$340		$913	$143	$21		$25	$325	$6,125
City of Fresno	Maintenance and Construction Worker	$2,678	$3,257				$658						$47	$3,962
City of Hayward	No Comparable Class													
City of Long Beach	Maintenance Assistant II	$2,191	$2,963			$178		$796					$227	$4,163
City of Los Angeles	Maintenance Laborer	$2,751	$3,417					$857	$48				$50	$4,372
City of Modesto	Maintenance Worker I	$2,649	$3,219		$32	$212		$812					$47	$4,322
City of Oakland	Public Works Maintenance Worker	$3,484	$4,278			$214		$1,121	$97	$23			$62	$5,795
City of Pasadena	Public Works Maintenance Worker II	$3,198	$3,880			$132		$973	$104				$56	$5,145
City of Redding	Public Works Maintenance Worker	$3,243	$3,406										$49	$3,455
City of Roseville	No Comparable Class													
City of Sacramento	Street Construction Laborer	$3,621	$5,096			$153		$880					$392	$6,521
City of San Diego	Light Equipment Operator	$2,901	$3,458		$104	$187	$466						$50	$4,265
City of San Jose	Maintenance Worker II	$4,030	$4,898					$977	$102	$17			$71	$6,065
City of Santa Barbara	Street Maintenance Worker II	$3,263	$3,967			$33		$848	$79	$10			$58	$4,995
City of Stockton	No Comparable Class													
City of Vacaville	Maintenance Worker I	$3,132	$3,132					$1,121	$77	$19			$45	$4,394
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Laborer	$4,118	$4,451					$1,185	$124				$341	$6,101
County of Butte	Road Maintenance Assistant	$1,908	$2,557			$179		$1,207					$196	$4,139
County of Contra Costa	Maintenance Worker I	$3,232	$3,929			$192		$1,134	$73				$301	$5,628

CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Highway Maintenance Worker I	$2,681	$3,259	$163		$228		$1,284					$47	$4,981
County of Fresno	No Comparable Class													
County of Kern	Road Maintenance Worker I	$2,233	$2,726	$55				$1,175					$209	$4,164
County of Los Angeles	Public Works Maintenance Worker	$2,567	$3,265		$131		$946		$53				$47	$4,442
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	Public Works Maintenance Worker	$2,709	$3,645					$667	$52				$53	$4,417
County of Placer	No Comparable Class													
County of Riverside	Maintenance and Construction Worker	$2,428	$3,160			$253	$713						$242	$4,368
County of Sacramento	Highway Maintenance Worker	$3,019	$3,670					$827	$95				$281	$4,873
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of San Joaquin	Maintenance Worker	$2,648	$3,218				$1,477						$246	$4,941
County of San Mateo	Road Maintenance Worker I	$3,791	$4,739			$388		$1,020	$74	$15			$363	$6,598
County of Santa Clara	Road Maintenance Worker III	$3,941	$4,760			$333		$1,305	$113	$11			$69	$6,591
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Maintenance Worker Roads	$2,479	$2,701		$135			$697					$201	$3,734

Base Salary Median	**$3,645**
Base Salary Mean	**$3,710**
Percentage Above or Below Median	**-16.83%**
Percentage Above or Below Mean	**-18.92%**

Total Compensation Median	**$4,941**
Total Compensation Mean	**$5,029**
Percentage Above or Below Median	**-13.94%**
Percentage Above or Below Mean	**-15.97%**

Number of Comparable Matches	**29**

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CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Industrial Hygienist***	***$4,960***	***$6,577***					***$879***	***$90***	***$9***			***$503***	***$8,058***
City and County of San Francisco	Industrial Hygienist	$7,230	$8,788					$965					$631	$10,384
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Industrial Hygienist	$6,643	$8,255					$857	$48				$120	$9,280
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	Industrial Hygienist	$4,679	$5,973		$239		$946		$53				$87	$7,298
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	Industrial Hygienist II	$4,321	$5,636		$108	$451	$706						$431	$7,332
County of Sacramento	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Environmental Health and Safety Analyst	$5,960	$7,242			$507		$1,305	$113	$11			$105	$9,283
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Industrial Hygienist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,151**
Base Salary Mean		**$7,159**
Percentage Above or Below Median		**-8.72%**
Percentage Above or Below Mean		**-8.85%**

Total Compensation Median	**$8,957**
Total Compensation Mean	**$8,702**
Percentage Above or Below Median	**-11.16%**
Percentage Above or Below Mean	**-7.99%**

Number of Comparable Matches	**6**

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CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Correctional Supervising Cook***	***$2,899***	***$3,526***					***$879***	***$90***	***$9***			***$51***	***$4,555***
City and County of San Francisco	Cook	$3,761	$4,572			$343		$965					$350	$6,230
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	Institutional Cook	$2,539	$3,465			$208		$796					$265	$4,734
City of Los Angeles	Cook I	$2,563	$3,186					$857	$48				$46	$4,137
City of Modesto	No Comparable Class													
City of Oakland	Cook III	$3,844	$4,720			$236		$1,121	$97	$23			$68	$6,265
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Cook	$3,096	$3,517					$1,185	$124				$269	$5,095
County of Butte	Cook	$1,861	$2,494			$175		$1,207					$191	$4,066
County of Contra Costa	Cook	$3,096	$3,517			$172		$1,134	$73				$269	$5,165

CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Correctional Cook	$2,520	$3,063	$153		$214		$1,284					$44	$4,759
County of Fresno	Cook	$2,023	$2,584					$642					$198	$3,424
County of Kern	No Comparable Class													
County of Los Angeles	Cook	$2,131	$2,722		$109		$946		$53				$39	$3,869
County of Marin	Cook	$3,544	$3,872			$160	$686						$56	$4,774
County of Merced	Correctional Facility Cook II	$2,146	$2,607	$63				$1,130	$93	$17			$199	$4,109
County of Orange	Institutional Cook	$2,567	$3,411					$667	$52				$49	$4,179
County of Placer	Cook	$2,549	$3,098	$155		$217		$1,190	$50	$9			$237	$4,956
County of Riverside	Correctional Cook	$2,840	$3,905			$312	$713						$299	$5,229
County of Sacramento	Cook I	$2,373	$2,885					$827	$95				$221	$4,028
County of San Bernardino	Probation Cook I	$2,413	$3,078			$215	$190	$137	$9				$45	$3,674
County of San Diego	Cook	$2,248	$2,731			$191	$611						$40	$3,573
County of San Joaquin	No Comparable Class													
County of San Mateo	Cook II	$3,708	$4,146			$339		$1,020	$74	$15			$317	$5,911
County of Santa Clara	Cook II	$3,263	$3,941			$276		$1,305	$113	$11			$57	$5,703
County of Solano	Cook	$2,864	$3,481	$87		$209		$897	$86	$12			$266	$5,038
County of Tulare	Cook II	$1,936	$2,359				$412						$180	$2,952
County of Ventura	Cook	$1,946	$2,708		$41	$108	$537						$207	$3,601
County of Yolo	Detention Facility Cook	$2,246	$2,730					$926	$79	$9			$209	$3,953
Federal Government	Cook	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median		**$3,098**
Base Salary Mean		**$3,267**
Percentage Above or Below Median		**12.14%**
Percentage Above or Below Mean		**7.34%**

Total Compensation Median	**$4,179**
Total Compensation Mean	**$4,535**
Percentage Above or Below Median	**8.25%**
Percentage Above or Below Mean	**0.44%**

Number of Comparable Matches	**25**

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CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Insurance Investigator***	***$4,655***	***$5,618***					***$978***					***$81***	***$6,677***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Claims Examiner	$5,422	$6,777			$474		$954	$56				$98	$8,360
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	Risk Analyst	$4,218	$5,106				$658						$74	$5,838
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	Claims Representative II	$4,426	$5,354		$161	$75	$506						$78	$6,173
City of San Jose	No Comparable Class													
City of Santa Barbara	Risk Analyst	$5,677	$6,900			$57		$848	$79	$10			$100	$7,995
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Risk Coordinator	$4,997	$6,000					$1,185	$124				$459	$7,768
County of Butte	Risk Management Analyst, Senior	$4,002	$5,363			$375		$1,207					$410	$7,356
County of Contra Costa	Senior Insurance Analyst	$5,002	$6,080			$297		$1,134	$73				$465	$8,049

CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	Claims Investigator II	$3,305	$4,208		$168		$946		$53				$61	$5,436
County of Marin	No Comparable Class													
County of Merced	Risk Analyst II	$4,339	$5,280					$1,130	$93	$17			$404	$6,924
County of Orange	No Comparable Class													
County of Placer	Risk Management Investigator	$5,708	$6,939	$347		$486	$1,500	$1,190	$50	$9			$531	$11,052
County of Riverside	No Comparable Class													
County of Sacramento	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Claims Representative	$4,517	$5,491			$384	$611						$80	$6,566
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Insurance Analyst	$5,249	$6,382			$447		$1,305	$113	$11			$93	$8,350
County of Solano	Risk Analyst	$5,293	$6,434	$161		$386		$897	$86	$12			$492	$8,468
County of Tulare	No Comparable Class													
County of Ventura	Risk Analyst	$4,435	$6,210		$93	$248	$537						$475	$7,564
County of Yolo	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$6,040**
Base Salary Mean		**$5,895**
Percentage Above or Below Median		**-7.51%**
Percentage Above or Below Mean		**-4.92%**

Total Compensation Median	**$7,666**
Total Compensation Mean	**$7,564**
Percentage Above or Below Median	**-14.80%**
Percentage Above or Below Mean	**-13.28%**

Number of Comparable Matches	**14**

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CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Legal Typist***	***$2,894***	***$3,516***					***$879***	***$90***	***$9***			***$269***	***$4,763***
City and County of San Francisco	Legal Secretary I	$4,526	$5,501			$413		$965					$421	$7,299
City of Anaheim	Legal Secretary	$3,612	$4,611			$323		$954	$56				$67	$6,011
City of Bakersfield	Administrative Analyst I	$3,493	$4,185			$335		$968					$61	$5,548
City of Chico	Administrative Analyst II	$4,028	$5,398			$216		$1,013	$66	$5			$413	$7,111
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Legal Secretary	$4,147	$5,293	$132		$423		$913	$143	$21		$25	$405	$7,356
City of Fresno	Legal Secretary II	$3,118	$3,768										$288	$4,056
City of Hayward	Legal Secretary II	$4,155	$5,075		$84	$355		$2,001	$137	$22			$74	$7,748
City of Long Beach	Data Not Available													
City of Los Angeles	Legal Secretary II	$3,798	$4,721					$857	$48				$68	$5,694
City of Modesto	Legal Secretary	$3,264	$3,977		$40	$262		$812					$58	$5,149
City of Oakland	Legal Administrative Assistant	$4,664	$5,727			$286		$1,121	$97	$23			$83	$7,337
City of Pasadena	Legal Secretary	$3,703	$4,748			$161		$973	$104				$69	$6,055
City of Redding	Legal Secretary	$2,836	$3,446										$50	$3,496
City of Roseville	Legal Clerk II	$3,661	$4,907	$123	$147	$393		$916					$71	$6,557
City of Sacramento	Legal Secretary	$3,530	$5,294			$159		$880					$408	$6,740
City of San Diego	Legal Secretary II	$3,642	$4,404		$132	$62	$506						$64	$5,168
City of San Jose	Legal Administrative Assistant-I	$4,670	$5,675					$977	$102	$17			$82	$6,853
City of Santa Barbara	Legal Secretary II	$4,064	$4,940										$378	$5,318
City of Stockton	Legal Secretary II	$3,664	$4,704			$329		$1,052					$68	$6,153
City of Vacaville	Legal Secretary	$4,054	$4,928										$377	$5,305
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Legal Secretary	$3,450	$4,098					$1,185	$124				$313	$5,720
County of Butte	Legal Secretary	$2,324	$3,115			$218		$1,207					$238	$4,778
County of Contra Costa	Clerk - Senior	$2,906	$3,711		$85	$181		$1,134	$73				$284	$5,468

CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Legal Secretary II	$2,855	$3,468	$173		$243		$1,284					$50	$5,218
County of Fresno	No Comparable Class													
County of Kern	Legal Secretary	$2,781	$3,394	$68				$1,175					$260	$4,897
County of Los Angeles	Legal Office Support Assistant II	$3,080	$4,027		$161		$946		$53				$58	$5,245
County of Marin	Legal Secretary II	$4,376	$5,020			$207	$721						$73	$6,021
County of Merced	Legal Secretary	$2,876	$3,500	$63				$1,130	$93	$17			$268	$5,070
County of Orange	Legal Secretary, County Counsel	$2,787	$3,721					$667	$52				$54	$4,494
County of Placer	Legal Secretary Journey	$2,951	$3,586	$179		$251		$1,190	$50	$9			$274	$5,540
County of Riverside	Legal Support Assistant II	$2,562	$3,339			$267	$713						$255	$4,575
County of Sacramento	Legal Secretary	$2,817	$3,424					$827	$95				$262	$4,608
County of San Bernardino	Secretary I	$2,597	$3,311			$232	$190	$137	$9				$48	$3,927
County of San Diego	Confidential Legal Secretary	$3,066	$5,089			$356	$611						$74	$6,130
County of San Joaquin	Legal Stenographer	$2,933	$3,564				$1,477						$273	$5,314
County of San Mateo	Legal Secretary II	$4,037	$5,046			$413		$1,020	$74	$15			$386	$6,954
County of Santa Clara	Legal Secretary I	$3,814	$4,606			$322		$1,305	$113	$11			$67	$6,424
County of Solano	Legal Secretary	$3,093	$3,849	$96		$231		$897	$86	$12			$294	$5,466
County of Tulare	No Comparable Class													
County of Ventura	Legal Management Assistant II	$2,817	$3,941		$59	$158	$537						$301	$4,996
County of Yolo	Legal Secretary II	$2,615	$3,178					$926	$79	$9			$243	$4,435
Federal Government	Legal Assistant Office Automation	$2,471	$3,979		$199			$697					$296	$5,171

Base Salary Median	**$4,142**
Base Salary Mean	**$4,307**
Percentage Above or Below Median	**-17.79%**
Percentage Above or Below Mean	**-22.49%**

Total Compensation Median	**$5,467**
Total Compensation Mean	**$5,635**
Percentage Above or Below Median	**-14.78%**
Percentage Above or Below Mean	**-18.31%**

Number of Comparable Matches	**40**

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CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Librarian***	***$4,195***	***$5,097***					***$879***	***$90***	***$9***			***$390***	***$6,465***
City and County of San Francisco	Librarian I	$4,845	$5,891			$442		$965					$451	$7,748
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Librarian	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Fresno	No Comparable Class													
City of Hayward	Librarian I	$3,895	$4,729		$84	$331		$1,121	$137	$22			$69	$6,493
City of Long Beach	General Librarian II	$3,810	$5,810			$349		$796					$444	$7,399
City of Los Angeles	Librarian II	$4,559	$5,664					$857	$48				$82	$6,651
City of Modesto	No Comparable Class													
City of Oakland	Librarian II	$5,073	$6,230			$312		$1,121	$97	$23			$90	$7,873
City of Pasadena	Librarian II	$4,581	$5,726			$252		$967	$80				$83	$7,108
City of Redding	No Comparable Class													
City of Roseville	Librarian	$3,258	$4,585	$115	$138	$367		$916					$66	$6,186
City of Sacramento	No Comparable Class													
City of San Diego	Librarian II	$4,173	$5,025		$151	$70	$506						$73	$5,825
City of San Jose	Librarian II	$5,502	$6,691					$977	$102	$17			$97	$7,884
City of Santa Barbara	Librarian II	$4,208	$5,115			$43		$848	$79	$10			$74	$6,169
City of Stockton	Librarian II	$3,552	$5,303			$371		$1,052					$77	$6,803
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	Librarian II	$3,895	$4,735			$379		$1,145	$116	$22			$69	$6,465
City of Yuba City	No Comparable Class													
County of Alameda	Librarian II	$4,308	$4,960					$1,185	$124				$379	$6,648
County of Butte	Librarian	$2,903	$3,890			$272		$1,207					$298	$5,667
County of Contra Costa	Librarian	$3,942	$5,034		$85	$246		$1,134	$73				$385	$6,957

CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Librarian II	$3,514	$4,269	$213		$299		$1,284					$62	$6,127
County of Fresno	Librarian II	$3,637	$4,643					$642					$355	$5,640
County of Kern	Librarian II	$3,568	$4,356	$87				$1,175					$333	$5,951
County of Los Angeles	Librarian II	$3,891	$4,965		$199		$946		$53				$72	$6,235
County of Marin	No Comparable Class													
County of Merced	Librarian II	$3,269	$3,975					$1,130	$93	$17			$304	$5,519
County of Orange	Librarian	$4,150	$5,595					$667	$52				$81	$6,395
County of Placer	Librarian II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Riverside	No Comparable Class													
County of Sacramento	No Comparable Class													
County of San Bernardino	Librarian I	$3,155	$4,030		$242	$282	$230	$171	$9	$5			$58	$5,027
County of San Diego	Librarian I	$3,763	$4,576			$320	$611						$66	$5,574
County of San Joaquin	No Comparable Class													
County of San Mateo	Librarian II	$4,552	$5,689			$465		$1,020	$74	$15			$435	$7,699
County of Santa Clara	Librarian II	$4,715	$5,707			$399		$1,305	$113	$11			$83	$7,618
County of Solano	Librarian	$3,870	$4,704	$118		$282		$897	$86	$12			$360	$6,459
County of Tulare	Librarian III	$3,391	$4,133				$391						$316	$4,840
County of Ventura	Librarian	$3,224	$4,511		$68	$180	$537						$345	$5,641
County of Yolo	Librarian II	$3,331	$4,049			$283	$1,014						$310	$5,656
Federal Government	No Comparable Class													

Base Salary Median		**$4,960**
Base Salary Mean		**$4,986**
Percentage Above or Below Median		**2.69%**
Percentage Above or Below Mean		**2.18%**

Total Compensation Median	**$6,459**
Total Compensation Mean	**$6,466**
Percentage Above or Below Median	**0.10%**
Percentage Above or Below Mean	**-0.02%**

Number of Comparable Matches	**31**

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CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Licensed Psychiatric Technician***	***$3,033***	***$3,649***					***$978***					***$53***	***$4,680***
City and County of San Francisco	No Comparable Class													
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	Psychiatric Technician	$2,763	$3,703			$259		$1,207					$283	$5,452
County of Contra Costa	Psychiatric Technician	$3,567	$4,555		$85	$222		$1,134	$73				$348	$6,418

CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Psychiatric Technician II	$3,463	$4,210	$211		$295		$1,284					$61	$6,060
County of Fresno	Psychiatic Technician II	$2,732	$3,488					$642					$267	$4,397
County of Kern	No Comparable Class													
County of Los Angeles	Psychiatric Technician II	$2,871	$3,652		$146		$946		$53				$53	$4,850
County of Marin	No Comparable Class													
County of Merced	Licensed Mental Health Worker	$3,415	$4,153					$1,130	$93	$17			$318	$5,711
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	Licensed Psychiatric Technician	$2,585	$3,365			$269	$713						$257	$4,605
County of Sacramento	No Comparable Class													
County of San Bernardino	Psychiatric Technician I	$2,794	$3,564			$249	$190	$137	$9				$52	$4,201
County of San Diego	Psychiatric Technician	$3,381	$3,381			$237	$611						$49	$4,278
County of San Joaquin	Senior Psychiatric Technician	$3,378	$4,105				$1,477						$314	$5,896
County of San Mateo	Licensed Psychiatric Technician	$3,954	$4,942			$404		$1,020	$74	$15			$378	$6,833
County of Santa Clara	Psychiatric Technician II	$3,867	$4,669			$327		$1,305	$113	$11			$68	$6,493
County of Solano	Psychiatric Technician	$3,970	$4,826	$121		$290		$897	$86	$12			$369	$6,600
County of Tulare	Mental Health Technician II	$2,623	$3,196				$463						$244	$3,903
County of Ventura	Psychiatric Technician	$2,459	$3,783		$57	$151	$537						$289	$4,817
County of Yolo	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$3,783**
Base Salary Mean		**$3,973**
Percentage Above or Below Median		**-3.67%**
Percentage Above or Below Mean		**-8.87%**

Total Compensation Median	**$5,452**
Total Compensation Mean	**$5,368**
Percentage Above or Below Median	**-16.51%**
Percentage Above or Below Mean	**-14.70%**

Number of Comparable Matches	**15**

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CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Maintenance Mechanic***	***$3,835***	***$4,207***					***$879***	***$90***	***$9***			***$322***	***$5,507***
City and County of San Francisco	Stationary Engineer		$5,922			$444		$965					$453	$7,784
City of Anaheim	HAVC Mechanic	$4,498	$5,472			$383		$954	$56				$79	$6,944
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Fresno	Air Conditioning Mechanic	$5,382	$5,382				$658						$78	$6,118
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Mechanical Repairer II		$5,117					$857	$48				$74	$6,096
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	HVAC Technician		$4,346										$63	$4,409
City of Roseville	No Comparable Class													
City of Sacramento	Stationary Engineer	$3,953	$5,562			$167		$880					$428	$7,037
City of San Diego	Refrigeration Mechanic	$3,938	$4,727		$142	$255	$466						$69	$5,659
City of San Jose	Air Conditioner Mechanic	$5,985	$7,271					$977	$102	$17			$105	$8,472
City of Santa Barbara	No Comparable Class													
City of Stockton	HVAC Mechanic	$4,093	$5,001			$350		$1,415					$73	$6,839
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Stationary Engineer		$6,375					$1,185	$124				$488	$8,172
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of Contra Costa	Stationary Engineer	$4,672	$5,151			$251		$1,134	$73				$394	$7,003

CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Building Operations Technician	$3,451	$4,196	$210		$294		$1,284					$61	$6,044
County of Fresno	Air Conditioning Mechanic	$4,069	$4,272					$642					$327	$5,241
County of Kern	Air Conditioner Mechanic	$3,294	$4,022	$80				$1,175					$308	$5,585
County of Los Angeles	Stationary Engineer I	$5,115	$5,115		$205		$946		$53				$74	$6,393
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of Orange	Air Conditioning Mechanic	$5,607	$5,607					$667	$52				$81	$6,407
County of Placer	Refrigeration and AC Mechanic, Senior	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Riverside	Building Maintenance Mechanic	$2,951	$3,647			$292	$713						$279	$4,931
County of Sacramento	Stationary Engineer I	$4,952	$5,458					$827	$95				$418	$6,798
County of San Bernardino	General Maintenance Mechanic	$3,078	$3,929			$275	$190	$137	$9				$57	$4,597
County of San Diego	Air Conditioning & Refrig Mechanic	$4,321	$4,765			$334	$611						$69	$5,779
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of San Mateo	Stationary Engineer II	$5,855	$5,855			$479		$1,020	$74	$15			$448	$7,891
County of Santa Clara	Refrigeration Mechanic		$6,853			$480		$1,305	$113	$11			$99	$8,861
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
County of Tulare	Air Conditioner Mechanic	$2,935	$3,577				$485						$274	$4,336
County of Ventura	Air Conditioning and Refrig Mechanic	$4,231	$4,442		$67	$178	$537						$340	$5,563
County of Yolo	Building Crafts Mechanic III	$3,274	$3,981					$926	$79	$9			$305	$5,300
Federal Government	AC Equiment Mechanic	$3,387	$3,952		$198			$697					$294	$5,141

Base Salary Median	**$4,921**
Base Salary Mean	**$4,849**
Percentage Above or Below Median	**-16.97%**
Percentage Above or Below Mean	**-15.26%**

Total Compensation Median	**$6,118**
Total Compensation Mean	**$6,215**
Percentage Above or Below Median	**-11.10%**
Percentage Above or Below Mean	**-12.86%**

Number of Comparable Matches	**35**

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CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Pharmacy Technician***	***$2,638***	***$3,209***					***$879***	***$90***	***$9***			***$245***	***$4,432***
City and County of San Francisco	No Comparable Class													
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	Pharmacy Technician	$3,007	$3,655		$85	$178		$1,134	$73				$280	$5,405

CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Pharmacy Technician	$2,672	$3,262	$65				$1,175					$250	$4,752
County of Los Angeles	Pharmacy Technician	$2,469	$3,140		$126		$946		$53				$46	$4,310
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	Pharmacy Technician	$2,974	$3,411					$667	$52				$49	$4,179
County of Placer	Pharmacy Technician	$2,810	$3,416	$171		$239		$1,190	$50	$9			$261	$5,336
County of Riverside	Pharmacy Technician II	$2,340	$3,045			$244	$713						$233	$4,235
County of Sacramento	Pharmacy Technician	$2,702	$3,287					$827	$95				$251	$4,460
County of San Bernardino	No Comparable Class													
County of San Diego	Pharmacy Technician	$2,929	$3,562			$249	$611						$52	$4,474
County of San Joaquin	Pharmacy Technician II	$2,740	$3,330				$1,477						$255	$5,062
County of San Mateo	Pharmacy Technician	$3,467	$4,333			$354		$1,020	$74	$15			$331	$6,128
County of Santa Clara	Pharmacy Technician	$3,389	$4,092			$286		$1,305	$113	$11			$59	$5,867
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	Pharmacy Technician II	$2,048	$2,858		$43	$114	$537						$219	$3,771
County of Yolo	No Comparable Class													
Federal Government	Pharmacy Technician	$2,755	$3,581		$179			$697					$267	$4,724

Base Salary Median		**$3,411**
Base Salary Mean		**$3,459**
Percentage Above or Below Median		**-6.29%**
Percentage Above or Below Mean		**-7.80%**

Total Compensation Median	**$4,724**
Total Compensation Mean	**$4,823**
Percentage Above or Below Median	**-6.57%**
Percentage Above or Below Mean	**-8.82%**

Number of Comparable Matches	**13**

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CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Plumber I***	***$3,828***	***$4,201***					***$879***	***$90***	***$9***			***$321***	***$5,500***
City and County of San Francisco	Plumber	$6,143	$7,466			$560		$965					$571	$9,562
City of Anaheim	Skilled Maintenance Worker II	$3,411	$4,354			$305		$954	$56				$63	$5,732
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Fresno	Plumber	$4,868	$4,868				$658						$71	$5,597
City of Hayward	No Comparable Class													
City of Long Beach	Plumber	$3,360	$4,568			$274		$796					$349	$5,988
City of Los Angeles	Plumber		$5,899					$857	$48				$86	$6,890
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Oakland	No Comparable Class													
City of Pasadena	Plumber	$4,211	$5,116			$174		$973	$104				$74	$6,441
City of Redding	Building Trades Maintenance Worker		$3,940			$276		$1,159	$106	$16			$57	$5,554
City of Roseville	No Comparable Class													
City of Sacramento	Plumber	$3,615	$5,998			$180		$880					$462	$7,520
City of San Diego	Plumber	$3,938	$4,727		$142	$255	$466						$69	$5,659
City of San Jose	Plumber	$5,985	$7,271					$977	$102	$17			$105	$8,472
City of Santa Barbara	Plumber	$4,084	$4,965			$41		$848	$79	$10			$72	$6,015
City of Stockton	Craft Maintenance Worker II	$3,699	$4,520			$316		$1,415					$66	$6,317
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Plumber		$6,890					$1,185	$124				$527	$8,726
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of Contra Costa	Steamfitter	$5,678	$6,260		$85	$305		$1,134	$73				$479	$8,336

CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Senior Building Maintenance Worker	$3,215	$3,907	$195		$273		$1,284					$57	$5,716
County of Fresno	Maintenance Plumber	$4,069	$4,272					$642					$327	$5,241
County of Kern	Maintenance Plumber	$3,294	$4,022	$80				$1,175					$308	$5,585
County of Los Angeles	Plumber	$5,707	$5,707		$228		$946		$53				$83	$7,017
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of Orange	Plumber	$5,207	$5,207					$667	$52				$76	$6,002
County of Placer	Senior Building Craft Mechanic	$3,854	$4,685	$234		$328		$1,190	$50	$9			$358	$6,855
County of Riverside	Maintenance Plumber	$3,477	$4,298			$344	$713						$329	$5,684
County of Sacramento	Plumber		$5,509					$827	$95				$421	$6,852
County of San Bernardino	Plumber	$3,396	$4,335			$303	$190	$137	$9				$63	$5,037
County of San Diego	Plumber	$4,321	$4,764			$333	$611						$69	$5,778
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of San Mateo	Stationary Engineer II	$5,855	$5,855			$479		$1,020	$74	$15			$448	$7,891
County of Santa Clara	Plumber	$6,853	$6,853			$480		$1,305	$113	$11			$99	$8,861
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
County of Tulare	No Comparable Class													
County of Ventura	Maintenance Plumber	$3,927	$4,124		$62	$165	$537						$315	$5,203
County of Yolo	Building Crafts Mechanic III	$3,273	$3,980					$926	$79	$9			$304	$5,298
Federal Government	Plumber	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median	**$4,727**
Base Salary Mean	**$4,940**
Percentage Above or Below Median	**-12.52%**
Percentage Above or Below Mean	**-17.59%**

Total Compensation Median	**$6,002**
Total Compensation Mean	**$6,367**
Percentage Above or Below Median	**-9.11%**
Percentage Above or Below Mean	**-15.75%**

Number of Comparable Matches	**37**

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CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Public Health Microbiologist***	***$4,700***	***$6,139***					***$879***	***$90***	***$9***			***$470***	***$7,587***
City and County of San Francisco	Microbiologist	$5,679	$6,905					$965					$528	$8,398
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	Microbiologist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Senior Microbiologist	$4,997	$6,000					$1,185	$124				$459	$7,768
County of Butte	Public Health Microbiologist, Senior	$4,309	$5,775			$404		$1,207					$442	$7,828
County of Contra Costa	Senior Public Health Microbiologist	$4,982	$6,056		$85	$296		$1,134	$73				$463	$8,107

CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Public Health Microbiologist	$4,600	$5,592	$280		$391		$1,284					$81	$7,628
County of Fresno	Senior Public Health Microbiologist	$4,170	$5,067					$642					$388	$6,097
County of Kern	Microbiologist	$5,702	$6,961	$139				$1,175					$533	$8,808
County of Los Angeles	Public Health Microbiologist II	$4,521	$5,770		$231		$946		$53				$84	$7,083
County of Marin	Microbiologist III	$5,460	$6,554			$271	$767						$95	$7,686
County of Merced	Public Health Microbiologist II	$4,557	$5,545					$1,130	$93	$17			$424	$7,209
County of Orange	Public Health Microbiologist II	$4,337	$5,840					$667	$52				$85	$6,644
County of Placer	Senior Public Health Microbiologist	$4,577	$5,564	$278		$389		$1,190	$50	$9			$426	$7,906
County of Riverside	No Comparable Class													
County of Sacramento	Senior Public Health Microbiologist	$4,441	$5,399					$827	$95				$413	$6,734
County of San Bernardino	Public Health Microbiologist II	$4,125	$5,268		$316	$369	$230	$171	$9	$5			$76	$6,444
County of San Diego	Senior Public Health Microbiologist	$5,551	$6,120			$428	$611						$89	$7,248
County of San Joaquin	Senior Public Health Microbiologist	$4,684	$5,802				$1,394						$444	$7,640
County of San Mateo	Public Health Microbiologist II	$5,571	$6,963			$570		$1,020	$74	$15			$533	$9,174
County of Santa Clara	Public Health Microbiologist	$5,410	$7,223			$506		$1,305	$113	$11			$105	$9,262
County of Solano	No Comparable Class													
County of Tulare	Public Health Microbiologist II	$4,723	$5,756				$423						$440	$6,620
County of Ventura	Microbiologist III	$3,997	$5,605		$84	$224	$537						$429	$6,879
County of Yolo	Public Health Microbiologist II	$4,001	$4,864					$926	$79	$9			$372	$6,250
Federal Government	Microbiologist	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median	**$5,802**
Base Salary Mean	**$6,021**
Percentage Above or Below Median	**5.49%**
Percentage Above or Below Mean	**1.92%**

Total Compensation Median	**$7,640**
Total Compensation Mean	**$7,567**
Percentage Above or Below Median	**-0.70%**
Percentage Above or Below Mean	**0.26%**

Number of Comparable Matches	**23**

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CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Analyst II***	***$4,619***	***$5,616***					***$879***	***$90***	***$9***			***$430***	***$7,024***
City and County of San Francisco	Administrative Analyst	$5,014	$6,095			$457		$965					$466	$7,983
City of Anaheim	Management Analyst II	$5,422	$6,777			$474		$954	$56				$98	$8,360
City of Bakersfield	No Comparable Class													
City of Chico	Management Analyst		$7,746			$155		$1,013	$66	$5			$593	$9,577
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Management Analyst	$5,524	$7,051	$176		$564		$913	$143	$21		$25	$539	$9,433
City of Fresno	Management Analyst II	$3,838	$4,645				$658						$67	$5,370
City of Hayward	Administrative Analyst II	$5,283	$6,413		$84	$449		$1,121	$137	$22			$93	$8,319
City of Long Beach	Administrative Analyst I	$4,006	$5,445			$327		$796					$417	$6,984
City of Los Angeles	Management Analyst II	$5,295	$6,579					$857	$48				$95	$7,579
City of Modesto	Administrative Analyst II	$4,797	$5,845		$58	$386		$812					$85	$7,186
City of Oakland	Administrative Analyst	$5,154	$6,328			$316		$1,121	$97	$23			$92	$7,977
City of Pasadena	Management Analyst III	$5,133	$6,416			$282		$967	$80				$93	$7,838
City of Redding	Management Analyst II	$3,794	$5,338			$374		$1,160	$106	$16			$77	$7,071
City of Roseville	Administrative Analyst II	$5,367	$7,192	$180	$216	$575		$916					$104	$9,183
City of Sacramento	Administrative Analyst	$4,599	$6,898			$207		$880					$531	$8,516
City of San Diego	Associate Management Analyst	$4,520	$5,463		$164	$76	$506						$79	$6,289
City of San Jose	Analyst II	$5,540	$6,732					$977	$102	$17			$98	$7,926
City of Santa Barbara	Administrative Analyst II	$5,791	$7,039			$59		$848	$79	$10			$102	$8,137
City of Stockton	Administrative Analyst II	$4,131	$5,303			$371		$1,052					$77	$6,803
City of Vacaville	Management Analyst II	$5,796	$7,043		$70			$1,121	$77	$19			$102	$8,433
City of Visalia	Senior Administrative Analyst	$3,786	$4,760					$950					$69	$5,779
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst II	$4,508	$5,480		$100	$438		$750	$97				$79	$6,945
County of Alameda	Management Analyst	$5,184	$6,947					$1,185	$124				$531	$8,787
County of Butte	No Comparable Class													
County of Contra Costa	Administrative Services Assistant II	$4,513	$5,485			$268		$1,134	$73				$420	$7,379

CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Administrative Analyst II	$4,526	$5,502	$275		$385		$1,284					$80	$7,526
County of Fresno	Staff Analyst II	$3,735	$4,541					$642					$347	$5,530
County of Kern	Department Analyst II	$3,463	$4,227	$85				$1,175					$323	$5,810
County of Los Angeles	Research Analyst II	$3,997	$4,832		$193		$946		$53				$70	$6,094
County of Marin	Administrative Analyst III	$6,367	$7,696			$318	$801						$112	$8,926
County of Merced	Staff Services Analyst II	$4,032	$4,905	$63				$1,130	$93	$17			$375	$6,583
County of Orange	No Comparable Class													
County of Placer	Staff Services Analyst II	$4,461	$5,423	$271		$380		$1,190	$50	$9			$415	$7,738
County of Riverside	Research Analyst	$3,492	$4,546		$108	$364	$706						$348	$6,072
County of Sacramento	Administrative Services Officer I	$4,265	$5,185					$827	$95				$397	$6,504
County of San Bernardino	Statistical Analyst	$4,335	$5,531		$332	$387	$230	$171	$9	$5			$80	$6,745
County of San Diego	Statistician	$4,317	$5,248			$367	$611						$76	$6,302
County of San Joaquin	Management Analyst II	$4,616	$5,611				$1,394						$429	$7,434
County of San Mateo	Management Analyst III	$5,891	$7,365			$602		$1,020	$74	$15			$563	$9,640
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	Management Analyst II	$5,588	$7,823		$117	$313	$537						$598	$9,389
County of Yolo	No Comparable Class													
Federal Government	Statistician	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,728**
Base Salary Mean		**$6,014**
Percentage Above or Below Median		**-1.99%**
Percentage Above or Below Mean		**-7.08%**

Total Compensation Median	**$7,553**
Total Compensation Mean	**$7,547**
Percentage Above or Below Median	**-7.53%**
Percentage Above or Below Mean	**-7.45%**

Number of Comparable Matches	**38**

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CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Scientist III***	***$5,796***	***$7,044***					***$879***	***$90***	***$9***			***$539***	***$8,561***
City and County of San Francisco	Data Not Available													
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Epidemiologist II	$5,346	$6,562					$1,185	$124				$502	$8,373
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Epidemiologist	$4,600	$5,592	$280		$391		$1,284					$81	$7,628
County of Fresno	No Comparable Class													
County of Kern	Public Health Epidemiologist	$3,695	$4,511	$90				$1,175					$345	$6,121
County of Los Angeles	Epidemiologist	$4,928	$6,291		$252		$946		$53				$91	$7,633
County of Marin	Epidemiologist	$5,687	$6,977			$288	$779						$101	$8,146
County of Merced	No Comparable Class													
County of Orange	Epidemiologist	$4,215	$5,684					$667	$52				$82	$6,485
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	Epidemiologist	$5,509	$6,695		$67			$827	$95				$512	$8,196
County of San Bernardino	Public Health Epidemiologist	$4,335	$5,531		$332	$387	$230	$171	$9	$5			$80	$6,745
County of San Diego	Epidemiologist	$5,555	$6,751			$473	$611						$98	$7,932
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Epidemiologist II	$5,389	$6,520			$456		$1,305	$113	$11			$95	$8,500
County of Solano	Epidemiologist	$4,966	$6,036	$151		$362		$897	$86	$12			$462	$8,006
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	Public Health Epidemiologist	$4,693	$5,705			$399		$926	$79	$9			$436	$7,555
Federal Government	No Comparable Class													

Base Salary Median		**$6,164**
Base Salary Mean		**$6,071**
Percentage Above or Below Median		**12.50%**
Percentage Above or Below Mean		**13.81%**

Total Compensation Median	**$7,783**
Total Compensation Mean	**$7,610**
Percentage Above or Below Median	**9.09%**
Percentage Above or Below Mean	**11.11%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Safety Engineer***	***$6,271***	***$7,616***					***$901***	***$90***	***$9***			***$583***	***$9,199***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Safety Administrator	$6,276	$7,845			$549		$954	$56				$114	$9,518
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	Safety Specialist II	$4,216	$5,724			$343		$796					$438	$7,301
City of Los Angeles	Safety Engineer	$6,572	$8,166					$857	$48				$118	$9,189
City of Modesto	No Comparable Class													
City of Oakland	Safety and Loss Control Specialist	$5,154	$6,328			$316		$1,121	$97	$23			$92	$7,977
City of Pasadena	Safety Officer	$6,213	$7,766			$342		$967	$80				$113	$9,267
City of Redding	Safety Specialist	$4,265	$6,001			$420		$1,160	$106	$16			$87	$7,790
City of Roseville	Safety Coordinator	$5,367	$7,192		$432	$575		$1,000	$148	$20			$104	$9,471
City of Sacramento	Environmental Health and Safety Specialist	$4,585	$6,877		$275	$481		$880					$530	$9,043
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Safety Officer Public Works	$5,567	$6,768					$1,185	$124				$518	$8,595
County of Butte	Safety Officer	$4,876	$6,534			$457		$1,207					$500	$8,698
County of Contra Costa	Safety Services Specialist Level A	$3,917	$4,773			$233		$1,134	$73				$365	$6,578

CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	Safety Officer II	$4,726	$6,033		$241		$946		$53				$87	$7,361
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	Safety and Training Officer	$4,500	$6,065					$667	$52				$88	$6,872
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	Safety Specialist	$5,331	$6,480					$827	$95				$496	$7,898
County of San Bernardino	Safety Officer	$5,015	$6,413			$449	$190	$138	$9				$93	$7,292
County of San Diego	Departmental Safety Coordinator	$4,745	$5,768			$404	$611						$84	$6,866
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	County Safety Officer	$4,031	$4,912				$407						$376	$5,694
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Safety and Occupational Health Specialist	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$6,371**
Base Salary Mean		**$6,419**
Percentage Above or Below Median		**16.35%**
Percentage Above or Below Mean		**15.72%**

Total Compensation Median	**$7,844**
Total Compensation Mean	**$7,930**
Percentage Above or Below Median	**14.73%**
Percentage Above or Below Mean	**13.80%**

Number of Comparable Matches	**18**

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CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Security Guard***	***$2,173***	***$2,639***					***$879***	***$90***	***$9***			***$202***	***$3,819***
City and County of San Francisco	Security Guard	$2,986	$3,618			$271		$965					$277	$5,131
City of Anaheim	Security Guard	$2,928	$3,073			$215		$954	$56				$45	$4,343
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	Special Services Officer I	$2,312	$3,135			$188		$796					$240	$4,359
City of Los Angeles	Security Aide	$2,460	$3,057					$857	$48				$44	$4,006
City of Modesto	Security Officer	$2,649	$3,219		$32	$212		$812					$47	$4,322
City of Oakland	Museum Guard	$2,715	$3,332			$167		$1,121	$97	$23			$48	$4,788
City of Pasadena	Security Ranger	$3,552	$4,437			$151		$973	$104				$64	$5,729
City of Redding	No Comparable Class													
City of Roseville	Library Security Guard	$2,027	$2,852	$71	$86	$228		$916					$41	$4,194
City of Sacramento	Security Officer	$4,131	$4,131			$124		$880					$318	$5,453
City of San Diego	No Comparable Class													
City of San Jose	Security Officer	$3,653	$4,442					$977	$102	$17			$64	$5,602
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	Public Service Officer	$4,039	$4,453		$85	$217		$1,134	$73				$341	$6,303

CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	Security Officer II	$2,086	$2,665					$642					$204	$3,511
County of Kern	Security Attendant II	$2,072	$2,529	$51				$1,175					$193	$3,948
County of Los Angeles	Security Guard	$2,012	$2,310		$92		$946		$53				$33	$3,435
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	Building Security Attendant	$2,290	$2,784					$827	$95				$213	$3,919
County of San Bernardino	Security Technician I	$2,137	$2,727			$191	$190	$137	$9				$40	$3,293
County of San Diego	No Comparable Class													
County of San Joaquin	Security Worker	$2,189	$2,661				$1,477						$204	$4,342
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Security Guard	$2,209	$3,212		$161			$697					$239	$4,309

Base Salary Median		**$3,104**
Base Salary Mean		**$3,258**
Percentage Above or Below Median		**-17.62%**
Percentage Above or Below Mean		**-23.44%**

Total Compensation Median	**$4,332**
Total Compensation Mean	**$4,499**
Percentage Above or Below Median	**-13.43%**
Percentage Above or Below Mean	**-17.82%**

Number of Comparable Matches	**18**

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CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Transportation Engineer/1st Supervisor***	***$7,377***	***$8,965***					***$1,013***					***$634***	***$10,612***
City and County of San Francisco	Engineer	$8,249	$10,025					$965					$649	$11,639
City of Anaheim	Senior Civil Engineer	$6,590	$8,238			$577		$954	$56				$119	$9,944
City of Bakersfield	Civil Engineer IV	$7,623	$9,266			$741		$968					$134	$11,110
City of Chico	Senior Civil Engineer		$9,786			$196		$1,013	$66	$5			$749	$11,814
City of Davis	Senior Civil Engineer	$6,656	$8,091			$647	$1,340						$117	$10,196
City of Eureka	Associate Civil Engineer	$5,306	$6,452					$1,165	$53	$5			$94	$7,769
City of Folsom	Senior Civil Engineer	$6,881	$8,785	$220		$703		$913	$143	$21		$25	$631	$11,441
City of Fresno	Supervising Professional Engineer	$6,476	$7,853				$658						$114	$8,625
City of Hayward	No Comparable Class													
City of Long Beach	Senior Traffic Engineer	$6,506	$8,862			$532		$796					$632	$10,822
City of Los Angeles	Sr Transportation Engineer	$8,157	$10,134					$857	$48				$147	$11,186
City of Modesto	Associate Traffic Engineer	$6,451	$7,860		$79	$519		$812					$114	$9,383
City of Oakland	Supervising Transportation Engineer	$8,475	$10,406			$520		$1,121	$97	$23			$151	$12,318
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Senior Engineer	$6,267	$8,398		$504	$672		$1,000	$148	$20			$122	$10,863
City of Sacramento	Supervising Engineer	$6,788	$10,181		$407	$713		$880					$655	$12,836
City of San Diego	No Comparable Class													
City of San Jose	Senior Engineer	$8,225	$10,258					$977	$102	$17			$149	$11,503
City of Santa Barbara	No Comparable Class													
City of Stockton	Associate Traffic Engineer	$5,997	$7,699			$539		$1,052					$112	$9,402
City of Vacaville	Sr. Civil Engineer	$7,923	$9,631		$96			$1,121	$77	$19			$140	$11,084
City of Visalia	No Comparable Class													
City of Woodland	Associate Civil Engineer	$5,370	$6,527		$131	$522		$1,145	$116	$22			$95	$8,557
City of Yuba City	No Comparable Class													
County of Alameda	Supervisory Civil Engineer	$8,240	$10,020					$1,185	$124				$649	$11,978
County of Butte	Civil Engineer, Senior	$5,328	$7,212			$505		$1,207					$552	$9,476
County of Contra Costa	Associate Civil Engineer	$6,226	$8,376	$209	$85	$409		$1,134	$73				$625	$10,911

CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Senior Civil Engineer	$6,405	$7,786	$389		$545		$1,284					$113	$10,117
County of Fresno	Senior Engineer	$6,170	$7,501					$642					$574	$8,717
County of Kern	Supervisory Engineer	$6,722	$8,207	$164				$1,175					$623	$10,169
County of Los Angeles	Senior Civil Engineer	$7,777	$9,660		$386		$946		$53				$140	$11,185
County of Marin	No Comparable Class													
County of Merced	Supervising Engineer	$6,880	$8,362	$63				$1,130	$93	$17			$625	$10,289
County of Orange	Senior Civil Engineer	$7,233	$8,287					$667	$52				$120	$9,126
County of Placer	Senior Civil Engineer	$6,921	$8,413	$421		$589		$1,190	$50	$9			$626	$11,297
County of Riverside	Senior Transportation Planning Engineer	$6,317	$8,244		$108	$660	$706						$623	$10,341
County of Sacramento	Senior Civil Engineer	$7,891	$8,700					$827	$95				$630	$10,252
County of San Bernardino	Public Works Engineer III	$5,954	$7,616			$533	$190	$138	$9				$110	$8,597
County of San Diego	Senior Civil Engineer	$6,815	$8,285			$580	$672						$120	$9,657
County of San Joaquin	Engineer V	$6,559	$7,975		$80		$1,534						$610	$10,199
County of San Mateo	Senior Civil Engineer	$7,431	$9,289			$760		$1,020	$92	$15			$638	$11,814
County of Santa Clara	Senior Civil Engineer	$7,873	$9,594			$672		$1,305	$113	$11			$139	$11,834
County of Solano	Engineering Services Supervisor	$7,551	$9,179	$229		$551		$897	$86	$12			$637	$11,591
County of Tulare	Engineer IV	$6,161	$7,509				$459						$574	$8,542
County of Ventura	Senior Engineer	$4,731	$6,757		$101	$270	$537						$517	$8,183
County of Yolo	Senior Civil Engineer	$6,494	$7,894			$553	$1,014						$604	$10,064
Federal Government	Civil - Highway Engineer	$4,848	$6,256		$313			$697					$466	$7,732

Base Salary Median		**$8,325**
Base Salary Mean		**$8,489**
Percentage Above or Below Median		**7.14%**
Percentage Above or Below Mean		**5.31%**

Total Compensation Median	**$10,271**
Total Compensation Mean	**$10,314**
Percentage Above or Below Median	**3.21%**
Percentage Above or Below Mean	**2.80%**

Number of Comparable Matches	**40**

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CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Analyst***	***$3,658***	***$4,446***					***$879***	***$90***	***$9***			***$340***	***$5,764***
City and County of San Francisco	Junior Administrative Analyst	$3,816	$4,637			$348		$965					$355	$6,305
City of Anaheim	No Comparable Class													
City of Bakersfield	Administrative Analyst I	$3,813	$4,634			$371		$968					$67	$6,040
City of Chico	Administrative Analyst I	$3,458	$4,634			$185		$1,013	$66	$5			$355	$6,258
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	Management Analyst I	$3,130	$3,788				$658						$55	$4,501
City of Hayward	Admin Analyst I	$4,500	$5,465		$84	$383		$1,121	$137	$22			$79	$7,291
City of Long Beach	Assistant Administrative Analyst I	$3,118	$4,234			$254		$796					$324	$5,608
City of Los Angeles	Management Assistant	$3,762	$4,674					$857	$48				$68	$5,647
City of Modesto	Administrative Analyst I	$4,136	$5,845		$58	$386		$812					$85	$7,186
City of Oakland	Administrative Analyst I	$4,452	$5,466			$273		$1,121	$97	$23			$79	$7,060
City of Pasadena	Management Analyst I	$3,994	$4,992			$220		$967	$80				$72	$6,331
City of Redding	Management Analyst I	$3,280	$4,615			$323		$1,160	$106	$16			$67	$6,287
City of Roseville	Administrative Analyst I	$4,952	$6,636		$398	$531		$1,000	$148	$20			$96	$8,829
City of Sacramento	No Comparable Class													
City of San Diego	Assistant Management Analyst	$3,719	$4,520		$136	$63	$506						$66	$5,290
City of San Jose	Analyst I	$5,077	$6,171					$977	$102	$17			$89	$7,356
City of Santa Barbara	Administrative Analyst I	$5,061	$6,152			$51		$848	$79	$10			$89	$7,229
City of Stockton	Administrative Analyst I	$3,552	$4,560			$319		$1,052					$66	$5,997
City of Vacaville	Management Analyst I	$4,919	$5,979		$60			$1,121	$77	$19			$87	$7,342
City of Visalia	Administrative Analyst	$3,327	$4,182					$880					$61	$5,123
City of Woodland	Management Analyst I	$4,093	$4,973			$398		$1,145	$116	$22			$72	$6,726
City of Yuba City	Administrative Analyst I	$3,815	$4,636			$301		$750	$86				$67	$5,841
County of Alameda	Administrative Specialist I	$4,380	$5,321					$1,185	$124				$407	$7,037
County of Butte	No Comparable Class													
County of Contra Costa	Administrative Analyst	$3,709	$4,509		$85	$220		$1,134	$73				$345	$6,366

CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Staff Services Analyst I	$4,073	$4,952	$248		$347		$1,284					$72	$6,902
County of Fresno	Staff Analyst I / I-A	$3,364	$4,092					$642					$313	$5,047
County of Kern	Department Analyst I	$3,213	$3,923	$78				$1,175					$300	$5,477
County of Los Angeles	Management Trainee, CAO	$3,257	$3,929		$157		$946		$53				$57	$5,142
County of Marin	Administrative Analyst I	$5,016	$6,093			$252	$753						$88	$7,186
County of Merced	Staff Services Analyst I	$3,252	$3,954					$1,130	$93	$17			$302	$5,496
County of Orange	No Comparable Class													
County of Placer	Staff Services Analyst I	$4,047	$4,919	$246		$344		$1,190	$50	$9			$376	$7,135
County of Riverside	Staff Analyst I	$3,175	$4,136		$108	$331	$706						$316	$5,598
County of Sacramento	No Comparable Class													
County of San Bernardino	Staff Analyst Trainee	$3,155	$4,030		$242	$282	$230	$171	$9	$5			$58	$5,027
County of San Diego	Administrative Trainee	$3,054	$3,712			$260	$611						$54	$4,637
County of San Joaquin	Management Analyst I	$3,564	$4,332				$1,394						$331	$6,057
County of San Mateo	Management Analyst I	$4,270	$5,337			$437		$1,020	$74	$15			$408	$7,291
County of Santa Clara	Associate Management Analyst A	$3,860	$4,693			$329		$1,305	$113	$11			$68	$6,519
County of Solano	Management Analyst (Entry)	$4,517	$5,490	$137		$329		$897	$86	$12			$420	$7,372
County of Tulare	Staff Services Analyst I	$3,170	$3,863				$386						$296	$4,544
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Management Analyst	$3,744	$4,868		$243			$697					$363	$6,171

Base Salary Median	**$4,637**
Base Salary Mean	**$4,814**
Percentage Above or Below Median	**-4.28%**
Percentage Above or Below Mean	**-8.29%**

Total Compensation Median	**$6,272**
Total Compensation Mean	**$6,243**
Percentage Above or Below Median	**-8.82%**
Percentage Above or Below Mean	**-8.32%**

Number of Comparable Matches	**38**

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CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Manager I***	***$5,079***	***$6,127***					***$1,013***					***$469***	***$7,609***
City and County of San Francisco	Principal Administrative analyst	$7,193	$8,745					$965					$631	$10,341
City of Anaheim	Senior Management Analyst	$6,276	$7,845			$549		$954	$56				$114	$9,518
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	Administrative Analyst III	$4,663	$6,343			$381		$796					$485	$8,005
City of Los Angeles	Senior Management Analyst I	$6,254	$7,769					$857	$48				$113	$8,787
City of Modesto	No Comparable Class													
City of Oakland	Administrative Services Manager I	$7,252	$8,904			$445		$1,121	$97	$23			$129	$10,719
City of Pasadena	Management Analyst V	$6,506	$8,133			$358		$903	$80				$118	$9,592
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Administrative Officer	$5,692	$8,538		$342	$598		$880					$632	$10,989
City of San Diego	Supervising Management Analyst	$5,583	$6,764		$203	$95	$506						$98	$7,666
City of San Jose	Administrative Manager	$7,330	$8,932					$977	$102	$17			$130	$10,158
City of Santa Barbara	No Comparable Class													
City of Stockton	Principal Administrative analyst	$5,547	$7,122			$499		$1,052					$103	$8,776
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst III	$5,819	$7,074		$100	$566		$750	$97				$103	$8,689
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Administrative Services Officer	$5,205	$6,328	$316		$443		$1,284					$92	$8,463
County of Fresno	No Comparable Class													
County of Kern	Supervisory Department Analyst	$4,082	$4,984	$100				$1,175					$381	$6,640
County of Los Angeles	Administrative Services Manager II	$5,359	$6,840		$274		$946		$53				$99	$8,212
County of Marin	Principal Administrative analyst	$7,533	$9,114			$376	$843						$132	$10,466
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	Administrative Services Officer, Senior	$5,431	$6,602	$330		$462	$1,500	$1,190	$50	$9			$505	$10,648
County of Riverside	Administrative Services Supervisor	$4,246	$5,535			$443	$713						$423	$7,114
County of Sacramento	Administrative Services Officer III	$6,582	$7,258		$73			$827	$95				$555	$8,808
County of San Bernardino	No Comparable Class													
County of San Diego	Administrative Analyst III	$4,745	$5,768			$404	$672						$84	$6,927
County of San Joaquin	No Comparable Class													
County of San Mateo	Administrative Services Manager I	$6,623	$8,278			$677		$1,020	$92	$15			$624	$10,706
County of Santa Clara	Administrative Services Manager I	$5,961	$7,248			$507		$1,305	$113	$11			$105	$9,289
County of Solano	No Comparable Class													
County of Tulare	Health and Human Services Agency Unit Manager I	$4,382	$5,340				$415						$409	$6,164
County of Ventura	Staff/Services Manager I	$4,764	$6,670		$100	$267	$537						$510	$8,084
County of Yolo	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$7,122**
Base Salary Mean		**$7,223**
Percentage Above or Below Median		**-16.24%**
Percentage Above or Below Mean		**-17.89%**

Total Compensation Median	**$8,787**
Total Compensation Mean	**$8,903**
Percentage Above or Below Median	**-15.48%**
Percentage Above or Below Mean	**-17.01%**

Number of Comparable Matches	**23**

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CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Supervising Biologist***	***$5,715***	***$6,897***					***$1,013***					***$528***	***$8,438***
City and County of San Francisco	Supervising Biologist	$7,055	$8,574					$965					$628	$10,167
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist III	$5,895	$7,324					$857	$48				$106	$8,335
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	Biologist III	$5,185	$6,277		$188	$88	$506						$91	$7,150
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	Water Quality Laboratory Supervisor	$4,820	$5,859					$827	$95				$448	$7,229
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Supervising Agricultural Biologist	$5,198	$6,320			$442		$1,305	$113	$11			$92	$8,283
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Supervising Biologist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$6,690**
Base Salary Mean		**$6,902**
Percentage Above or Below Median		**3.01%**
Percentage Above or Below Mean		**-0.07%**

Total Compensation Median	**$8,309**
Total Compensation Mean	**$8,300**
Percentage Above or Below Median	**1.52%**
Percentage Above or Below Mean	**1.63%**

Number of Comparable Matches	**6**

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CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineer***	***$6,270***	***$7,617***					***$901***	***$90***	***$9***			***$583***	***$9,200***
City and County of San Francisco	No Comparable Class													
City of Anaheim	Data Not Available													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	Associate Civil Engineer	$5,538	$6,732			$539	$1,340						$98	$8,708
City of Eureka	No Comparable Class													
City of Folsom	Assistant City Engineer	$5,944	$7,587	$190		$607		$913	$143	$21		$25	$580	$10,066
City of Fresno	Professional Engineer	$5,704	$6,913				$658						$100	$7,671
City of Hayward	Associate Transportation Engineer	$6,063	$7,358		$84	$515		$1,121	$137	$22			$107	$9,344
City of Long Beach	Traffic Engineer	$5,882	$8,006			$480		$796					$612	$9,895
City of Los Angeles	Transportation Engineer	$6,934	$8,615					$857	$48				$125	$9,645
City of Modesto	No Comparable Class													
City of Oakland	Transportation Engineer	$6,895	$8,465			$423		$1,121	$97	$23			$123	$10,252
City of Pasadena	Engineer	$7,114	$8,892			$391		$967	$80				$129	$10,459
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Associate Civil Engineer	$5,504	$7,744		$155	$232		$880					$596	$9,607
City of San Diego	No Comparable Class													
City of San Jose	Associate Engineer	$6,764	$8,441					$977	$102	$17			$122	$9,659
City of Santa Barbara	No Comparable Class													
City of Stockton	Assistant Traffic Engineer	$5,955	$6,918			$484		$1,052					$100	$8,555
City of Vacaville	Associate Civil Engineer	$7,153	$8,693		$87			$1,121	$77	$19			$126	$10,123
City of Visalia	Civil Engineer	$5,359	$6,737					$880					$98	$7,715
City of Woodland	No Comparable Class													
City of Yuba City	Associate Civil Engineer	$5,959	$7,243		$100	$579		$750	$97				$105	$8,874
County of Alameda	Associate Engineer	$6,947	$8,441					$1,185	$124				$626	$10,376
County of Butte	Civil Engineer, Associate	$4,876	$6,534			$457		$1,207					$500	$8,698
County of Contra Costa	Engineer - project level	$7,040	$8,164		$85	$398		$1,134	$73				$622	$10,477

CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	Assistant Civil Engineer	$4,557	$5,538	$277		$388		$1,284					$80	$7,567
County of Fresno	Engineer II	$4,595	$5,585					$642					$427	$6,654
County of Kern	Engineer II	$5,213	$6,363	$127				$1,175					$487	$8,152
County of Los Angeles	Associate Civil Engineer	$6,260	$7,777		$311		$946		$53				$113	$9,200
County of Marin	No Comparable Class													
County of Merced	No Comparable Class													
County of Orange	Civil Engineer	$6,483	$7,429					$667	$52				$108	$8,256
County of Placer	Associate Civil Engineer	$5,979	$7,267	$363		$509		$1,190	$50	$9			$556	$9,944
County of Riverside	Associate Civil Engineer	$5,802	$7,570		$108	$606	$706						$579	$9,569
County of Sacramento	Associate Civil Engineer	$6,433	$7,820					$827	$95				$598	$9,340
County of San Bernardino	Public Works Engineer II	$5,139	$6,566		$394	$460	$230	$171	$9	$5			$95	$7,930
County of San Diego	Civil Engineer (P.E.)	$5,889	$7,158			$501	$611						$104	$8,374
County of San Joaquin	Engineer IV	$5,805	$7,058		$71		$1,534						$540	$9,203
County of San Mateo	Associate Civil Engineer	$6,413	$8,017			$656		$1,020	$74	$15			$613	$10,395
County of Santa Clara	Associate Transportation Engineer	$6,723	$8,171			$572		$1,305	$113	$11			$118	$10,290
County of Solano	Civil Engineer	$6,353	$7,722	$193		$463		$897	$86	$12			$591	$9,964
County of Tulare	Engineer III	$5,231	$6,375				$436						$488	$7,299
County of Ventura	Engineer IV	$4,679	$7,011		$105	$280	$537						$536	$8,470
County of Yolo	Civil Engineer	$5,359	$6,513					$926	$79	$9			$498	$8,025
Federal Government	Civil - Highway Engineer	$4,437	$5,611		$281			$697					$418	$7,007

Base Salary Median	**$7,358**
Base Salary Mean	**$7,344**
Percentage Above or Below Median	**3.40%**
Percentage Above or Below Mean	**3.59%**

Total Compensation Median	**$9,203**
Total Compensation Mean	**$9,022**
Percentage Above or Below Median	**-0.03%**
Percentage Above or Below Mean	**1.93%**

Number of Comparable Matches	**35**

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CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Veterinary Medical Officer III***	***$5,188***	***$6,575***					***$879***	***$90***	***$9***			***$503***	***$8,056***
City and County of San Francisco	Shelter Veterinarian	$7,111	$9,074					$965					$635	$10,674
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Veterinarian II	$6,579	$8,175					$857	$48				$119	$9,199
City of Modesto	No Comparable Class													
City of Oakland	Veterinarian	$6,577	$8,076			$404		$1,121	$97	$23			$117	$9,838
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Veterinarian	$5,597	$8,395		$336	$588		$880					$630	$10,828
City of San Diego	No Comparable Class													
City of San Jose	Animal Shelter Veterinarian	$6,737	$8,213					$977	$102	$17			$119	$9,428
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	No Comparable Class													
County of Butte	No Comparable Class													
County of Contra Costa	No Comparable Class													

CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Veterinarian	$5,934	$7,245	$145				$1,175					$554	$9,119
County of Los Angeles	Veterinarian	$6,448	$8,688		$348		$946		$53				$126	$10,160
County of Marin	No Comparable Class													
County of Merced	Veterinarian	$6,360	$7,734					$1,130	$93	$17			$592	$9,566
County of Orange	Veterinarian	$7,044	$9,500					$667	$52				$138	$10,357
County of Placer	No Comparable Class													
County of Riverside	Veterinary Surgeon	$6,769	$10,347			$828	$713						$654	$12,542
County of Sacramento	Veterinarian	$6,041	$7,343		$73			$827	$95				$562	$8,900
County of San Bernardino	Public Health Veterinarian	$4,661	$5,954		$357	$417	$230	$171	$9	$5			$86	$7,229
County of San Diego	Veterinarian	$5,745	$7,228			$506	$611						$105	$8,450
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Veterinary Medical Officer	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$8,126**
Base Salary Mean		**$8,074**
Percentage Above or Below Median		**-23.58%**
Percentage Above or Below Mean		**-22.79%**

Total Compensation Median	**$9,497**
Total Compensation Mean	**$9,637**
Percentage Above or Below Median	**-17.89%**
Percentage Above or Below Mean	**-19.63%**

Number of Comparable Matches	**14**

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CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional***	***$3,894***	***$4,867***					***$978***					***$372***	***$6,217***
City and County of San Francisco	No Comparable Class													
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Fresno	No Comparable Class													
City of Hayward	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Modesto	No Comparable Class													
City of Oakland	No Comparable Class													
City of Pasadena	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of San Diego	No Comparable Class													
City of San Jose	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Vacaville	No Comparable Class													
City of Visalia	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Alameda	Rehabilitation Counselor II	$5,168	$6,230					$1,185	$124				$477	$8,016
County of Butte	No Comparable Class													

CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
County of Contra Costa	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Rehabilitation Coordinator	$4,186	$5,110	$102				$1,175					$391	$6,778
County of Los Angeles	Rehab Counselor II	$3,420	$4,356		$174		$946		$53				$63	$5,592
County of Marin	No Comparable Class													
County of Merced	Vocational Rehabilitation Counselor	$4,276	$5,203					$1,130	$93	$17			$398	$6,841
County of Orange	No Comparable Class													
County of Placer	No Comparable Class													
County of Riverside	No Comparable Class													
County of Sacramento	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
County of Tulare	No Comparable Class													
County of Ventura	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,203**
Base Salary Mean		**$5,592**
Percentage Above or Below Median		**-6.90%**
Percentage Above or Below Mean		**-14.89%**

Total Compensation Median	**$6,841**
Total Compensation Mean	**$7,172**
Percentage Above or Below Median	**-10.03%**
Percentage Above or Below Mean	**-15.36%**

Number of Comparable Matches	**5**

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Appendix 2: General Classification Group Regional Data by Class

Northern Region

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Account Clerk II***	***$2,364***	***$2,876***					***$879***	***$90***	***$9***			***$220***	***$4,074***
City of Chico	Account Clerk	$2,579	$3,458			$138		$1,013	$66	$5			$265	$4,945
City of Davis	Financial Assistant II	$2,725	$3,313			$265	$1,340						$48	$4,966
City of Eureka	Accounting Specialist II	$2,095	$2,548					$1,165	$53	$5			$37	$3,808
City of Folsom	Account Clerk	$2,875	$3,671	$92		$294		$913	$143	$21		$25	$281	$5,439
City of Redding	Account Clerk II	$2,364	$3,018			$211		$1,160	$106	$16			$44	$4,555
City of Roseville	Account Clerk II	$2,678	$3,769	$94	$113	$302		$916					$55	$5,248
City of Sacramento	Account Clerk II	$2,595	$3,651			$110		$880					$281	$4,922
City of Woodland	Finance Clerk II	$2,696	$3,277			$262		$1,145	$116	$22			$48	$4,870
City of Yuba City	Account Clerk Intermediate	$3,027	$3,679			$239		$750	$86				$53	$4,807
County of Butte	Account Clerk, Senior	$2,158	$2,893			$203		$1,207					$221	$4,524
County of El Dorado	Account Clerk II	$2,661	$3,236	$162		$227		$1,284					$47	$4,955
County of Placer	Account Clerk (journey)	$2,739	$3,329	$166		$233		$1,190	$50	$9			$255	$5,232
County of Sacramento	Account Clerk II	$2,297	$3,169					$827	$95				$242	$4,333
County of Yolo	Account Clerk II	$2,330	$2,832					$926	$79	$9			$217	$4,063
Federal Government - Northern CA	Fiscal Accounts Clerk	$2,471	$3,212		$161			$697					$239	$4,309

Base Salary Median		**$3,277**
Base Salary Mean		**$3,270**
Percentage Above or Below Median		**-13.94%**
Percentage Above or Below Mean		**-13.71%**

Total Compensation Median	**$4,870**
Total Compensation Mean	**$4,732**
Percentage Above or Below Median	**-19.53%**
Percentage Above or Below Mean	**-16.15%**

Number of Comparable Matches	**15**

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CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Biologist***	***$4,633***	***$5,584***					***$879***	***$90***	***$9***			***$427***	***$6,989***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Biologist	$4,829	$5,324					$827	$95				$407	$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Biologist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,607**
Base Salary Mean		**$5,607**
Percentage Above or Below Median		**-0.41%**
Percentage Above or Below Mean		**-0.41%**

Total Compensation Median	**$6,987**
Total Compensation Mean	**$6,987**
Percentage Above or Below Median	**0.03%**
Percentage Above or Below Mean	**0.03%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Building Maintenance Worker***	***$3,186***	***$3,497***					***$879***	***$90***	***$9***			***$268***	***$4,743***
City of Chico	Maintenance Worker	$2,730	$3,659			$146		$1,013	$66	$5			$280	$5,169
City of Davis	Building Maintenance Worker II	$3,546	$4,310	$108		$345	$1,340						$62	$6,165
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	$3,330	$4,251	$106		$340		$913	$143	$21		$25	$325	$6,125
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Building Maintenance Worker	$2,924	$4,114			$123		$880					$317	$5,434
City of Woodland	Facilities Maintenance Worker II	$2,832	$3,443			$275		$1,145	$116	$22			$50	$5,051
City of Yuba City	Building Maintenance Worker I	$2,996	$3,642			$237		$750	$86				$53	$4,768
County of Butte	No Comparable Class													
County of El Dorado	Building Maintenance Worker I	$2,690	$3,273	$164		$229		$1,284					$47	$4,997
County of Placer	Building Crafts Mechanic	$3,496	$4,249	$212		$297		$1,190	$50	$9			$325	$6,333
County of Sacramento	Building Maintenance Worker	$2,761	$3,355					$827	$95				$257	$4,534
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median		**$3,651**
Base Salary Mean		**$3,719**
Percentage Above or Below Median		**-4.39%**
Percentage Above or Below Mean		**-6.34%**

Total Compensation Median	**$5,110**
Total Compensation Mean	**$5,252**
Percentage Above or Below Median	**-7.76%**
Percentage Above or Below Mean	**-10.75%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Carpenter I***	***$3,660***	***$4,012***					***$879***	***$90***	***$9***			***$307***	***$5,297***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Redding	Building Trades Maintenance Worker		$3,940										$57	$3,997
City of Roseville	No Comparable Class													
City of Sacramento	Carpenter	$3,357	$5,569			$167		$880					$429	$7,045
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of El Dorado	Senior Building Maintenance Worker	$3,215	$3,907	$195		$273		$1,284					$57	$5,716
County of Placer	Senior Building Craft Mechanic	$3,854	$4,685	$234		$328		$1,190	$50	$9			$358	$6,855
County of Sacramento	Carpenter		$4,848					$827	$95				$371	$6,141
County of Yolo	Building Crafts Mechanic III	$3,273	$3,980					$926	$79	$9			$304	$5,298
Federal Government - Northern CA	Carpenter	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median		**$3,960**
Base Salary Mean		**$4,264**
Percentage Above or Below Median		**1.30%**
Percentage Above or Below Mean		**-6.28%**

Total Compensation Median	**$5,637**
Total Compensation Mean	**$5,666**
Percentage Above or Below Median	**-6.42%**
Percentage Above or Below Mean	**-6.97%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Chemist***	***$4,560***	***$5,605***					***$879***	***$90***	***$9***			***$429***	***$7,012***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Laboratory Analyst II	$3,575	$5,030	$126	$151	$402		$916					$73	$6,698
City of Sacramento	Water Quality Chemist	$4,435	$6,240		$125	$187		$880					$480	$7,912
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Chemist	$4,829	$5,324					$827	$95				$407	$6,653
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Chemist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,607**
Base Salary Mean		**$5,621**
Percentage Above or Below Median		**-0.04%**
Percentage Above or Below Mean		**-0.29%**

Total Compensation Median	**$7,009**
Total Compensation Mean	**$7,146**
Percentage Above or Below Median	**0.04%**
Percentage Above or Below Mean	**-1.91%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Dietician***	***$3,320***	***$4,132***					***$978***					***$316***	***$5,426***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Nutritionist	$4,139	$5,030	$252		$352		$1,284					$73	$6,991
County of Placer	Nutritionist II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Sacramento	Dietician	$3,939	$4,789					$827	$95				$366	$6,077
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Dietician	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,038**
Base Salary Mean		**$5,189**
Percentage Above or Below Median		**-21.93%**
Percentage Above or Below Mean		**-25.57%**

Total Compensation Median	**$7,139**
Total Compensation Mean	**$6,919**
Percentage Above or Below Median	**-31.56%**
Percentage Above or Below Mean	**-27.51%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Social Worker***	***$5,971***	***$7,233***					***$978***					***$105***	***$8,316***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Mental Health Clinician IB	$4,233	$5,145	$257		$360		$1,284					$75	$7,121
County of Placer	Client Services Practitioner, Senior	$4,685	$5,694	$285		$399		$1,190	$50	$9			$436	$8,062
County of Sacramento	Sr. Mental Health Counselor	$4,696	$5,178					$827	$95				$396	$6,496
County of Yolo	Clinician II	$4,027	$4,894					$926	$79	$9			$374	$6,282
Federal Government - Northern CA	Social Worker	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,178**
Base Salary Mean		**$5,594**
Percentage Above or Below Median		**28.41%**
Percentage Above or Below Mean		**22.66%**

Total Compensation Median	**$7,121**
Total Compensation Mean	**$7,319**
Percentage Above or Below Median	**14.37%**
Percentage Above or Below Mean	**11.98%**

Number of Comparable Matches	**5**

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CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Construction Supervisor I***	***$4,837***	***$5,878***					***$1,013***					***$450***	***$7,341***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Facilities Maintenance Supervisor	$5,524	$7,051	$176	$225	$564		$913	$143	$21		$25	$539	$9,658
City of Redding	Facility Supervisor	$4,021	$5,659										$433	$6,092
City of Roseville	Building Maintenance Supervisor	$5,111	$6,849		$411	$548		$1,000	$148	$20			$99	$9,075
City of Sacramento	Structural Maintenance Supervisor	$4,184	$6,942		$139	$208		$880					$535	$8,704
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Supervisor, Facilities Maintenance	$3,284	$4,401			$308		$1,207					$337	$6,253
County of El Dorado	Building Operations Supervisor	$3,971	$4,827	$241		$338		$1,284					$70	$6,760
County of Placer	Supervising Building Crafts Mechanic	$4,249	$5,165	$258		$362	$1,500	$1,190	$50	$9			$395	$8,929
County of Sacramento	No Comparable Class													
County of Yolo	Supervising Building Crafts Mechanic	$3,726	$4,529			$317	$1,014						$346	$6,206
Federal Government - Northern CA	Maintenance Supervisor	$4,222	$4,924		$246			$697					$367	$6,234

Base Salary Median		**$5,165**
Base Salary Mean		**$5,594**
Percentage Above or Below Median		**12.13%**
Percentage Above or Below Mean		**4.83%**

Total Compensation Median	**$6,760**
Total Compensation Mean	**$7,546**
Percentage Above or Below Median	**7.91%**
Percentage Above or Below Mean	**-2.79%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Delineator***	***$3,738***	***$4,544***					***$879***	***$90***	***$9***			***$348***	***$5,870***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Senior Engineering Technician	$5,262	$6,715	$168		$537		$913	$143	$21		$25	$514	$9,036
City of Redding	Engineering Technician II	$3,571	$4,557			$319		$1,160	$106	$16			$66	$6,224
City of Roseville	Sr. Engineering Technician	$3,635	$5,115	$128	$153	$409		$916					$74	$6,796
City of Sacramento	Engineering Technician III	$3,685	$5,185			$156		$880					$399	$6,620
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cadastral Drafting Technician, Senior	$2,903	$3,890			$272		$1,207					$298	$5,667
County of El Dorado	Senior CADD Technician	$4,356	$5,297	$265		$371		$1,284					$77	$7,293
County of Placer	Cadastral Technician Senior	$3,954	$4,806	$240		$336		$1,190	$50	$9			$368	$6,999
County of Sacramento	Principal Engineering Technician	$4,326	$5,519					$827	$95				$422	$6,863
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Engineer Technician GIS-CADD	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,185**
Base Salary Mean		**$5,219**
Percentage Above or Below Median		**-14.11%**
Percentage Above or Below Mean		**-14.86%**

Total Compensation Median	**$6,863**
Total Compensation Mean	**$6,980**
Percentage Above or Below Median	**-16.93%**
Percentage Above or Below Mean	**-18.91%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineering Techician***	***$3,922***	***$4,766***					***$879***	***$90***	***$9***			***$365***	***$6,109***
City of Chico	Engineering Technician II	$3,389	$4,541			$182		$1,013	$66	$5			$347	$6,154
City of Davis	Engineering Technician II	$3,505	$4,260			$341	$1,340						$62	$6,003
City of Eureka	Engineering Technician II	$2,810	$3,417					$928					$50	$4,395
City of Folsom	Engineering Technician II	$4,251	$5,425	$136		$434		$913	$143	$21		$25	$415	$7,512
City of Redding	Engineering Technician I	$3,160	$4,033			$282		$1,160	$106	$16			$58	$5,656
City of Roseville	Engineering Technician II	$3,280	$4,615	$115	$138	$369		$916					$67	$6,221
City of Sacramento	Engineering Technician II	$3,350	$4,714			$141		$880					$363	$6,098
City of Woodland	Engineering Technician II	$3,537	$4,300			$344		$1,145	$116	$22			$62	$5,989
City of Yuba City	Engineering Technician I	$3,362	$4,086			$266		$750	$86				$59	$5,247
County of Butte	Engineering Technician, Associate	$3,367	$4,511			$316		$1,207					$345	$6,379
County of El Dorado	Senior Engineering Technician	$4,356	$5,297	$265		$371		$1,284					$77	$7,293
County of Placer	Engineering Technician II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Sacramento	Engineer Technician II	$3,330	$4,047					$827	$95				$310	$5,279
County of Yolo	Engineering Technician II	$3,363	$4,088					$926	$79	$9			$313	$5,415
Federal Government - Northern CA	Engineering Technician	$3,390	$5,361		$268			$697					$399	$6,725

Base Salary Median		**$4,511**
Base Salary Mean		**$4,516**
Percentage Above or Below Median		**5.35%**
Percentage Above or Below Mean		**5.24%**

Total Compensation Median	**$6,098**
Total Compensation Mean	**$6,110**
Percentage Above or Below Median	**0.17%**
Percentage Above or Below Mean	**-0.02%**

Number of Comparable Matches	**15**

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CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Graphic Designer II***	***$3,705***	***$4,503***					***$879***	***$90***	***$9***			***$344***	***$5,825***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Graphic Designer	$2,806	$3,583			$251		$1,160	$106	$16			$52	$5,168
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Visual Information Specialist	$3,061	$4,868		$243			$697					$363	$6,171

Base Salary Median		**$4,226**
Base Salary Mean		**$4,226**
Percentage Above or Below Median		**6.16%**
Percentage Above or Below Mean		**6.16%**

Total Compensation Median	**$5,669**
Total Compensation Mean	**$5,669**
Percentage Above or Below Median	**2.68%**
Percentage Above or Below Mean	**2.68%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Caltrans Highway Maintenance Worker***	***$2,873***	***$3,120***					***$879***	***$90***	***$9***			***$239***	***$4,337***
City of Chico	Maintenance Worker	$2,730	$3,659			$146		$1,013	$66	$5			$280	$5,169
City of Davis	Public Works Maintenance Worker II	$3,264	$3,967	$99		$317	$1,340						$58	$5,781
City of Eureka	No Comparable Class													
City of Folsom	Maintenance Worker II	$3,330	$4,251	$106		$340		$913	$143	$21		$25	$325	$6,125
City of Redding	Public Works Maintenance Worker	$3,243	$3,406										$49	$3,455
City of Roseville	No Comparable Class													
City of Sacramento	Street Construction Laborer	$3,621	$5,096			$153		$880					$392	$6,521
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Road Maintenance Assistant	$1,908	$2,557			$179		$1,207					$196	$4,139
County of El Dorado	Highway Maintenance Worker I	$2,681	$3,259	$163		$228		$1,284					$47	$4,981
County of Placer	No Comparable Class													
County of Sacramento	Highway Maintenance Worker	$3,019	$3,670					$827	$95				$281	$4,873
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Maintenance Worker Roads	$2,479	$2,701		$135			$697					$201	$3,734

Base Salary Median		**$3,659**
Base Salary Mean		**$3,618**
Percentage Above or Below Median		**-17.28%**
Percentage Above or Below Mean		**-15.98%**

Total Compensation Median	**$4,981**
Total Compensation Mean	**$4,975**
Percentage Above or Below Median	**-14.87%**
Percentage Above or Below Mean	**-14.73%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Industrial Hygienist***	***$4,960***	***$6,577***					***$879***	***$90***	***$9***			***$503***	***$8,058***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Industrial Hygienist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,059**
Base Salary Mean		**$7,059**
Percentage Above or Below Median		**-7.33%**
Percentage Above or Below Mean		**-7.33%**

Total Compensation Median	**$8,635**
Total Compensation Mean	**$8,635**
Percentage Above or Below Median	**-7.16%**
Percentage Above or Below Mean	**-7.16%**

Number of Comparable Matches	**1**

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CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Correctional Supervising Cook***	***$2,899***	***$3,526***					***$879***	***$90***	***$9***			***$51***	***$4,555***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Cook	$1,861	$2,494			$175		$1,207					$191	$4,066
County of El Dorado	Correctional Cook	$2,520	$3,063	$153		$214		$1,284					$44	$4,759
County of Placer	Cook	$2,549	$3,098	$155		$217		$1,190	$50	$9			$237	$4,956
County of Sacramento	Cook I	$2,373	$2,885					$827	$95				$221	$4,028
County of Yolo	Detention Facility Cook	$2,246	$2,730					$926	$79	$9			$209	$3,953
Federal Government - Northern CA	Cook	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median		**$2,888**
Base Salary Mean		**$2,860**
Percentage Above or Below Median		**18.09%**
Percentage Above or Below Mean		**18.88%**

Total Compensation Median	**$4,047**
Total Compensation Mean	**$4,285**
Percentage Above or Below Median	**11.15%**
Percentage Above or Below Mean	**5.93%**

Number of Comparable Matches	**6**

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CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Insurance Investigator***	***$4,655***	***$5,618***					***$978***					***$81***	***$6,677***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Risk Management Analyst, Senior	$4,002	$5,363			$375		$1,207					$410	$7,356
County of El Dorado	No Comparable Class													
County of Placer	Risk Management Investigator	$5,708	$6,939	$347		$486	$1,500	$1,190	$50	$9			$531	$11,052
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		**$6,151**
Base Salary Mean		**$6,151**
Percentage Above or Below Median		**-9.49%**
Percentage Above or Below Mean		**-9.49%**

Total Compensation Median	**$9,204**
Total Compensation Mean	**$9,204**
Percentage Above or Below Median	**-37.83%**
Percentage Above or Below Mean	**-37.83%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Legal Typist***	***$2,894***	***$3,516***					***$879***	***$90***	***$9***			***$269***	***$4,763***
City of Chico	Administrative Analyst II	$4,028	$5,398			$216		$1,013	$66	$5			$413	$7,111
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Legal Secretary	$4,147	$5,293	$132		$423		$913	$143	$21		$25	$405	$7,356
City of Redding	Legal Secretary	$2,836	$3,446										$50	$3,496
City of Roseville	Legal Clerk II	$3,661	$4,907	$123	$147	$393		$916					$71	$6,557
City of Sacramento	Legal Secretary	$3,530	$5,294			$159		$880					$408	$6,740
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Legal Secretary	$2,324	$3,115			$218		$1,207					$238	$4,778
County of El Dorado	Legal Secretary II	$2,855	$3,468	$173		$243		$1,284					$50	$5,218
County of Placer	Legal Secretary Journey	$2,951	$3,586	$179		$251		$1,190	$50	$9			$274	$5,540
County of Sacramento	Legal Secretary	$2,817	$3,424					$827	$95				$262	$4,608
County of Yolo	Legal Secretary II	$2,615	$3,178					$926	$79	$9			$243	$4,435
Federal Government - Northern CA	Legal Assistant Office Automation	$2,471	$3,979		$199			$697					$296	$5,171

Base Salary Median		**$3,586**
Base Salary Mean		**$4,099**
Percentage Above or Below Median		**-1.99%**
Percentage Above or Below Mean		**-16.58%**

Total Compensation Median	**$5,218**
Total Compensation Mean	**$5,546**
Percentage Above or Below Median	**-9.56%**
Percentage Above or Below Mean	**-16.45%**

Number of Comparable Matches	**11**

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CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Librarian***	***$4,195***	***$5,097***					***$879***	***$90***	***$9***			***$390***	***$6,465***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Librarian	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Redding	No Comparable Class													
City of Roseville	Librarian	$3,258	$4,585	$115	$138	$367		$916					$66	$6,186
City of Sacramento	No Comparable Class													
City of Woodland	Librarian II	$3,895	$4,735			$379		$1,145	$116	$22			$69	$6,465
City of Yuba City	No Comparable Class													
County of Butte	Librarian	$2,903	$3,890			$272		$1,207					$298	$5,667
County of El Dorado	Librarian II	$3,514	$4,269	$213		$299		$1,284					$62	$6,127
County of Placer	Librarian II	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Sacramento	No Comparable Class													
County of Yolo	Librarian II	$3,331	$4,049			$283	$1,014						$310	$5,656
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		**$4,585**
Base Salary Mean		**$4,499**
Percentage Above or Below Median		**10.05%**
Percentage Above or Below Mean		**11.73%**

Total Compensation Median	**$6,186**
Total Compensation Mean	**$6,329**
Percentage Above or Below Median	**4.31%**
Percentage Above or Below Mean	**2.10%**

Number of Comparable Matches	**7**

CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Licensed Psychiatric Technician***	***$3,033***	***$3,649***					***$978***					***$53***	***$4,680***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Psychiatric Technician	$2,763	$3,703			$259		$1,207					$283	$5,452
County of El Dorado	Psychiatric Technician II	$3,463	$4,210	$211		$295		$1,284					$61	$6,060
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		**$3,957**
Base Salary Mean		**$3,957**
Percentage Above or Below Median		**-8.43%**
Percentage Above or Below Mean		**-8.43%**

Total Compensation Median	**$5,756**
Total Compensation Mean	**$5,756**
Percentage Above or Below Median	**-23.00%**
Percentage Above or Below Mean	**-23.00%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Maintenance Mechanic***	***$3,835***	***$4,207***					***$879***	***$90***	***$9***			***$322***	***$5,507***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Redding	HVAC Technician		$4,346										$63	$4,409
City of Roseville	No Comparable Class													
City of Sacramento	Stationary Engineer	$3,953	$5,562			$167		$880					$428	$7,037
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of El Dorado	Building Operations Technician	$3,451	$4,196	$210		$294		$1,284					$61	$6,044
County of Placer	Refrigeration and AC Mechanic, Senior	$4,152	$5,046	$252		$353		$1,190	$50	$9			$386	$7,287
County of Sacramento	Stationary Engineer I	$4,952	$5,458					$827	$95				$418	$6,798
County of Yolo	Building Crafts Mechanic III	$3,274	$3,981					$926	$79	$9			$305	$5,300
Federal Government - Northern CA	AC Equiment Mechanic	$3,387	$3,952		$198			$697					$294	$5,141

Base Salary Median		**$4,271**
Base Salary Mean		**$4,451**
Percentage Above or Below Median		**-1.52%**
Percentage Above or Below Mean		**-5.80%**

Total Compensation Median	**$5,801**
Total Compensation Mean	**$5,872**
Percentage Above or Below Median	**-5.34%**
Percentage Above or Below Mean	**-6.63%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Pharmacy Technician***	***$2,638***	***$3,209***					***$879***	***$90***	***$9***			***$245***	***$4,432***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	Pharmacy Technician	$2,810	$3,416	$171		$239		$1,190	$50	$9			$261	$5,336
County of Sacramento	Pharmacy Technician	$2,702	$3,287					$827	$95				$251	$4,460
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Pharmacy Technician	$2,755	$3,581		$179			$697					$267	$4,724

Base Salary Median		**$3,416**
Base Salary Mean		**$3,428**
Percentage Above or Below Median		**-6.45%**
Percentage Above or Below Mean		**-6.82%**

Total Compensation Median	**$4,724**
Total Compensation Mean	**$4,840**
Percentage Above or Below Median	**-6.57%**
Percentage Above or Below Mean	**-9.20%**

Number of Comparable Matches	**3**

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CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Plumber I***	***$3,828***	***$4,201***					***$879***	***$90***	***$9***			***$321***	***$5,500***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	Facilities Maintenance Specialist	$2,676	$3,254					$928					$47	$4,229
City of Folsom	Building Trades Worker II	$3,856	$4,921	$123		$394		$913	$143	$21		$25	$376	$6,916
City of Redding	Building Trades Maintenance Worker		$3,940			$276		$1,159	$106	$16			$57	$5,554
City of Roseville	No Comparable Class													
City of Sacramento	Plumber	$3,615	$5,998			$180		$880					$462	$7,520
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Building Crafts Worker, Senior	$2,832	$3,795			$266		$1,207					$290	$5,558
County of El Dorado	Senior Building Maintenance Worker	$3,215	$3,907	$195		$273		$1,284					$57	$5,716
County of Placer	Senior Building Craft Mechanic	$3,854	$4,685	$234		$328		$1,190	$50	$9			$358	$6,855
County of Sacramento	Plumber		$5,509					$827	$95				$421	$6,852
County of Yolo	Building Crafts Mechanic III	$3,273	$3,980					$926	$79	$9			$304	$5,298
Federal Government - Northern CA	Plumber	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median		**$3,960**
Base Salary Mean		**$4,373**
Percentage Above or Below Median		**5.74%**
Percentage Above or Below Mean		**-4.10%**

Total Compensation Median	**$5,637**
Total Compensation Mean	**$5,940**
Percentage Above or Below Median	**-2.49%**
Percentage Above or Below Mean	**-8.00%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Public Health Microbiologist***	***$4,700***	***$6,139***					***$879***	***$90***	***$9***			***$470***	***$7,587***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Public Health Microbiologist, Senior	$4,309	$5,775			$404		$1,207					$442	$7,828
County of El Dorado	Public Health Microbiologist	$4,600	$5,592	$280		$391		$1,284					$81	$7,628
County of Placer	Senior Public Health Microbiologist	$4,577	$5,564	$278		$389		$1,190	$50	$9			$426	$7,906
County of Sacramento	Senior Public Health Microbiologist	$4,441	$5,399					$827	$95				$413	$6,734
County of Yolo	Public Health Microbiologist II	$4,001	$4,864					$926	$79	$9			$372	$6,250
Federal Government - Northern CA	Microbiologist	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,578**
Base Salary Mean		**$5,709**
Percentage Above or Below Median		**9.14%**
Percentage Above or Below Mean		**7.01%**

