



2014 Annual Uniform Pay Plan Review

Department of State Civil Service

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Louisiana

SCS

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INTRODUCTION



The pay rates for the State's classified workforce will be established in accordance with a system that generally considers such factors as availability of applicants, the quality of the applicant pool, turnover rates, federal law, market competition, pay practices of market competitors, the evaluation system ranking, employee performance and level of funding available. The State will not be a market leader, but, for the most part, will follow the market as the value of jobs change.”

- C.S. Rule 6.1

Article X of the Louisiana State Constitution requires the State Civil Service Commission to establish and maintain a uniform pay plan to ensure that classified state employees are compensated appropriately and in accordance with state and federal law. The Commission has strived to set compensation levels that enable state agencies to recruit and retain quality employees that are needed to deliver effective services to our citizens, while adhering to a fiscally conservative philosophy.

The Commission has documented its compensation philosophy in Civil Service Rule 6.1. Through the adoption of Civil Service Rule 6.2,

the Commission has appointed the Director of State Civil Service to analyze the effectiveness of the classified compensation plan at least annually, and to recommend appropriate changes based upon the results. After considering such recommendations at a public hearing, the Commission may adopt changes to the pay plan. However, these changes become effective only after approval by the Governor.

This report presents the results of the compensation analysis on behalf of the Director of State Civil Service for the members of the State Civil Service Commission.

DEFINITIONS

Benchmark Job

A job commonly found throughout all industries that is used as a reference point to make pay comparisons between employers.

Lag

The amount in which a job's pay range midpoint falls behind its comparable in the public and/or private sector. May also refer to a compensation strategy to "lag" the market.

Market

The relevant labor market from which an organization draws or loses employees.

Market Rate

The prevailing rate of compensation employers are paying for a job. For the purposes of this report, it is an average of the actual median salaries for a group of similar benchmark jobs.

Market Ratio

An index that is used to determine the lag of SCS benchmark jobs against the market rate. It is calculated by dividing the SCS pay range midpoint by the market rate. This figure is subtracted from 100% to determine the SCS lag.

Median Salary

The middle value in a set of data responses that are ranked from lowest to highest and representative of actual salaries.

Midpoint

The middle value in a defined pay range. It is commonly used to adjust an organization's competitive position against the market rate for a given job.

Pay Range

A salary range that an organization is willing to pay for a given job. A pay range consists of a minimum and maximum salary.

Private Sector

Organizations with a "for profit" status that participated in the salary surveys in the southern region consisting of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

Public Sector

State, federal, local government, or not-for-profit organizations that participated in the salary surveys in the southern region consisting of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.



EXECUTIVE SUMMARY

The Director, after consultation with appointing authorities and the state fiscal officer and after conducting such research as he may deem appropriate, shall cause to be prepared for submission to the Commission, a uniform pay plan, or amendments thereto, for the classified service.”

- C. S. Rule 6.2(a)

The Department of State Civil Service (SCS) is required by Civil Service Rule 6.2 to conduct an annual review of the compensation plan for classified state employees, and make recommendations to the State Civil Service Commission based upon the results. The purpose of this review is to provide an analysis of the health of the SCS pay schedules as compared to the market in order to remain competitive in recruiting and retaining qualified personnel. The analysis does not include data on unclassified employees.

Civil Service Rule 6.1 states the SCS compensation philosophy as, “The state will not be a market leader, but, for the most part, will follow the market as the value of jobs change.” This is accomplished by comparing SCS pay range midpoints with median salaries for similar jobs within a relevant geographic area. The midpoint of a pay range typically represents an

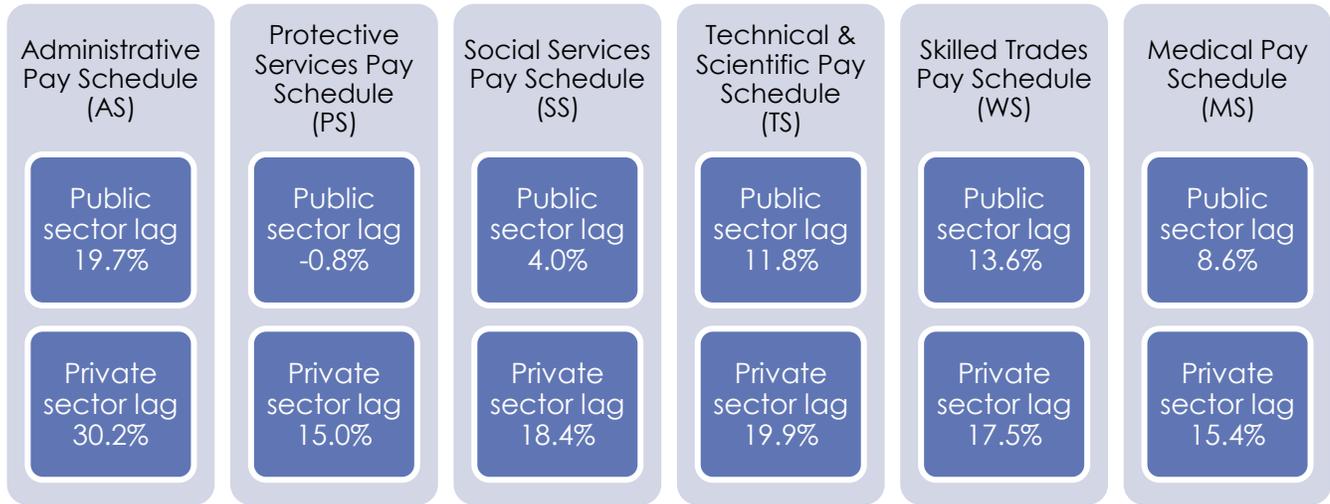
organization's competitive market position for the jobs assigned to that pay range. It is the level at which an organization chooses to set its pay against the external market and established as a strategy against an organization's competitors in recruiting and retaining personnel (WorldatWork, 2009).

