

SEIU Local 1000: Focus on the Facts

What kind of salaries are California state workers earning?

Salary facts

For more than eight out of 10 state workers, the median annual salary was \$57,192 in 2008, significantly lower than the oft-cited median figure for all state workers. And that's before furloughs, which essentially cut salaries by 14.2 percent.

The state's 220,000 employees diverge in experience, education and skills, ranging from surgeons to custodial workers, secretaries, student interns and attorneys. Summarizing their salaries with the single median number -- \$62,076—unfairly undermines the real picture of the typical state worker.

Payroll Breakdown	Worker Count	Annual Base Pay
Bottom 20%	45,491	\$41,112 or less
Bottom 40%	90,982	\$54,588 or less
Median (Bottom 50%)	113,728	\$62,076 or less
Bottom 60%	136,473	\$70,224 or less
Bottom 80%	181,964	\$82,656 or less

Separating worker categories – typical for scrutinizing other industries, such as banking—reveals a more accurate picture. While rank-and-file workers -- 82 percent of the state workforce -- made a median \$57,192 before furloughs, managers collected a median salary of \$108,984; supervisors, \$77,712. Together, though, those two upper categories are only 18 percent of state workers.

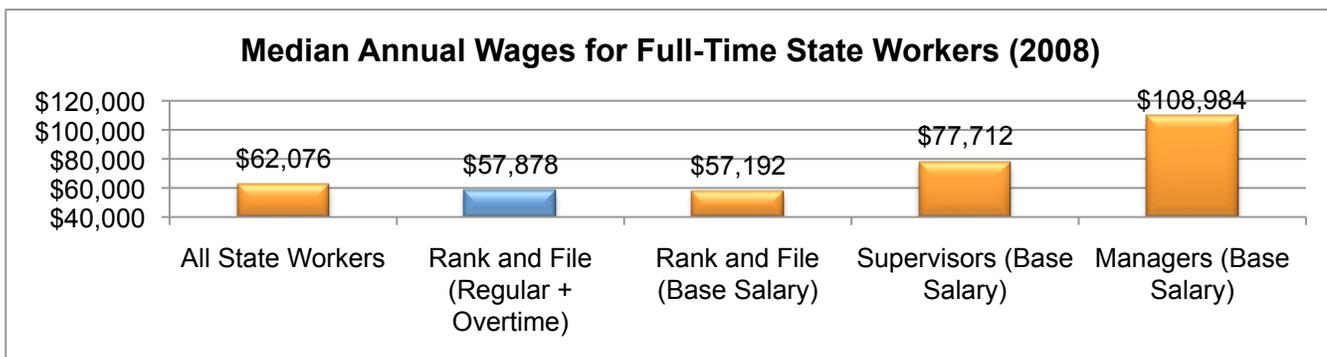
The bottom 40 percent of the state workforce, which made \$54,588 or less, would actually have a low enough income to qualify for government assistance through the Sacramento Housing & Redevelopment Agency to buy a house if that income supported a family of four.

Overtime

Overtime is not a significant money-making avenue for rank-and-file workers, generally the only ones qualified to log overtime. Based on actual 2008 state payroll data, using the median rank-and-file worker, the added overtime resulted in a median income of \$57,878, a 1.2 percent increase of \$686 a year.

Conclusion

Ongoing talk focusing on state worker salaries and alleged widespread abuse of overtime as a means for resolving budget shortfalls is short-sighted.



Appendix

The original dataset is the December 2008 State Controller Office Payroll data for Civil Servant (CS). In this analysis, we exclude part-time and intermittent workers; leaving only full-time workers which equaled 227,455 individuals.

Separating workers into “rank and file”, “supervisor”, and “manager” categories was accomplished using Collective Bargaining Identifier (CBID) codes that the Department of Personnel Administration (DPA) uses in pay scales. The “rank and file” group included individuals with CBID codes R1 to R21 and E1 to E21. The “supervisor” group was made up of individuals with codes S1 through S21, E48, E58, E68 and E98 CBID codes. Finally, the “manager” group was comprised of individuals with CBID codes M1 through M21, E99 and E79.

DPA web documents for CBID codes: <http://www.dpa.ca.gov/textdocs/freepmls/PML9420.txt>