Total Compensation Median	**$7,728**
Total Compensation Mean	**$7,497**
Percentage Above or Below Median	**-1.86%**
Percentage Above or Below Mean	**1.18%**

Number of Comparable Matches	**6**

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CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Analyst II***	***$4,619***	***$5,616***					***$879***	***$90***	***$9***			***$430***	***$7,024***
City of Chico	Management Analyst		$7,746			$155		$1,013	$66	$5			$593	$9,577
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	Management Analyst	$5,524	$7,051	$176		$564		$913	$143	$21		$25	$539	$9,433
City of Redding	Management Analyst II	$3,794	$5,338			$374		$1,160	$106	$16			$77	$7,071
City of Roseville	Administrative Analyst II	$5,367	$7,192	$180	$216	$575		$916					$104	$9,183
City of Sacramento	Administrative Analyst	$4,599	$6,898			$207		$880					$531	$8,516
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst II	$4,508	$5,480		$100	$438		$750	$97				$79	$6,945
County of Butte	No Comparable Class													
County of El Dorado	Administrative Analyst II	$4,526	$5,502	$275		$385		$1,284					$80	$7,526
County of Placer	Staff Services Analyst II	$4,461	$5,423	$271		$380		$1,190	$50	$9			$415	$7,738
County of Sacramento	Administrative Services Officer I	$4,265	$5,185					$827	$95				$397	$6,504
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Statistician	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$6,200**
Base Salary Mean		**$6,287**
Percentage Above or Below Median		**-10.40%**
Percentage Above or Below Mean		**-11.96%**

Total Compensation Median	**$8,127**
Total Compensation Mean	**$8,113**
Percentage Above or Below Median	**-15.71%**
Percentage Above or Below Mean	**-15.51%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Scientist III***	***$5,796***	***$7,044***					***$879***	***$90***	***$9***			***$539***	***$8,561***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	Epidemiologist	$4,600	$5,592	$280		$391		$1,284					$81	$7,628
County of Placer	No Comparable Class													
County of Sacramento	Epidemiologist	$5,509	$6,695		$67			$827	$95				$512	$8,196
County of Yolo	Public Health Epidemiologist	$4,693	$5,705			$399		$926	$79	$9			$436	$7,555
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		**$5,705**
Base Salary Mean		**$5,997**
Percentage Above or Below Median		**19.01%**
Percentage Above or Below Mean		**14.86%**

Total Compensation Median	**$7,628**
Total Compensation Mean	**$7,793**
Percentage Above or Below Median	**10.90%**
Percentage Above or Below Mean	**8.97%**

Number of Comparable Matches	**3**

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CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Safety Engineer***	***$6,271***	***$7,616***					***$901***	***$90***	***$9***			***$583***	***$9,199***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Safety Specialist	$4,265	$6,001			$420		$1,160	$106	$16			$87	$7,790
City of Roseville	Safety Coordinator	$5,367	$7,192		$432	$575		$1,000	$148	$20			$104	$9,471
City of Sacramento	Environmental Health and Safety Specialist	$4,585	$6,877		$275	$481		$880					$530	$9,043
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	Safety Officer	$4,876	$6,534			$457		$1,207					$500	$8,698
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Safety Specialist	$5,331	$6,480					$827	$95				$496	$7,898
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Safety and Occupational Health Specialist	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$6,507**
Base Salary Mean		**$6,496**
Percentage Above or Below Median		**14.56%**
Percentage Above or Below Mean		**14.71%**

Total Compensation Median	**$8,298**
Total Compensation Mean	**$8,370**
Percentage Above or Below Median	**9.79%**
Percentage Above or Below Mean	**9.01%**

Number of Comparable Matches	**6**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Security Guard***	***$2,173***	***$2,639***					***$879***	***$90***	***$9***			***$202***	***$3,819***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	Library Security Guard	$2,027	$2,852	$71	$86	$228		$916					$41	$4,194
City of Sacramento	Security Officer	$4,131	$4,131			$124		$880					$318	$5,453
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Building Security Attendant	$2,290	$2,784					$827	$95				$213	$3,919
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Security Guard	$2,209	$3,212		$161			$697					$239	$4,309

Base Salary Median		**$3,032**
Base Salary Mean		**$3,245**
Percentage Above or Below Median		**-14.89%**
Percentage Above or Below Mean		**-22.95%**

Total Compensation Median	**$4,252**
Total Compensation Mean	**$4,469**
Percentage Above or Below Median	**-11.33%**
Percentage Above or Below Mean	**-17.02%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Transportation Engineer/1st Supervisor***	***$7,377***	***$8,965***					***$1,013***					***$634***	***$10,612***
City of Chico	Senior Civil Engineer		$9,786			$196		$1,013	$66	$5			$749	$11,814
City of Davis	Senior Civil Engineer	$6,656	$8,091			$647	$1,340						$117	$10,196
City of Eureka	Associate Civil Engineer	$5,306	$6,452					$1,165	$53	$5			$94	$7,769
City of Folsom	Senior Civil Engineer	$6,881	$8,785	$220		$703		$913	$143	$21		$25	$631	$11,441
City of Redding	No Comparable Class													
City of Roseville	Senior Engineer	$6,267	$8,398		$504	$672		$1,000	$148	$20			$122	$10,863
City of Sacramento	Supervising Engineer	$6,788	$10,181		$407	$713		$880					$655	$12,836
City of Woodland	Associate Civil Engineer	$5,370	$6,527		$131	$522		$1,145	$116	$22			$95	$8,557
City of Yuba City	No Comparable Class													
County of Butte	Civil Engineer, Senior	$5,328	$7,212			$505		$1,207					$552	$9,476
County of El Dorado	Senior Civil Engineer	$6,405	$7,786	$389		$545		$1,284					$113	$10,117
County of Placer	Senior Civil Engineer	$6,921	$8,413	$421		$589		$1,190	$50	$9			$626	$11,297
County of Sacramento	Senior Civil Engineer	$7,891	$8,700					$827	$95				$630	$10,252
County of Yolo	Senior Civil Engineer	$6,494	$7,894			$553	$1,014						$604	$10,064
Federal Government - Northern CA	Civil - Highway Engineer	$4,848	$6,256		$313			$697					$466	$7,732

Base Salary Median		**$8,091**
Base Salary Mean		**$8,037**
Percentage Above or Below Median		**9.75%**
Percentage Above or Below Mean		**10.35%**

Total Compensation Median	**$10,196**
Total Compensation Mean	**$10,186**
Percentage Above or Below Median	**3.92%**
Percentage Above or Below Mean	**4.01%**

Number of Comparable Matches	**13**

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CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Analyst***	***$3,658***	***$4,446***					***$879***	***$90***	***$9***			***$340***	***$5,764***
City of Chico	Administrative Analyst I	$3,458	$4,634			$185		$1,013	$66	$5			$355	$6,258
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	Management Analyst I	$3,280	$4,615			$323		$1,160	$106	$16			$67	$6,287
City of Roseville	Administrative Analyst I	$4,952	$6,636		$398	$531		$1,000	$148	$20			$96	$8,829
City of Sacramento	No Comparable Class													
City of Woodland	Management Analyst I	$4,093	$4,973			$398		$1,145	$116	$22			$72	$6,726
City of Yuba City	Administrative Analyst I	$3,815	$4,636			$301		$750	$86				$67	$5,841
County of Butte	No Comparable Class													
County of El Dorado	Staff Services Analyst I	$4,073	$4,952	$248		$347		$1,284					$72	$6,902
County of Placer	Staff Services Analyst I	$4,047	$4,919	$246		$344		$1,190	$50	$9			$376	$7,135
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Management Analyst	$3,744	$4,868		$243			$697					$363	$6,171

Base Salary Median		**$4,894**
Base Salary Mean		**$5,029**
Percentage Above or Below Median		**-10.07%**
Percentage Above or Below Mean		**-13.12%**

Total Compensation Median	**$6,506**
Total Compensation Mean	**$6,769**
Percentage Above or Below Median	**-12.88%**
Percentage Above or Below Mean	**-17.43%**

Number of Comparable Matches	**8**

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CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Manager I***	***$5,079***	***$6,127***					***$1,013***					***$469***	***$7,609***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Administrative Officer	$5,692	$8,538		$342	$598		$880					$632	$10,989
City of Woodland	No Comparable Class													
City of Yuba City	Administrative Analyst III	$5,819	$7,074		$100	$566		$750	$97				$103	$8,689
County of Butte	No Comparable Class													
County of El Dorado	Administrative Services Officer	$5,205	$6,328	$316		$443		$1,284					$92	$8,463
County of Placer	Administrative Services Officer, Senior	$5,431	$6,602	$330		$462	$1,500	$1,190	$50	$9			$505	$10,648
County of Sacramento	Administrative Services Officer III	$6,582	$7,258		$73			$827	$95				$555	$8,808
County of Yolo	No Comparable Class													
Federal Government - Northern CA	No Comparable Class													

Base Salary Median		**$7,074**
Base Salary Mean		**$7,160**
Percentage Above or Below Median		**-15.46%**
Percentage Above or Below Mean		**-16.86%**

Total Compensation Median	**$8,808**
Total Compensation Mean	**$9,520**
Percentage Above or Below Median	**-15.76%**
Percentage Above or Below Mean	**-25.11%**

Number of Comparable Matches	**5**

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CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Supervising Biologist***	***$5,715***	***$6,897***					***$1,013***					***$528***	***$8,438***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Water Quality Laboratory Supervisor	$4,820	$5,859					$827	$95				$448	$7,229
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Supervising Biologist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$6,459**
Base Salary Mean		**$6,459**
Percentage Above or Below Median		**6.35%**
Percentage Above or Below Mean		**6.35%**

Total Compensation Median	**$7,932**
Total Compensation Mean	**$7,932**
Percentage Above or Below Median	**5.99%**
Percentage Above or Below Mean	**5.99%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineer***	***$6,270***	***$7,617***					***$901***	***$90***	***$9***			***$583***	***$9,200***
City of Chico	No Comparable Class													
City of Davis	Associate Civil Engineer	$5,538	$6,732			$539	$1,340						$98	$8,708
City of Eureka	No Comparable Class													
City of Folsom	Assistant City Engineer	$5,944	$7,587	$190		$607		$913	$143	$21		$25	$580	$10,066
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Associate Civil Engineer	$5,504	$7,744		$155	$232		$880					$596	$9,607
City of Woodland	No Comparable Class													
City of Yuba City	Associate Civil Engineer	$5,959	$7,243		$100	$579		$750	$97				$105	$8,874
County of Butte	Civil Engineer, Associate	$4,876	$6,534			$457		$1,207					$500	$8,698
County of El Dorado	Assistant Civil Engineer	$4,557	$5,538	$277		$388		$1,284					$80	$7,567
County of Placer	Associate Civil Engineer	$5,979	$7,267	$363		$509		$1,190	$50	$9			$556	$9,944
County of Sacramento	Associate Civil Engineer	$6,433	$7,820					$827	$95				$598	$9,340
County of Yolo	Civil Engineer	$5,359	$6,513					$926	$79	$9			$498	$8,025
Federal Government - Northern CA	Civil - Highway Engineer	$4,437	$5,611		$281			$697					$418	$7,007

Base Salary Median		**$6,988**
Base Salary Mean		**$6,859**
Percentage Above or Below Median		**8.26%**
Percentage Above or Below Mean		**9.95%**

Total Compensation Median	**$8,791**
Total Compensation Mean	**$8,784**
Percentage Above or Below Median	**4.44%**
Percentage Above or Below Mean	**4.52%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Veterinary Medical Officer III***	***$5,188***	***$6,575***					***$879***	***$90***	***$9***			***$503***	***$8,056***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	Veterinarian	$5,597	$8,395		$336	$588		$880					$630	$10,828
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	Veterinarian	$6,041	$7,343		$73			$827	$95				$562	$8,900
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Veterinary Medical Officer	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,343**
Base Salary Mean		**$7,599**
Percentage Above or Below Median		**-11.68%**
Percentage Above or Below Mean		**-15.57%**

Total Compensation Median	**$8,900**
Total Compensation Mean	**$9,454**
Percentage Above or Below Median	**-10.48%**
Percentage Above or Below Mean	**-17.36%**

Number of Comparable Matches	**3**

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CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional***	***$3,894***	***$4,867***					***$978***					***$372***	***$6,217***
City of Chico	No Comparable Class													
City of Davis	No Comparable Class													
City of Eureka	No Comparable Class													
City of Folsom	No Comparable Class													
City of Redding	No Comparable Class													
City of Roseville	No Comparable Class													
City of Sacramento	No Comparable Class													
City of Woodland	No Comparable Class													
City of Yuba City	No Comparable Class													
County of Butte	No Comparable Class													
County of El Dorado	No Comparable Class													
County of Placer	No Comparable Class													
County of Sacramento	No Comparable Class													
County of Yolo	No Comparable Class													
Federal Government - Northern CA	Vocational Rehabilitation Counselor	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,059**
Base Salary Mean		**$7,059**
Percentage Above or Below Median		**-45.04%**
Percentage Above or Below Mean		**-45.04%**

Total Compensation Median	**$8,635**
Total Compensation Mean	**$8,635**
Percentage Above or Below Median	**-38.88%**
Percentage Above or Below Mean	**-38.88%**

Number of Comparable Matches	**1**

Appendix 2: General Classification Group Regional Data by Class

Bay Area Region

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Account Clerk II***	***$2,364***	***$2,876***					***$879***	***$90***	***$9***			***$220***	***$4,074***
City and County of San Francisco	Senior Account Clerk	$3,852	$4,682			$351		$965					$358	$6,356
City of Hayward	Senior Account Clerk	$3,824	$4,590		$84	$321		$2,001	$137	$22			$67	$7,222
City of Oakland	Account Clerk II	$3,192	$3,916			$196		$1,121	$97	$23			$57	$5,410
City of San Jose	Account Clerk II	$3,364	$4,089					$977	$102	$17			$59	$5,244
City of Vacaville	Account Clerk II	$3,067	$3,727					$1,121	$77	$19			$54	$4,998
County of Alameda	Account Clerk II	$3,114	$3,682					$1,185	$124				$282	$5,273
County of Contra Costa	Account Clerk-Experienced Level	$2,889	$3,582			$175		$1,134	$73				$274	$5,238
County of Marin	Accounting Assistant	$3,377	$3,994			$165	$690						$58	$4,907
County of San Mateo	Fiscal Office Assistant II	$3,021	$3,777			$309		$1,020	$74	$15			$289	$5,484
County of Santa Clara	Account Clerk II	$3,131	$3,778			$264		$1,305	$113	$11			$55	$5,526
County of Solano	Accounting Clerk II	$2,986	$3,666	$92		$220		$897	$86	$12			$280	$5,253
Federal Government - Bay Area	Fiscal Accounts Clerk	$2,877	$3,739		$187			$697					$279	$4,902

Base Salary Median		**$3,778**
Base Salary Mean		**$3,935**
Percentage Above or Below Median		**-31.35%**
Percentage Above or Below Mean		**-36.83%**

Total Compensation Median	**$5,263**
Total Compensation Mean	**$5,484**
Percentage Above or Below Median	**-29.18%**
Percentage Above or Below Mean	**-34.62%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Biologist***	***$4,633***	***$5,584***					***$879***	***$90***	***$9***			***$427***	***$6,989***
City and County of San Francisco	Biologist II	$4,806	$6,886					$965					$527	$8,378
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Biologist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Agricultural Biologist II	$4,210	$5,089			$356		$1,305	$113	$11			$74	$6,948
County of Solano	No Comparable Class													
Federal Government - Bay Area	Biologist	$3,563	$6,856		$343			$697					$511	$8,407

Base Salary Median		**$6,826**
Base Salary Mean		**$6,407**
Percentage Above or Below Median		**-22.24%**
Percentage Above or Below Mean		**-14.73%**

Total Compensation Median	**$8,184**
Total Compensation Mean	**$7,931**
Percentage Above or Below Median	**-17.10%**
Percentage Above or Below Mean	**-13.47%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Building Maintenance Worker***	***$3,186***	***$3,497***					***$879***	***$90***	***$9***			***$268***	***$4,743***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Facility Repair Worker	$4,503	$5,472					$977	$102	$17			$79	$6,647
City of Vacaville	Maintenance Worker - Facilities	$3,523	$4,282					$1,121	$77	$19			$62	$5,561
County of Alameda	Building Maintenance Worker II	$5,306	$5,306					$1,185	$124				$406	$7,021
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Worker II	$4,490	$4,903			$202	$717						$71	$5,894
County of San Mateo	No Comparable Class													
County of Santa Clara	General Maintenance Mechanic II	$3,604	$4,353			$305		$1,305	$113	$11			$63	$6,150
County of Solano	Building Maintenance Assistant	$2,663	$3,236	$81		$194		$897	$86	$12			$248	$4,754
Federal Government - Bay Area	Maintenance Worker	$3,269	$3,815		$191			$697					$284	$4,987

Base Salary Median		**$4,353**
Base Salary Mean		**$4,481**
Percentage Above or Below Median		**-24.48%**
Percentage Above or Below Mean		**-28.14%**

Total Compensation Median	**$5,894**
Total Compensation Mean	**$5,859**
Percentage Above or Below Median	**-24.27%**
Percentage Above or Below Mean	**-23.54%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Carpenter I***	***$3,660***	***$4,012***					***$879***	***$90***	***$9***			***$307***	***$5,297***
City and County of San Francisco	Carpenter	$5,276	$6,413			$481		$965					$491	$8,350
City of Hayward	Facilities Carpenter II	$4,748	$5,576		$84	$390		$2,001	$137	$22			$81	$8,291
City of Oakland	Carpenter	$4,602	$5,652			$283		$1,121	$97	$23			$82	$7,258
City of San Jose	Carpenter	$5,015	$6,091					$977	$102	$17			$88	$7,275
City of Vacaville	No Comparable Class													
County of Alameda	Carpenter		$5,692					$1,185	$124				$435	$7,436
County of Contra Costa	Carpenter	$4,953	$5,460		$85	$266		$1,134	$73				$418	$7,436
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of San Mateo	Carpenter-mill cabinet worker	$5,856	$5,856			$479		$1,020	$74	$15			$448	$7,892
County of Santa Clara	Carpenter	$5,836	$5,836			$409		$1,305	$113	$11			$85	$7,758
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
Federal Government - Bay Area	Carpenter	$4,250	$4,954		$248			$697					$369	$6,268

Base Salary Median	**$5,652**
Base Salary Mean	**$5,642**
Percentage Above or Below Median	**-40.88%**
Percentage Above or Below Mean	**-40.63%**

Total Compensation Median	**$7,436**
Total Compensation Mean	**$7,395**
Percentage Above or Below Median	**-40.39%**
Percentage Above or Below Mean	**-39.60%**

Number of Comparable Matches	**11**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Certified Nursing Assistant***	***$2,354***	***$2,862***					***$879***	***$90***	***$9***			***$219***	***$4,059***
City and County of San Francisco	Nursing Assistant	$4,026	$4,892			$367		$965					$374	$6,598
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Certified Nursing Assistant	$2,569	$3,213		$85	$157		$1,134	$73				$246	$4,908
County of Marin	No Comparable Class													
County of San Mateo	Medical Services Assistant	$3,037	$3,796			$311		$1,020	$74	$15			$290	$5,506
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$3,796**
Base Salary Mean		**$3,967**
Percentage Above or Below Median		**-32.63%**
Percentage Above or Below Mean		**-38.61%**

Total Compensation Median	**$5,506**
Total Compensation Mean	**$5,671**
Percentage Above or Below Median	**-35.65%**
Percentage Above or Below Mean	**-39.70%**

Number of Comparable Matches	**3**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Chemist***	***$4,560***	***$5,605***					***$879***	***$90***	***$9***			***$429***	***$7,012***
City and County of San Francisco	Chemist II	$5,014	$7,055					$965					$540	$8,560
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Chemist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Vacaville	Lab Analyst	$4,515	$5,488					$1,121	$77	$19			$80	$6,785
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	Clinical Laboratory Specialist	$4,414	$5,365	$134		$322		$897	$86	$12			$410	$7,226
Federal Government - Bay Area	Chemist	$5,273	$6,856		$343			$697					$511	$8,407

Base Salary Median		**$6,796**
Base Salary Mean		**$6,312**
Percentage Above or Below Median		**-21.25%**
Percentage Above or Below Mean		**-12.61%**

Total Compensation Median	**$7,991**
Total Compensation Mean	**$7,794**
Percentage Above or Below Median	**-13.96%**
Percentage Above or Below Mean	**-11.15%**

Number of Comparable Matches	**5**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Dietician***	***$3,320***	***$4,132***					***$978***					***$316***	***$5,426***
City and County of San Francisco	Dietician	$4,869	$5,919			$444		$965					$453	$7,781
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Nutritionist II	$4,609	$5,538					$1,185	$124				$424	$7,271
County of Contra Costa	Dietician	$4,091	$4,973		$85	$243		$1,134	$73				$380	$6,888
County of Marin	Nutritionist	$4,470	$5,335			$220	$730						$77	$6,363
County of San Mateo	Dietician	$4,717	$5,896			$482		$1,020	$74	$15			$451	$7,938
County of Santa Clara	Clinical Dietitian II	$5,041	$6,100			$427		$1,305	$113	$11			$88	$8,044
County of Solano	Public Health Nutritionist	$4,130	$5,020	$126		$301		$897	$86	$12			$384	$6,826
Federal Government - Bay Area	Dietician	$4,359	$6,856		$343			$697					$511	$8,407

Base Salary Median		**$5,717**
Base Salary Mean		**$5,705**
Percentage Above or Below Median		**-38.36%**
Percentage Above or Below Mean		**-38.06%**

Total Compensation Median	**$7,526**
Total Compensation Mean	**$7,440**
Percentage Above or Below Median	**-38.69%**
Percentage Above or Below Mean	**-37.11%**

Number of Comparable Matches	**8**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Social Worker***	***$5,971***	***$7,233***					***$978***					***$105***	***$8,316***
City and County of San Francisco	Senior Medical Social Worker	$5,584	$6,786			$509		$965					$519	$8,779
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Psychiatric Social Worker II	$5,408	$6,230					$1,185	$124				$477	$8,016
County of Contra Costa	Mental Health Clinical Specialist	$4,153	$6,165		$85	$301		$1,134	$73				$472	$8,229
County of Marin	Licensed Mental Health Practitioner	$5,384	$6,481			$268	$764						$94	$7,607
County of San Mateo	Psychiatric Social Worker II	$5,134	$6,419			$525		$1,020	$74	$15			$491	$8,544
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Social Worker	$6,320	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$6,450**
Base Salary Mean		**$6,716**
Percentage Above or Below Median		**10.83%**
Percentage Above or Below Mean		**7.14%**

Total Compensation Median	**$8,387**
Total Compensation Mean	**$8,518**
Percentage Above or Below Median	**-0.85%**
Percentage Above or Below Mean	**-2.43%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Construction Supervisor I***	***$4,837***	***$5,878***					***$1,013***					***$450***	***$7,341***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Construction and Maintenance Supervisor I	$6,263	$7,689			$384		$1,121	$97	$23			$111	$9,426
City of San Jose	Trades Supervisor	$6,767	$8,249					$977	$102	$17			$120	$9,465
City of Vacaville	Public Works Supervisor - Facilities Maintenance	$5,542	$6,736										$515	$7,251
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Building Maintenance Supervisor	$5,919	$7,266			$300	$788						$105	$8,459
County of San Mateo	Supervising Stationary Engineer	$5,999	$7,498			$613		$1,020	$92	$15			$574	$9,812
County of Santa Clara	No Comparable Class													
County of Solano	Facilities Operations Supervisor	$5,231	$6,358	$159		$381		$897	$86	$12			$486	$8,380
Federal Government - Bay Area	Maintenance Supervisor	$5,593	$6,523		$326			$697					$486	$8,032

Base Salary Median		**$7,266**
Base Salary Mean		**$7,188**
Percentage Above or Below Median		**-23.61%**
Percentage Above or Below Mean		**-22.29%**

Total Compensation Median	**$8,459**
Total Compensation Mean	**$8,689**
Percentage Above or Below Median	**-15.24%**
Percentage Above or Below Mean	**-18.37%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Delineator***	***$3,738***	***$4,544***					***$879***	***$90***	***$9***			***$348***	***$5,870***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Senior Drafting and Design Technician	$5,179	$6,355			$318		$1,121	$97	$23			$92	$8,006
City of San Jose	Senior Engineering Technician	$5,421	$6,595					$977	$102	$17			$96	$7,787
City of Vacaville	Engineering Technician III	$4,136	$5,027					$1,121	$77	$19			$73	$6,317
County of Alameda	Engineering CAD/D Technician III	$5,027	$6,004					$1,185	$124				$459	$7,772
County of Contra Costa	Engineering Technician Senior	$5,128	$6,248			$305		$1,134	$73				$478	$8,238
County of Marin	Engineering Technician III	$5,086	$6,068			$251	$752						$88	$7,159
County of San Mateo	Delineator II	$5,133	$6,415			$525		$1,020	$74	$15			$491	$8,539
County of Santa Clara	Engineering Technician III	$5,138	$6,216			$435		$1,305	$113	$11			$90	$8,170
County of Solano	Engineering Technician Senior	$4,414	$5,365	$134		$322		$897	$86	$12			$410	$7,226
Federal Government - Bay Area	Engineer Technician GIS-CADD	$5,273	$6,856		$343			$697					$511	$8,407

Base Salary Median		**$6,232**
Base Salary Mean		**$6,115**
Percentage Above or Below Median		**-37.15%**
Percentage Above or Below Mean		**-34.57%**

Total Compensation Median	**$7,896**
Total Compensation Mean	**$7,762**
Percentage Above or Below Median	**-34.53%**
Percentage Above or Below Mean	**-32.24%**

Number of Comparable Matches	**10**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineering Techician***	***$3,922***	***$4,766***					***$879***	***$90***	***$9***			***$365***	***$6,109***
City and County of San Francisco	No Comparable Class													
City of Hayward	Engineering Technician	$4,146	$5,023		$84	$352		$2,001	$137	$22			$73	$7,692
City of Oakland	Engineering Technician II	$4,360	$5,353			$268		$1,121	$97	$23			$78	$6,939
City of San Jose	Engineering Technician II	$4,945	$6,016					$977	$102	$17			$87	$7,199
City of Vacaville	Engineer Technician II	$3,733	$4,537					$1,121	$77	$19			$66	$5,820
County of Alameda	Engineering Staff Assistant	$4,607	$5,488					$1,185	$124				$420	$7,217
County of Contra Costa	Engineering Technician journey level	$4,316	$5,131			$250		$1,134	$73				$393	$6,981
County of Marin	Engineering Technician II	$4,466	$5,320			$220	$730						$77	$6,346
County of San Mateo	Public Works Technician II	$4,485	$5,606			$459		$1,020	$74	$15			$429	$7,602
County of Santa Clara	Engineer Technician II	$4,353	$5,263			$368		$1,305	$113	$11			$76	$7,137
County of Solano	Engineering Technician	$3,870	$4,704	$118		$282		$897	$86	$12			$360	$6,459
Federal Government - Bay Area	Engineer Technician	$3,946	$6,240		$312			$697					$465	$7,714

Base Salary Median		**$5,320**
Base Salary Mean		**$5,335**
Percentage Above or Below Median		**-11.62%**
Percentage Above or Below Mean		**-11.93%**

Total Compensation Median	**$7,137**
Total Compensation Mean	**$7,010**
Percentage Above or Below Median	**-16.83%**
Percentage Above or Below Mean	**-14.75%**

Number of Comparable Matches	**11**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Graphic Designer II***	***$3,705***	***$4,503***					***$879***	***$90***	***$9***			***$344***	***$5,825***
City and County of San Francisco	Graphic Artist	$3,670	$4,459			$334		$965					$341	$6,100
City of Hayward	No Comparable Class													
City of Oakland	Graphic Design Specialist	$4,908	$6,026			$301		$1,121	$97	$23			$87	$7,656
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Graphic Artist	$4,694	$5,666					$1,185	$124				$433	$7,408
County of Contra Costa	Graphic Designer	$3,403	$4,137		$85	$202		$1,134	$73				$316	$5,947
County of Marin	No Comparable Class													
County of San Mateo	Graphic Specialist	$4,108	$5,136			$420		$1,020	$74	$15			$393	$7,058
County of Santa Clara	Graphic Designer II	$4,171	$5,041			$353		$1,305	$113	$11			$73	$6,896
County of Solano	No Comparable Class													
Federal Government - Bay Area	Visual Information Specialist	$3,563	$5,667		$283			$697					$422	$7,070

Base Salary Median		**$5,136**
Base Salary Mean		**$5,162**
Percentage Above or Below Median		**-14.06%**
Percentage Above or Below Mean		**-14.63%**

Total Compensation Median	**$7,058**
Total Compensation Mean	**$6,876**
Percentage Above or Below Median	**-21.16%**
Percentage Above or Below Mean	**-18.04%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Caltrans Highway Maintenance Worker***	***$2,873***	***$3,120***					***$879***	***$90***	***$9***			***$239***	***$4,337***
City and County of San Francisco	General Laborer	$3,842	$4,671			$350		$965					$357	$6,344
City of Hayward	No Comparable Class													
City of Oakland	Public Works Maintenance Worker	$3,484	$4,278			$214		$1,121	$97	$23			$62	$5,795
City of San Jose	Maintenance Worker II	$4,030	$4,898					$977	$102	$17			$71	$6,065
City of Vacaville	Maintenance Worker I	$3,132	$3,132					$1,121	$77	$19			$45	$4,394
County of Alameda	Laborer	$4,118	$4,451					$1,185	$124				$341	$6,101
County of Contra Costa	Maintenance Worker I	$3,232	$3,929			$192		$1,134	$73				$301	$5,628
County of Marin	No Comparable Class													
County of San Mateo	Road Maintenance Worker I	$3,791	$4,739			$388		$1,020	$74	$15			$363	$6,598
County of Santa Clara	Road Maintenance Worker III	$3,941	$4,760			$333		$1,305	$113	$11			$69	$6,591
County of Solano	No Comparable Class													
Federal Government - Bay Area	Maintenance Worker Roads	$3,389	$3,978		$199			$697					$296	$5,170

Base Salary Median		**$4,451**
Base Salary Mean		**$4,315**
Percentage Above or Below Median		**-42.66%**
Percentage Above or Below Mean		**-38.30%**

Total Compensation Median	**$6,065**
Total Compensation Mean	**$5,854**
Percentage Above or Below Median	**-39.85%**
Percentage Above or Below Mean	**-34.99%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Industrial Hygienist***	***$4,960***	***$6,577***					***$879***	***$90***	***$9***			***$503***	***$8,058***
City and County of San Francisco	Industrial Hygienist	$7,230	$8,788					$965					$631	$10,384
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Environmental Health and Safety Analyst	$5,960	$7,242			$507		$1,305	$113	$11			$105	$9,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Industrial Hygienist	$6,320	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$8,217**
Base Salary Mean		**$8,082**
Percentage Above or Below Median		**-24.94%**
Percentage Above or Below Mean		**-22.89%**

Total Compensation Median	**$9,931**
Total Compensation Mean	**$9,866**
Percentage Above or Below Median	**-23.25%**
Percentage Above or Below Mean	**-22.44%**

Number of Comparable Matches	**3**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Correctional Supervising Cook***	***$2,899***	***$3,526***					***$879***	***$90***	***$9***			***$51***	***$4,555***
City and County of San Francisco	Cook	$3,761	$4,572			$343		$965					$350	$6,230
City of Hayward	No Comparable Class													
City of Oakland	Cook III	$3,844	$4,720			$236		$1,121	$97	$23			$68	$6,265
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Cook	$3,096	$3,517					$1,185	$124				$269	$5,095
County of Contra Costa	Cook	$3,096	$3,517			$172		$1,134	$73				$269	$5,165
County of Marin	Cook	$3,544	$3,872			$160	$686						$56	$4,774
County of San Mateo	Cook II	$3,708	$4,146			$339		$1,020	$74	$15			$317	$5,911
County of Santa Clara	Cook II	$3,263	$3,941			$276		$1,305	$113	$11			$57	$5,703
County of Solano	Cook	$2,864	$3,481	$87		$209		$897	$86	$12			$266	$5,038
Federal Government - Bay Area	Cook	$3,269	$3,815		$191			$697					$284	$4,987

Base Salary Median		**$3,872**
Base Salary Mean		**$3,953**
Percentage Above or Below Median		**-9.81%**
Percentage Above or Below Mean		**-12.12%**

Total Compensation Median	**$5,165**
Total Compensation Mean	**$5,463**
Percentage Above or Below Median	**-13.38%**
Percentage Above or Below Mean	**-19.93%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Insurance Investigator***	***$4,655***	***$5,618***					***$978***					***$81***	***$6,677***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Risk Coordinator	$4,997	$6,000					$1,185	$124				$459	$7,768
County of Contra Costa	Senior Insurance Analyst	$5,002	$6,080			$297		$1,134	$73				$465	$8,049
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Insurance Analyst	$5,249	$6,382			$447		$1,305	$113	$11			$93	$8,350
County of Solano	Risk Analyst	$5,293	$6,434	$161		$386		$897	$86	$12			$492	$8,468
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$6,231**
Base Salary Mean		**$6,224**
Percentage Above or Below Median		**-10.91%**
Percentage Above or Below Mean		**-10.79%**

Total Compensation Median	**$8,200**
Total Compensation Mean	**$8,159**
Percentage Above or Below Median	**-22.79%**
Percentage Above or Below Mean	**-22.18%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Legal Typist***	***$2,894***	***$3,516***					***$879***	***$90***	***$9***			***$269***	***$4,763***
City and County of San Francisco	Legal Secretary I	$4,526	$5,501			$413		$965					$421	$7,299
City of Hayward	Legal Secretary II	$4,155	$5,075		$84	$355		$2,001	$137	$22			$74	$7,748
City of Oakland	Legal Administrative Assistant	$4,664	$5,727			$286		$1,121	$97	$23			$83	$7,337
City of San Jose	Legal Administrative Assistant-I	$4,670	$5,675					$977	$102	$17			$82	$6,853
City of Vacaville	Legal Secretary	$4,054	$4,928										$377	$5,305
County of Alameda	Legal Secretary	$3,450	$4,098					$1,185	$124				$313	$5,720
County of Contra Costa	Clerk - Senior	$2,906	$3,711		$85	$181		$1,134	$73				$284	$5,468
County of Marin	Legal Secretary II	$4,376	$5,020			$207	$721						$73	$6,021
County of San Mateo	Legal Secretary II	$4,037	$5,046			$413		$1,020	$74	$15			$386	$6,954
County of Santa Clara	Legal Secretary I	$3,814	$4,606			$322		$1,305	$113	$11			$67	$6,424
County of Solano	Legal Secretary	$3,093	$3,849	$96		$231		$897	$86	$12			$294	$5,466
Federal Government - Bay Area	Legal Assistant Office Automation	$2,877	$4,632		$232			$697					$345	$5,906

Base Salary Median		**$4,974**
Base Salary Mean		**$4,822**
Percentage Above or Below Median		**-41.47%**
Percentage Above or Below Mean		**-37.15%**

Total Compensation Median	**$6,222**
Total Compensation Mean	**$6,375**
Percentage Above or Below Median	**-30.64%**
Percentage Above or Below Mean	**-33.85%**

Number of Comparable Matches	**12**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Librarian***	***$4,195***	***$5,097***					***$879***	***$90***	***$9***			***$390***	***$6,465***
City and County of San Francisco	Librarian I	$4,845	$5,891			$442		$965					$451	$7,748
City of Hayward	Librarian I	$3,895	$4,729		$84	$331		$1,121	$137	$22			$69	$6,493
City of Oakland	Librarian II	$5,073	$6,230			$312		$1,121	$97	$23			$90	$7,873
City of San Jose	Librarian II	$5,502	$6,691					$977	$102	$17			$97	$7,884
City of Vacaville	No Comparable Class													
County of Alameda	Librarian II	$4,308	$4,960					$1,185	$124				$379	$6,648
County of Contra Costa	Librarian	$3,942	$5,034		$85	$246		$1,134	$73				$385	$6,957
County of Marin	No Comparable Class													
County of San Mateo	Librarian II	$4,552	$5,689			$465		$1,020	$74	$15			$435	$7,699
County of Santa Clara	Librarian II	$4,715	$5,707			$399		$1,305	$113	$11			$83	$7,618
County of Solano	Librarian	$3,870	$4,704	$118		$282		$897	$86	$12			$360	$6,459
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$5,689**
Base Salary Mean		**$5,515**
Percentage Above or Below Median		**-11.61%**
Percentage Above or Below Mean		**-8.20%**

Total Compensation Median	**$7,618**
Total Compensation Mean	**$7,264**
Percentage Above or Below Median	**-17.84%**
Percentage Above or Below Mean	**-12.37%**

Number of Comparable Matches	**9**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Licensed Psychiatric Technician***	***$3,033***	***$3,649***					***$978***					***$53***	***$4,680***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Psychiatric Technician	$3,567	$4,555		$85	$222		$1,134	$73				$348	$6,418
County of Marin	No Comparable Class													
County of San Mateo	Licensed Psychiatric Technician	$3,954	$4,942			$404		$1,020	$74	$15			$378	$6,833
County of Santa Clara	Psychiatric Technician II	$3,867	$4,669			$327		$1,305	$113	$11			$68	$6,493
County of Solano	Psychiatric Technician	$3,970	$4,826	$121		$290		$897	$86	$12			$369	$6,600
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$4,748**
Base Salary Mean		**$4,748**
Percentage Above or Below Median		**-30.10%**
Percentage Above or Below Mean		**-30.12%**

Total Compensation Median	**$6,546**
Total Compensation Mean	**$6,586**
Percentage Above or Below Median	**-39.88%**
Percentage Above or Below Mean	**-40.73%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Maintenance Mechanic***	***$3,835***	***$4,207***					***$879***	***$90***	***$9***			***$322***	***$5,507***
City and County of San Francisco	Stationary Engineer		$5,922			$444		$965					$453	$7,784
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Air Conditioner Mechanic	$5,985	$7,271					$977	$102	$17			$105	$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Stationary Engineer		$6,375					$1,185	$124				$488	$8,172
County of Contra Costa	Stationary Engineer	$4,672	$5,151			$251		$1,134	$73				$394	$7,003
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of San Mateo	Stationary Engineer II	$5,855	$5,855			$479		$1,020	$74	$15			$448	$7,891
County of Santa Clara	Refrigeration Mechanic		$6,853			$480		$1,305	$113	$11			$99	$8,861
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
Federal Government - Bay Area	AC Equiment Mechanic	$4,479	$5,223		$261			$697					$389	$6,570

Base Salary Median		**$5,855**
Base Salary Mean		**$5,909**
Percentage Above or Below Median		**-39.17%**
Percentage Above or Below Mean		**-40.46%**

Total Compensation Median	**$7,784**
Total Compensation Mean	**$7,570**
Percentage Above or Below Median	**-41.35%**
Percentage Above or Below Mean	**-37.47%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Pharmacy Technician***	***$2,638***	***$3,209***					***$879***	***$90***	***$9***			***$245***	***$4,432***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Pharmacy Technician	$3,007	$3,655		$85	$178		$1,134	$73				$280	$5,405
County of Marin	No Comparable Class													
County of San Mateo	Pharmacy Technician	$3,467	$4,333			$354		$1,020	$74	$15			$331	$6,128
County of Santa Clara	Pharmacy Technician	$3,389	$4,092			$286		$1,305	$113	$11			$59	$5,867
County of Solano	No Comparable Class													
Federal Government - Bay Area	Pharmacy Technician	$3,206	$4,169		$208			$697					$311	$5,385

Base Salary Median		**$4,131**
Base Salary Mean		**$4,062**
Percentage Above or Below Median		**-28.72%**
Percentage Above or Below Mean		**-26.59%**

Total Compensation Median	**$5,636**
Total Compensation Mean	**$5,696**
Percentage Above or Below Median	**-27.15%**
Percentage Above or Below Mean	**-28.51%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Plumber I***	***$3,828***	***$4,201***					***$879***	***$90***	***$9***			***$321***	***$5,500***
City and County of San Francisco	Plumber	$6,143	$7,466			$560		$965					$571	$9,562
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Plumber	$5,985	$7,271					$977	$102	$17			$105	$8,472
City of Vacaville	No Comparable Class													
County of Alameda	Plumber		$6,890					$1,185	$124				$527	$8,726
County of Contra Costa	Steamfitter	$5,678	$6,260		$85	$305		$1,134	$73				$479	$8,336
County of Marin	Building Maintenance Worker III	$5,047	$5,533			$229	$736						$80	$6,578
County of San Mateo	Stationary Engineer II	$5,855	$5,855			$479		$1,020	$74	$15			$448	$7,891
County of Santa Clara	Plumber	$6,853	$6,853			$480		$1,305	$113	$11			$99	$8,861
County of Solano	Building Trades Mechanic	$4,112	$4,998	$125		$300		$897	$86	$12			$382	$6,800
Federal Government - Bay Area	Plumber	$4,250	$4,954		$248			$697					$369	$6,268

Base Salary Median		**$6,260**
Base Salary Mean		**$6,231**
Percentage Above or Below Median		**-49.01%**
Percentage Above or Below Mean		**-48.32%**

Total Compensation Median	**$8,336**
Total Compensation Mean	**$7,944**
Percentage Above or Below Median	**-51.56%**
Percentage Above or Below Mean	**-44.42%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Public Health Microbiologist***	***$4,700***	***$6,139***					***$879***	***$90***	***$9***			***$470***	***$7,587***
City and County of San Francisco	Microbiologist	$5,679	$6,905					$965					$528	$8,398
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	Microbiologist	$5,592	$6,796					$977	$102	$17			$99	$7,991
City of Vacaville	No Comparable Class													
County of Alameda	Senior Microbiologist	$4,997	$6,000					$1,185	$124				$459	$7,768
County of Contra Costa	Senior Public Health Microbiologist	$4,982	$6,056		$85	$296		$1,134	$73				$463	$8,107
County of Marin	Microbiologist III	$5,460	$6,554			$271	$767						$95	$7,686
County of San Mateo	Public Health Microbiologist II	$5,571	$6,963			$570		$1,020	$74	$15			$533	$9,174
County of Santa Clara	Public Health Microbiologist	$5,410	$7,223			$506		$1,305	$113	$11			$105	$9,262
County of Solano	No Comparable Class													
Federal Government - Bay Area	Microbiologist	$4,359	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$6,851**
Base Salary Mean		**$6,839**
Percentage Above or Below Median		**-11.59%**
Percentage Above or Below Mean		**-11.41%**

Total Compensation Median	**$8,253**
Total Compensation Mean	**$8,540**
Percentage Above or Below Median	**-8.78%**
Percentage Above or Below Mean	**-12.56%**

Number of Comparable Matches	**8**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Analyst II***	***$4,619***	***$5,616***					***$879***	***$90***	***$9***			***$430***	***$7,024***
City and County of San Francisco	Administrative Analyst	$5,014	$6,095			$457		$965					$466	$7,983
City of Hayward	Administrative Analyst II	$5,283	$6,413		$84	$449		$1,121	$137	$22			$93	$8,319
City of Oakland	Administrative Analyst	$5,154	$6,328			$316		$1,121	$97	$23			$92	$7,977
City of San Jose	Analyst II	$5,540	$6,732					$977	$102	$17			$98	$7,926
City of Vacaville	Management Analyst II	$5,796	$7,043		$70			$1,121	$77	$19			$102	$8,433
County of Alameda	Management Analyst	$5,184	$6,947					$1,185	$124				$531	$8,787
County of Contra Costa	Administrative Services Assistant II	$4,513	$5,485			$268		$1,134	$73				$420	$7,379
County of Marin	Administrative Analyst III	$6,367	$7,696			$318	$801						$112	$8,926
County of San Mateo	Management Analyst III	$5,891	$7,365			$602		$1,020	$74	$15			$563	$9,640
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Statistician	$4,359	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$6,840**
Base Salary Mean		**$6,832**
Percentage Above or Below Median		**-21.79%**
Percentage Above or Below Mean		**-21.65%**

Total Compensation Median	**$8,376**
Total Compensation Mean	**$8,530**
Percentage Above or Below Median	**-19.25%**
Percentage Above or Below Mean	**-21.45%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Scientist III***	***$5,796***	***$7,044***					***$879***	***$90***	***$9***			***$539***	***$8,561***
City and County of San Francisco	Data Not Available													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Epidemiologist II	$5,346	$6,562					$1,185	$124				$502	$8,373
County of Contra Costa	No Comparable Class													
County of Marin	Epidemiologist	$5,687	$6,977			$288	$779						$101	$8,146
County of San Mateo	No Comparable Class													
County of Santa Clara	Epidemiologist II	$5,389	$6,520			$456		$1,305	$113	$11			$95	$8,500
County of Solano	Epidemiologist	$4,966	$6,036	$151		$362		$897	$86	$12			$462	$8,006
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$6,541**
Base Salary Mean		**$6,524**
Percentage Above or Below Median		**7.14%**
Percentage Above or Below Mean		**7.39%**

Total Compensation Median	**$8,259**
Total Compensation Mean	**$8,256**
Percentage Above or Below Median	**3.52%**
Percentage Above or Below Mean	**3.56%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Safety Engineer***	***$6,271***	***$7,616***					***$901***	***$90***	***$9***			***$583***	***$9,199***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	Safety and Loss Control Specialist	$5,154	$6,328			$316		$1,121	$97	$23			$92	$7,977
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Safety Officer Public Works	$5,567	$6,768					$1,185	$124				$518	$8,595
County of Contra Costa	Safety Services Specialist Level A	$3,917	$4,773			$233		$1,134	$73				$365	$6,578
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Safety and Occupational Health Specialist	$4,359	$6,856		$343			$697					$511	$8,407

Base Salary Median		**$6,548**
Base Salary Mean		**$6,181**
Percentage Above or Below Median		**14.02%**
Percentage Above or Below Mean		**18.84%**

Total Compensation Median	**$8,192**
Total Compensation Mean	**$7,889**
Percentage Above or Below Median	**10.94%**
Percentage Above or Below Mean	**14.24%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Security Guard***	***$2,173***	***$2,639***					***$879***	***$90***	***$9***			***$202***	***$3,819***
City and County of San Francisco	Security Guard	$2,986	$3,618			$271		$965					$277	$5,131
City of Hayward	No Comparable Class													
City of Oakland	Museum Guard	$2,715	$3,332			$167		$1,121	$97	$23			$48	$4,788
City of San Jose	Security Officer	$3,653	$4,442					$977	$102	$17			$64	$5,602
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	Public Service Officer	$4,039	$4,453		$85	$217		$1,134	$73				$341	$6,303
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Security Guard	$2,571	$3,739		$187			$697					$279	$4,902

Base Salary Median		**$3,739**
Base Salary Mean		**$3,917**
Percentage Above or Below Median		**-41.68%**
Percentage Above or Below Mean		**-48.42%**

Total Compensation Median	**$5,131**
Total Compensation Mean	**$5,345**
Percentage Above or Below Median	**-34.36%**
Percentage Above or Below Mean	**-39.97%**

Number of Comparable Matches	**5**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Transportation Engineer/1st Supervisor***	***$7,377***	***$8,965***					***$1,013***					***$634***	***$10,612***
City and County of San Francisco	Engineer	$8,249	$10,025					$965					$649	$11,639
City of Hayward	No Comparable Class													
City of Oakland	Supervising Transportation Engineer	$8,475	$10,406			$520		$1,121	$97	$23			$151	$12,318
City of San Jose	Senior Engineer	$8,225	$10,258					$977	$102	$17			$149	$11,503
City of Vacaville	Sr. Civil Engineer	$7,923	$9,631		$96			$1,121	$77	$19			$140	$11,084
County of Alameda	Supervisory Civil Engineer	$8,240	$10,020					$1,185	$124				$649	$11,978
County of Contra Costa	Associate Civil Engineer	$6,226	$8,376	$209	$85	$409		$1,134	$73				$625	$10,911
County of Marin	No Comparable Class													
County of San Mateo	Senior Civil Engineer	$7,431	$9,289			$760		$1,020	$92	$15			$638	$11,814
County of Santa Clara	Senior Civil Engineer	$7,873	$9,594			$672		$1,305	$113	$11			$139	$11,834
County of Solano	Engineering Services Supervisor	$7,551	$9,179	$229		$551		$897	$86	$12			$637	$11,591
Federal Government - Bay Area	Civil - Highway Engineer	$4,848	$6,256		$313			$697					$466	$7,732

Base Salary Median		**$9,613**
Base Salary Mean		**$9,303**
Percentage Above or Below Median		**-7.22%**
Percentage Above or Below Mean		**-3.77%**

Total Compensation Median	**$11,615**
Total Compensation Mean	**$11,240**
Percentage Above or Below Median	**-9.46%**
Percentage Above or Below Mean	**-5.92%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Analyst***	***$3,658***	***$4,446***					***$879***	***$90***	***$9***			***$340***	***$5,764***
City and County of San Francisco	Junior Administrative Analyst	$3,816	$4,637			$348		$965					$355	$6,305
City of Hayward	Admin Analyst I	$4,500	$5,465		$84	$383		$1,121	$137	$22			$79	$7,291
City of Oakland	Administrative Analyst I	$4,452	$5,466			$273		$1,121	$97	$23			$79	$7,060
City of San Jose	Analyst I	$5,077	$6,171					$977	$102	$17			$89	$7,356
City of Vacaville	Management Analyst I	$4,919	$5,979		$60			$1,121	$77	$19			$87	$7,342
County of Alameda	Administrative Specialist I	$4,380	$5,321					$1,185	$124				$407	$7,037
County of Contra Costa	Administrative Analyst	$3,709	$4,509		$85	$220		$1,134	$73				$345	$6,366
County of Marin	Administrative Analyst I	$5,016	$6,093			$252	$753						$88	$7,186
County of San Mateo	Management Analyst I	$4,270	$5,337			$437		$1,020	$74	$15			$408	$7,291
County of Santa Clara	Associate Management Analyst A	$3,860	$4,693			$329		$1,305	$113	$11			$68	$6,519
County of Solano	Management Analyst (Entry)	$4,517	$5,490	$137		$329		$897	$86	$12			$420	$7,372
Federal Government - Bay Area	Management Analyst	$4,359	$5,667		$283			$697					$422	$7,070

Base Salary Median		**$5,466**
Base Salary Mean		**$5,402**
Percentage Above or Below Median		**-22.93%**
Percentage Above or Below Mean		**-21.51%**

Total Compensation Median	**$7,128**
Total Compensation Mean	**$7,016**
Percentage Above or Below Median	**-23.66%**
Percentage Above or Below Mean	**-21.72%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Manager I***	***$5,079***	***$6,127***					***$1,013***					***$469***	***$7,609***
City and County of San Francisco	Principal Administrative analyst	$7,193	$8,745					$965					$631	$10,341
City of Hayward	No Comparable Class													
City of Oakland	Administrative Services Manager I	$7,252	$8,904			$445		$1,121	$97	$23			$129	$10,719
City of San Jose	Administrative Manager	$7,330	$8,932					$977	$102	$17			$130	$10,158
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	Principal Administrative analyst	$7,533	$9,114			$376	$843						$132	$10,466
County of San Mateo	Administrative Services Manager I	$6,623	$8,278			$677		$1,020	$92	$15			$624	$10,706
County of Santa Clara	Administrative Services Manager I	$5,961	$7,248			$507		$1,305	$113	$11			$105	$9,289
County of Solano	No Comparable Class													
Federal Government - Bay Area	No Comparable Class													

Base Salary Median		**$8,825**
Base Salary Mean		**$8,537**
Percentage Above or Below Median		**-44.03%**
Percentage Above or Below Mean		**-39.33%**

Total Compensation Median	**$10,403**
Total Compensation Mean	**$10,280**
Percentage Above or Below Median	**-36.73%**
Percentage Above or Below Mean	**-35.11%**

Number of Comparable Matches	**6**

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CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Supervising Biologist***	***$5,715***	***$6,897***					***$1,013***					***$528***	***$8,438***
City and County of San Francisco	Supervising Biologist	$7,055	$8,574					$965					$628	$10,167
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	Supervising Agricultural Biologist	$5,198	$6,320			$442		$1,305	$113	$11			$92	$8,283
County of Solano	No Comparable Class													
Federal Government - Bay Area	Supervising Biologist	$6,321	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$8,217**
Base Salary Mean		**$7,704**
Percentage Above or Below Median		**-19.14%**
Percentage Above or Below Mean		**-11.70%**

Total Compensation Median	**$9,931**
Total Compensation Mean	**$9,460**
Percentage Above or Below Median	**-17.70%**
Percentage Above or Below Mean	**-12.12%**

Number of Comparable Matches	**3**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineer***	***$6,270***	***$7,617***					***$901***	***$90***	***$9***			***$583***	***$9,200***
City and County of San Francisco	No Comparable Class													
City of Hayward	Associate Transportation Engineer	$6,063	$7,358		$84	$515		$1,121	$137	$22			$107	$9,344
City of Oakland	Transportation Engineer	$6,895	$8,465			$423		$1,121	$97	$23			$123	$10,252
City of San Jose	Associate Engineer	$6,764	$8,441					$977	$102	$17			$122	$9,659
City of Vacaville	Associate Civil Engineer	$7,153	$8,693		$87			$1,121	$77	$19			$126	$10,123
County of Alameda	Associate Engineer	$6,947	$8,441					$1,185	$124				$626	$10,376
County of Contra Costa	Engineer - project level	$7,040	$8,164		$85	$398		$1,134	$73				$622	$10,477
County of Marin	No Comparable Class													
County of San Mateo	Associate Civil Engineer	$6,413	$8,017			$656		$1,020	$74	$15			$613	$10,395
County of Santa Clara	Associate Transportation Engineer	$6,723	$8,171			$572		$1,305	$113	$11			$118	$10,290
County of Solano	Civil Engineer	$6,353	$7,722	$193		$463		$897	$86	$12			$591	$9,964
Federal Government - Bay Area	Civil - Highway Engineer	$4,437	$5,611		$281			$697					$418	$7,007

Base Salary Median		**$8,168**
Base Salary Mean		**$7,908**
Percentage Above or Below Median		**-7.23%**
Percentage Above or Below Mean		**-3.82%**

Total Compensation Median	**$10,187**
Total Compensation Mean	**$9,789**
Percentage Above or Below Median	**-10.74%**
Percentage Above or Below Mean	**-6.40%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Veterinary Medical Officer III***	***$5,188***	***$6,575***					***$879***	***$90***	***$9***			***$503***	***$8,056***
City and County of San Francisco	Shelter Veterinarian	$7,111	$9,074					$965					$635	$10,674
City of Hayward	No Comparable Class													
City of Oakland	Veterinarian	$6,577	$8,076			$404		$1,121	$97	$23			$117	$9,838
City of San Jose	Animal Shelter Veterinarian	$6,737	$8,213					$977	$102	$17			$119	$9,428
City of Vacaville	No Comparable Class													
County of Alameda	No Comparable Class													
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Veterinary Medical Officer	$6,321	$8,217		$411			$697					$606	$9,931

Base Salary Median		**$8,215**
Base Salary Mean		**$8,395**
Percentage Above or Below Median		**-24.94%**
Percentage Above or Below Mean		**-27.68%**

Total Compensation Median	**$9,885**
Total Compensation Mean	**$9,968**
Percentage Above or Below Median	**-22.70%**
Percentage Above or Below Mean	**-23.73%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional***	***$3,894***	***$4,867***					***$978***					***$372***	***$6,217***
City and County of San Francisco	No Comparable Class													
City of Hayward	No Comparable Class													
City of Oakland	No Comparable Class													
City of San Jose	No Comparable Class													
City of Vacaville	No Comparable Class													
County of Alameda	Rehabilitation Counselor II	$5,168	$6,230					$1,185	$124				$477	$8,016
County of Contra Costa	No Comparable Class													
County of Marin	No Comparable Class													
County of San Mateo	No Comparable Class													
County of Santa Clara	No Comparable Class													
County of Solano	No Comparable Class													
Federal Government - Bay Area	Vocational Rehabilitation Counselor	$4,359	$5,667		$283			$697					$422	$7,070

Base Salary Median		**$5,949**
Base Salary Mean		**$5,949**
Percentage Above or Below Median		**-22.22%**
Percentage Above or Below Mean		**-22.22%**

Total Compensation Median	**$7,543**
Total Compensation Mean	**$7,543**
Percentage Above or Below Median	**-21.32%**
Percentage Above or Below Mean	**-21.32%**

Number of Comparable Matches	**2**

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Appendix 2: General Classification Group Regional Data by Class

Central Region

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Account Clerk II***	***$2,364***	***$2,876***					***$879***	***$90***	***$9***			***$220***	***$4,074***
City of Bakersfield	Account Clerk II	$2,601	$3,162			$253		$968					$46	$4,429
City of Fresno	Account Clerk II	$2,399	$2,894				$658						$42	$3,594
City of Modesto	Account Clerk	$2,715	$3,300		$33	$218		$812					$48	$4,411
City of Santa Barbara	Accounting Assistant	$3,534	$4,296			$36		$848	$79	$10			$62	$5,331
City of Stockton	Accounting Office Assistant II	$2,943	$3,779			$265		$1,054					$55	$5,152
City of Visalia	Sr. Accounting Assistant	$3,014	$3,789					$950					$55	$4,794
County of Fresno	Account Clerk II	$2,073	$2,645					$642					$202	$3,489
County of Kern	Fiscal Support Technician	$2,479	$3,027	$61				$1,175					$232	$4,494
County of Merced	Account Clerk II	$2,085	$2,531	$63				$1,130	$93	$17			$194	$4,027
County of San Joaquin	No Comparable Class													
County of Tulare	Account Clerk	$1,868	$2,277				$354						$174	$2,805
Federal Government	Fiscal Accounts Clerk	$2,471	$3,212		$161			$697					$239	$4,309

Base Salary Median		**$3,162**
Base Salary Mean		**$3,174**
Percentage Above or Below Median		**-9.94%**
Percentage Above or Below Mean		**-10.36%**

Total Compensation Median	**$4,411**
Total Compensation Mean	**$4,258**
Percentage Above or Below Median	**-8.26%**
Percentage Above or Below Mean	**-4.51%**

Number of Comparable Matches	**11**

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CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Biologist***	***$4,633***	***$5,584***					***$879***	***$90***	***$9***			***$427***	***$6,989***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Biologist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,890**
Base Salary Mean		**$5,890**
Percentage Above or Below Median		**-5.48%**
Percentage Above or Below Mean		**-5.48%**

Total Compensation Median	**$7,320**
Total Compensation Mean	**$7,320**
Percentage Above or Below Median	**-4.74%**
Percentage Above or Below Mean	**-4.74%**

Number of Comparable Matches	**1**

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CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Building Maintenance Worker***	***$3,186***	***$3,497***					***$879***	***$90***	***$9***			***$268***	***$4,743***
City of Bakersfield	Trades Maintenance Worker	$2,905	$3,531			$282		$968					$51	$4,833
City of Fresno	Property Maintenance Worker II	$2,874	$3,494				$658						$51	$4,203
City of Modesto	Maintenance Worker II	$2,924	$3,554		$36	$235		$812					$52	$4,688
City of Santa Barbara	No Comparable Class													
City of Stockton	Facilities Maintenance Worker II	$2,706	$3,307			$231		$1,054					$48	$4,640
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Maintenance Worker	$2,335	$2,851	$57				$1,175					$218	$4,301
County of Merced	Building Maintenance Worker II	$2,685	$3,269	$63				$1,130	$93	$17			$250	$4,822
County of San Joaquin	Crafts Worker II	$2,933	$3,564				$1,477						$273	$5,314
County of Tulare	Maintenance Worker II	$2,504	$3,052				$454						$233	$3,739
Federal Government	Maintenance Worker	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median		**$3,307**
Base Salary Mean		**$3,279**
Percentage Above or Below Median		**5.43%**
Percentage Above or Below Mean		**6.23%**

Total Compensation Median	**$4,640**
Total Compensation Mean	**$4,499**
Percentage Above or Below Median	**2.15%**
Percentage Above or Below Mean	**5.14%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Carpenter I***	***$3,660***	***$4,012***					***$879***	***$90***	***$9***			***$307***	***$5,297***
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance Carpenter	$3,385	$4,117				$658						$60	$4,835
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Santa Barbara	Carpenter	$3,984	$4,842			$40		$848	$79	$10			$70	$5,890
City of Stockton	Craft Maintenance Worker II	$3,699	$4,520			$316		$1,415					$66	$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Carpenter	$3,910	$4,105					$642					$314	$5,061
County of Kern	Maintenance Carpenter	$3,150	$3,845	$77				$1,175					$294	$5,391
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of Tulare	No Comparable Class													
Federal Government	Carpenter	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median		**$4,105**
Base Salary Mean		**$4,149**
Percentage Above or Below Median		**-2.32%**
Percentage Above or Below Mean		**-3.42%**

Total Compensation Median	**$5,197**
Total Compensation Mean	**$5,461**
Percentage Above or Below Median	**1.89%**
Percentage Above or Below Mean	**-3.10%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Chemist***	***$4,560***	***$5,605***					***$879***	***$90***	***$9***			***$429***	***$7,012***
City of Bakersfield	No Comparable Class													
City of Fresno	Inorganic Chemist	$3,824	$4,628				$658						$67	$5,353
City of Modesto	No Comparable Class													
City of Santa Barbara	Laboratory Analyst II	$4,315	$5,245			$44		$848	$79	$10			$76	$6,302
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Public Health Chemist II	$3,648	$4,433					$642					$339	$5,414
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Chemist	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$4,937**
Base Salary Mean		**$5,049**
Percentage Above or Below Median		**11.93%**
Percentage Above or Below Mean		**9.92%**

Total Compensation Median	**$5,858**
Total Compensation Mean	**$6,097**
Percentage Above or Below Median	**16.46%**
Percentage Above or Below Mean	**13.04%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Dietician***	***$3,320***	***$4,132***					***$978***					***$316***	***$5,426***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Nutritionist	$4,153	$5,053					$1,130	$93	$17			$387	$6,680
County of San Joaquin	Clinical Dietitian II	$4,027	$4,895				$1,394						$374	$6,663
County of Tulare	Dietician I	$4,139	$5,045				$409						$386	$5,840
Federal Government	Dietician	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,049**
Base Salary Mean		**$5,221**
Percentage Above or Below Median		**-22.19%**
Percentage Above or Below Mean		**-26.35%**

Total Compensation Median	**$6,672**
Total Compensation Mean	**$6,626**
Percentage Above or Below Median	**-22.95%**
Percentage Above or Below Mean	**-22.11%**

Number of Comparable Matches	**4**

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CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Social Worker***	***$5,971***	***$7,233***					***$978***					***$105***	***$8,316***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Licensed Mental Health Clinician	$4,387	$5,598					$642					$428	$6,668
County of Kern	Mental Health Therapist II	$4,837	$5,905	$118				$1,175					$452	$7,650
County of Merced	Mental Health Clinician II	$4,276	$5,203					$1,130	$93	$17			$398	$6,841
County of San Joaquin	Clinical Social Worker II	$4,527	$5,502				$1,394						$421	$7,317
County of Tulare	Licensed Social Worker	$5,171	$6,302				$649						$482	$7,433
Federal Government	Social Worker	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,752**
Base Salary Mean		**$5,928**
Percentage Above or Below Median		**20.48%**
Percentage Above or Below Mean		**18.04%**

Total Compensation Median	**$7,375**
Total Compensation Mean	**$7,424**
Percentage Above or Below Median	**11.31%**
Percentage Above or Below Mean	**10.73%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Construction Supervisor I***	***$4,837***	***$5,878***					***$1,013***					***$450***	***$7,341***
City of Bakersfield	No Comparable Class													
City of Fresno	Chief of Facilities Maintenance	$5,733	$6,947				$658						$101	$7,706
City of Modesto	No Comparable Class													
City of Santa Barbara	Facilities Maintenance Supervisor	$5,112	$6,214			$52		$848	$79	$10			$90	$7,293
City of Stockton	Senior Facilities Maintenance Supervisor	$5,004	$6,425			$450		$1,415					$93	$8,383
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Services Supervisor	$4,632	$5,106					$642					$391	$6,139
County of Kern	Maintenance Supervisor	$3,788	$4,625	$93				$1,175					$354	$6,246
County of Merced	Building Maintenance Supervisor	$4,092	$4,978	$63				$1,130	$93	$17			$381	$6,661
County of San Joaquin	Crafts Worker IV	$4,006	$4,871				$1,477						$373	$6,721
County of Tulare	Maintenance Supervisor	$3,292	$4,012				$389						$307	$4,707
Federal Government	Maintenance Supervisor	$4,222	$4,924		$246			$697					$367	$6,234

Base Salary Median		**$4,978**
Base Salary Mean		**$5,345**
Percentage Above or Below Median		**15.31%**
Percentage Above or Below Mean		**9.07%**

Total Compensation Median	**$6,661**
Total Compensation Mean	**$6,677**
Percentage Above or Below Median	**9.25%**
Percentage Above or Below Mean	**9.05%**

Number of Comparable Matches	**9**

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CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Delineator***	***$3,738***	***$4,544***					***$879***	***$90***	***$9***			***$348***	***$5,870***
City of Bakersfield	No Comparable Class													
City of Fresno	Senior Engineering Technician	$3,920	$4,732				$658						$69	$5,459
City of Modesto	Senior Civil Engineering Assistant	$4,449	$5,407		$54	$357		$812					$78	$6,708
City of Santa Barbara	Engineering Technician III	$4,105	$4,989			$42		$848	$79	$10			$72	$6,040
City of Stockton	Sr. Engineering Technician	$4,248	$5,454			$382		$1,054					$79	$6,969
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineering Technician	$3,934	$4,784					$642					$366	$5,792
County of Kern	Drafting Technician III	$4,002	$4,885	$98				$1,175					$374	$6,531
County of Merced	No Comparable Class													
County of San Joaquin	Senior Cadastral Technician	$3,479	$4,228				$1,477						$323	$6,028
County of Tulare	Drafter III	$2,809	$3,423				$377						$262	$4,062
Federal Government	Engineer Technician GIS-CADD	$4,530	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$4,885**
Base Salary Mean		**$4,866**
Percentage Above or Below Median		**-7.50%**
Percentage Above or Below Mean		**-7.08%**

Total Compensation Median	**$6,040**
Total Compensation Mean	**$6,101**
Percentage Above or Below Median	**-2.90%**
Percentage Above or Below Mean	**-3.94%**

Number of Comparable Matches	**9**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineering Techician***	***$3,922***	***$4,766***					***$879***	***$90***	***$9***			***$365***	***$6,109***
City of Bakersfield	Engineering Technician I	$4,038	$4,908			$393		$968					$71	$6,340
City of Fresno	Engineering Technician II	$3,380	$4,087				$658						$59	$4,804
City of Modesto	Civil Engineering Assistant	$4,030	$4,899		$49	$323		$812					$71	$6,154
City of Santa Barbara	Engineering Technician II	$3,905	$4,747			$40		$848	$79	$10			$69	$5,792
City of Stockton	Engineering Technician II	$3,835	$4,920			$344		$1,054					$71	$6,390
City of Visalia	Engineering Technician	$3,396	$4,270					$950					$62	$5,282
County of Fresno	Engineering Technician II	$3,432	$4,170					$642					$319	$5,131
County of Kern	Engineering Technician II	$4,002	$4,885	$98				$1,175					$374	$6,531
County of Merced	Engineering Technician II	$2,992	$3,638	$63				$1,130	$93	$17			$278	$5,219
County of San Joaquin	Engineering Assistant II	$4,418	$5,370				$1,477						$411	$7,258
County of Tulare	Engineering Technician II	$3,349	$4,082				$390						$312	$4,784
Federal Government	Engineering Technician	$3,390	$5,361		$268			$697					$399	$6,725

Base Salary Median		**$4,816**
Base Salary Mean		**$4,611**
Percentage Above or Below Median		**-1.05%**
Percentage Above or Below Mean		**3.24%**

Total Compensation Median	**$5,973**
Total Compensation Mean	**$5,868**
Percentage Above or Below Median	**2.21%**
Percentage Above or Below Mean	**3.95%**

Number of Comparable Matches	**12**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Graphic Designer II***	***$3,705***	***$4,503***					***$879***	***$90***	***$9***			***$344***	***$5,825***
City of Bakersfield	No Comparable Class													
City of Fresno	Planning Illustrator	$3,567	$4,307				$658						$62	$5,027
City of Modesto	No Comparable Class													
City of Santa Barbara	Graphic Designer	$4,839	$5,882			$49		$848	$79	$10			$85	$6,953
City of Stockton	No Comparable Class													
City of Visalia	Graphic Artist	$2,216	$2,786											$2,786
County of Fresno	No Comparable Class													
County of Kern	Graphic Artist	$2,658	$3,245	$65				$1,175					$248	$4,733
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Graphic Specialist	$3,489	$4,252				$393						$325	$4,971
Federal Government	Visual Information Specialist	$3,061	$4,868		$243			$697					$363	$6,171

Base Salary Median		**$4,280**
Base Salary Mean		**$4,223**
Percentage Above or Below Median		**4.96%**
Percentage Above or Below Mean		**6.21%**

Total Compensation Median	**$4,999**
Total Compensation Mean	**$5,107**
Percentage Above or Below Median	**14.19%**
Percentage Above or Below Mean	**12.33%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Caltrans Highway Maintenance Worker***	***$2,873***	***$3,120***					***$879***	***$90***	***$9***			***$239***	***$4,337***
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance and Construction Worker	$2,678	$3,257				$658						$47	$3,962
City of Modesto	Maintenance Worker I	$2,649	$3,219		$32	$212		$812					$47	$4,322
City of Santa Barbara	Street Maintenance Worker II	$3,263	$3,967			$33		$848	$79	$10			$58	$4,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Road Maintenance Worker I	$2,233	$2,726	$55				$1,175					$209	$4,164
County of Merced	No Comparable Class													
County of San Joaquin	Maintenance Worker	$2,648	$3,218				$1,477						$246	$4,941
County of Tulare	No Comparable Class													
Federal Government	Maintenance Worker Roads	$2,479	$2,701		$135			$697					$201	$3,734

Base Salary Median		**$3,219**
Base Salary Mean		**$3,181**
Percentage Above or Below Median		**-3.16%**
Percentage Above or Below Mean		**-1.97%**

Total Compensation Median	**$4,243**
Total Compensation Mean	**$4,353**
Percentage Above or Below Median	**2.16%**
Percentage Above or Below Mean	**-0.38%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Industrial Hygienist***	***$4,960***	***$6,577***					***$879***	***$90***	***$9***			***$503***	***$8,058***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Industrial Hygienist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,059**
Base Salary Mean		**$7,059**
Percentage Above or Below Median		**-7.33%**
Percentage Above or Below Mean		**-7.33%**

Total Compensation Median	**$8,635**
Total Compensation Mean	**$8,635**
Percentage Above or Below Median	**-7.16%**
Percentage Above or Below Mean	**-7.16%**

Number of Comparable Matches	**1**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Correctional Supervising Cook***	***$2,899***	***$3,526***					***$879***	***$90***	***$9***			***$51***	***$4,555***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Cook	$2,023	$2,584					$642					$198	$3,424
County of Kern	No Comparable Class													
County of Merced	Correctional Facility Cook II	$2,146	$2,607	$63				$1,130	$93	$17			$199	$4,109
County of San Joaquin	No Comparable Class													
County of Tulare	Cook II	$1,936	$2,359				$412						$180	$2,952
Federal Government	Cook	$2,479	$2,891		$145			$697					$215	$3,948

Base Salary Median		**$2,596**
Base Salary Mean		**$2,610**
Percentage Above or Below Median		**26.39%**
Percentage Above or Below Mean		**25.97%**

Total Compensation Median	**$3,686**
Total Compensation Mean	**$3,608**
Percentage Above or Below Median	**19.08%**
Percentage Above or Below Mean	**20.79%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Insurance Investigator***	***$4,655***	***$5,618***					***$978***					***$81***	***$6,677***
City of Bakersfield	No Comparable Class													
City of Fresno	Risk Analyst	$4,218	$5,106				$658						$74	$5,838
City of Modesto	No Comparable Class													
City of Santa Barbara	Risk Analyst	$5,677	$6,900			$57		$848	$79	$10			$100	$7,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Risk Analyst II	$4,339	$5,280					$1,130	$93	$17			$404	$6,924
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$5,280**
Base Salary Mean		**$5,762**
Percentage Above or Below Median		**6.02%**
Percentage Above or Below Mean		**-2.56%**

Total Compensation Median	**$6,924**
Total Compensation Mean	**$6,919**
Percentage Above or Below Median	**-3.69%**
Percentage Above or Below Mean	**-3.61%**

Number of Comparable Matches	**3**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Legal Typist***	***$2,894***	***$3,516***					***$879***	***$90***	***$9***			***$269***	***$4,763***
City of Bakersfield	Administrative Analyst I	$3,493	$4,185			$335		$968					$61	$5,548
City of Fresno	Legal Secretary II	$3,118	$3,768										$288	$4,056
City of Modesto	Legal Secretary	$3,264	$3,977		$40	$262		$812					$58	$5,149
City of Santa Barbara	Legal Secretary II	$4,064	$4,940										$378	$5,318
City of Stockton	Legal Secretary II	$3,664	$4,704			$329		$1,054					$68	$6,155
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Legal Secretary	$2,781	$3,394	$68				$1,175					$260	$4,897
County of Merced	Legal Secretary	$2,876	$3,500	$63				$1,130	$93	$17			$268	$5,070
County of San Joaquin	Legal Stenographer	$2,933	$3,564				$1,477						$273	$5,314
County of Tulare	No Comparable Class													
Federal Government	Legal Assistant Office Automation	$2,471	$3,979		$199			$697					$296	$5,171

Base Salary Median		**$3,977**
Base Salary Mean		**$4,001**
Percentage Above or Below Median		**-13.11%**
Percentage Above or Below Mean		**-13.80%**

Total Compensation Median	**$5,171**
Total Compensation Mean	**$5,187**
Percentage Above or Below Median	**-8.57%**
Percentage Above or Below Mean	**-8.89%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Librarian***	***$4,195***	***$5,097***					***$879***	***$90***	***$9***			***$390***	***$6,465***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	Librarian II	$4,208	$5,115			$43		$848	$79	$10			$74	$6,169
City of Stockton	Librarian II	$3,552	$5,303			$371		$1,054					$77	$6,805
City of Visalia	No Comparable Class													
County of Fresno	Librarian II	$3,637	$4,643					$642					$355	$5,640
County of Kern	Librarian II	$3,568	$4,356	$87				$1,175					$333	$5,951
County of Merced	Librarian II	$3,269	$3,975					$1,130	$93	$17			$304	$5,519
County of San Joaquin	No Comparable Class													
County of Tulare	Librarian III	$3,391	$4,133				$391						$316	$4,840
Federal Government	No Comparable Class													

Base Salary Median		**$4,500**
Base Salary Mean		**$4,588**
Percentage Above or Below Median		**11.72%**
Percentage Above or Below Mean		**10.00%**

Total Compensation Median	**$5,796**
Total Compensation Mean	**$5,821**
Percentage Above or Below Median	**10.35%**
Percentage Above or Below Mean	**9.96%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Licensed Psychiatric Technician***	***$3,033***	***$3,649***					***$978***					***$53***	***$4,680***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Psychiatic Technician II	$2,732	$3,488					$642					$267	$4,397
County of Kern	No Comparable Class													
County of Merced	Licensed Mental Health Worker	$3,415	$4,153					$1,130	$93	$17			$318	$5,711
County of San Joaquin	Senior Psychiatric Technician	$3,378	$4,105				$1,477						$314	$5,896
County of Tulare	Mental Health Technician II	$2,623	$3,196				$463						$244	$3,903
Federal Government	No Comparable Class													

Base Salary Median		**$3,797**
Base Salary Mean		**$3,736**
Percentage Above or Below Median		**-4.04%**
Percentage Above or Below Mean		**-2.37%**

Total Compensation Median	**$5,054**
Total Compensation Mean	**$4,977**
Percentage Above or Below Median	**-7.99%**
Percentage Above or Below Mean	**-6.34%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Maintenance Mechanic***	***$3,835***	***$4,207***					***$879***	***$90***	***$9***			***$322***	***$5,507***
City of Bakersfield	No Comparable Class													
City of Fresno	Air Conditioning Mechanic	$5,382	$5,382				$658						$78	$6,118
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Santa Barbara	No Comparable Class													
City of Stockton	HVAC Mechanic	$4,093	$5,001			$350		$1,415					$73	$6,839
City of Visalia	No Comparable Class													
County of Fresno	Air Conditioning Mechanic	$4,069	$4,272					$642					$327	$5,241
County of Kern	Air Conditioner Mechanic	$3,294	$4,022	$80				$1,175					$308	$5,585
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of Tulare	Air Conditioner Mechanic	$2,935	$3,577				$485						$274	$4,336
Federal Government	AC Equiment Mechanic	$3,387	$3,952		$198			$697					$294	$5,141

Base Salary Median		**$4,022**
Base Salary Mean		**$4,264**
Percentage Above or Below Median		**4.40%**
Percentage Above or Below Mean		**-1.36%**

Total Compensation Median	**$5,241**
Total Compensation Mean	**$5,557**
Percentage Above or Below Median	**4.83%**
Percentage Above or Below Mean	**-0.91%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Pharmacy Technician***	***$2,638***	***$3,209***					***$879***	***$90***	***$9***			***$245***	***$4,432***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Pharmacy Technician	$2,672	$3,262	$65				$1,175					$250	$4,752
County of Merced	No Comparable Class													
County of San Joaquin	Pharmacy Technician II	$2,740	$3,330				$1,477						$255	$5,062
County of Tulare	No Comparable Class													
Federal Government	Pharmacy Technician	$2,755	$3,581		$179			$697					$267	$4,724

Base Salary Median		**$3,330**
Base Salary Mean		**$3,391**
Percentage Above or Below Median		**-3.77%**
Percentage Above or Below Mean		**-5.67%**

Total Compensation Median	**$4,752**
Total Compensation Mean	**$4,846**
Percentage Above or Below Median	**-7.20%**
Percentage Above or Below Mean	**-9.32%**

Number of Comparable Matches	**3**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Plumber I***	***$3,828***	***$4,201***					***$879***	***$90***	***$9***			***$321***	***$5,500***
City of Bakersfield	No Comparable Class													
City of Fresno	Plumber	$4,868	$4,868				$658						$71	$5,597
City of Modesto	Building Maintenance Mechanic	$3,308	$4,021		$40	$265		$812					$58	$5,197
City of Santa Barbara	Plumber	$4,084	$4,965			$41		$848	$79	$10			$72	$6,015
City of Stockton	Craft Maintenance Worker II	$3,699	$4,520			$316		$1,415					$66	$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Plumber	$4,069	$4,272					$642					$327	$5,241
County of Kern	Maintenance Plumber	$3,294	$4,022	$80				$1,175					$308	$5,585
County of Merced	Building Maintenance Worker III	$2,962	$3,604	$63				$1,130	$93	$17			$276	$5,182
County of San Joaquin	Crafts Worker III	$3,742	$4,548				$1,477						$348	$6,373
County of Tulare	No Comparable Class													
Federal Government	Plumber	$3,205	$3,742		$187			$697					$279	$4,905

Base Salary Median		**$4,272**
Base Salary Mean		**$4,285**
Percentage Above or Below Median		**-1.69%**
Percentage Above or Below Mean		**-1.99%**

Total Compensation Median	**$5,585**
Total Compensation Mean	**$5,601**
Percentage Above or Below Median	**-1.54%**
Percentage Above or Below Mean	**-1.83%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Public Health Microbiologist***	***$4,700***	***$6,139***					***$879***	***$90***	***$9***			***$470***	***$7,587***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Senior Public Health Microbiologist	$4,170	$5,067					$642					$388	$6,097
County of Kern	Microbiologist	$5,702	$6,961	$139				$1,175					$533	$8,808
County of Merced	Public Health Microbiologist II	$4,557	$5,545					$1,130	$93	$17			$424	$7,209
County of San Joaquin	Senior Public Health Microbiologist	$4,684	$5,802				$1,394						$444	$7,640
County of Tulare	Public Health Microbiologist II	$4,723	$5,756				$423						$440	$6,620
Federal Government	Microbiologist	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,779**
Base Salary Mean		**$6,032**
Percentage Above or Below Median		**5.86%**
Percentage Above or Below Mean		**1.75%**

Total Compensation Median	**$7,425**
Total Compensation Mean	**$7,501**
Percentage Above or Below Median	**2.14%**
Percentage Above or Below Mean	**1.12%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Analyst II***	***$4,619***	***$5,616***					***$879***	***$90***	***$9***			***$430***	***$7,024***
City of Bakersfield	No Comparable Class													
City of Fresno	Management Analyst II	$3,838	$4,645				$658						$67	$5,370
City of Modesto	Administrative Analyst II	$4,797	$5,845		$58	$386		$812					$85	$7,186
City of Santa Barbara	Administrative Analyst II	$5,791	$7,039			$59		$848	$79	$10			$102	$8,137
City of Stockton	Administrative Analyst II	$4,131	$5,303			$371		$1,054					$77	$6,805
City of Visalia	Senior Administrative Analyst	$3,786	$4,760					$950					$69	$5,779
County of Fresno	Staff Analyst II	$3,735	$4,541					$642					$347	$5,530
County of Kern	Department Analyst II	$3,463	$4,227	$85				$1,175					$323	$5,810
County of Merced	Staff Services Analyst II	$4,032	$4,905	$63				$1,130	$93	$17			$375	$6,583
County of San Joaquin	Management Analyst II	$4,616	$5,611				$1,394						$429	$7,434
County of Tulare	No Comparable Class													
Federal Government	Statistician	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,104**
Base Salary Mean		**$5,394**
Percentage Above or Below Median		**9.12%**
Percentage Above or Below Mean		**3.96%**

Total Compensation Median	**$6,694**
Total Compensation Mean	**$6,727**
Percentage Above or Below Median	**4.69%**
Percentage Above or Below Mean	**4.22%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Scientist III***	***$5,796***	***$7,044***					***$879***	***$90***	***$9***			***$539***	***$8,561***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Public Health Epidemiologist	$3,695	$4,511	$90				$1,175					$345	$6,121
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$4,511**
Base Salary Mean		**$4,511**
Percentage Above or Below Median		**35.96%**
Percentage Above or Below Mean		**35.96%**

Total Compensation Median	**$6,121**
Total Compensation Mean	**$6,121**
Percentage Above or Below Median	**28.50%**
Percentage Above or Below Mean	**28.50%**

Number of Comparable Matches	**1**

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CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Safety Engineer***	***$6,271***	***$7,616***					***$901***	***$90***	***$9***			***$583***	***$9,199***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	County Safety Officer	$4,031	$4,912				$407						$376	$5,694
Federal Government	Safety and Occupational Health Specialist	$3,744	$5,890		$295			$697					$439	$7,320

Base Salary Median		**$5,401**
Base Salary Mean		**$5,401**
Percentage Above or Below Median		**29.08%**
Percentage Above or Below Mean		**29.08%**

Total Compensation Median	**$6,507**
Total Compensation Mean	**$6,507**
Percentage Above or Below Median	**29.26%**
Percentage Above or Below Mean	**29.26%**

Number of Comparable Matches	**2**

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CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Security Guard***	***$2,173***	***$2,639***					***$879***	***$90***	***$9***			***$202***	***$3,819***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	Security Officer	$2,649	$3,219		$32	$212		$812					$47	$4,322
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Security Officer II	$2,086	$2,665					$642					$204	$3,511
County of Kern	Security Attendant II	$2,072	$2,529	$51				$1,175					$193	$3,948
County of Merced	No Comparable Class													
County of San Joaquin	Security Worker	$2,189	$2,661				$1,477						$204	$4,342
County of Tulare	No Comparable Class													
Federal Government	Security Guard	$2,209	$3,212		$161			$697					$239	$4,309

Base Salary Median		**$2,665**
Base Salary Mean		**$2,857**
Percentage Above or Below Median		**-0.99%**
Percentage Above or Below Mean		**-8.27%**

Total Compensation Median	**$4,309**
Total Compensation Mean	**$4,086**
Percentage Above or Below Median	**-12.83%**
Percentage Above or Below Mean	**-7.00%**

Number of Comparable Matches	**5**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Transportation Engineer/1st Supervisor***	***$7,377***	***$8,965***					***$1,013***					***$634***	***$10,612***
City of Bakersfield	Civil Engineer IV	$7,623	$9,266			$741		$968					$134	$11,110
City of Fresno	Supervising Professional Engineer	$6,476	$7,853				$658						$114	$8,625
City of Modesto	Associate Traffic Engineer	$6,451	$7,860		$79	$519		$812					$114	$9,383
City of Santa Barbara	No Comparable Class													
City of Stockton	Associate Traffic Engineer	$5,997	$7,699			$539		$1,054					$112	$9,404
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineer	$6,170	$7,501					$642					$574	$8,717
County of Kern	Supervisory Engineer	$6,722	$8,207	$164				$1,175					$623	$10,169
County of Merced	Supervising Engineer	$6,880	$8,362	$63				$1,130	$93	$17			$625	$10,289
County of San Joaquin	Engineer V	$6,559	$7,975		$80		$1,534						$610	$10,199
County of Tulare	Engineer IV	$6,161	$7,509				$459						$574	$8,542
Federal Government	Civil - Highway Engineer	$4,848	$6,256		$313			$697					$466	$7,732

Base Salary Median		**$7,857**
Base Salary Mean		**$7,849**
Percentage Above or Below Median		**12.36%**
Percentage Above or Below Mean		**12.45%**

Total Compensation Median	**$9,393**
Total Compensation Mean	**$9,417**
Percentage Above or Below Median	**11.48%**
Percentage Above or Below Mean	**11.26%**

Number of Comparable Matches	**10**

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CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Analyst***	***$3,658***	***$4,446***					***$879***	***$90***	***$9***			***$340***	***$5,764***
City of Bakersfield	Administrative Analyst I	$3,813	$4,634			$371		$968					$67	$6,040
City of Fresno	Management Analyst I	$3,130	$3,788				$658						$55	$4,501
City of Modesto	Administrative Analyst I	$4,136	$5,845		$58	$386		$812					$85	$7,186
City of Santa Barbara	Administrative Analyst I	$5,061	$6,152			$51		$848	$79	$10			$89	$7,229
City of Stockton	Administrative Analyst I	$3,552	$4,560			$319		$1,054					$66	$5,999
City of Visalia	Administrative Analyst	$3,327	$4,182					$880					$61	$5,123
County of Fresno	Staff Analyst I / I-A	$3,364	$4,092					$642					$313	$5,047
County of Kern	Department Analyst I	$3,213	$3,923	$78				$1,175					$300	$5,477
County of Merced	Staff Services Analyst I	$3,252	$3,954					$1,130	$93	$17			$302	$5,496
County of San Joaquin	Management Analyst I	$3,564	$4,332				$1,394						$331	$6,057
County of Tulare	Staff Services Analyst I	$3,170	$3,863				$386						$296	$4,544
Federal Government	Management Analyst	$3,744	$4,868		$243			$697					$363	$6,171

Base Salary Median		**$4,257**
Base Salary Mean		**$4,516**
Percentage Above or Below Median		**4.25%**
Percentage Above or Below Mean		**-1.58%**

Total Compensation Median	**$5,748**
Total Compensation Mean	**$5,739**
Percentage Above or Below Median	**0.28%**
Percentage Above or Below Mean	**0.43%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Manager I***	***$5,079***	***$6,127***					***$1,013***					***$469***	***$7,609***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Principal Administrative analyst	$5,547	$7,122			$499		$1,054					$103	$8,778
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Supervisory Department Analyst	$4,082	$4,984	$100				$1,175					$381	$6,640
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Health and Human Services Agency Unit Manager I	$4,382	$5,340				$415						$409	$6,164
Federal Government	No Comparable Class													

Base Salary Median		**$5,340**
Base Salary Mean		**$5,815**
Percentage Above or Below Median		**12.84%**
Percentage Above or Below Mean		**5.09%**

Total Compensation Median	**$6,640**
Total Compensation Mean	**$7,194**
Percentage Above or Below Median	**12.73%**
Percentage Above or Below Mean	**5.45%**

Number of Comparable Matches	**3**

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CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Supervising Biologist***	***$5,715***	***$6,897***					***$1,013***					***$528***	***$8,438***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Supervising Biologist	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,059**
Base Salary Mean		**$7,059**
Percentage Above or Below Median		**-2.35%**
Percentage Above or Below Mean		**-2.35%**

Total Compensation Median	**$8,635**
Total Compensation Mean	**$8,635**
Percentage Above or Below Median	**-2.34%**
Percentage Above or Below Mean	**-2.34%**

Number of Comparable Matches	**1**

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CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineer***	***$6,270***	***$7,617***					***$901***	***$90***	***$9***			***$583***	***$9,200***
City of Bakersfield	No Comparable Class													
City of Fresno	Professional Engineer	$5,704	$6,913				$658						$100	$7,671
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Assistant Traffic Engineer	$5,955	$6,918			$484		$1,054					$100	$8,557
City of Visalia	Civil Engineer	$5,359	$6,737					$880					$98	$7,715
County of Fresno	Engineer II	$4,595	$5,585					$642					$427	$6,654
County of Kern	Engineer II	$5,213	$6,363	$127				$1,175					$487	$8,152
County of Merced	No Comparable Class													
County of San Joaquin	Engineer IV	$5,805	$7,058		$71		$1,534						$540	$9,203
County of Tulare	Engineer III	$5,231	$6,375				$436						$488	$7,299
Federal Government	Civil - Highway Engineer	$4,437	$5,611		$281			$697					$418	$7,007

Base Salary Median		**$6,556**
Base Salary Mean		**$6,445**
Percentage Above or Below Median		**13.93%**
Percentage Above or Below Mean		**15.39%**

Total Compensation Median	**$7,693**
Total Compensation Mean	**$7,782**
Percentage Above or Below Median	**16.38%**
Percentage Above or Below Mean	**15.41%**

Number of Comparable Matches	**8**

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CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Veterinary Medical Officer III***	***$5,188***	***$6,575***					***$879***	***$90***	***$9***			***$503***	***$8,056***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Veterinarian	$5,934	$7,245	$145				$1,175					$554	$9,119
County of Merced	Veterinarian	$6,360	$7,734					$1,130	$93	$17			$592	$9,566
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Veterinary Medical Officer	$5,430	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$7,245**
Base Salary Mean		**$7,346**
Percentage Above or Below Median		**-10.19%**
Percentage Above or Below Mean		**-11.73%**

Total Compensation Median	**$9,119**
Total Compensation Mean	**$9,107**
Percentage Above or Below Median	**-13.20%**
Percentage Above or Below Mean	**-13.04%**

Number of Comparable Matches	**3**

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CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional***	***$3,894***	***$4,867***					***$978***					***$372***	***$6,217***
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Rehabilitation Coordinator	$4,186	$5,110	$102				$1,175					$391	$6,778
County of Merced	Vocational Rehabilitation Counselor	$4,276	$5,203					$1,130	$93	$17			$398	$6,841
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	$3,744	$7,059		$353			$697					$526	$8,635

Base Salary Median		**$5,203**
Base Salary Mean		**$5,791**
Percentage Above or Below Median		**-6.90%**
Percentage Above or Below Mean		**-18.98%**

Total Compensation Median	**$6,841**
Total Compensation Mean	**$7,418**
Percentage Above or Below Median	**-10.03%**
Percentage Above or Below Mean	**-19.31%**

Number of Comparable Matches	**3**

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Appendix 2: General Classification Group Regional Data by Class

Southern Region

CPS Human Resource Services

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Account Clerk II***	***$2,364***	***$2,876***					***$879***	***$90***	***$9***			***$220***	***$4,074***
City of Anaheim	Accounting Specialist	$2,870	$3,664			$256		$954	$56				$53	$4,984
City of Long Beach	Accounting Clerk III	$2,502	$3,418			$205		$796					$261	$4,681
City of Los Angeles	Account Clerk II	$3,595	$4,467					$857	$48				$65	$5,437
City of Pasadena	Staff Assistant III	$2,874	$3,863			$131		$973	$104				$56	$5,127
City of San Diego	Account Clerk	$2,633	$3,171		$95	$44	$506						$46	$3,863
County of Los Angeles	Account Clerk II	$2,339	$3,058		$122		$946		$53				$44	$4,224
County of Orange	Accounting Assistant II	$2,591	$3,253					$667	$52				$47	$4,019
County of Riverside	Accounting Assistant II	$2,351	$3,062			$245	$713						$234	$4,254
County of San Bernardino	Accounting Technician	$2,929	$3,742			$262	$190	$137	$9				$54	$4,394
County of San Diego	Account Clerk	$2,284	$2,776			$194	$611						$40	$3,622
County of Ventura	Fiscal Assistant II	$1,996	$2,790		$42	$112	$537						$213	$3,694
Federal Government	Fiscal Accounts Clerk	$2,728	$3,546		$177			$697					$264	$4,684

Base Salary Median		**$3,336**
Base Salary Mean		**$3,401**
Percentage Above or Below Median		**-15.98%**
Percentage Above or Below Mean		**-18.25%**

Total Compensation Median	**$4,324**
Total Compensation Mean	**$4,415**
Percentage Above or Below Median	**-6.14%**
Percentage Above or Below Mean	**-8.37%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Biologist***	***$4,633***	***$5,584***					***$879***	***$90***	***$9***			***$427***	***$6,989***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist II	$5,130	$6,372					$857	$48				$92	$7,369
City of Pasadena	No Comparable Class													
City of San Diego	Biologist II	$4,493	$5,463		$164	$76	$506						$79	$6,289
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Biologist	$3,379	$6,501		$325			$697					$484	$8,007

Base Salary Median		**$6,372**
Base Salary Mean		**$6,112**
Percentage Above or Below Median		**-14.11%**
Percentage Above or Below Mean		**-9.46%**

Total Compensation Median	**$7,369**
Total Compensation Mean	**$7,222**
Percentage Above or Below Median	**-5.44%**
Percentage Above or Below Mean	**-3.33%**

Number of Comparable Matches	**3**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Building Maintenance Worker***	***$3,186***	***$3,497***					***$879***	***$90***	***$9***			***$268***	***$4,743***
City of Anaheim	No Comparable Class													
City of Long Beach	General Maintenance Assistant	$2,667	$3,644			$219		$796					$279	$4,937
City of Los Angeles	Building Repairer I	$3,259	$4,047					$857	$48				$59	$5,011
City of Pasadena	No Comparable Class													
City of San Diego	Building Service Technician	$2,786	$3,317		$100	$179	$466						$48	$4,110
County of Los Angeles	General Maintenance Worker	$2,708	$3,058		$122		$946		$53				$44	$4,224
County of Orange	Trades Helper II	$3,831	$3,831					$667	$52				$56	$4,606
County of Riverside	Building Maintenance Worker	$2,363	$3,080			$246	$713						$236	$4,275
County of San Bernardino	General Maintenance Worker	$2,662	$3,396			$238	$190	$137	$9				$49	$4,019
County of San Diego	Building Maintenance Engineer	$3,416	$4,154			$291	$611						$60	$5,116
County of Ventura	Building Maintenance Worker II	$2,347	$3,150		$47	$126	$537						$241	$4,101
Federal Government	Maintenance Worker	$2,747	$3,201		$160			$697					$238	$4,297

Base Salary Median		**$3,357**
Base Salary Mean		**$3,488**
Percentage Above or Below Median		**4.02%**
Percentage Above or Below Mean		**0.26%**

Total Compensation Median	**$4,286**
Total Compensation Mean	**$4,469**
Percentage Above or Below Median	**9.63%**
Percentage Above or Below Mean	**5.76%**

Number of Comparable Matches	**10**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Carpenter I***	***$3,660***	***$4,012***					***$879***	***$90***	***$9***			***$307***	***$5,297***
City of Anaheim	Skilled Crafts Worker II	$3,411	$4,354			$305		$954	$56				$63	$5,732
City of Long Beach	Carpenter	$3,200	$4,342			$261		$796					$332	$5,731
City of Los Angeles	Carpenter		$5,387					$857	$48				$78	$6,370
City of Pasadena	Carpenter	$3,877	$4,745			$161		$973	$104				$69	$6,052
City of San Diego	Carpenter	$3,633	$4,348		$130	$235	$466						$63	$5,242
County of Los Angeles	Carpenter	$4,580	$4,580		$183		$946		$53				$66	$5,829
County of Orange	Carpenter	$4,850	$4,850					$667	$52				$70	$5,639
County of Riverside	Maintenance Carpenter	$3,161	$3,909			$313	$713						$299	$5,234
County of San Bernardino	No Comparable Class													
County of San Diego	Carpenter	$3,758	$4,142			$290	$611						$60	$5,103
County of Ventura	Maintenance Carpenter	$3,767	$3,955		$59	$158	$537						$303	$5,012
Federal Government	Carpenter	$3,690	$4,309		$215			$697					$321	$5,542

Base Salary Median		**$4,348**
Base Salary Mean		**$4,447**
Percentage Above or Below Median		**-8.37%**
Percentage Above or Below Mean		**-10.85%**

Total Compensation Median	**$5,639**
Total Compensation Mean	**$5,590**
Percentage Above or Below Median	**-6.46%**
Percentage Above or Below Mean	**-5.53%**

Number of Comparable Matches	**11**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Certified Nursing Assistant***	***$2,354***	***$2,862***					***$879***	***$90***	***$9***			***$219***	***$4,059***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Nursing Attendant II	$1,900	$2,433		$97		$946		$53				$35	$3,565
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Nurses Assistant -Certified	$2,293	$2,787			$195	$611						$40	$3,634
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$2,610**
Base Salary Mean		**$2,610**
Percentage Above or Below Median		**8.81%**
Percentage Above or Below Mean		**8.81%**

Total Compensation Median	**$3,599**
Total Compensation Mean	**$3,599**
Percentage Above or Below Median	**11.33%**
Percentage Above or Below Mean	**11.33%**

Number of Comparable Matches	**2**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Chemist***	***$4,560***	***$5,605***					***$879***	***$90***	***$9***			***$429***	***$7,012***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Chemist II	$5,124	$6,365					$857	$48				$92	$7,362
City of Pasadena	Chemist	$5,606	$7,007			$308		$967	$80				$102	$8,464
City of San Diego	Assistant Chemist	$4,498	$5,463		$164	$76	$506						$79	$6,289
County of Los Angeles	Industrial Hygiene Chemist	$4,046	$4,802		$192		$946		$53				$70	$6,063
County of Orange	No Comparable Class													
County of Riverside	Clinical Laboratory Scientist II	$4,465	$5,820		$108	$466	$706						$445	$7,545
County of San Bernardino	No Comparable Class													
County of San Diego	Associate Air Pollution Chemist- Journey	$5,196	$6,314			$442	$611						$92	$7,459
County of Ventura	No Comparable Class													
Federal Government	Chemist	$5,001	$6,501		$325			$697					$484	$8,007

Base Salary Median		**$6,314**
Base Salary Mean		**$6,039**
Percentage Above or Below Median		**-12.65%**
Percentage Above or Below Mean		**-7.74%**

Total Compensation Median	**$7,459**
Total Compensation Mean	**$7,313**
Percentage Above or Below Median	**-6.37%**
Percentage Above or Below Mean	**-4.29%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Dietician***	***$3,320***	***$4,132***					***$978***					***$316***	***$5,426***
City of Anaheim	No Comparable Class													
City of Long Beach	Public Health Nutritionist I	$3,360	$4,568			$274		$796					$349	$5,988
City of Los Angeles	Nutritionist	$4,561	$5,665					$857	$48				$82	$6,652
City of Pasadena	Nutritionist	$4,540	$5,676			$250		$967	$80				$82	$7,055
City of San Diego	No Comparable Class													
County of Los Angeles	Dietician	$3,021	$3,844		$154		$946		$53				$56	$5,052
County of Orange	No Comparable Class													
County of Riverside	Dietician II	$4,036	$5,261		$108	$421	$706						$402	$6,899
County of San Bernardino	Dietician	$3,654	$4,661		$280	$326	$230	$171	$9	$5			$68	$5,750
County of San Diego	Dietician	$3,152	$3,830			$268	$611						$56	$4,765
County of Ventura	Registered Dietician II	$3,295	$4,852		$73	$194	$537						$371	$6,027
Federal Government	Dietician	$4,133	$6,501		$325			$697					$484	$8,007

Base Salary Median		**$4,852**
Base Salary Mean		**$4,984**
Percentage Above or Below Median		**-17.42%**
Percentage Above or Below Mean		**-20.62%**

Total Compensation Median	**$6,027**
Total Compensation Mean	**$6,244**
Percentage Above or Below Median	**-11.07%**
Percentage Above or Below Mean	**-15.07%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Clinical Social Worker***	***$5,971***	***$7,233***					***$978***					***$105***	***$8,316***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Clinical Social Worker	$4,465	$5,399		$216		$946		$53				$78	$6,692
County of Orange	Clinical Social Worker II	$4,184	$5,642					$667	$52				$82	$6,443
County of Riverside	Clinical Therapist	$4,221	$5,504		$108	$440	$706						$421	$7,180
County of San Bernardino	No Comparable Class													
County of San Diego	Sr. Psychiatric Social Worker	$4,064	$4,940			$346	$611						$72	$5,968
County of Ventura	Psychiatric Social Worker III	$3,837	$5,375		$81	$215	$537						$411	$6,619
Federal Government	Social Worker	$5,594	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$5,452**
Base Salary Mean		**$5,776**
Percentage Above or Below Median		**24.63%**
Percentage Above or Below Mean		**20.15%**

Total Compensation Median	**$6,656**
Total Compensation Mean	**$7,060**
Percentage Above or Below Median	**19.97%**
Percentage Above or Below Mean	**15.10%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Construction Supervisor I***	***$4,837***	***$5,878***					***$1,013***					***$450***	***$7,341***
City of Anaheim	Public Works Operations Field Supervisor	$5,164	$7,100			$497		$954	$56				$103	$8,710
City of Long Beach	Supervisor, Facility Maintenance	$4,542	$6,182			$371		$796					$473	$7,822
City of Los Angeles	No Comparable Class													
City of Pasadena	Public Works Supervisor	$5,909	$7,387			$325		$903	$80				$107	$8,802
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Crafts Supervisor	$4,813	$6,483					$667	$52				$94	$7,296
County of Riverside	Building Maintenance Supervisor	$4,383	$5,419			$434	$713						$415	$6,980
County of San Bernardino	Maintenance Supervisor	$4,229	$5,399			$378	$190	$138	$9				$78	$6,192
County of San Diego	Building Maintenance Supervisor	$4,482	$5,449			$381	$672						$79	$6,581
County of Ventura	No Comparable Class													
Federal Government	Maintenance Supervisor	$4,867	$5,680		$284			$697					$423	$7,084

Base Salary Median		**$5,931**
Base Salary Mean		**$6,137**
Percentage Above or Below Median		**-0.90%**
Percentage Above or Below Mean		**-4.41%**

Total Compensation Median	**$7,190**
Total Compensation Mean	**$7,433**
Percentage Above or Below Median	**2.05%**
Percentage Above or Below Mean	**-1.26%**

Number of Comparable Matches	**8**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Delineator***	***$3,738***	***$4,544***					***$879***	***$90***	***$9***			***$348***	***$5,870***
City of Anaheim	Principal Engineering Aide	$4,314	$5,243			$367		$954	$56				$76	$6,696
City of Long Beach	Senior Engineering Technician I	$4,439	$6,029			$362		$796					$461	$7,648
City of Los Angeles	Civil Engineer Drafting Technician	$3,915	$4,863					$857	$48				$71	$5,839
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Engineering Technician Specialist	$4,101	$5,528					$667	$52				$80	$6,327
County of Riverside	Senior Engineering Technician	$3,899	$5,366		$108	$429	$706						$410	$7,020
County of San Bernardino	Engineering Technician IV	$3,929	$5,015			$351	$190	$137	$9				$73	$5,775
County of San Diego	No Comparable Class													
County of Ventura	Engineering Technician IV	$3,663	$5,135		$77	$205	$537						$393	$6,347
Federal Government	Engineer Technician GIS-CADD	$5,001	$6,501		$325			$697					$484	$8,007

Base Salary Median		**$5,305**
Base Salary Mean		**$5,460**
Percentage Above or Below Median		**-16.74%**
Percentage Above or Below Mean		**-20.16%**

Total Compensation Median	**$6,522**
Total Compensation Mean	**$6,707**
Percentage Above or Below Median	**-11.11%**
Percentage Above or Below Mean	**-14.27%**

Number of Comparable Matches	**8**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineering Techician***	***$3,922***	***$4,766***					***$879***	***$90***	***$9***			***$365***	***$6,109***
City of Anaheim	Senior Engineering Aide	$3,980	$4,838			$339		$954	$56				$70	$6,257
City of Long Beach	Engineering Technician II	$3,753	$5,099			$306		$796					$390	$6,591
City of Los Angeles	Office Engineering Technician II	$3,489	$4,336					$857	$48				$63	$5,304
City of Pasadena	Senior Engineering Aide	$4,247	$5,401			$184		$973	$104				$78	$6,740
City of San Diego	Junior Engineering Aide	$3,235	$3,894		$117	$55	$506						$56	$4,628
County of Los Angeles	Civil Engineering Technician	$4,086	$5,076		$203		$946		$53				$74	$6,352
County of Orange	Engineer Technician II	$3,319	$4,446					$667	$52				$64	$5,229
County of Riverside	Engineering Technician II	$3,367	$4,630			$370	$713						$354	$6,068
County of San Bernardino	Engineering Technician III	$3,310	$4,229			$296	$190	$137	$9				$61	$4,922
County of San Diego	Engineering Technician II	$3,912	$4,756			$333	$611						$69	$5,769
County of Ventura	Engineer Tecnician III	$3,361	$4,726		$71	$189	$537						$362	$5,884
Federal Government	Engineering Technician	$3,742	$5,918		$296			$697					$441	$7,352

Base Salary Median		**$4,741**
Base Salary Mean		**$4,779**
Percentage Above or Below Median		**0.52%**
Percentage Above or Below Mean		**-0.27%**

Total Compensation Median	**$5,976**
Total Compensation Mean	**$5,925**
Percentage Above or Below Median	**2.17%**
Percentage Above or Below Mean	**3.01%**

Number of Comparable Matches	**12**

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CPS Human Resource Services

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Graphic Designer II***	***$3,705***	***$4,503***					***$879***	***$90***	***$9***			***$344***	***$5,825***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Graphic Designer II	$4,362	$5,422					$857	$48				$79	$6,406
City of Pasadena	Graphic Artist	$3,376	$4,370			$149		$973	$104				$63	$5,659
City of San Diego	No Comparable Class													
County of Los Angeles	Graphic Artist	$3,242	$4,127		$165		$946		$53				$60	$5,351
County of Orange	Graphic Designer	$2,825	$3,789					$667	$52				$55	$4,563
County of Riverside	Graphic Arts Illustrator	$2,800	$3,647			$292	$713						$279	$4,931
County of San Bernardino	Graphic Designer I	$3,004	$3,836			$269	$190	$137	$9				$56	$4,496
County of San Diego	Graphic Designer	$4,109	$4,997			$350	$611						$72	$6,030
County of Ventura	No Comparable Class													
Federal Government	Visual Information Specialist	$3,379	$5,374		$269			$697					$400	$6,740

Base Salary Median		**$4,249**
Base Salary Mean		**$4,445**
Percentage Above or Below Median		**5.65%**
Percentage Above or Below Mean		**1.28%**

Total Compensation Median	**$5,505**
Total Compensation Mean	**$5,522**
Percentage Above or Below Median	**5.50%**
Percentage Above or Below Mean	**5.21%**

Number of Comparable Matches	**8**

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Data Effective as of 9-1-2007

CPS Human Resource Services

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Caltrans Highway Maintenance Worker***	***$2,873***	***$3,120***					***$879***	***$90***	***$9***			***$239***	***$4,337***
City of Anaheim	No Comparable Class													
City of Long Beach	Maintenance Assistant II	$2,191	$2,963			$178		$796					$227	$4,163
City of Los Angeles	Maintenance Laborer	$2,751	$3,417					$857	$48				$50	$4,372
City of Pasadena	Public Works Maintenance Worker II	$3,198	$3,880			$132		$973	$104				$56	$5,145
City of San Diego	Light Equipment Operator	$2,901	$3,458		$104	$187	$466						$50	$4,265
County of Los Angeles	Public Works Maintenance Worker	$2,567	$3,265		$131		$946		$53				$47	$4,442
County of Orange	Public Works Maintenance Worker	$2,709	$3,645					$667	$52				$53	$4,417
County of Riverside	Maintenance and Construction Worker	$2,428	$3,160			$253	$713						$242	$4,368
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Maintenance Worker Roads	$2,671	$3,316		$166			$697					$247	$4,426

Base Salary Median		**$3,367**
Base Salary Mean		**$3,388**
Percentage Above or Below Median		**-7.90%**
Percentage Above or Below Mean		**-8.59%**

Total Compensation Median	**$4,394**
Total Compensation Mean	**$4,450**
Percentage Above or Below Median	**-1.33%**
Percentage Above or Below Mean	**-2.60%**

Number of Comparable Matches	**8**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Industrial Hygienist***	***$4,960***	***$6,577***					***$879***	***$90***	***$9***			***$503***	***$8,058***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Industrial Hygienist	$6,643	$8,255					$857	$48				$120	$9,280
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Industrial Hygienist	$4,679	$5,973		$239		$946		$53				$87	$7,298
County of Orange	No Comparable Class													
County of Riverside	Industrial Hygienist II	$4,321	$5,636		$108	$451	$706						$431	$7,332
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Industrial Hygienist	$5,994	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$6,883**
Base Salary Mean		**$6,914**
Percentage Above or Below Median		**-4.65%**
Percentage Above or Below Mean		**-5.13%**

Total Compensation Median	**$8,306**
Total Compensation Mean	**$8,342**
Percentage Above or Below Median	**-3.08%**
Percentage Above or Below Mean	**-3.53%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Correctional Supervising Cook***	***$2,899***	***$3,526***					***$879***	***$90***	***$9***			***$51***	***$4,555***
City of Anaheim	No Comparable Class													
City of Long Beach	Institutional Cook	$2,539	$3,465			$208		$796					$265	$4,734
City of Los Angeles	Cook I	$2,563	$3,186					$857	$48				$46	$4,137
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Cook	$2,131	$2,722		$109		$946		$53				$39	$3,869
County of Orange	Institutional Cook	$2,567	$3,411					$667	$52				$49	$4,179
County of Riverside	Correctional Cook	$2,840	$3,905			$312	$713						$299	$5,229
County of San Bernardino	Probation Cook I	$2,413	$3,078			$215	$190	$137	$9				$45	$3,674
County of San Diego	Cook	$2,248	$2,731			$191	$611						$40	$3,573
County of Ventura	Cook	$1,946	$2,708		$41	$108	$537						$207	$3,601
Federal Government	Cook	$2,747	$3,201		$160			$697					$238	$4,297

Base Salary Median		**$3,186**
Base Salary Mean		**$3,156**
Percentage Above or Below Median		**9.64%**
Percentage Above or Below Mean		**10.48%**

Total Compensation Median	**$4,137**
Total Compensation Mean	**$4,144**
Percentage Above or Below Median	**9.17%**
Percentage Above or Below Mean	**9.03%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Insurance Investigator***	***$4,655***	***$5,618***					***$978***					***$81***	***$6,677***
City of Anaheim	Claims Examiner	$5,422	$6,777			$474		$954	$56				$98	$8,360
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	Claims Representative II	$4,426	$5,354		$161	$75	$506						$78	$6,173
County of Los Angeles	Claims Investigator II	$3,305	$4,208		$168		$946		$53				$61	$5,436
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Claims Representative	$4,517	$5,491			$384	$611						$80	$6,566
County of Ventura	Risk Analyst	$4,435	$6,210		$93	$248	$537						$475	$7,564
Federal Government	No Comparable Class													

Base Salary Median		**$5,491**
Base Salary Mean		**$5,608**
Percentage Above or Below Median		**2.26%**
Percentage Above or Below Mean		**0.18%**

Total Compensation Median	**$6,566**
Total Compensation Mean	**$6,820**
Percentage Above or Below Median	**1.67%**
Percentage Above or Below Mean	**-2.13%**

Number of Comparable Matches	**5**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Legal Typist***	***$2,894***	***$3,516***					***$879***	***$90***	***$9***			***$269***	***$4,763***
City of Anaheim	Legal Secretary	$3,612	$4,611			$323		$954	$56				$67	$6,011
City of Long Beach	Data Not Available													
City of Los Angeles	Legal Secretary II	$3,798	$4,721					$857	$48				$68	$5,694
City of Pasadena	Legal Secretary	$3,703	$4,748			$161		$973	$104				$69	$6,055
City of San Diego	Legal Secretary II	$3,642	$4,404		$132	$62	$506						$64	$5,168
County of Los Angeles	Legal Office Support Assistant II	$3,080	$4,027		$161		$946		$53				$58	$5,245
County of Orange	Legal Secretary, County Counsel	$2,787	$3,721					$667	$52				$54	$4,494
County of Riverside	Legal Support Assistant II	$2,562	$3,339			$267	$713						$255	$4,575
County of San Bernardino	Secretary I	$2,597	$3,311			$232	$190	$137	$9				$48	$3,927
County of San Diego	Confidential Legal Secretary	$3,066	$5,089			$356	$611						$74	$6,130
County of Ventura	Legal Management Assistant II	$2,817	$3,941		$59	$158	$537						$301	$4,996
Federal Government	Legal Assistant Office Automation	$2,728	$4,393		$220			$697					$327	$5,637

Base Salary Median		**$4,393**
Base Salary Mean		**$4,210**
Percentage Above or Below Median		**-24.94%**
Percentage Above or Below Mean		**-19.73%**

Total Compensation Median	**$5,245**
Total Compensation Mean	**$5,267**
Percentage Above or Below Median	**-10.13%**
Percentage Above or Below Mean	**-10.57%**

Number of Comparable Matches	**11**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Librarian***	***$4,195***	***$5,097***					***$879***	***$90***	***$9***			***$390***	***$6,465***
City of Anaheim	No Comparable Class													
City of Long Beach	General Librarian II	$3,810	$5,810			$349		$796					$444	$7,399
City of Los Angeles	Librarian II	$4,559	$5,664					$857	$48				$82	$6,651
City of Pasadena	Librarian II	$4,581	$5,726			$252		$967	$80				$83	$7,108
City of San Diego	Librarian II	$4,173	$5,025		$151	$70	$506						$73	$5,825
County of Los Angeles	Librarian II	$3,891	$4,965		$199		$946		$53				$72	$6,235
County of Orange	Librarian	$4,150	$5,595					$667	$52				$81	$6,395
County of Riverside	No Comparable Class													
County of San Bernardino	Librarian I	$3,155	$4,030		$242	$282	$230	$171	$9	$5			$58	$5,027
County of San Diego	Librarian I	$3,763	$4,576			$320	$611						$66	$5,574
County of Ventura	Librarian	$3,224	$4,511		$68	$180	$537						$345	$5,641
Federal Government	No Comparable Class													

Base Salary Median		**$5,025**
Base Salary Mean		**$5,100**
Percentage Above or Below Median		**1.41%**
Percentage Above or Below Mean		**-0.06%**

Total Compensation Median	**$6,235**
Total Compensation Mean	**$6,206**
Percentage Above or Below Median	**3.56%**
Percentage Above or Below Mean	**4.00%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Licensed Psychiatric Technician***	***$3,033***	***$3,649***					***$978***					***$53***	***$4,680***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Psychiatric Technician II	$2,871	$3,652		$146		$946		$53				$53	$4,850
County of Orange	No Comparable Class													
County of Riverside	Licensed Psychiatric Technician	$2,585	$3,365			$269	$713						$257	$4,605
County of San Bernardino	Psychiatric Technician I	$2,794	$3,564			$249	$190	$137	$9				$52	$4,201
County of San Diego	Psychiatric Technician	$3,381	$3,381			$237	$611						$49	$4,278
County of Ventura	Psychiatric Technician	$2,459	$3,783		$57	$151	$537						$289	$4,817
Federal Government	No Comparable Class													

Base Salary Median		**$3,564**
Base Salary Mean		**$3,549**
Percentage Above or Below Median		**2.33%**
Percentage Above or Below Mean		**2.74%**

Total Compensation Median	**$4,605**
Total Compensation Mean	**$4,550**
Percentage Above or Below Median	**1.61%**
Percentage Above or Below Mean	**2.77%**

Number of Comparable Matches	**5**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Maintenance Mechanic***	***$3,835***	***$4,207***					***$879***	***$90***	***$9***			***$322***	***$5,507***
City of Anaheim	HAVC Mechanic	$4,498	$5,472			$383		$954	$56				$79	$6,944
City of Long Beach	No Comparable Class													
City of Los Angeles	Mechanical Repairer II		$5,117					$857	$48				$74	$6,096
City of Pasadena	No Comparable Class													
City of San Diego	Refrigeration Mechanic	$3,938	$4,727		$142	$255	$466						$69	$5,659
County of Los Angeles	Stationary Engineer I	$5,115	$5,115		$205		$946		$53				$74	$6,393
County of Orange	Air Conditioning Mechanic	$5,607	$5,607					$667	$52				$81	$6,407
County of Riverside	Building Maintenance Mechanic	$2,951	$3,647			$292	$713						$279	$4,931
County of San Bernardino	General Maintenance Mechanic	$3,078	$3,929			$275	$190	$137	$9				$57	$4,597
County of San Diego	Air Conditioning & Refrig Mechanic	$4,321	$4,765			$334	$611						$69	$5,779
County of Ventura	Air Conditioning and Refrig Mechanic	$4,231	$4,442		$67	$178	$537						$340	$5,563
Federal Government	AC Equiment Mechanic	$3,924	$4,573		$229			$697					$341	$5,839

Base Salary Median		**$4,746**
Base Salary Mean		**$4,739**
Percentage Above or Below Median		**-12.81%**
Percentage Above or Below Mean		**-12.66%**

Total Compensation Median	**$5,809**
Total Compensation Mean	**$5,821**
Percentage Above or Below Median	**-5.49%**
Percentage Above or Below Mean	**-5.70%**

Number of Comparable Matches	**10**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Pharmacy Technician***	***$2,638***	***$3,209***					***$879***	***$90***	***$9***			***$245***	***$4,432***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Pharmacy Technician	$2,469	$3,140		$126		$946		$53				$46	$4,310
County of Orange	Pharmacy Technician	$2,974	$3,411					$667	$52				$49	$4,179
County of Riverside	Pharmacy Technician II	$2,340	$3,045			$244	$713						$233	$4,235
County of San Bernardino	No Comparable Class													
County of San Diego	Pharmacy Technician	$2,929	$3,562			$249	$611						$52	$4,474
County of Ventura	Pharmacy Technician II	$2,048	$2,858		$43	$114	$537						$219	$3,771
Federal Government	Pharmacy Technician	$3,041	$3,953		$198			$697					$294	$5,142

Base Salary Median		**$3,276**
Base Salary Mean		**$3,328**
Percentage Above or Below Median		**-2.07%**
Percentage Above or Below Mean		**-3.71%**

Total Compensation Median	**$4,272**
Total Compensation Mean	**$4,352**
Percentage Above or Below Median	**3.61%**
Percentage Above or Below Mean	**1.82%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Plumber I***	***$3,828***	***$4,201***					***$879***	***$90***	***$9***			***$321***	***$5,500***
City of Anaheim	Skilled Maintenance Worker II	$3,411	$4,354			$305		$954	$56				$63	$5,732
City of Long Beach	Plumber	$3,360	$4,568			$274		$796					$349	$5,988
City of Los Angeles	Plumber		$5,899					$857	$48				$86	$6,890
City of Pasadena	Plumber	$4,211	$5,116			$174		$973	$104				$74	$6,441
City of San Diego	Plumber	$3,938	$4,727		$142	$255	$466						$69	$5,659
County of Los Angeles	Plumber	$5,707	$5,707		$228		$946		$53				$83	$7,017
County of Orange	Plumber	$5,207	$5,207					$667	$52				$76	$6,002
County of Riverside	Maintenance Plumber	$3,477	$4,298			$344	$713						$329	$5,684
County of San Bernardino	Plumber	$3,396	$4,335			$303	$190	$137	$9				$63	$5,037
County of San Diego	Plumber	$4,321	$4,764			$333	$611						$69	$5,778
County of Ventura	Maintenance Plumber	$3,927	$4,124		$62	$165	$537						$315	$5,203
Federal Government	Plumber	$3,690	$4,309		$215			$697					$321	$5,542

Base Salary Median		**$4,648**
Base Salary Mean		**$4,784**
Percentage Above or Below Median		**-10.63%**
Percentage Above or Below Mean		**-13.88%**

Total Compensation Median	**$5,755**
Total Compensation Mean	**$5,914**
Percentage Above or Below Median	**-4.62%**
Percentage Above or Below Mean	**-7.53%**

Number of Comparable Matches	**12**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Public Health Microbiologist***	***$4,700***	***$6,139***					***$879***	***$90***	***$9***			***$470***	***$7,587***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Public Health Microbiologist II	$4,521	$5,770		$231		$946		$53				$84	$7,083
County of Orange	Public Health Microbiologist II	$4,337	$5,840					$667	$52				$85	$6,644
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Microbiologist II	$4,125	$5,268		$316	$369	$230	$171	$9	$5			$76	$6,444
County of San Diego	Senior Public Health Microbiologist	$5,551	$6,120			$428	$611						$89	$7,248
County of Ventura	Microbiologist III	$3,997	$5,605		$84	$224	$537						$429	$6,879
Federal Government	Microbiologist	$4,133	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$5,805**
Base Salary Mean		**$6,066**
Percentage Above or Below Median		**5.44%**
Percentage Above or Below Mean		**1.19%**

Total Compensation Median	**$6,981**
Total Compensation Mean	**$7,293**
Percentage Above or Below Median	**7.98%**
Percentage Above or Below Mean	**3.87%**

Number of Comparable Matches	**6**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Analyst II***	***$4,619***	***$5,616***					***$879***	***$90***	***$9***			***$430***	***$7,024***
City of Anaheim	Management Analyst II	$5,422	$6,777			$474		$954	$56				$98	$8,360
City of Long Beach	Administrative Analyst I	$4,006	$5,445			$327		$796					$417	$6,984
City of Los Angeles	Management Analyst II	$5,295	$6,579					$857	$48				$95	$7,579
City of Pasadena	Management Analyst III	$5,133	$6,416			$282		$967	$80				$93	$7,838
City of San Diego	Associate Management Analyst	$4,520	$5,463		$164	$76	$506						$79	$6,289
County of Los Angeles	Research Analyst II	$3,997	$4,832		$193		$946		$53				$70	$6,094
County of Orange	No Comparable Class													
County of Riverside	Research Analyst	$3,492	$4,546		$108	$364	$706						$348	$6,072
County of San Bernardino	Statistical Analyst	$4,335	$5,531		$332	$387	$230	$171	$9	$5			$80	$6,745
County of San Diego	Statistician	$4,317	$5,248			$367	$611						$76	$6,302
County of Ventura	Management Analyst II	$5,588	$7,823		$117	$313	$537						$598	$9,389
Federal Government	Statistician	$4,133	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$5,531**
Base Salary Mean		**$6,041**
Percentage Above or Below Median		**1.51%**
Percentage Above or Below Mean		**-7.57%**

Total Compensation Median	**$6,984**
Total Compensation Mean	**$7,374**
Percentage Above or Below Median	**0.56%**
Percentage Above or Below Mean	**-4.99%**

Number of Comparable Matches	**11**

2008 DPA General Total Compensation Study

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CPS Human Resource Services

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Research Scientist III***	***$5,796***	***$7,044***					***$879***	***$90***	***$9***			***$539***	***$8,561***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Epidemiologist	$4,928	$6,291		$252		$946		$53				$91	$7,633
County of Orange	Epidemiologist	$4,215	$5,684					$667	$52				$82	$6,485
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Epidemiologist	$4,335	$5,531		$332	$387	$230	$171	$9	$5			$80	$6,745
County of San Diego	Epidemiologist	$5,555	$6,751			$473	$611						$98	$7,932
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		**$5,988**
Base Salary Mean		**$6,064**
Percentage Above or Below Median		**15.00%**
Percentage Above or Below Mean		**13.91%**

Total Compensation Median	**$7,189**
Total Compensation Mean	**$7,199**
Percentage Above or Below Median	**16.02%**
Percentage Above or Below Mean	**15.91%**

Number of Comparable Matches	**4**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Associate Safety Engineer***	***$6,271***	***$7,616***					***$901***	***$90***	***$9***			***$583***	***$9,199***
City of Anaheim	Safety Administrator	$6,276	$7,845			$549		$954	$56				$114	$9,518
City of Long Beach	Safety Specialist II	$4,216	$5,724			$343		$796					$438	$7,301
City of Los Angeles	Safety Engineer	$6,572	$8,166					$857	$48				$118	$9,189
City of Pasadena	Safety Officer	$6,213	$7,766			$342		$967	$80				$113	$9,267
City of San Diego	No Comparable Class													
County of Los Angeles	Safety Officer II	$4,726	$6,033		$241		$946		$53				$87	$7,361
County of Orange	Safety and Training Officer	$4,500	$6,065					$667	$52				$88	$6,872
County of Riverside	No Comparable Class													
County of San Bernardino	Safety Officer	$5,015	$6,413			$449	$190	$138	$9				$93	$7,292
County of San Diego	Departmental Safety Coordinator	$4,745	$5,768			$404	$611						$84	$6,866
County of Ventura	No Comparable Class													
Federal Government	Safety and Occupational Health Specialist	$4,133	$6,501		$325			$697					$484	$8,007

Base Salary Median		**$6,413**
Base Salary Mean		**$6,698**
Percentage Above or Below Median		**15.80%**
Percentage Above or Below Mean		**12.06%**

Total Compensation Median	**$7,361**
Total Compensation Mean	**$7,964**
Percentage Above or Below Median	**19.98%**
Percentage Above or Below Mean	**13.42%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Security Guard***	***$2,173***	***$2,639***					***$879***	***$90***	***$9***			***$202***	***$3,819***
City of Anaheim	Security Guard	$2,928	$3,073			$215		$954	$56				$45	$4,343
City of Long Beach	Special Services Officer I	$2,312	$3,135			$188		$796					$240	$4,359
City of Los Angeles	Security Aide	$2,460	$3,057					$857	$48				$44	$4,006
City of Pasadena	Security Ranger	$3,552	$4,437			$151		$973	$104				$64	$5,729
City of San Diego	No Comparable Class													
County of Los Angeles	Security Guard	$2,012	$2,310		$92		$946		$53				$33	$3,435
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	Security Technician I	$2,137	$2,727			$191	$190	$137	$9				$40	$3,293
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Security Guard	$2,728	$3,546		$177			$697					$264	$4,684

Base Salary Median		**$3,073**
Base Salary Mean		**$3,184**
Percentage Above or Below Median		**-16.45%**
Percentage Above or Below Mean		**-20.64%**

Total Compensation Median	**$4,343**
Total Compensation Mean	**$4,264**
Percentage Above or Below Median	**-13.72%**
Percentage Above or Below Mean	**-11.66%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Transportation Engineer/1st Supervisor***	***$7,377***	***$8,965***					***$1,013***					***$634***	***$10,612***
City of Anaheim	Senior Civil Engineer	$6,590	$8,238			$577		$954	$56				$119	$9,944
City of Long Beach	Senior Traffic Engineer	$6,506	$8,862			$532		$796					$632	$10,822
City of Los Angeles	Sr Transportation Engineer	$8,157	$10,134					$857	$48				$147	$11,186
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Senior Civil Engineer	$7,777	$9,660		$386		$946		$53				$140	$11,185
County of Orange	Senior Civil Engineer	$7,233	$8,287					$667	$52				$120	$9,126
County of Riverside	Senior Transportation Planning Engineer	$6,317	$8,244		$108	$660	$706						$623	$10,341
County of San Bernardino	Public Works Engineer III	$5,954	$7,616			$533	$190	$138	$9				$110	$8,597
County of San Diego	Senior Civil Engineer	$6,815	$8,285			$580	$672						$120	$9,657
County of Ventura	Senior Engineer	$4,731	$6,757		$101	$270	$537						$517	$8,183
Federal Government	Civil - Highway Engineer	$4,848	$6,256		$313			$697					$466	$7,732

Base Salary Median		**$8,265**
Base Salary Mean		**$8,234**
Percentage Above or Below Median		**7.81%**
Percentage Above or Below Mean		**8.16%**

Total Compensation Median	**$9,801**
Total Compensation Mean	**$9,677**
Percentage Above or Below Median	**7.64%**
Percentage Above or Below Mean	**8.81%**

Number of Comparable Matches	**10**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Analyst***	***$3,658***	***$4,446***					***$879***	***$90***	***$9***			***$340***	***$5,764***
City of Anaheim	No Comparable Class													
City of Long Beach	Assistant Administrative Analyst I	$3,118	$4,234			$254		$796					$324	$5,608
City of Los Angeles	Management Assistant	$3,762	$4,674					$857	$48				$68	$5,647
City of Pasadena	Management Analyst I	$3,994	$4,992			$220		$967	$80				$72	$6,331
City of San Diego	Assistant Management Analyst	$3,719	$4,520		$136	$63	$506						$66	$5,290
County of Los Angeles	Management Trainee, CAO	$3,257	$3,929		$157		$946		$53				$57	$5,142
County of Orange	No Comparable Class													
County of Riverside	Staff Analyst I	$3,175	$4,136		$108	$331	$706						$316	$5,598
County of San Bernardino	Staff Analyst Trainee	$3,155	$4,030		$242	$282	$230	$171	$9	$5			$58	$5,027
County of San Diego	Administrative Trainee	$3,054	$3,712			$260	$611						$54	$4,637
County of Ventura	No Comparable Class													
Federal Government	Management Analyst	$4,133	$5,374		$269			$697					$400	$6,740

Base Salary Median		**$4,234**
Base Salary Mean		**$4,400**
Percentage Above or Below Median		**4.77%**
Percentage Above or Below Mean		**1.03%**

Total Compensation Median	**$5,598**
Total Compensation Mean	**$5,558**
Percentage Above or Below Median	**2.89%**
Percentage Above or Below Mean	**3.58%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Staff Services Manager I***	***$5,079***	***$6,127***					***$1,013***					***$469***	***$7,609***
City of Anaheim	Senior Management Analyst	$6,276	$7,845			$549		$954	$56				$114	$9,518
City of Long Beach	Administrative Analyst III	$4,663	$6,343			$381		$796					$485	$8,005
City of Los Angeles	Senior Management Analyst I	$6,254	$7,769					$857	$48				$113	$8,787
City of Pasadena	Management Analyst V	$6,506	$8,133			$358		$903	$80				$118	$9,592
City of San Diego	Supervising Management Analyst	$5,583	$6,764		$203	$95	$506						$98	$7,666
County of Los Angeles	Administrative Services Manager II	$5,359	$6,840		$274		$946		$53				$99	$8,212
County of Orange	No Comparable Class													
County of Riverside	Administrative Services Supervisor	$4,246	$5,535			$443	$713						$423	$7,114
County of San Bernardino	No Comparable Class													
County of San Diego	Administrative Analyst III	$4,745	$5,768			$404	$672						$84	$6,927
County of Ventura	Staff/Services Manager I	$4,764	$6,670		$100	$267	$537						$510	$8,084
Federal Government	No Comparable Class													

Base Salary Median		**$6,764**
Base Salary Mean		**$6,852**
Percentage Above or Below Median		**-10.40%**
Percentage Above or Below Mean		**-11.83%**

Total Compensation Median	**$8,084**
Total Compensation Mean	**$8,212**
Percentage Above or Below Median	**-6.25%**
Percentage Above or Below Mean	**-7.92%**

Number of Comparable Matches	**9**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Supervising Biologist***	***$5,715***	***$6,897***					***$1,013***					***$528***	***$8,438***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist III	$5,895	$7,324					$857	$48				$106	$8,335
City of Pasadena	No Comparable Class													
City of San Diego	Biologist III	$5,185	$6,277		$188	$88	$506						$91	$7,150
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Supervising Biologist	$5,994	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$7,324**
Base Salary Mean		**$7,131**
Percentage Above or Below Median		**-6.19%**
Percentage Above or Below Mean		**-3.40%**

Total Compensation Median	**$8,335**
Total Compensation Mean	**$8,315**
Percentage Above or Below Median	**1.21%**
Percentage Above or Below Mean	**1.45%**

Number of Comparable Matches	**3**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Transportation Engineer***	***$6,270***	***$7,617***					***$901***	***$90***	***$9***			***$583***	***$9,200***
City of Anaheim	Data Not Available													
City of Long Beach	Traffic Engineer	$5,882	$8,006			$480		$796					$612	$9,895
City of Los Angeles	Transportation Engineer	$6,934	$8,615					$857	$48				$125	$9,645
City of Pasadena	Engineer	$7,114	$8,892			$391		$967	$80				$129	$10,459
City of San Diego	No Comparable Class													
County of Los Angeles	Associate Civil Engineer	$6,260	$7,777		$311		$946		$53				$113	$9,200
County of Orange	Civil Engineer	$6,483	$7,429					$667	$52				$108	$8,256
County of Riverside	Associate Civil Engineer	$5,802	$7,570		$108	$606	$706						$579	$9,569
County of San Bernardino	Public Works Engineer II	$5,139	$6,566		$394	$460	$230	$171	$9	$5			$95	$7,930
County of San Diego	Civil Engineer (P.E.)	$5,889	$7,158			$501	$611						$104	$8,374
County of Ventura	Engineer IV	$4,679	$7,011		$105	$280	$537						$536	$8,470
Federal Government	Civil - Highway Engineer	$4,437	$5,611		$281			$697					$418	$7,007

Base Salary Median		**$7,500**
Base Salary Mean		**$7,464**
Percentage Above or Below Median		**1.54%**
Percentage Above or Below Mean		**2.02%**

Total Compensation Median	**$8,835**
Total Compensation Mean	**$8,880**
Percentage Above or Below Median	**3.97%**
Percentage Above or Below Mean	**3.47%**

Number of Comparable Matches	**10**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Veterinary Medical Officer III***	***$5,188***	***$6,575***					***$879***	***$90***	***$9***			***$503***	***$8,056***
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Veterinarian II	$6,579	$8,175					$857	$48				$119	$9,199
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Veterinarian	$6,448	$8,688		$348		$946		$53				$126	$10,160
County of Orange	Veterinarian	$7,044	$9,500					$667	$52				$138	$10,357
County of Riverside	Veterinary Surgeon	$6,769	$10,347			$828	$713						$654	$12,542
County of San Bernardino	Public Health Veterinarian	$4,661	$5,954		$357	$417	$230	$171	$9	$5			$86	$7,229
County of San Diego	Veterinarian	$5,745	$7,228			$506	$611						$105	$8,450
County of Ventura	No Comparable Class													
Federal Government	Veterinary Medical Officer	$5,994	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$8,175**
Base Salary Mean		**$8,241**
Percentage Above or Below Median		**-24.33%**
Percentage Above or Below Mean		**-25.33%**

Total Compensation Median	**$9,460**
Total Compensation Mean	**$9,628**
Percentage Above or Below Median	**-17.43%**
Percentage Above or Below Mean	**-19.51%**

Number of Comparable Matches	**7**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

CPS Human Resource Services

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional***	***$3,894***	***$4,867***					***$978***					***$372***	***$6,217***
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Rehab Counselor II	$3,420	$4,356		$174		$946		$53				$63	$5,592
County of Orange	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	$4,133	$7,793		$390			$697					$581	$9,460

Base Salary Median		**$6,075**
Base Salary Mean		**$6,075**
Percentage Above or Below Median		**-24.81%**
Percentage Above or Below Mean		**-24.81%**

Total Compensation Median	**$7,526**
Total Compensation Mean	**$7,526**
Percentage Above or Below Median	**-21.05%**
Percentage Above or Below Mean	**-21.05%**

Number of Comparable Matches	**2**

2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Appendix 3: Education Classification Group Statewide Data by Class

CPS Human Resource Services

Daily Rate Analysis - Instructional Teacher (Academic)

Surveyed Agency	Days Worked	Base Salary Monthly Max.	Base Salary Annual Max.	Base Salary Daily Rate	Total Comp Monthly Max.	Total Comp Annual Max.	Total Comp Daily Rate
Department of Personnel Administration	***220***	***$6,147***	***$73,764***	***$335***	***$7,214***	***$86,570***	***$393***
Amador County Board of Education	183	$4,976	$59,712	$326	$5,677	$68,126	$372
Del Norte County Board of Education	183	$5,004	$60,048	$328	$5,886	$70,627	$386
Fresno County Board of Education	182	$5,505	$66,060	$363	$6,335	$76,018	$418
Kern County Board of Education	185	$6,218	$74,616	$403	$7,378	$88,538	$479
Lassen County Board of Education	183	$5,823	$69,876	$382	$6,823	$81,881	$447
Los Angeles County Board of Education	183	$6,009	$72,108	$394	$7,073	$84,878	$464
Madera County Board of Education	184	$4,814	$57,768	$314	$5,798	$69,582	$378
Marin County Board of Education	187	$6,124	$73,488	$393	$7,681	$92,170	$493
Napa county Board of Education	182	$5,337	$64,044	$352	$6,874	$82,493	$453
Riverside County Board of Education	185	$5,684	$68,208	$369	$6,761	$81,137	$439
Sacramento County Board of Education	220	$6,634	$79,608	$362	$7,982	$95,779	$435
San Diego County Board of Education	190	$6,195	$74,340	$391	$8,038	$96,456	$508
San Joaquin County Board of Education	182	$6,135	$73,620	$405	$6,956	$83,471	$459
San Luis Obispo County Board of Education	186	$6,394	$76,728	$413	$7,158	$85,893	$462
Solano County Board of Education	183	$5,841	$70,092	$383	$6,951	$83,417	$456
Ventura County Board of Education	182	$5,950	$71,400	$392	$7,307	$87,689	$482

Base Salary Median	**$382**	Total Compensation Median	**$455**
Base Salary Mean	**$373**	Total Compensation Mean	**$446**
Percentage Above or Below Median	**-14.06%**	**Percentage Above or Below Median**	**-15.51%**
Percentage Above or Below Mean	**-11.28%**	**Percentage Above or Below Mean**	**-13.24%**

DPA Education Survey

CPS Human Resource Services

Daily Rate Analysis - Instructional Teacher (Vocational)

Surveyed Agency	Days Worked	Base Salary Monthly Max.	Base Salary Annual Max.	Base Salary Daily Rate	Total Comp Monthly Max.	Total Comp Annual Max.	Total Comp Daily Rate
Department of Personnel Administration	***220***	***$6,147***	***$73,764***	***$335***	***$7,214***	***$86,570***	***$393***
Amador County Board of Education	No Comparable Class						
Del Norte County Board of Education	No Comparable Class						
Fresno County Board of Education	182	$4,414	$52,968	$291	$5,228	$62,736	$345
Kern County Board of Education	No Comparable Class						
Lassen County Board of Education	183	$5,407	$64,884	$355	$6,401	$76,817	$420
Los Angeles County Board of Education	No Comparable Class						
Madera County Board of Education	184	$3,219	$38,628	$210	$4,264	$51,164	$278
Marin County Board of Education	187	$4,144	$49,728	$266	$5,701	$68,410	$366
Napa county Board of Education	182	$5,083	$60,993	$335	$6,620	$79,442	$436
Riverside County Board of Education	No Comparable Class						
Sacramento County Board of Education	185	$6,034	$72,413	$391	$7,322	$87,864	$475
San Diego County Board of Education	No Comparable Class						
San Joaquin County Board of Education	182	$4,310	$51,720	$284	$5,104	$61,254	$337
San Luis Obispo County Board of Education	No Comparable Class						
Solano County Board of Education	183	$4,735	$56,820	$310	$5,773	$69,278	$379
Ventura County Board of Education	178	$5,819	$69,828	$392	$7,175	$86,095	$484

Base Salary Median	**$310**	Total Compensation Median	**$379**
Base Salary Mean	**$315**	Total Compensation Mean	**$391**
Percentage Above or Below Median	**7.40%**	**Percentage Above or Below Median**	**3.79%**
Percentage Above or Below Mean	**6.05%**	**Percentage Above or Below Mean**	**0.65%**

DPA Education Survey

CPS Human Resource Services

Institutional Teacher (Academic)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Institutional Teacher (Academic)***	***$4,819***	***$6,147***					***$879***	***$90***	***$9***			***$89***	***$7,214***
Amador County Board of Education	Teacher - Alternative Education	$3,254	$4,976					$629					$72	$5,677
Del Norte County Board of Education	Teacher, Juvenile Hall/Court Schools	$3,300	$5,004					$809					$73	$5,886
Fresno County Board of Education	Teacher - Court and Community Schools	$3,415	$5,505					$750					$80	$6,335
Kern County Board of Education	Teacher: Community / Court School Program	$3,481	$6,218				$1,070						$90	$7,378
Lassen County Board of Education	Juvenile Court School Teacher	$3,300	$5,823					$916					$84	$6,823
Los Angeles County Board of Education	Teacher Juvenile Court School	$3,424	$6,009	$208			$769						$87	$7,073
Madera County Board of Education	Teacher - Alternative Education	$3,095	$4,814	$167				$748					$70	$5,798
Marin County Board of Education	Community Class Teacher	$3,047	$6,124	$750				$577	$124	$17			$89	$7,681
Napa county Board of Education	Teacher	$3,346	$5,337	$500				$845	$102	$13			$77	$6,874
Riverside County Board of Education	Teacher - Correctional Education	$3,034	$5,684					$869	$111	$15			$82	$6,761
Sacramento County Board of Education	Teacher, Juvenile Institutions	$4,482	$6,634	$663				$588					$96	$7,982
San Diego County Board of Education	Juvenile Court and Community Schools Teacher	$3,272	$6,195	$991				$659	$94	$9			$90	$8,038
San Joaquin County Board of Education	Teacher - Alternative Education (County Operated Schools and Programs)	$3,415	$6,135					$732					$89	$6,956
San Luis Obispo County Board of Education	Teacher - Alternative Education	$3,410	$6,394					$671					$93	$7,158
Solano County Board of Education	Teacher - Court and Community Schools	$3,357	$5,841	$297				$600	$112	$17			$85	$6,951
Ventura County Board of Education	Juvenile Court School Teacher	$3,516	$5,950	$354				$917					$86	$7,307

Base Salary Median	**$5,896**
Base Salary Mean	**$5,790**
Percentage Above or Below Median	**4.09%**
Percentage Above or Below Mean	**5.80%**

Total Compensation Median	**$6,954**
Total Compensation Mean	**$6,917**
Percentage Above or Below Median	**3.61%**
Percentage Above or Below Mean	**4.11%**

Number of Comparable Matches	**16**

CPS Human Resource Services

Institutional Teacher (Vocational)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	***Institutional Teacher (Vocational)***	***$4,819***	***$6,147***					***$879***	***$90***	***$9***			***$89***	***$7,214***
Amador County Board of Education	No Comparable Class													
Del Norte County Board of Education	No Comparable Class													
Fresno County Board of Education	Career Technical Education Instructor	$3,332	$4,414					$750					$64	$5,228
Kern County Board of Education	No Comparable Class													
Lassen County Board of Education	Teacher, Vocational Training	$3,300	$5,407					$916					$78	$6,401
Los Angeles County Board of Education	No Comparable Class													
Madera County Board of Education	Charter Vocational / Trade Instructor	$2,604	$3,219	$167				$748			$83		$47	$4,264
Marin County Board of Education	ROP Teacher	$3,047	$4,144	$750				$577	$124	$17			$89	$5,701
Napa County Board of Education	Vocational Instructor	$3,346	$5,083	$500				$845	$102	$13			$77	$6,620
Riverside County Board of Education	No Comparable Class													
Sacramento County Board of Education	ROP Instructor	$4,426	$6,034	$603				$588					$96	$7,322
San Diego County Board of Education	No Comparable Class													
San Joaquin County Board of Education	Teacher (Vocational Education)	$3,115	$4,310					$732					$62	$5,104
San Luis Obispo County Board of Education	No Comparable Class													
Solano County Board of Education	ROP Instructor	$3,109	$4,735	$241				$600	$112	$17			$69	$5,773
Ventura County Board of Education	ROP Teacher	$3,439	$5,819	$354				$917					$84	$7,175

Base Salary Median	**$4,735**
Base Salary Mean	**$4,796**
Percentage Above or Below Median	**22.97%**
Percentage Above or Below Mean	**21.98%**

Total Compensation Median	**$5,773**
Total Compensation Mean	**$5,954**
Percentage Above or Below Median	**19.97%**
Percentage Above or Below Mean	**17.46%**

DPA Education Survey

Number of Comparable Matches	**9**

Appendix 4: General Classification Group Tables of Survey Responses by Subject

TABLE 1 2008 DPA TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	Last 7-1-07 @ 3.4% Next TBD	Last 7-1-07 @ 3.4% Next TBD	Last 7-1-07 @ 3.4% Next TBD
City and County of San Francisco	Last 12/06 @ 2.5% Next 6/08 @ 2%	Last 12/06 @ 2.5% Next 6/08 @ 2%	DNA
City of Anaheim	Last 1/07 @ 2.5% Next 2/08 @ 2.75%	Last 1/07 @ 2.5% Next 2/08 @ 2.75%	Last 6/07 @ 2.5 % Next 6/08 @ 2.75%
City of Bakersfield	Last 12/25/06 @ 4% Next TBD	Last 12/25/06 @ 4% Next TBD	Last 12/25/06 @ 4% Next TBD
City of Chico	Last 12/24/06 @ 2.3% Next 12/23/07 TBD	Last 12/24/06 @ 1.3% Next 12/23/07 TBD	Last 12/24/06 @ 1.3% Next 12/23/07 TBD
City of Davis	Last 7/1/07 @ 2.475% Next 6/30/08 @ 3%	Last 7/1/07 @ 2.675% Next 6/30/08 @ 3%	Last 7/1/07 @ 3% Next 6/30/08 @ 4%
City of Eureka	DNA	DNA	DNA
City of Folsom	Last 7/1/07 @ 2.5% Next TBD	Last 7/1/07 @ 2.5% Next TBD	Last 7/1/07 @ 2.5% Next TBD
City of Fresno	Last 7/1/07 @ 3% Next 7/1/08 @ 3%	Performance Based	Last 7/1/07 @ 3% Next 7/1/08 @ 3%
City of Hayward	Last 5/1/04 @ 4% Next TBD	Last 10/1/04 @ 4 % Next TBD	Last 7/1/04 @ 4% Next TBD
City of Long Beach	Last 7/1/07 @ 3% Next TBD	Last 7/1/07 @ 3% Next TBD	Last 7/1/07 @ 3% Next TBD
City of Los Angeles	Last 1/1/07 @ 2.25% Next TBD	Last 1/1/07 @ 2.25% Next TBD	Last 1/1/07 @ 2.25% Next TBD
City of Modesto	Last 2/07 @ 2.5% Next TBD	Last 2/07 @ 2.5% Next TBD	Last DNA Next TBD
City of Oakland	Last 6/30/07 @ 4% Next TBD	Last 6/30/07 @ 4% Next TBD	Last 6/30/07 @ 4% Next TBD
City of Pasadena	Last 10/1/07 @ 2.5% Next TBD	Last 10/1/07 @ 2.5% Next TBD	Last 4/2/07 @ 3.0% Next TBD
City of Redding	DNA	DNA	DNA
City of Roseville	Last 1/6/07 @ 3.5 % Next 1/5/08 @ 3%	Last 1/6/07 @ 7 % Next 1/5/08 @ 6%	Last 1/6/07 @ 7 % Next 1/5/08 @ 6%
City of Sacramento	Last 6/23/07 @ 4% Next 6/21/08 @ 4%	Last 6/23/07 @ 4% Next 6/21/08 @ 4%	Last 6/23/07 @ 4% Next 6/21/08 @ 4%

TABLE 1 2008 DPA TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of San Diego	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD
City of San Jose	Last 7/07 @ 3% Next TBD	Last 7/07 @ 3% Next TBD	Last 7/07@ 3% Next TBD
City of Santa Barbara	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%
City of Stockton	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%
City of Vacaville	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%
City of Visalia	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD
City of Woodland	Last 7/1/07 @ 2% Next 1/1/08 @ 2%	Last 7/1/07 @ 2% Next 1/1/08 @ 2%	Last 7/1/07 @ 2% Next 1/1/08 @ 2%
City of Yuba City	Last 7/1/07 @ 3.4% Next 7/1/08 TBD	Last 7/1/07 @ 3.4% Next 7/1/08 TBD	Last 7/1/07 @ 3.4% Next 7/1/08 TBD
County of Alameda	Last 7/1/07 @ 1% Next 6/29/08 @ 1%	Last 7/1/07 @ 1% Next 6/29/08 @ 1%	Last 7/1/07 @ 1% Next 6/29/08 @ 1%
County of Butte	Last 10/6/06 @ 2% Next 10/7/07 @ 2%	Last 10/6/06 @ 2% Next 10/7/07 @ 2%	Last 10/6/06 @ 2% Next 10/7/07 @ 2%
County of Contra Costa	Next 7/1/08 @ 2%	Next 7/1/08 @ 2%	Next 7/1/08 @ 2%
County of El Dorado	Last 1/6/07 @ 2.5%	Last 1/6/07 @ 2.5%	Last 1/6/07 @ 2.5%
County of Fresno	Varies by bargaining unit	Varies by bargaining unit	Varies by bargaining unit
County of Kern	Last 7/07 @ 4% Next 7/08 @ 4%	Last 7/07 @ 4% Next 7/08 @ 4%	Varies by classification
County of Los Angeles	Last 7/1/07 @ 2.73% Next 1/1/08 2.95%	Last 7/1/07 @ 2.75% Next 1/1/08 @ 3%	Last 7/1/07 @ 5.6% Next 1/1/08 @ 3%
County of Marin	Last 7/1/06 @ 2.5%-3% Next TBD	Last 7/1/06 @ 2.5%-3% Next TBD	Last 7/1/06 @ 2.5%-3% Next TBD
County of Merced	Last 7/9/07 @ 3% Next 7/7/08 @ 3%	Last 7/9/07 @ 3% Next 7/7/08 @ 3%	Last 7/9/07 @ 3% Next 7/7/08 @ 3%
County of Orange	Last 6/22/07 @ 3% Next 6/20/08 @ 3%	Last 6/22/07 @ 3% Next 6/20/08 @ 3%	Last 6/22/07 @ 3% Next 6/20/08 @ 3%

TABLE 1 2008 DPA TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of Placer	Last 3% Next 11/10/07 @ 5%	Last 1/6/07 @ 3% Next 11/10/07 @ 5%	Last 3% Next 11/10/07 @ 5%
County of Riverside	Last 7/5/07 @ 2.5% Next 7/3/08 @ 2.5 %	Last 8/2/07 @ 3.2% Next Not Scheduled	Last 9/27/07 @ 3% Next 9/25/08 @ 3%
County of Sacramento	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%
County of San Bernardino	Last 6/23/07 @ 3% Next TBD	Last 6/23/07 @ 3% Next TBD	Last 6/23/07 @ 3% Next TBD
County of San Diego	Last 6/07 @ 3% Next 6/08 @ 3.5%	Last 6/07 @ 3% Next 6/08 @ 3.5%	Last 6/07 @ 3% Next 6/08 @ 3.5%
County of San Joaquin	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%
County of San Mateo	Last 11/19/06 @ 3% Next 11/4/07 @ 3%	DNA	Last 11/19/06 @ 3% Next 11/4/07 @ 3%
County of Santa Clara	Last 6/19/06 @ 3% Next 12/17/07 @ 4%	Last 6/19/06 @ 3% Next 12/17/07 @ 4%	Last 6/19/06 @ 3% Next 12/17/07 @ 4%
County of Solano	Last 10/8/06 @ 3.61% Next TBD	Last 10/8/06 @ 3.61% Next 10/21/07 @ 3%	Last 10/8/06 @ 3.61% Next 10/21/07 @ 3%
County of Tulare	Last 12/23/06 @ 2% Next 12/23/07 @ 2%	Last 12/23/06 @ 2% Next 12/23/07 @ 2%	Last 12/23/06 @ 2% Next 12/23/07 @ 2%
County of Ventura	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%
County of Yolo	Last July 2006 @ 2% Next TBD	Last July 2006 @ 2% Next TBD	Last July 2006 @ 2% Next TBD
Federal Government	DNA	DNA	DNA

TABLE 2 2008 DPA TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	40	40	40
City and County of San Francisco	40	40	40
City of Anaheim	40	40	40
City of Bakersfield	40	40	FLSA Exempt
City of Chico	40	40	40
City of Davis	40	40	FLSA Exempt
City of Eureka	DNA	DNA	DNA
City of Folsom	40	40	40
City of Fresno	40	40	40
City of Hayward	40	40	40
City of Long Beach	40	40	40
City of Los Angeles	40	40	40
City of Modesto	40	40	40
City of Oakland	Varies 37.5 or 40	37.5	37.5
City of Pasadena	40	40	40
City of Redding	40	40	40
City of Roseville	40	40	40

TABLE 2 2008 DPA TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of Sacramento	40	40	40
City of San Diego	40	40	40
City of San Jose	40	40	40
City of Santa Barbara	40	40	40
City of Stockton	40	40	40
City of Vacaville	37(clerical) or 40 (trades)	40	40
City of Visalia	40	40	40
City of Woodland	40	40	40
Yuba City	40	40	40
County of Alameda	40	40	40
County of Butte	40	40	40
County of Contra Costa	40	40	40
County of El Dorado	32	32	32
County of Fresno	32	32	32
County of Kern	40	40	40
County of Los Angeles	40	40	40
County of Marin	40	40	40
County of Merced	40	40	40

TABLE 2 2008 DPA TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of Orange	40	40	40
County of Placer	40	40	40
County of Riverside	40	40	40
County of Sacramento	40	40	40
County of San Bernardino	40	40	40
County of San Diego	40	40	40
County of San Joaquin	40	40	40
County of San Mateo	40	40	40
County of Santa Clara	40	40	40
County of Solano	40	40	40
County of Tulare	40	40	40
County of Ventura	40	40	40
County of Yolo	40	40	40
Federal Government	40	40	40

TABLE 3 2008 DPA TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
DPA	$879	$165	$879	$165	$1,013	$31
City and County of San Francisco	$965	$375	$965	$375	$965	$375
City of Anaheim	$954	$57	$954	$57	$954	$57
City of Bakersfield	$986	$247	$986	$247	$986	$247
City of Chico	$1,013	$283	$1,013	$283	$1,013	$283
City of Davis	$1,340 in Cafeteria Plan	Any premium above max	$1,340 in Cafeteria Plan	Any premium above max	$1,340 in Cafeteria Plan	Any premium above max
City of Eureka	$1,165	$243	$928	$171	$1,165	$243
City of Folsom	$913 + $25 to med. Savings account	$54	$913 + $25 to med. Savings account	$54	$913 + $25 to med. Savings account	$54
City of Fresno	$658 in Cafeteria Plan	$140	$658 in Cafeteria Plan	$140	$658 in Cafeteria Plan	$140
City of Hayward	$2,001	$0	$1,121	$880	$2,001	$0
City of Long Beach	$796	$56	$796	$56	$796	$56
City of Los Angeles	$857	$0	$857	$0	$857	$0
City of Modesto	$812	$0	$812	$0	$812	$0
City of Oakland	$1,121	$0	$1,121	$0	$1,121	$0
City of Pasadena	$973	DNA	$967	DNA	$903	DNA

TABLE 3 2008 DPA TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
City of Redding	$1,159	$0	$1,159	$0	$1,159	$0
City of Roseville	$916	$205	$1,000	$121	$1,000	$121
City of Sacramento	$880	DNA	$880	DNA	$880	DNA
City of San Diego	$466	Cafeteria Plan - Varies	$466	Cafeteria Plan - Varies	$506	Cafeteria Plan - Varies
City of San Jose	$977	$108	$977	$108	$977	$108
City of Santa Barbara	$848	$0	$848	$0	$848	$0
City of Stockton	$1,054	$0	$1,415 (Maint. & Trades)	$0	$1,054	$0
City of Vacaville	$1121	$0	$1121	$0	$1121	$0
City of Visalia	$950	$0	$880	$0	$880	$0
City of Woodland	$1,145	$0	$1,145	$0	$1,145	$0
Yuba City	$750	$107	$775	$82	$750	$107
County of Alameda	$1,185	$756	$1,185	$756	$1,185	$756
County of Butte	$1,207	$928	$1,207	$928	$1,207	$928
County of Contra Costa	$1,134	$238	$1,134	$238	$1,134	$238
County of El Dorado	$1284	$146	$1284	$146	$1284	$146
County of Fresno	$642	$159	$642	$159	$642	$159

TABLE 3

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	$1,175	$294	$1,175	$294	$1,175	$294
County of Los Angeles	$946 in Cafeteria Plan	$0	$946 in Cafeteria Plan	$0	$946 in Cafeteria Plan	$0
County of Marin	3% of salary +$570 in Cafeteria Plan	$0	3% of salary +$570 in Cafeteria Plan	$0	3% of salary +$$511 in Cafeteria Plan	$0
County of Merced	$1,130	$466	$1,130	$466	$1,130	$466
County of Orange	$667	$205	$667	$205	$667	$205
County of Placer	$1,190	$69	$1,190	$69	$1,190	$69
County of Riverside	$713 in Cafeteria Plan	$0	$706 in Cafeteria Plan	$0	$713 in Cafeteria Plan	$0
County of Sacramento	$827	$0	$827	$0	$827	$0
County of San Bernardino	Cafeteria $190 Standard $137	Cafeteria $0 Standard $109	Cafeteria $230 Standard $171	Cafeteria $0 Standard $35	Cafeteria $190 Standard $137	Cafeteria $0 Standard $109
County of San Diego	$611 in Cafeteria Plan	$530	$611 in Cafeteria Plan	$530	$672 in Cafeteria Plan	$469
County of San Joaquin	$1,477	$0	$1,394	$0	1,534	$0
County of San Mateo	$1,020	$113	$1,020	$113	$1,020	$113
County of Santa Clara	$1,305	$0	$1,305	$0	$1,305	$0
County of Solano	$897	$220	$897	$220	$897	$220
County of Tulare	$308+2% of base OR $271+6% of base	$0	$308+2% of base OR $271+6% of base	$0	$308+2% of base pay	$0
County of Ventura	$537 in Cafeteria Plan	$28	$537 in Cafeteria Plan	$28	$537 in Cafeteria Plan	$28
County of Yolo	$926	$0	$926	$0	$1,014 in Cafeteria Plan	$0

TABLE 3 2008 DPA TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
Federal Government	$697	$395	$697	$395	$697	$395

TABLE 4

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	$90	$30	$90	$30	Inc	Inc
City and County of San Francisco	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Anaheim	$56	$0	$56	$0	$56	$0
City of Bakersfield	Inc	Inc	Inc	Inc	Inc	Inc
City of Chico	$66	$0	$66	$0	$66	$0
City of Davis	Inc	Inc	Inc	Inc	Inc	Inc
City of Eureka	$53	$0	Inc. in Medical	DNA	$53	$0
City of Folsom	$143	$0	$143	$0	$143	$0
City of Fresno	Inc	Inc	Inc	Inc	Inc	Inc
City of Hayward	$137	$0	$137	$0	$137	$0
City of Long Beach	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
City of Los Angeles	$48	$74	$48	$74	$48	$74
City of Modesto	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Oakland	$97	$0	$97	$0	$97	$0
City of Pasadena	$104	$11	$80	$35	$80	$35

TABLE 4

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of Redding	$106	$0	$106	$0	$106	$0
City of Roseville	$0	$148	$148	$0	$148	$0
City of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
City of San Diego	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of San Jose	$102	$5	$102	$5	$102	$5
City of Santa Barbara	$79	$0	$79	$0	$79	$0
City of Stockton	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
City of Vacaville	$77	$0	$77	$0	$96	$0
City of Visalia	Inc	Inc	Inc	Inc	Inc	Inc
City of Woodland	$116	$0	$116	$0	$116	$0
City of Yuba City	$86	$21	$97	$11	$97	$11
County of Alameda	$124	$0	$124	$0	$124	$0
County of Butte	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
County of Contra Costa	$73	$20	$73	$20	$73	$20
County of El Dorado	Inc	Inc	Inc	Inc	Inc	Inc
County of Fresno	Inc	Inc	Inc	Inc	Inc	Inc

TABLE 4

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	Inc	Inc	Inc	Inc	Inc	Inc
County of Los Angeles	$53	$0	$53	$0	$53	$0
County of Marin	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of Merced	$93	$42	$93	$42	$93	$42
County of Orange	$52 paid into a trust for dental and vision coverage	N/A	$52 paid into a trust for dental and vision coverage	N/A	$52 paid into a trust for dental and vision coverage	N/A
County of Placer	$50	$42	$50	$42	$50	$42
County of Riverside	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of Sacramento	$95	$0	$95	$0	$95	$0
County of San Bernardino	$9	$9	$9	$9	$9	$9
County of San Diego	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of San Joaquin	Inc	Inc	Inc	Inc	Inc	Inc
County of San Mateo	$74	$8	$74	$8	$92	$10
County of Santa Clara	$113	$0	$113	$0	$113	$0
County of Solano	$86	$0	$86	$0	$86	$0
County of Tulare	Inc	Inc	Inc	Inc	Inc	Inc
County of Ventura	Inc	Inc	Inc	Inc	Inc	Inc

TABLE 4 2008 DPA TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
County of Yolo	$79	$9	$79	$9	Inc	Inc
Federal Government	$0	$0	$0	$0	$0	$0

TABLE 5

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$9**	**$0**	**$9**	**$0**	**Inc**	**Inc**
City and County of San Francisco	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Anaheim	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
City of Bakersfield	Inc	Inc	Inc	Inc	Inc	Inc
City of Chico	$5	$8	$5	$8	$5	$8
City of Davis	Inc	Inc	Inc	Inc	Inc	Inc
City of Eureka	$5	$0	Inc. in Medical	DNA	$5	$0
City of Folsom	$21	$0	$21	$0	$21	$0
City of Fresno	Inc	Inc	Inc	Inc	Inc	Inc
City of Hayward	$22	$0	$22	$0	$22	$0
City of Long Beach	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
City of Los Angeles	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
City of Modesto	$0	DNA	$0	DNA	$0	DNA
City of Oakland	$23	$0	$23	$0	$23	$0
City of Pasadena	$0	$22	$0	$22	$0	$22

TABLE 5

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of Redding	$16	$0	$16	$0	$16	$0
City of Roseville	$0	$20	$20	$0	$20	$0
City of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
City of San Diego	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA
City of San Jose	$0	$37	$17	$6	$17	$6
City of Santa Barbara	$10	$0	$10	$0	$10	$0
City of Stockton	Inc	$0	Inc	$0	Inc	$0
City of Vacaville	$19	$0	$19	$0	$19	$0
City of Visalia	Inc	Inc	Inc	Inc	Inc	Inc
City of Woodland	$22	$0	$22	$0	$22	$0
City of Yuba City	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
County of Alameda	N/A	N/A	N/A	N/A	N/A	N/A
County of Butte	Inc. in Medical	$0	Inc. in Medical	$0	Inc. in Medical	$0
County of Contra Costa	Inc	Inc	Inc	Inc	Inc	Inc
County of El Dorado	Inc	Inc	Inc	Inc	Inc	Inc
County of Fresno	Inc	Inc	Inc	Inc	Inc	Inc

TABLE 5

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	Inc	Inc	Inc	Inc	Inc	Inc
County of Los Angeles	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of Marin	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA
County of Merced	$17	$7	$17	$7	$17	$7
County of Orange	$52 paid into a trust for dental and vision coverage	N/A	$52 paid into a trust for dental and vision coverage	N/A	$52 paid into a trust for dental and vision coverage	N/A
County of Placer	$9	$25	$9	$25	$9	$25
County of Riverside	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
County of San Bernardino	N/A	N/A	$5	$0	N/A	N/A
County of San Diego	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of San Joaquin	Inc	Inc	Inc	Inc	Inc	Inc
County of San Mateo	$15	$0	$15	$0	$15	$0
County of Santa Clara	$11	$0	$11	$0	$11	$0
County of Solano	$12	$0	$12	$0	$12	$0
County of Tulare	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0	Inc. in Cafeteria	$0
County of Ventura	Inc	Inc	Inc	Inc	Inc	Inc

TABLE 5 2008 DPA TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
County of Yolo	$9	$1	$9	$1	Inc	Inc
Federal Government	$0	$0	$0	$0	$0	$0

TABLE 6

2008 DPA TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	**PERS**	**5%**	**0%**	**2% @ 55**	**Avg. Highest 3 Years**	**7.65%**	**16.6%**
City and County of San Francisco	SFERS	7.5%	Prof .5% Sup .5% Gen 7.5%	2% @ 60	Highest Year	7.65%	5.91%
City of Anaheim	PERS	8%	7%	2.7% @ 55	Highest Year	1.45%	
City of Bakersfield	PERS	8%	1% for the first 6 years of employment 8% thereafter	3% @ 60	Highest Year	1.45%	13.82%
City of Chico	PERS	8%	Prof 4% Sup 2% Gen 4%	3% @ 60	Highest Year	1.45%	19.68%
City of Davis	PERS	8%	8%	2.5% @ 55	Highest Year	1.45%	12.35%
City of Eureka	PERS	7%	0%	2.7% @ 55	One Year Final Compensation	1.45%	16.93%
City of Folsom	PERS	8%	8%	2.7% @ 55	Highest Year	7.65%	15.26%
City of Fresno	Fresno City Retirement System	7.92%	0%	2% @ 55	Highest 3 Years	1.45%	10.51%
City of Hayward	PERS	8%	7%	2.5% @ 55	Highest Year	1.45%	12.13%
City of Long Beach	PERS	8%	6%	2.5% @ 55	Highest Year	7.65%	12.01%
City of Los Angeles	LACERS	6%	0%	2.16% @ 55 w/30 years	(Final Avg. Salary) x (Yrs of Service) x (2.16%)	1.45%	22.79%
City of Modesto	PERS	7%	6.6%	2% @ 55	Sup 1 Year Final Compensation Gen 12 Highest Paid Consecutive Months	1.45%	9.12%
City of Oakland	PERS	8%	5%	2.7% @ 55	Highest Year	1.45%	19.2%

TABLE 6

2008 DPA TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
City of Pasadena	PERS	8%	Prof 4.4% Sup 4.4% Gen 3.4%	2.5% @ 55	Average over 3 years	1.45%	11.07%
City of Redding	PERS	7%	7%	2% @ 55	Highest Year	1.45%	13.55%
City of Roseville	PERS	8%	8%	2.7% @ 55	Highest Year	1.45%	14.790%
City of Sacramento	PERS	Prof 7% Sup 7% Gen 7%	Prof 7% Sup 3% Gen 3%	2% @ 55	Highest Year	7.65%	11.216%
City of San Diego	SDCERS	Varies	Prof 3.4% Sup 1.4% Gen 5.4%	2% @ 55	Highest Year	1.45%	Actuary 18.73% Additional 5.42% Total 24.15%
City of San Jose	37 Act	7.5%	7.5%	2.5% x yrs of service x final comp (75% max)	Final Compensation	1.45%	21.98%
City of Santa Barbara	PERS	8%	1.32%	2.7% @ 55	Highest Year	1.45%	18.59%
City of Stockton	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.38%
City of Vacaville	PERS	9%	0%	2.7% @ 55	One Year Final Compensation	1.45%	13.16%
City of Visalia	PERS	8%	0%	3% @ 60	Avg. Highest 3 Years	1.45%	14.28%
City of Woodland	PERS	8%	8%	2.7% @ 55	Highest Year	1.45%	14.81%
City of Yuba City	PERS	8%	Prof 8% Sup 8% Gen 6.5%	Prof 2.7% @ 55 Sup 2.7% @ 55 Gen 3% @ 50	Average Highest 3 years	1.45%	20.75%
County of Alameda	37 Act	8.81%	0%	2% @ 57	Avg. Highest 3 Years	7.65%	7.69%
County of Butte	PERS	7%	7%	2% @ 55	Highest Year	7.65%	8.99%
County of Contra Costa	37 Act	9.76%	4.88%	2% @ 55.5	Final 12 Months	7.65%	43.82%
County of El Dorado	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.36%

TABLE 6

2008 DPA TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
County of Fresno	37 Act	8.49%	0%	2%@ 55	Highest Consecutive 26 pay periods	7.65%	28.52%
County of Kern	37 Act	6.13%	0%	3%@60	Highest Year	7.65%	23.87%
County of Los Angeles	37 Act	5.19% - Rate varies and is based on age at entry to County employment	0%	DNA	Highest Year	1.45%	14.4%
County of Marin	37 Act	8.26%	4.13%	2% @ 55	Highest 3 Years	1.45%	17.44%
County of Merced	37 Act	Varies	$0	3% @ 60	Average last 3 years	7.65%	28.59%
County of Orange	37 Act	Varies based on age at entry	0%	2.7% @ 55	Highest 3 Years	1.45%	22.2%
County of Placer	PERS	8%	7%	2.5% @ 55	Highest Year	7.65%	14.019%
County of Riverside	PERS	8%	8%	3% @ 60	Highest Year	7.65%	11.879%
County of Sacramento	37 Act	4.76%	0%	2%@55	Highest 3 Years	7.65%	15.75%
County of San Bernardino	SBCERA	10.4%	7%	(Wage x hours + cash benefits) x 7%	Highest Year	1.45%	18.43%
County of San Diego	37 Act	7%	7%	3% @ 60	1/75 of first $350 of final monthly comp x age x service credit **or** 1/50 of final monthly comp over $350 x age x service credit	1.45%	29.87%
County of San Joaquin	37 Act	3.11%	0%	2% @ 55.5	Highest Year	7.65%	22.74%
County of San Mateo	37 Act	8.18%	8.18	2% @ 55.5	Average Salary 36 consecutive months	7.65%	19.88%

TABLE 6 2008 DPA TOTAL COMPENSATION SURVEY RETIREMENT PRACTICES							
AGENCY	**Type of Retirement**	**PERS/Ind. Employee Portion**	**PERS/Ind. Employee Portion Paid by Employer**	**Retirement Benefit**	**Retirement Formula**	**Social Security Practices**	**Employer Retirement Contribution**
County of Santa Clara	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.902%
County of Solano	PERS	8%	6%	2.7% @ 55	Highest Year	7.65%	11.766%
County of Tulare	37 Act	6.17%	0%	2% @ 57	Varies based on Tier	7.65%	9.55%
County of Ventura	37 Act	Varies based on age and salary of employee	4%	Varies	Tier I = Highest Year Tier II = Highest 36 months	7.65%	11.7%
County of Yolo	PERS	7%	7%	2% @ 55	DNA	7.65%	10.177%
Federal Government	FERS	DNA	0%	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	**Retiree Only $439 Medical $35 Dental Retiree/Spouse $823 Medical $62 Dental Retiree/Family $1,042 Medical $90 Dental**	**Retiree Only $439 Medical $35 Dental Retiree/Spouse $823 Medical $62 Dental Retiree/Family $1,042 Medical $90 Dental**	**Retiree Only $439 Medical $35 Dental Retiree/Spouse $823 Medical $62 Dental Retiree/Family $1,042 Medical $90 Dental**
City and County of San Francisco	Maximum Benefit -- $418.80 and 50% of additional cost if more than $418.80	Maximum Benefit -- $418.80 and 50% of additional cost if more than $418.80	Maximum Benefit -- $418.80 and 50% of additional cost if more than $418.80
City of Anaheim	Data Not Available	Data Not Available	Data Not Available
City of Bakersfield	Retiree only $10.40 per year to a maximum benefit of $312	Retiree only $10.40 per year to a maximum benefit of $312	Retiree only $10.40 per year to a maximum benefit of $312
City of Chico	N/A	N/A	N/A

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of Davis	Retiree Only $431 Retiree/Spouse $862 Retiree/Family $1,121	Retiree Only $431 Retiree/Spouse $862 Retiree/Family $1,121	Retiree Only $431 Retiree/Spouse $862 Retiree/Family $1,121
City of Eureka	N/A	N/A	N/A
City of Folsom	Retiree Only $702 Retiree/Spouse $702	Retiree Only $702 Retiree/Spouse $702	Retiree Only $702 Retiree/Spouse $702
City of Fresno	N/A	N/A	N/A
City of Hayward	Retiree Only $266 Retiree/Spouse $266 Retiree/Family $266	Retiree Only $266 Retiree/Spouse $266 Retiree/Family $266	Retiree Only $266 Retiree/Spouse $266 Retiree/Family $266
City of Long Beach	N/A	N/A	N/A

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of Los Angeles	Maximum paid Retiree/Family $983 Medical $37 Dental	Maximum paid Retiree/Family $983 Medical $37 Dental	Maximum paid Retiree/Family $983 Medical $37 Dental
City of Modesto	Maximum paid Retiree/Family $812	Maximum paid Retiree/Family $812	Maximum paid Retiree/Family $812
City of Oakland	Retiree Only $65 Retiree/Spouse $65 Retiree/Family $65	Retiree Only $65 Retiree/Spouse $65 Retiree/Family $65	Retiree Only $65 Retiree/Spouse $65 Retiree/Family $65
City of Pasadena	Retiree Only $24 Retiree/Spouse $24 Retiree/Family $24	Retiree Only $24 Retiree/Spouse $24 Retiree/Family $24	Retiree Only $24 Retiree/Spouse $24 Retiree/Family $24
City of Redding	Maximum paid Retiree/Family $580	Maximum paid Retiree/Family $580	Maximum paid Retiree/Family $580

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of Roseville	Maximum paid Retiree/Family $916	Maximum paid Retiree/Family $1,000	Maximum paid Retiree/Family $1,000
City of Sacramento	Retiree Only $275 Retiree/Spouse $325	Retiree Only $275 Retiree/Spouse $325	Retiree Only $275 Retiree/Spouse $325
City of San Diego	Retiree Only $695	Retiree Only $695	Retiree Only $695
City of San Jose	Retiree Only $200 Retiree/Spouse $501	Retiree Only $200 Retiree/Spouse $501	Retiree Only $200 Retiree/Spouse $501
City of Santa Barbara	Maximum paid $298	Maximum paid $298	Maximum paid $298

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
City of Stockton	Maximum paid Retiree/Family $1,450	Maximum paid Retiree/Family $1,450	Maximum paid Retiree/Family $1,450
City of Vacaville	Retiree Only $471 Retiree/Spouse $941 Retiree/Family $1,224	Retiree Only $471 Retiree/Spouse $941 Retiree/Family $1,224	Retiree Only $471 Retiree/Spouse $941 Retiree/Family $1,224
City of Visalia	N/A	N/A	N/A
City of Woodland	Retiree Only $440 Retiree/Spouse $875 Retiree/Family $1,145	Retiree Only $440 Retiree/Spouse $875 Retiree/Family $1,145	Retiree Only $440 Retiree/Spouse $875 Retiree/Family $1,145
City of Yuba City	N/A	N/A	N/A
County of Alameda	Maximum paid $455	Maximum paid $455	Maximum paid $455

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of Butte	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave
County of Contra Costa	Retiree Only $247 Medical $32 Dental Retiree/Spouse $650 Medical N/A Dental Retiree/Family $933 Medical $73 Dental	Retiree Only $247 Medical $32 Dental Retiree/Spouse $650 Medical N/A Dental Retiree/Family $933 Medical $73 Dental	Retiree Only $247 Medical $32 Dental Retiree/Spouse $650 Medical N/A Dental Retiree/Family $933 Medical $73 Dental
County of El Dorado	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount
County of Fresno	N/A	N/A	N/A
County of Kern	Maximum paid $469	Maximum paid $469	Maximum paid $469
County of Los Angeles	Varies depending upon years of service.	Varies depending upon years of service.	Varies depending upon years of service.

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of Marin	Maximum paid with 20 yrs of service $641	Maximum paid with 20 yrs of service $641	Maximum paid with 20 yrs of service $641
County of Merced	Maximum paid $292 Medical $39 Dental	Maximum paid $292 Medical $39 Dental	Maximum paid $292 Medical $39 Dental
County of Orange	Retiree Only $16.67 x years of service up to max of $416.67	Retiree Only $16.67 x years of service up to max of $416.67	Retiree Only $16.67 x years of service up to max of $416.67
County of Placer	Retiree Only $458 Medical $42 Dental Retiree/Spouse $915 Medical $42 Dental Retiree/Family $1190 Medical $42 Dental	Retiree Only $458 Medical $42 Dental Retiree/Spouse $915 Medical $42 Dental Retiree/Family $1190 Medical $42 Dental	Retiree Only $458 Medical $42 Dental Retiree/Spouse $915 Medical $42 Dental Retiree/Family $1190 Medical $42 Dental
County of Riverside	Maximum paid $25	Maximum paid $25	Maximum paid $25
County of Sacramento	Retiree Only $244 Medical $25 Dental	Retiree Only $244 Medical $25 Dental	Retiree Only $244 Medical $25 Dental

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of San Bernardino	N/A	N/A	N/A
County of San Diego	Maximum paid with 20 yrs of service $400	Maximum paid with 20 yrs of service $400	Maximum paid with 20 yrs of service $400
County of San Joaquin	N/A	N/A	N/A
County of San Mateo	With less than 20 yrs service County pays $420 monthly towards the cost of benefits for every 8 hours of sick leave remaining at retirement. With 20+ yrs services County Pays $420 for every 6 hours of remaining sick leave	With less than 20 yrs service County pays $420 monthly towards the cost of benefits for every 8 hours of sick leave remaining at retirement. With 20+ yrs services County Pays $420 for every 6 hours of remaining sick leave	County pays full monthly cost of retiree and family medical, dental and vision for every 8 hours of sick leave remaining at retirement
County of Santa Clara	Retiree Only $446	Retiree Only $446	Retiree Only $446
County of Solano	N/A	N/A	N/A

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
County of Tulare	N/A	N/A	N/A
County of Ventura	N/A	N/A	N/A
County of Yolo	County pays retirement medical – amount unknown.	County pays retirement medical – amount unknown.	County pays retirement medical – amount unknown.
Federal Government	Retiree Only $697	Retiree Only $697	Retiree Only $697

TABLE 8
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	**10.5**	**10.5**	**15**	**15**	**18**	**18**	**19.5**	**19.5**	**21**	**21**	**12**	**No Max**	**14**
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	12	40	13	40	15	40	15	40	20	50	12	No Max	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	10	20	19	38	22	44	24.5	49	12	262.5	11
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13

TABLE 8
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	12	24	14	28	16	32	18	36	20	40	12	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	44	22	44	22	44	27	44	27	44	Inc	N/A	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	10	25	15	30	20	35	25	40	25	40	15	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	60	11
City of Woodland	10.05	10.05	13.05	13.05	17.01	17.01	20.01	20.01	23.01	23.01	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13

TABLE 8
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Butte	10	20	15	30	20	40	20	40	22	44	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	37.5	15	37.5	20	37.5	20	37.5	25	37.5	12	No Max	10
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	50	15	50	20	65	20	65	25	65	12	No Max	13
County of Riverside	10	30	15	45	20	60	20	60	20	60	12	No Max	13
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

TABLE 8
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	20	15	30	20	40	20	40	20	40	11	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	10	10	15	15	20	20	25	25	25	25	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	35	15	35	15	35	15	35	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10

TABLE 9
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES PROFESSIONAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	**10.5**	**10.5**	**15**	**15**	**18**	**18**	**19.5**	**19.5**	**21**	**21**	**12**	**No Max**	**14**
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	23.25	150	23.25	150	28.25	150	28.25	150	28.25	150	Inc	N/A	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	10	20	19	38	22	44	24.5	49	12	262.5	11

TABLE 9
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES PROFESSIONAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	3.692	192	4.307	224	4.923	256	5.538	288	6.153	320	3.692	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	350	22	350	22	350	27	350	27	3501	Inc	---	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	10	25	15	30	20	35	25	40	25	40	120	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	480	11
City of Woodland	10.5	10.5	13.5	13.5	16.95	16.95	19.95	19.95	22.95	22.95	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11

TABLE 9
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES PROFESSIONAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13
County of Butte	15	30	20	40	25	50	25	50	27	54	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	37.5	15	37.5	20	37.5	20	37.5	25	37.5	12	No Max	10
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	50	15	50	20	65	20	65	25	65	12	No Max	13
County of Riverside	29	200	34	200	39	200	39	200	39	200	N/A	12	N/A
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

TABLE 9
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES PROFESSIONAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	N/A	15	N/A	20	N/A	20	N/A	20	N/A	12	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	15	15	20	20	25	25	30	30	30	30	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	35	15	35	15	35	15	35	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10

TABLE 10
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	**10.5**	**10.5**	**16.5**	**16.5**	**19.5**	**19.5**	**21**	**21**	**22.5**	**22.5**	**12**	**No Max**	**14**
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	23.25	150	23.25	150	28.25	150	28.25	150	28.25	150	Inc	No Max	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	14	28	19	38	22	44	24.5	49	12	275	11

TABLE 10
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	3.692	192	4.307	224	4.923	256	5.538	288	6.153	320	3.692	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	350	22	350	22	350	27	350	27	3501	Inc	---	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	15	30	20	35	20	35	25	40	25	40	15	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	480	11
City of Woodland	10.5	10.5	13.5	13.5	16.95	16.95	19.95	19.95	22.95	22.95	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11

TABLE 10
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13
County of Butte	15	30	20	40	25	50	25	50	27	54	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	45.4	15	45.4	20	45.4	20	45.4	25	45.4	12	No Max	12
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	65	15	65	20	65	20	65	25	65	12	No Max	13
County of Riverside	10	30	15	45	20	60	20	60	20	60	13	No Max	12
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

TABLE 10
2008 DPA TOTAL COMPENSATION SURVEY
LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	20	15	30	20	40	20	40	20	40	11	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	10	10	15	15	20	20	25	25	25	25	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	40	15	40	15	40	15	40	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10

TABLE 11 2008 DPA TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
DPA	**N/A**	**N/A**	**N/A**
City and County of San Francisco	N/A	N/A	N/A
City of Anaheim	N/A	N/A	N/A
City of Bakersfield	N/A	N/A	N/A
City of Chico	N/A	N/A	N/A
City of Davis	General Employees 2.5% @ 10 years & 2.5% @ 20 years. Maximum 5%	N/A	N/A
City of Eureka	N/A	N/A	N/A
City of Folsom	2.5% @ 10 years 5% @ 15 years 7.5% @ 20 years	Mgmt Only 0-10 yrs. - $200 mo. 10-15 yrs. - $225 mo. 15-20 yrs. - $250 mo. 20+ yrs. $300 mo.	N/A
City of Fresno	N/A	N/A	N/A
City of Hayward	N/A	$1,010 per year max $84.16 per month	N/A
City of Long Beach	N/A	N/A	$372 in 2006 (Avg. paid to all employees inc. safety)
City of Los Angeles	N/A	N/A	N/A
City of Modesto	N/A	Sup 1% Gen 1% match 2% @ 15 years	N/A
City of Oakland	N/A	N/A	N/A
City of Pasadena	N/A	N/A	N/A
City of Redding	N/A	N/A	N/A
City of Roseville	General Employees 2.5% @ 10 years	Prof & Sup 6% Gen 3 % @ 5 years	N/A
City of Sacramento	$100 @ 20 years $200 @ 25 years	Prof 4% / Sup 2%	N/A
City of San Diego	N/A	3% match to supplemental savings account	N/A
City of San Jose	N/A	N/A	N/A

TABLE 11 2008 DPA TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
City of Santa Barbara	N/A	N/A	N/A
City of Stockton	2.5 % of top step @ 12 years	N/A	N/A
City of Vacaville	N/A	Prof 1%	N/A
City of Visalia	N/A	N/A	N/A
City of Woodland	One time annual stipend on each of the following years $300 @ 10 years $350 @ 15 years $400 @ 20 years	Prof 2%	N/A
City of Yuba City	N/A	Sup $ 100 month	N/A
County of Alameda	N/A	N/A	N/A
County of Butte	N/A	N/A	N/A
County of Contra Costa	2.5% @ 10 Years- sup	Prof & Sup $85	N/A
County of El Dorado	5% @ 10 Years	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	2% @ 10 Years 4% @ 15 Years 6% @ 20 Years 8% @ 25 Years 10% @ 30 Years	N/A	N/A
County of Los Angeles	N/A	4% match	N/A
County of Marin	N/A	N/A	N/A
County of Merced	$750 per year @ 10 years	N/A	N/A
County of Orange	N/A	N/A	N/A
County of Placer	Gen,Prof & Sup 5% after 5 years at the top step	N/A	N/A
County of Riverside	N/A	Prof $108	N/A
County of Sacramento	N/A	Prof 1%	N/A
County of San Bernardino	N/A	Prof 6%	N/A

TABLE 11 2008 DPA TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	Sup 1%	N/A
County of San Mateo	N/A	N/A	N/A
County of Santa Clara	N/A	N/A	N/A
County of Solano	Prof & Gen 2.5% @10 years, 5% @ 20 years, 7.5% @ 25 years Sup 2.5% after completion of 10, 15, 20, 25, 30 & 35 years of continuous full time service.	N/A	N/A
County of Tulare	N/A	N/A	N/A
County of Ventura	N/A	1.5% match	N/A
County of Yolo	N/A	Supervisory only, receive limited match based on years of service: 10 years = $150 20 years = 250	N/A
Federal Government	N/A	5%	N/A

TABLE 12 2008 DPA TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	**Recruitment & Retention**
DPA	**No Comments**
City and County of San Francisco	No Comments
City of Anaheim	No Comments
City of Bakersfield	No Comments
City of Chico	We are developing a succession plan which may include programs such as job shadowing and mentoring
City of Davis	No Comments
City of Eureka	No Comments
City of Folsom	No Comments
City of Fresno	Senior Transportation – Civil Engineer / Transportation Civil Engineer Continuous recruitment efforts (open until filled); posting in industry specific web-sites and publications such as, APWA, ASCE and NSPE.
City of Hayward	No Comments
City of Long Beach	Senior Transportation – Civil Engineer / Transportation Civil Engineer Increased outreach to several recruitment sources for engineering positions including a special engineering job fair and open house.
City of Los Angeles	No Comments
City of Modesto	No Comments
City of Oakland	No Comments
City of Pasadena	No Comments
City of Redding	No Comments
City of Roseville	No Comments
City of Sacramento	No Comments
City of San Diego	No Comments
City of San Jose	No Comments
City of Santa Barbara	No Comments

TABLE 12 2008 DPA TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	**Recruitment & Retention**
City of Stockton	Senior Transportation – Civil Engineer We completed an equity survey in early 2007 and determined our salaries were below market. Our City Manager approved a 10% overall equity increase for the classes and this appeared to make a difference in our last recruitment.
City of Vacaville	No Comments
City of Visalia	No Comments
City of Woodland	No Comments
City of Yuba City	No Comments
County of Alameda	No Comments
County of Butte	No Comments
County of Contra Costa	No Comments
County of El Dorado	Clinical Social Worker / Engineering Technician / Licensed Psychiatric Technician / Senior Transportation – Civil Engineer
County of Fresno	Librarian / Licensed Psychiatric Technician / Senior Transportation – Civil Engineer / Transportation Civil Engineer Using Web based markets to advertise and sending recruiters to conferences and job fairs.
County of Kern	No Comments
County of Los Angeles	No Comments
County of Marin	No Comments
County of Merced	No Comments
County of Orange	No Comments
County of Placer	Certified Nursing Assistant / Clinical Dietician / Clinical Social Worker / Engineering Technician / Librarian / Public Health Microbiologist / Senior Transportation – Civil Engineer / Vocational Rehabilitation Counselor In 2005 there were several rule changes adopted by our Civil Service Commission. Some of these changes included travel reimbursement for some interview candidates, relocation reimbursement for some management positions, reinstatement rule changes, the implementation of a Public Agency Eligible List (PAEL), and the ability to grant beginning balances of vacation and/or sick leave and for certain positions. We also conduct targeted outreach on some recruitments, attend job fairs, and have substitution language for education requirements on our minimum qualifications. Several of our recruitments have become continuous filings.
County of Riverside	No Comments

TABLE 12 2008 DPA TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	**Recruitment & Retention**
County of Sacramento	Account Clerk / Clinical Dietician / Clinical Social Worker / Institutional Cook / Legal Typist / Licensed Psychiatric Technician / Maintenance Mechanic / Public Health Microbiologist / Safety Engineer / Transportation – Civil Engineer / Veterinarian Place on continuous file in order to accept applications of qualified applicants at any time; create new classifications in order to allow opportunity for recruitment.
County of San Bernardino	These positions are generally contract positions and are not represented: Biologist / Chemist / Industrial Hygienist / Pharmacy Technician / Research Scientist (Master's Degree req'd) / Supervising Biologist NCC – Duties are divided by several classifications. Departments have been reorganized: Insurance Investigator/Analyst / Vocational Rehabilitation Counselor
County of San Diego	Biologist / Certified Nursing Assistant / Chemist / Licensed Psychiatric Technician / Public Health Microbiologist / Research Scientist (Master's Degree req'd) / Transportation/Civil Engineer / Veterinarian More targeted recruitments, and college recruiting.
County of San Joaquin	No Comments
County of San Mateo	Building Maintenance Worker / Licensed Psychiatric Technician Employee referral program
County of Santa Clara	No Comments
County of Solano	No Comments
County of Tulare	No Comments
County of Ventura	No Comments
County of Yolo	No Comments
Federal Government	No Comments

Appendix 5: Education Classification Group Tables of Survey Responses by Subject

TABLE 1 2008 DPA TOTAL COMPENSATION SURVEY COLA HISTORY & WORK WEEK FOR CERTIFIED EMPLOYEES		
Agency	**COLA History**	**Work Week**
DPA	**Last 7/07 @ 3.4% Next TBD**	**8 hours per day 220 days per year**
County of Amador	Last 7/1/06 @ 6% Next TBD	7 hours per day 183 days per year
County of Del Norte	Last 7/1/07 @ 3% Next TBD	7.5 hours per day 183 days per year
County of Fresno	Last 8/1/06 @ 4% Next 11/07 TBD	8 hours per day 182 days per year
County of Kern	Last 7/2/07 @ 3.5% Next TBD	7 hours per day 215 days per year
County of Lassen	Last 7/1/07 @ 3% Next TBD	6 hours per day 183 days per year
County of Los Angeles	Last 7/1/06 @ 5.17% Next TBD	7 hours per day 10 month EE 183 days per year 12 month EE 244 days per year
County of Madera	Last 9/1/06 @ 5.1% Next 1/1/08 @ 3.5%	6.75 hours per day 184 days per year
County of Marin	Last 7/1/06 @ 4.5 % Next TBD	6.5 hours per day 187 days per year
County of Napa	Last 7/1/07 @ 6% Next 8/09 TBD	6.5 hours per day 182 days per year
County of Riverside	Last 7/1/07 @ 4.2207% Next 7/1/08 TBD	8 hours per day 185 days per year
County of Sacramento	Last 7/1/07 @ 3.5% Next TBD	8 hours per day Academic – 220 days per year Vocational – 185 or 220 days per year
County of San Diego	Last 7/1/06 @ 5% Next 7/1/07 TBD	6.75 hours per day 190 days per year
County of San Joaquin	Last 7/1/07 @ 4.25% Next 7/1/08 @ 3%	6 hours per day 182 days per year
County of San Luis Obispo	Last 7/1/06 @ 6.5 % Next TBD	7 hours per day 186 days per year
County of Solano	Last 7/1/06 @ 6.25% Next TBD	6 hours per day 183 days per year
County of Ventura	Last 7/1/07 @ 4% Next TBD	Hours per day vary 182 days per year

TABLE 2

2008 DPA TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL, DENTAL, & VISION FOR CERTIFIED EMPLOYEES

Agency	Medical		Dental		Vision	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$879**	**$165**	**$90**	**$30**	**$9**	**$0**
County of Amador	$629	$378	Inc	Inc	Inc	Inc
County of Del Norte	$809	$59	Inc	Inc	Inc	Inc
County of Fresno	$750	$266	Inc	Inc	Inc	Inc
County of Kern	$1,070 in cafeteria plan	$0	Inc	Inc	Inc	Inc
County of Lassen	$916	$267	Inc	Inc	Inc	Inc
County of Los Angeles	$769 in cafeteria plan	$176	Inc	Inc	Inc	Inc
County of Madera	$748	$351	Inc	Inc	Inc	Inc
County of Marin	$577	$570	$124	$0	$17	$0
County of Napa	$845	$414	$102	$10	$13	$0
County of Riverside	$869	$194	$111	$5	$15	$0
County of Sacramento	$588	$533	$0	$197	$0	$39
County of San Diego	$659	$331	$94	$0	$9 Employee Only	$0
County of San Joaquin	$732	$480	Inc	Inc	Inc	Inc
County of San Luis Obispo	$671	$197	Inc	Inc	Inc	Inc
County of Solano	$600	$883	$112	$0	$17	$0
County of Ventura	$917	$0	Inc	Inc	Inc	Inc

TABLE 3 2008 DPA TOTAL COMPENSATION SURVEY RETIREMENT PRACTICES							
AGENCY	**Type of Retirement**	**PERS/Ind. Employee Portion**	**PERS/Ind. Employee Portion Paid by Employer**	**Retirement Benefit**	**Retirement Formula**	**Social Security Practices**	**Employee Retirement Contribution**
DPA	**PERS**	**6% in excess of $317**	**0%**	**2.5% @ 55**	**Avg. Highest 3 Years**	**1.45%**	**18.8%**
County of Amador	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Del Norte	STRS	8%	0%	3% @ 55	Highest Year	1.45%	8.25%
County of Fresno	STRS	8%	0%	2% @ 60	Avg. Highest 3 Years	1.45%	8.25%
County of Kern	STRS	8%	0%	2% @ 60	Highest Year x Years of Service x age factor	1.45%	8.25%
County of Lassen	STRS	8%	0%	2% @ 55	Highest Year	7.65%	8.25%
County of Los Angeles	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Madera	STRS	8%	0%	2% @ 60	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of Marin	STRS	8%	0%	2% @ 60	Avg. Highest 3 Years	1.45%	8.25%
County of Napa	STRS	8%	0%	2% @ 60	Highest Year	1.45%	8.25%
County of Riverside	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of Sacramento	STRS	8%	0%	2% @ 60	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of San Diego	STRS	8%	0%	2% @ 55	Avg. Highest 36 months @ 25+ Years Highest 12 months	1.45%	8.25%
County of San Joaquin	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%
County of San Luis Obispo	STRS	8%	0%	2% @ 60	Highest Year after 25 Years	1.45%	8.25%
County of Solano	STRS	8%	0%	# of years x age factor x final comp.	Highest Year	1.45%	8.25%
County of Ventura	STRS	8%	0%	2% @ 55	Highest Year	1.45%	8.25%

TABLE 4 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES – MONTHLY AMOUNT	
Agency	**Certified Employees**
DPA	**Retiree Only - $439 Medical and $35 Dental** **Retiree/Spouse - $823 Medical and $62 Dental** **Retiree/Family - $1,042 Medical and $90 Dental**
County of Amador	N/A
County of Del Norte	Retiree/Family - Maximum Benefit - $809 - Years of benefit based on years of service
County of Fresno	Retiree Only - $240 Medical includes Dental
County of Kern	Retiree Only - $651 Under 65 and $475 Over 65 Retiree/Spouse - $932 Under 65 and $958 Over 65
County of Lassen	Retiree/Family – Maximum Benefit - $916
County of Los Angeles	Maximum Benefit - Less than 10 years = $1 Over 10 years = $125 Over 20 years = $250
County of Madera	Retiree Only - $804 Retiree/Spouse - $1,382 Retiree/Family - $1,750
County of Marin	Maximum Benefit - $200
County of Napa	Maximum Benefit - $325 to age 65

TABLE 4 2008 DPA TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES – MONTHLY AMOUNT	
Agency	**Certified Employees**
County of Riverside	Retiree/Family - Maximum Benefit - $869 Medical and $111 Dental
County of Sacramento	Retiree/Family – Maximum Benefit - $396 Medical
County of San Diego	Maximum Benefit - $308
County of San Joaquin	Maximum Benefit - $732
County of San Luis Obispo	N/A
County of Solano	Maximum Benefit - 15 Years Service = $260 per month for 5 years 20 Years Service = $260 per month for 8 years 25 Years Service = $280 per month for 8 years 30 Years Service = $350 per month for 8 years 32 Years Service = $380 per month for 8 years
County of Ventura	N/A

TABLE 5 2008 DPA TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
DPA	**N/A**	**N/A**	**N/A**
County of Amador	N/A	N/A	N/A
County of Del Norte	N/A	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	N/A	N/A	N/A
County of Lassen	Years 1 – 10 = 4% annual increase Years 11+ = 2.5% annual increase Daily Rate for Longevity at 25 years = $	N/A	N/A
County of Los Angeles	Year 11= $1,000 per year Year 15 = $1,500 per year Year 20 = $2,000 per year Year 25 = $2,500 per year Year 30 = $3,000 per year Daily Rate for Longevity at 25 years = $13.66	N/A	N/A
County of Madera	Year 9 = $ 42 per mo. Year 12 = $63 per mo. Year 15 = $83 per mo. Year 18 = $125 per mo. Year 20 = $167 per mo. Daily Rate for Longevity at 25 years = $10.89	N/A	N/A
County of Marin	Year 15 = $250 per mo. Year 18 = $500 per mo. Year 20 = $750 per mo. Daily Rate for Longevity at 25 years = $48.13	N/A	N/A
County of Napa	$1,000 annually @ Years 14, 16, 18, 20, 22 & 24 to maximum benefit of $6,000 annually Daily Rate for Longevity = $32.97	N/A	N/A
County of Riverside	N/A	N/A	N/A

TABLE 5 2008 DPA TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
County of Sacramento	2.5% @ 15 Years 2.5% @ 20 Years 5% @ 25 Years = Total of 10% Additional 5% for every 5 years after 25 years Daily Rate for Longevity at 25 years = $36.16 for Academic Teacher and $39.11 for Vocational Instructor	N/A	Any certificated staff not using sick leave for 60 consecutive work days receives $3.75 for each day worked during the 60 day period
County of San Diego	4% stipend received at 15 years an additional 4% stipend is received every 3 years through year 24 totaling four 4% stipends Daily Rate for Longevity at 25 years = $62.59	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	N/A	N/A	N/A
County of Solano	1% @ 15 yrs + 2% @ yrs 20, 24, 30 & 35 (compounded) 1%=1%+2%=3.02%+2%=5.08%+2%=7.18%+2%=9.32% Daily Rate for Longevity at 25 years 5.08% = $19.48 for Academic Teacher and $15.80 for Vocational Teacher	N/A	N/A
County of Ventura	Year 15 = $104 per mo. Year 18 = $188 per mo. Year 21 = $271 per mo. Year 24 = $354 per mo. Year 27 = $438 per mo. Year 30 = $521 per mo. Daily Rate for Longevity at 25 years = $23.34	N/A	N/A

[1] Calculation based on comparable maximum salary identified within Appendix 3 datasheets.

TABLE 6 2008 DPA TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	**Recruitment & Retention**
DPA	**No Comments**
County of Amador	No Comments
County of Del Norte	No Comments
County of Fresno	*Institutional Teacher (Academic) & **Institutional Teacher (Vocational) *Problem - Finding fully credentialed teachers with experience or skills to work with at-risk youth. Steps – Working with interns and providing support staff to assist in mentoring new teachers. **Problem – Finding an experience EMT for a vocational class. Steps - Advertising
County of Kern	Institutional Teacher (Academic) To alleviate retention problems our jurisdiction has a stipend for longevity.
County of Lassen	No Comments
County of Los Angeles	No Comments
County of Madera	No Comments
County of Marin	No Comments
County of Napa	Institutional Teacher (Academic) Posting jobs anywhere we can think of!
County of Riverside	Institutional Teacher (Academic) Change salary schedule; establish stronger relationships with local teacher training program; hold more job fairs; provide better teacher training and support.
County of Sacramento	No Comments
County of San Diego	No Problems
County of San Joaquin	No Comments
County of San Luis Obispo	No Comments
County of Solano	Try to stay comparable for salaries, benefits and retirement.
County of Ventura	No Comments

TABLE 7 2008 DPA TOTAL COMPENSATION SURVEY ADDITIONAL COMPENSATION PLAN DETAILS			
Agency	**Maximum Compensation Level per Salary Schedule**	**Annual Master's Degree Stipend**	**Number of Units for Movement Within Pay Plan**
DPA	**DNA**	**N/A**	**DNA**
County of Amador	BA + 75 units or MA + 30 units with 25 years services receive the maximum daily rate of $405	$500	15 units between salary ranges
County of Del Norte	BA + 75 units or MA + 30 units with 24 years services receive the maximum daily rate of $377	N/A	15 units between salary ranges
County of Fresno	BA + 75 units or MA with 18 years services receive the maximum daily rate of $385	$600	15 units between salary ranges
County of Kern	BA + 75 units with 25 years services receive the maximum daily rate of $354	$1,000	15 units between salary ranges
County of Lassen	BA + 60 units or MA + 15 units with 21 years services receive the maximum daily rate of $382	N/A	15 units between salary ranges
County of Los Angeles	BA + 75 units and MA or MA + 30 units or PhD with 31 years services receive the maximum daily rate of $433	N/A	15 units between salary ranges
County of Madera	BA + 84 units and a MA with 17 years services receive the maximum daily rate of $395	$1,000 for Vocational Instructor only	12 units between salary ranges
County of Marin	BA + 75 units or MA + 30 units with 13 years services receive the maximum daily rate of $407	Onetime only payment of $500	15 units between salary ranges
County of Napa	BA + 75 units with 12 years services receive the maximum daily rate of $369	$1,205	15 units between salary ranges
County of Riverside	BA + 75 units and MA, PhD or EDD or MA + 30 units with 25.5 years services receive the maximum daily rate of $455	N/A	15 units between salary ranges
County of Sacramento	BA + 84 units or MA + 48 units with 13 years services receive the maximum daily rate of $423	N/A	12 units between salary ranges
County of San Diego	BA + 90 units or MA + 45 units with 13 years services receive the maximum daily rate of $427	N/A	15 units between salary ranges
County of San Joaquin	BA + 90 units with 28 years services receive the maximum daily rate of $446	$1,500	15 units between salary ranges
County of San Luis Obispo	BA + 60 units or MA + 15 units with 20 years services receive the maximum daily rate of $413	N/A	15 units between salary ranges
County of Solano	BA + 75 units with 14 years services receive the maximum daily rate of $391	$1,025	15 units between salary ranges
County of Ventura	BA + 75 units or MA + 30 units with 13 years services receive the maximum daily rate of $426	N/A	15 units between salary ranges

Appendix 6: General Classification Group Sample Survey Instrument

State of California
Department of Personnel Administration
2007 Total Compensation Survey

INTRODUCTION AND GENERAL INSTRUCTIONS

CPS Human Resource Services, on behalf of the State of California, Department of Personnel Administration is conducting a Total Compensation Survey for a variety of benchmark classes. Your agency has been identified as a survey respondent. We would greatly appreciate your assistance in collecting the requested information.

This Total Compensation Survey instrument is comprised of five sections:

- The first section asks some general information questions with respect to your agency.
- The second section represents the Total Compensation Survey and provides structured salary data collection sheets on page 4-9. The descriptions for these survey classes are provided on pages 10-17. If your agency has a comparable class, please provide the requested information.
    - Note that the monthly minimum and maximum salary provided to your agency's comparable class is requested.
    - Please list the bargaining group that represents each of your agency's classes that you are able to match to the survey classes.
    - Please list the number of budgeted positions and filled positions for each comparable classification
- The third and fourth sections of this survey (pages 18-22), provides structured benefits data and retirement information collection sheets. This information is particularly critical to our efforts to survey for Total Compensation.
- The fifth section of this survey (page 23), requests information on recruitment and retention issues.

In completing the survey, we ask that you do the following:

1. Please complete all sections of the questionnaire using the **September 1, 2007** salary and benefit information for your agency's classification that matches the benchmark classification.
2. Please **include copies of your agency's salary schedules, organization charts and the classification specifications for the comparable classes**, or provide the website address where this information may be found.
3. Please return the survey by **September 28, 2007** to Monica Garrison Reusch, CPS Project Manager for the Total Compensation Survey. The completed form and background information can be sent via e-mail (mgarrisonreusch@cps.ca.gov) or faxed to (916) 561-8418, or by mail using the enclosed prepaid Federal Express sticker.
4. If you have any questions about the survey or any of the data being requested, please contact Monica Garrison Reusch by e-mail or at (916) 263-3614, extension 3020.

Thank you for your cooperation and participation.

PARTICIPATING AGENCY CONTACT INFORMATION

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name | Title

Telephone Number | Fax Number | E-mail Address

I. GENERAL INFORMATION

Please provide information concerning cost-of-living-adjustment (COLA) increases for the following groups:

- Professional Employees Last COLA Date _____ Amount _____
  Next COLA Date _____ Amount _____
- Supervisory Employees Last COLA Date _____ Amount _____
  Next COLA Date _____ Amount _____
- General Employees Last COLA Date _____ Amount _____
  Next COLA Date _____ Amount _____

Please provide the number of hours per week (40, etc.) considered to be full time employment with your agency for the following groups:

- Professional Employees_____ Supervisory Employees_____ General Employees_____

II. COMPENSATION SURVEY

Salary Data Collection Sheets – Refer to Descriptions on Pages 11-18.

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
1	Account Clerk							
2	Biologist							
3	Building Maintenance Worker							
4	Carpenter							
5	Certified Nursing Assistant							
6	Chemist							

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
7	Clinical Dietician							
8	Clinical Social Worker							
9	Construction Supervisor							
10	Delineator							
11	Digital Print Operator							
12	Engineering Technician							

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
13	Graphic Designer							
14	Highway /Road Maintenance Worker							
15	Industrial Hygienist							
16	Inspector							
17	Institutional Cook							
18	Insurance Investigator/Analyst							

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
19	Legal Typist							
20	Librarian							
21	Licensed Psychiatric Technician							
22	Maintenance Mechanic							
23	Pharmacy Technician							
24	Plumber							

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
25	Public Health Microbiologist							
26	Research Analyst							
27	Research Scientist (Master's Degree req'd)							
28	Safety Engineer							
29	Security Guard							
30	Senior Transportation/ Civil Engineer							

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
31	Staff Analyst							
32	Staff Services Manager I							
33	Supervising Biologist							
34	Transportation/ Civil Engineer							
35	Veterinarian							
36	Vocational Rehabilitation Counselor							

#	SURVEY CLASS	CLASS DESCRIPTION
1	Account Clerk	This is a journey level class. Account Clerks are distinguished from other clerical classes by being regularly required to perform duties involving arithmetic calculations, posting, processing and checking the results and maintaining a set of financial, statistical or other records. The Account Clerk compiles, investigates and verifies from a variety of sources numerical or financial information such as attendance and time distribution, records, payrolls, invoices, expense claims, accounts payable and receivable, and schedules.
2	Biologist	The Biologist is a full journey level and/or lead level class. Incumbents may direct the work of one or more entry level biologists, and direct or perform the most difficult biological or environmental studies or investigations. Biologists perform technical biological work involving multiple species and/or habitats. Activities typically include resource categories involving biological surveys or investigations, assessing projects or developments for impacts on the resources, and the preparation and evaluation of resource habitat development, restoration or management plans.
3	Building Maintenance Worker	Under supervision, Building Maintenance Workers perform a variety of semiskilled manual tasks in the alteration, maintenance, and repair of buildings and building facilities.
4	Carpenter	Carpenters erect, maintain, and repair various buildings and structures; make rough sketches and cost estimates; requisition stores and supplies; advise in the selection of building materials; keep records and make simple reports, and may instruct and lead unskilled assistants.
5	Certified Nursing Assistant	Under medical or licensed nursing supervision, Certified Nursing Assistants provide nursing care to patients who are physically ill, disabled, handicapped or convalescent; assist the physician or nurse with examination and treatment of patients; and motivate and assist patients in developing and using their maximum potential for self-care. A current Nursing Assistant Certificate is required.

#	SURVEY CLASS	CLASS DESCRIPTION
6	Chemist	This is a full journey level classification. Under direction, incumbents independently perform complex chemical, physical, or biological analyses, research, surveys, investigations, inspections, and studies within a laboratory, office, or field setting. They prepare standard and reagent solutions and samples for analysis; write final reports; prepare regulatory and compliance documents; and operate and maintain equipment and laboratory instrumentation including the more complex laboratory equipment.
7	Clinical Dietician	Clinical Dieticians plan regular and special therapeutic diets for facility residents; document and record individual nutritional assessments; assist and advise clinical personnel on any special nutritional needs of residents; establish recipes for use by food production personnel; authorize substitution or modification of special diets; assist in the selection and training of dietary staff; assist in planning and conducting in-service training programs for food personnel; and prepare reports. Clinical Dieticians possess a college degree and are registered with the Commission on Dietetic Registration of the American Dietetic Association.
8	Clinical Social Worker	Clinical Social Workers conduct assessments and summarize case information for use in diagnosis, treatment, and dispositional release; develop, monitor, and modify treatment plans in collaboration with an interdisciplinary treatment team; identify and recommend appropriate patient services based on assessment; provide individual and group therapy; provide suicide and crisis risk assessment and intervention; and coordinate discharge planning activities including appropriate community support and services to be used upon release. A valid license as a Licensed Clinical Social Worker is required.
9	Construction Supervisor	Construction Supervisors supervise and coordinate functions and programs involving construction, alteration or large scale repair of buildings and structures, and provide technical assistance to professional architectural and engineering staff.
10	Delineator	This is an advanced journey level class. Under direction, incumbents either (1) act as a lead over a small group of draftspersons; or (2) independently perform highly complex drafting and graphics work requiring a high level of skill, initiative and accuracy. Incumbents prepare roadway design and construction drawings from engineering notes using conventional drafting procedures and computer-aided drafting; make engineering calculations related to drafting and plot data from field notes.

#	SURVEY CLASS	CLASS DESCRIPTION
11	Digital Print Operator	Digital Print Operator is the full journey level classification that may also serve as a leadperson. Under direction, Digital Print Operators are responsible for completing printing jobs that require the execution of the full range of complex operating commands and electronic manipulation functions. They perform the tasks needed to prepare, operate, and maintain a variety of digital printing equipment including their finishing attachments.
12	Engineering Technician	The Engineering Technician is a full journey level class. Under supervision, incumbents perform complex nonprofessional highway, bridge, and materials testing engineering office or field work. The technician acts as an instrument person on construction projects; adjusts and operates precision surveying instruments; performs field or laboratory physical tests of construction materials; keeps survey and construction notes; makes inspections in enforcing compliance with plans and specifications on all phases of construction projects such as earthwork operations, placing of base materials, and paving with asphalt or concrete materials.
13	Graphic Designer	The Graphic Designer is the full journey level classification. Under direction, the Graphic Designer is responsible for the concept, development, and production of the more complex graphic design work. With the aid of computer-assisted applications the Graphic Designer uses design and production elements to convey the desired impact and message to a specifically targeted audience.
14	Highway/Road Maintenance Worker	Highway/Road Maintenance Workers operate specified vehicles requiring a Class C driver license, such as light trucks, automobiles, construction, or landscape equipment; and do general labor work relating to the maintenance of highways, roads, streets, and bridges, including litter pickup, and tree maintenance.
15	Industrial Hygienist	The Industrial Hygienist is a full professional journey level classification. Under general direction, incumbents perform difficult work in connection with health hazards in places of employment; do research on problems of occupational hazards; develop special sampling and measuring apparatus and techniques; investigate complaints of unhealthful working conditions; and recommend corrective action. Industrial Hygienists are occupational health professionals who have expertise and strong specialization in one or more phases of biological, chemical, or toxicological factors, effects, and control measures. Equivalent to graduation from college is a requirement of this class.

#	SURVEY CLASS	CLASS DESCRIPTION
16	Inspector	This journey level, non-peace officer class typically conducts inspections within a specific subject matter area/operating agency; ascertains compliance with applicable rules, regulations and standards; assists enforcement agencies in obtaining information from departmental records; reviews documents and recommends actions; and prepares reports and maintains records of inspections.
17	Institutional Cook	Under supervision, incumbents prepare, cook, and dispense food to the residents of an institution such as a correctional facility or jail; care for culinary equipment, supplies, and work areas; and supervise, instruct, and work with employees and helpers from the resident population.
18	Insurance Investigator/Analyst	This is a journey level, non-peace officer class, which performs responsible and complex insurance investigations/analyses. Under general direction, incumbents gather and evaluate facts from the insured, from insurance companies, their agents or brokers and other sources, to determine compliance with laws and regulations; and make decisions and recommendations regarding case disposition.
19	Legal Typist	This is a journey level class. Legal Typists perform a variety of legal secretarial and administrative duties necessary to maintain the support functions of a legal office. Under general supervision, incumbents perform difficult clerical work that may involve transcribing dictation and other office work required in preparing and processing a variety of legal documents.
20	Librarian	This is a professional level classification. Librarians may either (1) perform professional work to collect, acquire, catalogue and classify, provide reference to, circulate, develop, use computerized databases for, and preserve library material; or (2) have full responsibility for a small- to medium-size departmental library of average complexity. Librarians provide access to and guidance in the use of information resources, both within the physical confines of the library and beyond the library through databases, telecommunication networks, and cooperative arrangements; and provide services and information through print and special format materials (books, journals, photographs, videotapes, and electronic databases), and other reference information. This class requires a Master's Degree in library science.

#	SURVEY CLASS	CLASS DESCRIPTION
21	Licensed Psychiatric Technician	This is a journey level classification. Licensed Psychiatric Technicians work under general supervision and, in addition to their custodial responsibilities, provide a basic level of general behavioral and psychiatric nursing care and are expected through their attitude, knowledge, and performance to facilitate the rehabilitation of clients, patients, or inmates. They possess a valid license to practice as a Psychiatric Technician issued by the California Board of Vocational Nurse and Psychiatric Technician Examiners. They may assist in the training of Psychiatric Technician Trainees and other ancillary staff.
22	Maintenance Mechanic	Maintenance Mechanics perform a wide variety of skilled maintenance tasks. They inspect, maintain, and repair plumbing, heating, water, and sewer systems; do electrical maintenance and repair work; repair laundry, farm, shop, and automotive equipment; do miscellaneous minor building construction and repair work; do miscellaneous interior and exterior painting; refinish furniture; estimate and requisition materials and supplies; keep tools and equipment in good condition; and keep records and prepare reports.
23	Pharmacy Technician	Pharmacy Technicians assist in the operation of the pharmacy; maintain drug and supply inventory and inventory records; order supplies to maintain level of stock; check goods received against purchase orders, invoices, and requisitions; segregate, label, and store pharmaceutical supplies; review pharmacy stock for expired drugs; pick up and delivers drugs; type labels for medications; retrieve designated drug containers; and maintain patient medication profiles. Incumbents possess a valid certificate of registration as a Pharmacy Technician issued by the State Board of Pharmacy.
24	Plumber	Plumbers install, maintain, inspect and repair standard plumbing equipment concerned with water, gas, oil, sewage, fire control, steam and refrigeration systems; troubleshoot plumbing systems; install and repair pumps; maintain a plumbing shop; make rough sketches and estimate labor and materials for minor plumbing installation and repair; advise in selection, ordering, and storage of plumbing supplies and equipment; consult with other trades workers; keep simple records and make reports; and instruct and lead unskilled assistants.

#	SURVEY CLASS	CLASS DESCRIPTION
25	Public Health Microbiologist	The Public Health Microbiologist is an advanced journey level/lead level class that is responsible for activities concerned with the examination and testing of potentially hazardous biological and environmental materials capable of transmitting disease to man. Under general direction, incumbents provide technical leadership and assist in planning and direction of laboratory work; use specialized laboratory techniques; and develop and apply complex, non-standardized analyses, requiring initiative and independent judgment. This class requires possession of a valid Public Health Microbiologist certificate issued by the California State Department of Health Services.
26	Research Analyst	The Research Analyst is a full journey level class. Under general direction, incumbents perform a variety of tasks including the more independent, responsible, varied and complex technical research and statistical work in a variety of fields. The term research as applied to Research Analysts is defined as systematic, critical, intensive investigation directed toward either a more comprehensive knowledge of the subject or for use in the resolution of program related issues.
27	Research Scientist (Master's Degree req'd)	Incumbents in this full journey level class plan, organize, and direct scientific research studies of a highly developed scientific scope and complexity and make independent, complex decisions in their specific scientific field. Tasks include adapting methods, techniques, and procedures. Work and conclusions are accepted as technically authoritative. Incumbents conduct highly specialized phases of a major scientific project or investigation of sufficient scope that may require coordination with other organizations, present their research findings, or may publish their research in scientific journals.
28	Safety Engineer	The Safety Engineer class performs professional journey level safety engineering work in construction, electrical, and industrial functions related to CAL/OSHA occupational health and safety; conducts the more responsible and complex safety inspections, accident investigations, consultations, or journey level staff assignments related to construction, electrical, and industrial occupational safety and health. This class does not require a license as a registered engineer.

#	SURVEY CLASS	CLASS DESCRIPTION
29	Security Guard	Unarmed Security Guards make rounds of inspection at fixed intervals and report in by means of radio or other devices; see that doors and windows are properly shut and locked; prevent the admittance to the premises of unauthorized persons; investigate unusual conditions; turn out lights; prevent damage to property and enforce various regulations; inspect electrical devices and plumbing, heating, and other equipment for proper adjustment.
30	Senior Transportation/Civil Engineer	Under general direction, the Senior Transportation Engineer is: (1) a first line supervisor in charge of varied and difficult transportation engineering work in the field or office involving the supervision of engineers and others engaged in transportation development activities; or (2) in a specialist capacity, performs other difficult and complex engineering work relating to specialized transportation projects, research studies, planning and operations of transportation systems; or (3) provides technical oversight of consultants or staff performing engineering work related to the development of transportation projects. Senior Transportation Engineer is a registered professional engineer with a license issued by the California State Board of Registration for Professional Engineers and Land Surveyors.
31	Staff Analyst	The Staff Analyst is an entry-level classification for college graduates entering into professional analytical work in one or more of a broad range of program and administrative areas. Under supervision, incumbents perform work of average difficulty in a wide variety of analytical staff services assignments such as program evaluation; systems development; budgeting; planning; training; management analysis; and personnel analysis. The Staff Analyst class typically is below the full journey analyst level. Education equivalent to graduation from college is required for this class.
32	Staff Services Manager I	The Staff Services Manager I is typically a first level supervisor class. Incumbents supervise a small group of analysts performing journey level work, and personally perform the most difficult or sensitive work, involving administrative programs and functions such as management analysis, budgeting, or human resources.
33	Supervising Biologist	The Supervising Biologist serves as a supervisor over a group of technical and scientific professional staff. Incumbents typically assist a higher level manager in planning, coordinating and supervising comprehensive scientific programs concerned with biological issues related to marine, fisheries, wildlife management, botany, water quality analysis, or other biological or environmental concerns.

#	SURVEY CLASS	CLASS DESCRIPTION
34	Transportation/Civil Engineer	The Transportation Engineer is a journey level registered professional engineer with a license issued by the California State Board of Registration for Professional Engineers and Land Surveyors. The Engineer performs professional engineering work involving plans, designs, details and maintenance of transportation systems, in whole or in part, that may include land, rail, freeways, roads, airports, ramps, hydraulics, sanitary facilities, bridges, nonstandard major structures or transportation-related buildings and other structures. A match to a Civil Engineer working on transportation-related projects is acceptable.
35	Veterinarian	The Veterinarian is a full journey level classification. Under general direction, incumbents perform the full range of duties involving planning, organizing and coordinating professional veterinary work in the prevention, control and eradication of livestock, poultry, and other animal diseases. This class requires a Doctor's degree in Veterinary Medicine.
36	Vocational Rehabilitation Counselor	Under general supervision, Vocational Rehabilitation Counselors determine vocational eligibility and level of severity of disability; plan and arrange for the supervision of vocational rehabilitation of individuals with physical and mental disabilities which are substantial impediments to gainful employment; serve as a liaison and resource to employers and community organizations regarding opportunities and considerations related to hiring individuals with disabilities; provide vocational counseling, rehabilitation assessment, and placement of individuals with disabilities.

III. BENEFITS SURVEY

- This is a survey of your employee benefits and costs as of **September 1, 2007**.
- If employees do not receive a specific benefit, please enter "NA" for "not applicable" in the appropriate columns.
- Please report all premiums as a monthly cost.

CASH BENEFITS			
Retirement Contribution Practices	**Professional Employees**	**Supervisory Employees**	**General Employees**
What is the total ***Employer*** contribution, as a percentage of base salary?			
What is the total ***Employee*** contribution, regardless of who pays it, as a percentage of base salary?			
What is the percentage of the ***Employee*** contribution paid by ***Employer*** **(**if applicable)?			
What is the percentage of the ***Employee*** contribution paid by the ***Employee*** **(**if applicable)?			
Deferred Compensation Practices	**Professional Employees**	**Supervisory Employees**	**General Employees**
What is the maximum ***Employer*** contribution (enter as dollars or percentage of base salary)?			
Longevity Pay Practices	**Professional Employees**	**Supervisory Employees**	**General Employees**
Enter the amount paid per month, in dollars, or as a percentage of salary, for premium pay based on length of service. Enter each level of longevity pay including the year of service and corresponding pay amount.			
Incentive/Bonus Pay	**Professional Employees**	**Supervisory Employees**	**General Employees**
If you have an incentive or bonus program, provide the average amount paid across the organization at the last payout and the date of the last payout. Please attach the policy.			
Social Security	**Professional Employees**	**Supervisory Employees**	**General Employees**
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only).			

HEALTH BENEFITS			
Cafeteria Plan Practices - If your agency has a cafeteria plan provision, please answer the following questions.	**Professional Employees**	**Supervisory Employees**	**General Employees**
Enter ***maximum*** monthly amount paid by **employer**			
Enter ***maximum*** monthly amount paid by **employee**			
List below benefit items this payment is intended to cover (i.e.: medical, dental, etc.). **If your employees can receive payment in lieu of benefits, please provide the maximum amount they can receive, and indicate whether they can receive it in cash or deferred compensation.**			

For health-related benefits, provided separate from a cafeteria plan, please base your responses on the **most commonly selected plan** (combined employer and employee contribution) for family coverage.

Medical Insurance Costs	**Professional Employees**	**Supervisory Employees**	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).			
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).			
Dental Insurance Costs	**Professional Employees**	**Supervisory Employees**	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If cost is included in medical, indicate by entering "inc."			
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).			
Vision Insurance Costs	**Professional Employees**	**Supervisory Employees**	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If the cost is included in medical, indicate by entering "inc."			
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).			

LEAVE PRACTICES

Vacation Leave	Professional Employees		Supervisory Employees		General Employees	
Enter the number of **days** accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual
Year 1						
Year 5						
Year 10						
Year 15						
Year 20						
Maximum Accrual Rate						
List the year of service for maximum accrual						

Sick Leave	Professional Employees		Supervisory Employees		General Employees	
List the number of **days** per year and the maximum accrual.	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual	Annual Accrual	Max Accrual

Holidays	Professional Employees	Supervisory Employees	General Employees
List the number of holidays provided each year to each group.			

IV. RETIREMENT INFORMATION

Retirement Benefit Information	Professional Employees	Supervisory Employees	General Employees
What is the retirement formula provided to employees (e.g. 2% @ 55, etc.)?			
What is the compensation component of your agency's retirement formula (e.g. highest year, etc)?			
Please list the retirement plan your agency provides to employees (e.g. 37 Act, CalPERS, etc.).			
What is your agency's vesting policy for eligibility for retirement (e.g. employee must have at least 5 years of service to be eligible)?			
What is the monthly amount paid by the ***employer*** for **retiree medical coverage** for the following categories? Please use the most common medical plan as the basis for the premium (e.g. Kaiser, Blue Shield HMO or PPO, etc.) and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**			

IV. RETIREMENT INFORMATION

Retirement Benefit Information	Professional Employees	Supervisory Employees	General Employees
What is the monthly amount paid by the ***employer*** for **retiree dental coverage** for the following categories? Please use the most common dental plan as the basis for the premium and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**			
Does your agency have a vesting policy for eligibility for retiree medical and/or dental (e.g. employee must have at least 5 years of service to be eligible)? **If yes, what is the eligibility requirement?**			

V. RECRUITMENT AND RETENTION INFORMATION

For the classifications included in this survey, does your jurisdiction have employee recruitment and retention problems? If so, please circle the affected classifications in the following list.

Account Clerk
Biologist
Building Maintenance Worker
Carpenter
Certified Nursing Assistant
Chemist
Clinical Dietician
Clinical Social Worker
Construction Supervisor
Delineator
Digital Print Operator
Engineering Technician
Graphic Designer
Highway/Road Maintenance Worker
Industrial Hygienist
Inspector
Institutional Cook
Insurance Investigator/Analyst
Legal Typist
Librarian
Licensed Psychiatric Technician
Maintenance Mechanic
Pharmacy Technician
Plumber
Public Health Microbiologist
Research Analyst
Research Scientist (Master's Degree req'd)
Safety Engineer
Security Guard
Senior Transportation/Civil Engineer
Staff Analyst
Staff Services Manager
Supervising Biologist
Transportation/Civil Engineer
Veterinarian
Vocational Rehabilitation Counselor

Please explain what steps your jurisdiction is taking to help alleviate any recruitment and retention problems.

_____

_____

_____

_____

_____

Appendix 7: Education Classification Group Sample Survey Instrument

State of California
Department of Personnel Administration
2007 Total Compensation Survey

INTRODUCTION AND GENERAL INSTRUCTIONS

CPS Human Resource Services, on behalf of the State of California, Department of Personnel Administration is conducting a Total Compensation Survey for a variety of benchmark classes. Your agency has been identified as a survey respondent. We would greatly appreciate your assistance in collecting the requested information.

This Total Compensation Survey instrument is comprised of three sections:

- The first section asks some general information questions with respect to your agency.
- The second section represents the Total Compensation Survey and provides structured salary data collection sheets on page 4. The descriptions for these survey classes are provided on pages 5. If your agency has a comparable class, please provide the requested information.
  - Note that the monthly minimum and maximum salary provided to your agency's comparable class is requested.
  - Please list the bargaining group that represents each of your agency's classes that you are able to match to the survey classes.
  - Please list the number of budgeted positions and filled positions for each comparable classification
- The third and fourth sections of this survey (pages 6-9), provides structured benefits data and retirement information collection sheets. This information is particularly critical to our efforts to survey for Total Compensation.
- The fifth section of this survey (page 10), requests information on recruitment and retention issues.

In completing the survey, we ask that you do the following:

1. Please complete all sections of the questionnaire using the **September 1, 2007** salary and benefit information for your agency's classification that matches the benchmark classification.
2. Please include **copies of your agency's salary schedules, organization charts and the classification specifications for the comparable classes**, or provide the website address where this information may be found.
3. Please return the survey by **September 28, 2007** to Monica Garrison Reusch, CPS Project Manager for the Total Compensation Survey. The completed form and background information can be sent via e-mail to mgarrisonreusch@cps.ca.gov, faxed to (916) 561-8418, or by mail using the enclosed prepaid Federal Express sticker.
4. If you have any questions about the survey or any of the data being requested, please contact Monica Garrison Reusch by e-mail or at (916) 263-3614, extension 3020.

Thank you for your cooperation and participation.

PARTICIPATING AGENCY CONTACT INFORMATION

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name | Title

Telephone Number | Fax Number | E-mail Address

I. GENERAL INFORMATION

Please provide information regarding cost-of-living-adjustment (COLA) increases for the following groups:

- Professional Employees Last COLA Date _____ Amount _____

  Next COLA Date _____ Amount _____

Please provide the number of hours per week (40, etc.) considered to be full time employment for the following:

- Education Programs Consultant _____

Please provide the requested information for the following Teacher classes:

- Teacher work hours per day: Academic Teacher_____ Vocational Teacher_____
- Teacher work days per year: Academic Teacher_____ Vocational Teacher_____
- Annual stipend paid for Teachers having Master's degree (if any)_____

II. COMPENSATION SURVEY

Salary Data Collection Sheets – Refer to Descriptions on Page 5.

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	If no match, list which class performs these duties	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
1	Education Programs Consultant							
2	Institutional Teacher (Academic)							
3	Institutional Teacher (Vocational)							

#	SURVEY CLASS	CLASS DESCRIPTION
1	Education Programs Consultant	This is a full journey level classification. Under general supervision, incumbents perform complex analytical duties in planning, developing, administering, and evaluation educational programs. This position provides consultative services in either general or special curricula and instructional program planning; provides developmental services for educational programs designed to improve educational efforts; and prepares and presents complex documents on sensitive policy issues.
2	Institutional Teacher (Academic)	These Teachers provide training and instruction in academic subjects to incarcerated youth. They give individual and group instruction, and conduct assessment and testing. These Teachers have the responsibility for supervising the conduct of the students while in the classroom. Typical tasks include: planning, assigning and monitoring work; maintaining control and discipline in the classroom; preparing courses of study and daily lesson plans; counseling students as to their progress; and working with students and helping them set and meet educational needs and goals. Institutional Teachers are required to possess a valid California Teaching Credential.
3	Institutional Teacher (Vocational)	Vocational Instructors provide instruction in trade and vocational subjects to, and participate in the rehabilitation of, incarcerated youth. Incumbents maintain order and supervise the conduct of the students, and maintain the safety of persons and property. The Vocational Instructor is required to: (1) Have five years of journey level work experience in the appropriate subject specialty. (2) Possess a valid California Teaching Credential which authorizes the holder to teach on a full-time basis a vocational course in the appropriate subject specialty.

III. BENEFITS SURVEY

- This is a survey of your employee benefits and costs as of **September 1, 2007**.
- If employees do not receive a specific benefit, please enter "NA" for "not applicable" in the appropriate columns.
- Please report all premiums as a monthly cost.

CASH BENEFITS	
Retirement Contribution Practices	**Professional Employees**
What is the total ***Employer*** contribution, as a percentage of base salary?	
What is the total ***Employee*** contribution, regardless of who pays it, as a percentage of base salary?	
What is the percentage of the ***Employee*** contribution paid by ***Employer*** **(**if applicable)?	
What is the percentage of the ***Employee*** contribution paid by the ***Employee*** **(**if applicable)?	
Deferred Compensation Practices	**Professional Employees**
What is the maximum ***Employer*** contribution (enter as dollars or percentage of base salary)?	
Longevity Pay Practices	**Professional Employees**
Enter the amount paid per month, in dollars, or as a percentage of salary, for premium pay based on length of service. Enter each level of longevity pay including the year of service and corresponding pay amount.	
Incentive/Bonus Pay	**Professional Employees**
If you have an incentive or bonus program, provide the average amount paid across the organization at the last payout and the date of the last payout. Please attach the policy**.**	
Social Security	**Professional Employees**
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only).	

HEALTH BENEFITS	
Cafeteria Plan Practices - If your agency has a cafeteria plan provision, please answer the following questions.	**Professional Employees**
Enter ***maximum*** monthly amount paid by **employer**	
Enter ***maximum*** monthly amount paid by **employee**	
List below benefit items this payment is intended to cover (i.e.: medical, dental, etc.). **If your employees can receive payment in lieu of benefits, please provide the maximum amount they can receive, and indicate whether they can receive it in cash or deferred compensation.**	

For health-related benefits, provided separate from a cafeteria plan, please base your responses on the **most commonly selected plan** (combined employer and employee contribution) for family coverage.

Medical Insurance Costs	**Professional Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
Dental Insurance Costs	**Professional Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If cost is included in medical, indicate by entering "inc."	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
Vision Insurance Costs	**Professional Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If the cost is included in medical, indicate by entering "inc."	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	

LEAVE PRACTICES		
Vacation Leave	**Professional Employees**	
Enter the number of **days** accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max Accrual
Year 1		
Year 5		
Year 10		
Year 15		
Year 20		
Maximum Accrual Rate		
List the year of service for maximum accrual		
Sick Leave	**Professional Employees**	
List the number of **days** per year and the maximum accrual.	Annual Accrual	Max Accrual
Holidays	**Professional Employees**	
List the number of holidays provided each year to each group.		

IV. RETIREMENT INFORMATION

Retirement Benefit Information	Professional Employees
What is the retirement formula provided to employees (e.g. 2% @ 55, etc.)?	
What is the compensation component of your agency's retirement formula (e.g. highest year, etc)?	
Please list the retirement plan your agency provides to employees (e.g. 37 Act, CalPERS, etc.).	
What is your agency's vesting policy for eligibility for retirement (e.g. employee must have at least 5 years of service to be eligible)?	
What is the monthly amount paid by the ***employer*** for **retiree medical coverage** for the following categories? Please use the most common medical plan as the basis for the premium (e.g. Kaiser, Blue Shield HMO or PPO, etc.) and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**	
What is the monthly amount paid by the ***employer*** for **retiree dental coverage** for the following categories? Please use the most common dental plan as the basis for the premium and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**	
Does your agency have a vesting policy for eligibility for retiree medical and/or dental (e.g. employee must have at least 5 years of service to be eligible)? **If yes, what is the eligibility requirement?**	

V. RECRUITMENT AND RETENTION

For the classifications included in this survey, does your jurisdiction have employee recruitment and retention problems? If so, please circle the affected classifications below.

Educational Programs Consultant

Institutional Teacher (Academic)

Institutional Teacher (Vocational)

Please explain what steps your jurisdiction is taking to help alleviate any recruitment and retention problems.

_____

_____

_____

_____

_____

_____

ERRATA

2008 Total Compensation Survey

The 2008 Total Compensation Study by CPS did **not** include:

- Salary adjustments ordered by the Court or Federal Receiver for classifications used by the California Department of Corrections and Rehabilitation or the Department of Mental Health under the Plata and Coleman court cases.
- "Equity" adjustments to bring salaries in similar classifications in other departments to within either 5% or 10% of the salary increases ordered by the court in the Plata and Coleman court cases.

The following tables show the total compensation lags or leads between the court ordered and equity salary adjustments when compared to the 2008 Total Compensation Survey.

2008 Total Compensation
Comparison with Court Ordered Salary Adjustment for CDCR

STATEWIDE

Classification	From	To
Clinical Dietician	-24.5%	-5.7%
Licensed Psychiatric Technician	-16.5%	11.9%
Pharmacy Technician	-6.6%	2.9%
Certified Nursing Assistant	-20.9%	-17.8%

Northern Area

Classification	From	To
Clinical Dietician	-31.6%	-11.7%
Licensed Psychiatric Technician	-23.0%	7.0%
Pharmacy Technician	-6.6%	2.9%
Certified Nursing Assistant	N/A	N/A

Bay Area

Classification	From	To
Clinical Dietician	-38.7%	-17.8%
Licensed Psychiatric Technician	-39.9%	-5.7%
Pharmacy Technician	-27.2%	-15.9%
Certified Nursing Assistant	-35.7%	-32.16%

Central Area

Classification	From	To
Clinical Dietician	-23.0%	-4.4%
Licensed Psychiatric Technician	-8.0%	18.38%
Pharmacy Technician	-7.2%	2.3%
Certified Nursing Assistant	N/A	N/A

Southern Area

Classification	From	To
Clinical Dietician	-11.1%	5.7%
Licensed Psychiatric Technician	1.6%	25.63%
Pharmacy Technician	3.6%	12.1%
Certified Nursing Assistant	11.3%	13.6%

2008 Total Compensation
Comparison with Equity Salary Adjustment

STATEWIDE

Classification	From	To
Clinical Dietician	-24.5%	-24.5%
Licensed Psychiatric Technician	-16.5%	6.7%
Pharmacy Technician	-6.6%	-4.2%
Certified Nursing Assistant	-20.9%	-20.9%

Northern Area

Classification	From	To
Clinical Dietician	-31.6%	-31.6%
Licensed Psychiatric Technician	-23.0%	1.51%
Pharmacy Technician	-6.6%	-4.2%
Certified Nursing Assistant	N/A	N/A

Bay Area

Classification	From	To
Clinical Dietician	-38.7%	-38.7%
Licensed Psychiatric Technician	-39.9%	-12.0%
Pharmacy Technician	-27.2%	-24.4%
Certified Nursing Assistant	-35.7%	-35.7%

Central Area

Classification	From	To
Clinical Dietician	-23.0%	-23.0%
Licensed Psychiatric Technician	-8.0%	13.5%
Pharmacy Technician	-7.2%	-4.7%
Certified Nursing Assistant	N/A	N/A

Southern Area

Classification	From	To
Clinical Dietician	-11.1%	-11.1%
Licensed Psychiatric Technician	1.6%	21.2%
Pharmacy Technician	3.6%	5.7%
Certified Nursing Assistant	11.3%	11.3%

April 2008

2007 Total Compensation
Supplemental Out-of-State Survey

Department of Personnel Administration
Labor Relations Division
Office of Financial Management and Economic Research
1515 S Street, North Building, Suite 400
Sacramento, California 95814

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Executive Summary

The 2007 Total Compensation Survey includes a survey of three benchmark classifications with salary and benefits data from other states that the Department of Personnel Administration (DPA) administered internally. These three classifications are a supplement to the 2007 Total Compensation Survey conducted by CPS. The specifications indicated that the State is responsible for carrying out the duties of the three classifications. Consequently, there are no comparables at the local level. The survey results are the following:

- Compliance Representatives monthly total compensation lead is 11.7 percent or $704 when compared to eleven other states.
- Licensing-Registration Examiners monthly total compensation lead is 5.3 percent ($258).
- The highest California lead is for the Motor Carrier Specialist. The monthly total compensation lead is 16.4 percent ($975). However, Federal Motor Carrier Safety Specialists working in California earn more and the State lags by 6.6 percent in total compensation. The MOU mandates that California compares salaries for this classification with the Federal government class.
- The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living areas, the lags are not surprising.

Summary of Survey Responses by Other States

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The three classifications that the DPA surveyed separately, and are a supplement to the 2007 Total Compensation Survey conducted by CPS, are the following:

- Compliance Representative – The journey-level Compliance Representative performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state.
- Licensing-Registration Examiner – The journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office.
- Motor Carrier Specialist – The journey-level Inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public.

In total, 15 states received the 2007 Total Compensation Survey and of those, eleven states responded. The federal government data was collected from the Office of Personnel Management website for a total of twelve response organizations.

The following, Table 1 show the states that responded to the survey and the number of matches made for each of the classifications by each state.

Table 1 – Organizations Responding to Survey

Other States	Class Matches
State of Arizona	3
State of Indiana	3
State of Massachusetts	2
State of Montana	3
State of Nevada	3
State of New Hampshire	3
State of New Jersey	3
State of New York	3
State of Ohio	3
State of Oregon	2
State of Utah	3
Federal Government	2

The comparison of California to other states shows that the state leads the other states:

- The highest California lead is for the Motor Carrier Specialist, $785 in monthly maximum base salary (17.0%). With benefits added for total compensation, the lead increases to $975 (16.4%).
- For compliance representatives the maximum monthly salary lead is $380 (8.1%) and the total compensation lead is $704 (11.7%).
- Licensing-Registration Examiners monthly maximum base salary is $151 higher (4.2%) and increases to $258 (5.3%) with total compensation.

Table 2 – State of California Salary Comparison to Other States

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Compliance Representative	$4,670	$4,290	8.1%	$6,005	$5,301	11.7%
Licensing-Registration Examiner	$3,588	$3,437	4.2%	$4,840	$4,583	5.3%
Motor Carrier Specialist	$4,622	$3,837	17.0%	$5,954	$4,978	16.4%

The current Protective Services and Public Safety Bargaining Contract mandates the comparison of the Motor Carrier Specialist classification and its compensation to the US Department of Transportation Motor Carrier Specialist Investigator. Table 3 provides the comparison.

Table 3 – State of California Motor Carrier Specialist Salary Comparison to US Department of Transportation Motor Carrier Safety Specialist Investigator

Motor Carrier Specialist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation	State Relationship to Geographic Area Salary
State of California	***Motor Carrier Specialist***	***$3,835***	***$4,622***					***$978***	***Inc. in medical***	***Inc. in medical***	***$354***	***$5,954***	***$5,954***
Federal Government - Rest of California	Motor Carrier Safety Specialist Investigator	$3,644	$4,737		$237			$697			$362	**$6,034**	**-1.35%**
Federal Government - Sacramento Area	Motor Carrier Safety Specialist Investigator	$3,850	$5,005		$250			$697			$383	**$6,335**	**-6.40%**
Federal Government - Bay Area	Motor Carrier Safety Specialist Investigator	$4,217	$5,482		$274			$697			$419	**$6,872**	**-15.42%**
Federal Government - Los Angeles Area	Motor Carrier Safety Specialist Investigator	$4,013	$5,217		$261			$697			$399	**$6,573**	**-10.41%**
Federal Government - San Diego Area	Motor Carrier Safety Specialist Investigator	$3,893	$5,016		$251			$697			$384	**$6,348**	**-6.62%**
	Base Salary Median		**$5,016**						**Base Salary Median**			**$6,348**	
	Base Salary Mean		**$5,091**						**Base Salary Mean**			**$6,432**	
	State Relationship to Median		**-8.53%**						**State Relationship to Median**			**-6.62%**	
	State Relationship to Mean		**-10.15%**						**State Relationship to Mean**			**-8.04%**	

Note: The Federal salary comparison is for four locality pay areas: Sacramento Region, Bay Area, Los Angeles Region, and San Diego Region, and the Rest of the State.

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The comparison shows that the State lags the federal government by 8.5 percent in median monthly maximum salary and 6.6 percent in total compensation.

Cost of Living Comparison

The annual maximum salary level paid by the State of California for each of the three benchmark classifications is the salary comparison. The salaries for each are the following:

- Compliance Rep-$56,040
- Licensing/Registration Examiner-$43,056 and
- Motor Carrier Specialist-$55,464.

The data show that the largest cost element that affects the cost of living in California is the cost of housing and makes the largest contribution to the lower cost of living in other states.

Table 4 – Cost of Living Comparison between California and Surveyed States

Surveyed State	Compliance Representative	Licensing/ Registration Examiner	Motor Carrier Specialist
California	100.0%	100.0%	100.0%
Arizona	-58.3%	-67.0%	-58.6%
Indiana	-76.5%	-86.0%	-76.8%
Massachusetts	-34.6%	-37.5%	-34.7%
Montana	-70.4%	-78.8%	-70.7%
Nevada	-41.8%	-47.4%	-42.0%
New Hampshire	-50.0%	-54.6%	-50.1%
New Jersey	-32.4%	-37.9%	-32.6%
New York	-14.2%	-17.0%	-14.3%
Ohio	-73.5%	-82.9%	-73.9%
Oregon	-49.3%	-57.6%	-49.6%
Utah	-73.7%	-81.8%	-74.0%

Source: ERI Relocation Assessor, and statewide data averages are as of April 2008.

The cost of living comparison calculation uses ERI Relocation Assessor data[1] and compares average statewide living costs that include the following: consumables, transportation, health services, housing/utilities/property taxes, income/payroll taxes, and miscellaneous cost elements to calculate the cost of living estimate.

As the data above indicates, the cost of living is lower in the surveyed states. Indiana consistently has the lowest level when compared to California. New York cost of living is only 14.2% lower for those earning a salary comparable to the California Compliance Representative.

[1] ERI Relocation Assessor data is the property of the Economic Research Institute.

Supplemental Appendix 1
Out-of-State Data by Class

Compliance Representative

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	***Compliance Representative***	***$3,841***	***$4,670***					***$978***	***Inc. in medical***	***Inc. in medical***	***$357***	***$6,005***
State of Arizona	Tax Analyst II	$3,603	$5,294					$1,125	$44		$405	**$6,867**
State of Indiana	Tax Analyst 4	$1,992	$3,264					$963	$62	$4		**$4,293**
State of Massachusetts	Tax Examiner II	$3,423	$4,892					$1,467	$60	Inc. with dental	$71	**$6,490**
State of Montana	Tax Examiner - Band 5	$2,364	$3,546					$557	Inc. in medical		$271	**$4,374**
State of Nevada	Tax Examiner II	$2,683	$4,343	$88				$808	Inc. in medical	Inc.	$63	**$5,301**
State of New Hampshire	Tax Auditor I	$2,364	$3,135					$1,536	$13	Inc. in medical	$240	**$4,923**
State of New Jersy	Taxpayer Service Representative 3	$3,275	$4,618					$897	$59		$353	**$5,927**
State of New York	Tax Compliance Representative I (SG Code 11)	$2,678	$3,283					$862			$251	**$4,395**
State of Ohio	Tax Commisioner Agent 2	$3,075	$3,934					$754	$71		$57	**$4,816**
State of Oregon	No Comparable Match											
State of Utah	Compliance Agent II	$2,853	$4,946					$1,044	$81	$0	$378	**$6,449**
Federal Government	Tax Specialist	$3,300	$4,290		$214			$697			$328	**$5,529**

Base Salary Median		**$4,290**
Base Salary Mean		**$4,140**
State Relationship to Median		**8.15%**
State Relationship to Mean		**11.34%**

Number of Comparable Matches	11

Base Salary Median	**$5,301**
Base Salary Mean	**$5,397**
State Relationship to Median	**11.72%**
State Relationship to Mean	**10.13%**

Data Effective: September 1, 2007

Licensing-Registration Examiner

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	***Licensing-Registration Examiner***	***$3,015***	***$3,588***					***$978***	***Inc. in medical***	***Inc. in medical***	***$274***	***$4,840***
State of Arizona	Motor Vehicle Customer Service Representative	$2,444	$3,327					$1,125	$44		$255	**$4,750**
State of Indiana	Driver Examiner	$1,837	$2,172					$963	$62	$4	$166	**$3,368**
State of Massachusetts	Driver's License Examiner	$2,741	$3,929					$1,467	$60	Inc. with dental	$57	**$5,512**
State of Montana	License Permit Technician	$2,028	$3,042					$557	Inc. in medical		$233	**$3,832**
State of Nevada	Motor Vehicle Licensing-Registration Examiner	$2,579	$4,155	$88				$808	Inc. in medical	Inc.	$60	**$5,111**
State of New Hampshire	Licensing Officer	$2,331	$3,082					$1,536	$13	Inc. in medical	$236	**$4,866**
State of New Jersy	Examination Technician Motor Vehicles	$2,628	$3,681					$897	$59		$282	**$4,918**
State of New York	Motor Vehicle License Examiner (SG Code 12)	$2,831	$3,457					$862			$264	**$4,583**
State of Ohio	Driver's License Examiner 2	$2,739	$3,604					$754	$71		$52	**$4,481**
State of Oregon	Transporation Service Representative 2	$2,388	$3,437					$1,007	$93	Inc. in medical		**$4,536**
State of Utah	Tax/Motor Vehicle Tech II	$2,007	$3,034					$1,044	$81	$0	$232	**$4,391**
Federal Government	No Comparable Match											

Base Salary Median		**$3,437**
Base Salary Mean		**$3,356**
State Relationship to Median		**4.21%**
State Relationship to Mean		**6.46%**

Number of Comparable Matches	11

Base Salary Median	**$4,583**
Base Salary Mean	**$4,577**
State Relationship to Median	**5.32%**
State Relationship to Mean	**5.44%**

Data Effective: September 1, 2007

Motor Carrier Specialist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	***Motor Carrier Specialist***	***$3,835***	***$4,622***					***$978***	***Inc. in medical***	***Inc. in medical***	***$354***	***$5,954***
State of Arizona	Motor Vehicle Field Office II	$2,629	$3,539					$1,125	$44		$271	**$4,978**
State of Indiana	Motor Carrier Inspector	$2,265	$3,160					$963	$62	$4	$242	**$4,431**
State of Massachusetts	No Comparable Match											
State of Montana	Motor Vehicle Safety Inspector	$2,384	$3,576					$557	Inc. in medical		$274	**$4,407**
State of Nevada	Commercial Vehicle Inspector	$3,047	$4,964	$88				$808	Inc. in medical	Inc.	$72	**$5,931**
State of New Hampshire	Highway Patrol and Enforcement Officer	$3,389	$4,517					$1,536	$13	Inc. in medical	$346	**$6,411**
State of New Jersy	Safety Specialist 1, DMV	$3,275	$4,618					$897	$59		$353	**$5,927**
State of New York	Motor Vehicle Inspector	$3,019	$3,837					$862			$294	**$4,992**
State of Ohio	Motor Carrier Enforcement Inspector	$2,971	$3,934					$754	$71		$57	**$4,816**
State of Oregon	Motor Carrier Enforcement Officer	$2,388	$3,437					$1,007	$93	Inc. in medical		**$4,536**
State of Utah	Motor Carrier Specialist II	$2,444	$3,476					$1,044	$81	$0	$266	**$4,866**
Federal Government	Motor Carrier Safety Specialist	$3,644	$4,737		$237			$697			$362	**$6,034**

Base Salary Median		**$3,837**
Base Salary Mean		**$3,981**
State Relationship to Median		**16.99%**
State Relationship to Mean		**13.86%**

Base Salary Median	**$4,978**
Base Salary Mean	**$5,212**
State Relationship to Median	**16.38%**
State Relationship to Mean	**12.46%**

Number of Comparable Matches	11

Data Effective: September 1, 2007

Supplemental Appendix 2
Out-of-State Data by Class

TABLE 1 DPA 2007 TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	**Last 7-1-07 @ 3.4% Next TBD**	**N/A**	**N/A**
State of Arizona	7-1-07 @ 3% Next TBD	N/A	N/A
State of Indiana	DNA	N/A	N/A
State of Massachusetts	DNA	N/A	N/A
State of Montana	10-01-06 @ 4% or $1,188 whichever is larger Next 10-10-07 @ 3%	N/A	N/A
State of Nevada	1-1-07 @ 2% Next 7-1-08 @ 4%	N/A	N/A
State of New Hampshire	7-07 @ $0.51 per hour 1-08 @ 3.5%	N/A	N/A
State of New Jersey	7-7-07 @ 3% Next 7-08 @ 3%	N/A	N/A
State of New York	NA[1]	N/A	N/A
State of Ohio	7-1-07 @ 3.5% Next 7-1-08 @ 3.5%	N/A	N/A
State of Oregon	7-1-07 @ 3% Next 11-1-08 @ 3.2%	N/A	N/A
State of Utah	7-1-07 @ 3.5% Next TBD	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable
DNA = Data not available
NOTE: New York State does not provide a COLA, but a location pay. NYC, Westchester, Rockland, and Nassau/Suffolk counties receive $1,302. Orange, Putman, and Dutchess counties receive $651

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TABLE 2 DPA 2007 TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	**40 hours**	**N/A**	**N/A**
State of Arizona	40 hours	N/A	N/A
State of Indiana	37.5 hours	N/A	N/A
State of Massachusetts	37.5 hours	N/A	N/A
State of Montana	40 hours	N/A	N/A
State of Nevada	40 hours	N/A	N/A
State of New Hampshire	37.5 or 40 hours	N/A	N/A
State of New Jersey	At least 35 hours	N/A	N/A
State of New York	37.5 hours	N/A	N/A
State of Ohio	40 hours	N/A	N/A
State of Oregon	40 hours	N/A	N/A
State of Utah	40 hours	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable
DNA = Data not available

TABLE 3 DPA 2007 TOTAL COMPENSATION SURVEY EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL						
Agency	**General Employees**		**Professional Employees**		**Supervisory / Management Employees**	
	Employer Cost	**Employee Cost**	**Employer Cost**	**Employee Cost**	**Employer Cost**	**Employee Cost**
DPA	**$879 or CoBen $978**	**$165 or CoBen $196**	**N/A**	**N/A**	**N/A**	**N/A**
State of Arizona	$1,125	$125	N/A	N/A	N/A	N/A
State of Indiana	$963	$290	N/A	N/A	N/A	N/A
State of Massachusetts	$1,147	$367	N/A	N/A	N/A	N/A
State of Montana	$557	DNA	N/A	N/A	N/A	N/A
State of Nevada	$808	$122	N/A	N/A	N/A	N/A
State of New Hampshire	$1,536	$54	N/A	N/A	N/A	N/A
State of New Jersey	$897	1.5% of monthly salary	N/A	N/A	N/A	N/A
State of New York	$862	$194	N/A	N/A	N/A	N/A
State of Ohio	$754	$133	N/A	N/A	N/A	N/A
State of Oregon	$1,007	$0	N/A	N/A	N/A	N/A
State of Utah	$1,044	$79	N/A	N/A	N/A	N/A
Federal Government	$697	$395	N/A	N/A	N/A	N/A

N/A = Data not applicable
DNA = Data not available
All dollar amounts rounded to the nearest whole number

TABLE 4
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$90 CoBen Inc. in Med.**	**$30 CoBen inc. in Medical**	**N/A**	**N/A**	**N/A**	**N/A**
State of Arizona	$44	$54	N/A	N/A	N/A	N/A
State of Indiana	$62	$0	N/A	N/A	N/A	N/A
State of Massachusetts	$60	$15	N/A	N/A	N/A	N/A
State of Montana	Incl. in medical	DNA	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	$123	$0	N/A	N/A	N/A	N/A
State of New Jersey	$27	$27	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	$71	$0	N/A	N/A	N/A	N/A
State of Oregon	$93	$0	N/A	N/A	N/A	N/A
State of Utah	$81	$4	N/A	N/A	N/A	N/A
Federal Government	$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable
DNA = Data not available
All dollar amounts rounded to the nearest whole number

TABLE 5
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	**$9**	**$0**	**N/A**	**N/A**	**N/A**	**N/A**
State of Arizona	$0	$17	N/A	N/A	N/A	N/A
State of Indiana	$4	$6	N/A	N/A	N/A	N/A
State of Massachusetts	Incl. with dental	DNA	N/A	N/A	N/A	N/A
State of Montana	DNA	$22	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Jersey	DNA	DNA	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	$18	$0	N/A	N/A	N/A	N/A
State of Oregon	Incl. in medical	$0	N/A	N/A	N/A	N/A
State of Utah	$0	$16	N/A	N/A	N/A	N/A
Federal Government	$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable
DNA = Data not available
All dollar amounts rounded to the nearest whole number

TABLE 6
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	**PERS**	**5%**	**0%**	**2% @ 55**	**Avg. Highest 3 Years**	**7.65%**	**16.6%**
State of Arizona	Arizona State Retirement System	9.1%	0%	2.1% @ 0-19.99 yrs. to high of 2.3% @ 30 yrs.	Highest 36 consecutive months in last 10 years	7.65%	20%
State of Indiana	PERF	N/A	3% to annuity fund	1.1%	Highest 5 consecutive years	7.65%	N/A
State of Massachusetts	Mass. State Retirement Plan	9% or 11% if salary > $30,000	0%	Age X yrs. of service X salary	Highest 3 years	1.45%	0%
State of Montana	PERS	6.9%	6.9%	2% X highest 3 years	Highest 3 years	7.65%	6.9%
State of Nevada	ER and EE Plan or ER only Plan	10.5% under ER/EE Plan	0%	2.5% prior to 7-1-2001 and 2.67% after 7-1-2001 X yrs. of service	Highest 3 years	.5 FTE pay 7.65% FT 1.45%	10.5% for ER/EE Plan or 20.5% for ER only plan
State of New Hampshire	NH Retirement System	5.0%	0%	Avg. final comp X Service credit	Highest 3 years	7.65%	8.74%
State of New Jersey	PERS	5.5%	0%	Yrs. of Service/55 X Final Avg. Comp	Last 36 months	DNA	0%
State of New York	Employees Retirement System	3%	0%	1.66% w/20 yrs	Highest 3 years	7.65%	10.84%
State of Ohio	OPERS	9.5%	0%	2.2% X final salary X yrs of service	Avg. of highest 3 years	1.45%	13.77%
State of Oregon	PERS	DNA	100%	1.67% X yrs. of service	Avg. highest 3 years	7.65%	DNA
State of Utah	Utah Retirement System	0%	N/A	2% X Yrs of service	Highest 3 yrs.	7.65%	14.21%
Federal Government	FERS	DNA	DNA	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

N/A = Data not applicable
DNA = Data not available

TABLE 7 DPA 2007 TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
DPA	**Retiree Only $439 Medical $35 Dental Retiree/Spouse $823 Medical $62 Dental Retiree/Family $1,042 Medical $90 Dental**	**N/A**	**N/A**
State of Arizona	No contribution to retiree health	N/A	N/A
State of Indiana	N/A	N/A	N/A
State of Massachusetts	Retiree Only $124 Medical, $24 Dental Retiree/Spouse $288 Medical, $58 Dental Retiree/Family $288 Medical, $58 Dental	N/A	N/A
State of Montana	N/A	N/A	N/A
State of Nevada	Retiree Only $360 Medical, Dental included Retiree/Spouse $639, Dental included Retiree/Family $530, Dental included	N/A	N/A
State of New Hampshire	Retiree Only < 65 $834, 65+ $413 Medical only Retiree/Spouse $1,667 Medical only Retiree/Family $2,251 Medical only	N/A	N/A
State of New Jersey	DNA	N/A	N/A
State of New York	Retiree Only $412 Medical only Retiree/Spouse NA Retiree/Family $862 only	N/A	N/A

TABLE 7 DPA 2007 TOTAL COMPENSATION SURVEY RETIREE HEALTH COVERAGE PRACTICES MONTHLY AMOUNT PAID BY EMPLOYER			
Agency	**General Employees**	**Professional Employees**	**Supervisory / Management Employees**
State of Ohio	Based on years of service	N/A	N/A
State of Oregon	Retiree Only $60 Medical	N/A	N/A
State of Utah	Retiree Only $388 Medical only Retiree/Spouse $800 Medical only Retiree/Family $1,068 Medical only	N/A	N/A
Federal Government	Retiree Only $697	N/A	N/A

N/A = Data not applicable
DNA = Data not available
All dollar amounts rounded to the nearest whole number

TABLE 8
2007 TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	**10.5**	**10.5**	**15**	**15**	**18**	**18**	**19.5**	**19.5**	**21**	**21**	**12**	**No Max**	**14**
State of Arizona	12	30	15	30	18	30	21	30	21	30	12	No max	10
State of Indiana	12	No max	15	No max	20	No max	20	No max	25	No max	9	No max	12
State of Massachusetts	12	DNA	15	DNA	20	DNA	20	DNA	25	DNA	15	DNA	11 13 in Suffolk Co.
State of Montana	15	15	15	30	18	36	21	42	24	48	12	No max	10.5
State of Nevada	15	30	15	30	18	30	21	30	21	30	15	No max	11
State of New Hampshire	12	12	15	32	18	38	18	38	21	44	15	120	10
State of New Jersey	12	12	12	24	15	30	20	40	25	50	15	DNA	13
State of New York	13	40	18	40	20	40	21	40	22	40	13	200	12
State of Ohio	10	30	15	45	20	60	22.5	67.5	25	75	10	No max	10
State of Oregon	12	DNA	15	DNA	18	DNA	21	DNA	24	325	12	No max	10+3 Personal
State of Utah	13	320	16.25	320	19.5	320	N/A	N/A	22.75	320	13	No max	11
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No max	10

N/A = Data not applicable
DNA = Data not available

TABLE 9 DPA 2007 TOTAL COMPENSATION SURVEY LONGEVITY, DEFERRED COMP, & INCENTIVE PAY			
Agency	**Longevity**	**Deferred Compensation**	**Incentive & Bonus Pay**
DPA	**N/A**	**N/A**	**N/A**
State of Arizona	None	N/A	2.75% group performance pay
State of Indiana	None	$15 per pay period	$284 annual spot bonus
State of Massachusetts	Bargaining issue	N/A	None for general employees
State of Montana	1.5% @5 yrs; 2.0% @10 yrs; 2.0% @ 15 yrs; 2.0% @20 yrs; 1.5% @ 25 yrs; 1.5% @ 30 yrs. uninterrupted state service	N/A	N/A
State of Nevada	8 yrs.-$75 semi-annual 10 yrs.-$125 semi-annual 15 yrs.-$275 semi-annual 20 yrs.-$525 semi-annual 25 yrs.-$800 semi-annual 30 yrs.+ $1,175 semi-annual	N/A	N/A
State of New Hampshire	$300 after 10yrs; and $300 for each additional 5 yrs.	N/A	N/A
State of New Jersey	N/A	N/A	N/A
State of New York	5 yrs. $750 annually 10 yrs. additional $750 annually	N/A	N/A
State of Ohio	0.5% * # of years of service * 1st step of pay range-starts at 5 years of service, max out at 20 years	N/A	N/A
State of Oregon	N/A	N/A	N/A
State of Utah	8+ yrs. service & at max salary receive 2.75% salary increase each year	1.5%	N/A
Federal Government	N/A	5%	N/A

N/A = Data not applicable
DNA = Data not available

TABLE 10 DPA 2007 TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	**Recruitment & Retention**
DPA	**No Comments**
State of Arizona	No Comments
State of Indiana	Motor Carrier class has retention problem because of low pay.
State of Massachusetts	Compliance Representative recruitment problem, want to hire a candidate with any degree.
State of Montana	No Comments
State of Nevada	Compliance Representative retention problems. Motor Carrier Sp. Are difficult to recruit & retain, salary problem.
State of New Hampshire	No Comments
State of New Jersey	Taxpayer Service Representatives are not difficult to recruit, but are difficult to retain because they work in call-in and walk-in centers and stress is high.
State of New York	No Comments
State of Ohio	No Comments
State of Oregon	No Comments
State of Utah	No Comments
Federal Government	No Comments

NA = Data not applicable
DNA = Data not available

Supplemental Appendix 3
Copy of Survey Instrument

State of California
Department of Personnel Administration
2007 Total Compensation Survey

INTRODUCTION AND GENERAL INSTRUCTIONS

The State of California, Department of Personnel Administration is conducting a Total Compensation Survey for three benchmark classes. We would greatly appreciate your assistance in collecting the requested information.

This Total Compensation Survey instrument is comprised of five sections:

- The first section asks some general information questions with respect to your agency.
- The second section represents the Total Compensation Survey and provides structured salary data collection sheets on page 4. The descriptions for these survey classes are provided on page 5. If your agency has a comparable class, please provide the requested information.
  - Note that the monthly minimum and maximum salary provided to your agency's comparable class is requested.
  - Please list the bargaining group that represents each of your agency's classes that you are able to match to the survey classes.
  - Please list the number of budgeted positions and filled positions for each comparable classification
- The third and fourth sections of this survey (pages 6-9), provides structured benefits data and retirement information collection sheets. This information is particularly critical to our efforts to survey for Total Compensation.
- The fifth section of this survey (page 10), requests information on recruitment and retention issues.

In completing the survey, we ask that you do the following:

1. Please complete all sections of the questionnaire using the **September 1, 2007** salary and benefit information for your agency's classification that matches the benchmark classification.
2. Please include copies of your agency's salary schedules, organization charts and the classification specifications for the comparable classes, or provide the website address where this information may be found.
3. Please email the completed survey by **September 21, 2007,** to LiisaRohmer@dpa.ca.gov
4. If you have any questions about the survey or any of the data being requested, please contact Liisa Rohmer by e-mail or at (916) 324-3865.

Thank you for your cooperation and participation.

PARTICIPATING AGENCY CONTACT INFORMATION

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name | Title

Telephone Number | Fax Number | E-mail Address

I. GENERAL INFORMATION

Please provide information concerning cost-of-living-adjustment (COLA) increases for the following:

- General Employees Last COLA Date _____ Amount _____

  Next COLA Date _____ Amount _____

Please provide the number of hours per week (40, etc.) considered to be full time employment with your agency for the following:

- General Employees_____

II. COMPENSATION SURVEY

Salary Data Collection Sheets – Refer to Descriptions on Page 5.

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
1	Compliance Representative						
2	Motor Vehicle Licensing-Registration Examiner						
3	Commercial Vehicle Inspector						

#	SURVEY CLASS	CLASS DESCRIPTION
1	Compliance Representative	This is a journey level class that performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state. Positions provide assistance to business entities, or taxpayers to ensure compliance with tax laws, collect delinquent taxes or other debts, and perform a variety of compliance and collection functions. They ensure compliance with personal, corporation and employer tax laws, and other revenue programs. Positions may serve in technical, staff and administrative roles to fulfill various aspects of compliance and collection work, including collection, registration, revocation, and, in some cases, preliminary criminal investigation. **Education:** One year of experience performing tax compliance or debt collections work. **OR** graduation from college, which must include at least one course each in basic accounting or Federal or State taxation and business or commercial law; and one course in either economics, business administration, or public administration.
2	Motor Vehicle Licensing-Registration Examiner	Under general direction, the journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office. At least 50% of any duties involve giving practical performance tests to applicants. Two years of experience in the Department of Motor Vehicles is required.
3	Commercial Vehicle Inspector	Under general supervision, the journey-level inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public. The inspector prepares comprehensive written reports of inspections conducted; makes detailed investigations of vehicles involved in accidents to determine if the cause was mechanical, and when called upon, serves as a technical expert on a multidisciplinary accident investigation team to investigate complex or multiple fatality motor vehicle accidents. Four years of experience in journey level mechanics including mechanical repair and preventive maintenance program or automotive or mechanical engineering experience.

III. BENEFITS SURVEY

- This is a survey of your employee benefits and costs as of **September 1, 2007**.
- If employees do not receive a specific benefit, please enter "NA" for "not applicable" in the appropriate columns.
- Please report all premiums as a monthly cost.

Retirement Contribution Practices	General Employees
What is the total ***Employer*** contribution, as a percentage of base salary?	
What is the total ***Employee*** contribution, regardless of who pays it, as a percentage of base salary?	
What is the percentage of the ***Employee*** contribution paid by ***Employer*** **(**if applicable)?	
What is the percentage of the ***Employee*** contribution paid by the ***Employee*** **(**if applicable)?	
Deferred Compensation Practices	**General Employees**
What is the maximum ***Employer*** contribution (enter as dollars or percentage of base salary)?	
Longevity Pay Practices	**General Employees**
Enter the amount paid per month, in dollars, or as a percentage of salary, for premium pay based on length of service. Enter each level of longevity pay including the year of service and corresponding pay amount.	
Incentive/Bonus Pay	**General Employees**
If you have an incentive or bonus pay program, provide the average amount paid across the organization at the last payout and the date of last payout. Please attach the policy.	
Social Security	**General Employees**
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only).	

Cafeteria Plan Practices - If your agency has a cafeteria plan provision, please answer the following questions.	**General Employees**
Enter ***maximum*** monthly amount paid by **employer**	
Enter ***maximum*** monthly amount paid by **employee**	

For health-related benefits, provided separate from a cafeteria plan, please base your responses on the **most commonly selected plan** (combined employer and employee contribution) for family coverage.

Medical Insurance Costs	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
Dental Insurance Costs	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If cost is included in medical, indicate by entering "inc."	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	
Vision Insurance Costs	**General Employees**
List the **employer's** ***maximum*** contribution for full family coverage (for the most commonly selected plan). If the cost is included in medical, indicate by entering "inc."	
List the **employee's** ***maximum*** contribution for full family coverage (for the most commonly selected plan).	

Vacation Leave	**General Employees**	
Enter the number of **days** accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max Accrual
Year 1		
Year 5		
Year 10		
Year 15		
Year 20		
Maximum Accrual Rate		
List the year of service for maximum accrual		
Sick Leave	**General Employees**	
List the number of **days** per year and the maximum accrual.	Annual Accrual	Max Accrual
Holidays	**General Employees**	
List the number of holidays provided each year to each group.		

IV. RETIREMENT INFORMATION

Retirement Benefit Information	General Employees
What is the retirement formula provided to employees (e.g. 2% @ 55, etc.)?	
What is the compensation component of your agency's retirement formula (e.g. highest year, etc)?	
Please list the retirement plan your agency provides to employees (e.g. 37 Act, CalPERS, etc.).	
What is your agency's vesting policy for eligibility for retirement (e.g. employee must have at least 5 years of service to be eligible)?	
What is the monthly amount paid by the ***employer*** for **retiree medical coverage** for the following categories? Please use the most common medical plan as the basis for the premium (e.g. Kaiser, Blue Shield HMO, etc.) and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**	
What is the monthly amount paid by the ***employer*** for **retiree dental coverage** for the following categories? Please use the most expensive dental plan as the basis for the premium and identify what the most common plan is. **Retiree Only** **Retiree and Spouse** **Retiree and Family** **Most Commonly Used Plan**	
Does your agency have a vesting policy for eligibility for retiree medical and/or dental (e.g. employee must have at least 5 years of service to be eligible)? **If yes, what is the eligibility requirement?**	

V. RECRUITMENT AND RETENTION INFORMATION

For the classifications included in this survey, does your state have employee recruitment and retention problems? If so, please check the affected classifications in the following list.

Compliance Representative	Yes___	No___
Motor Vehicle Licensing-Registration Examiner	Yes___	No___
Motor Carrier Specialist	Yes___	No___

Please explain what steps you are taking to help alleviate any recruitment and retention problems.

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