This report provides an analysis of SCS pay schedule midpoints as compared to public and private sector median market rates for specific benchmark jobs. The analysis will assist in determining the competitiveness of pay ranges for classified jobs against the going market rates. Over 500 benchmark jobs are included in this analysis.

This report also shows how the actual median salaries of classified employees compare to those of actual median salaries for employees in the public and private sectors for benchmarked jobs.

SCS CLASSIFIED PAY SCHEDULES LAG THE MARKET

The data indicates that, on average, SCS pay schedule midpoints for classified benchmark jobs lag public sector medians by 4.0% to 19.7% and lag private sector medians by 15.0% to 30.2%.



SCS CLASSIFIED PAY SCHEDULE LAG TRENDS

A comparison against last year's data indicates that most of the classified pay schedules have fallen further behind the public and private sectors.



ACTUAL MEDIAN SALARIES OF CLASSIFIED EMPLOYEES

The data indicates that, on average, actual median salaries of classified employees in benchmark jobs lag public sector medians by 9.8% to 19.9% and lag private sector medians by 18.7% to 29.4%.



Compensation Survey Practices

BENCHMARKS

The Department of State Civil Service conducted this analysis according to the benchmarking process and principles recommended by the WorldatWork Society of Certified Professionals (www.worldatwork.org).

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge and leadership in the areas of total rewards, compensation, benefits, and work-life balance. The WorldatWork standards of professional practice are followed by compensation professionals nationally and world-wide.

The benchmarking process identifies jobs that are common throughout all industries. Examples include jobs such as receptionist, accountant, engineer, registered nurse, electrician, etc. Benchmark jobs are used as reference points to make pay comparisons between employers within a geographic area.

Benchmark jobs are used to represent multiple levels within occupations. This allows for the analysis of a "cross-section" of an occupation throughout the job market in order to make pay comparisons of entry-level to entry-level, up through supervisor to supervisor and beyond. For example, a comparison using this method would include the following job titles:

- Accountant Technician
- Accountants 1, 2, and 3
- Accountant Supervisor
- Accountant Manager
- Accountant Administrator

Benchmark jobs typically have broad usage within the relevant job market in order to allow for the application of statistically significant sampling methods. Additionally, universal standards established among compensation practitioners are used to ensure consistency of comparability. Over 500 benchmark job comparisons are utilized in this analysis. A complete listing is provided in Appendix B.

SALARY SURVERYS AND THE RELEVANT EMPLOYMENT MARKET

Once applicable benchmark jobs have been identified, salary information for those jobs is obtained through surveys from professional compensation survey providers as well as from public compensation consortiums. The data in this report includes comparisons to median salaries of employers in the Louisiana relevant employment market.

The Department of State Civil Service defines the relevant employment market as public and private employers within the state of Louisiana, preferably in service-providing industries. When statistically significant data is not available for our state, the geographical area is expanded to include states in the South Central and/or Southeastern regions. States in the South Central and Southeastern regions include Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

In an effort to maintain consistency in the collection and analysis of data, the same surveys have been used for the past few years as follows:

- *CompAnalyst*
- *The American Federation of Teachers*
- *Compdata*
- *National Compensation Association of State Governments (NCASG)*

CompAnalyst

A comprehensive salary survey subscription service provided by Kenexa, a leading commercial provider of compensation data services since 1999, with over 7,000 corporate subscribers. CompAnalyst was used to obtain comparative public and private sector salary data.

The American Federation of Teachers

Compiles salary data for a variety of public sector professional jobs such as Accountant, Engineer, Human Resources Analyst, etc. as well as teachers, for all 50 states.

Compdata

A national compensation survey data and consulting firm. Compdata has amassed the largest and most comprehensive database of current compensation and benefits information. Compdata typically collects information from approximately 34,000 organizations.

National Compensation Association of State Governments (NCASG)

A national organization composed of state government human resources professionals. NCASG's mission is to provide a forum for compensation professionals from member states to exchange information, professional expertise, and knowledge related to the compensation of state government employees. Annually, NCASG conducts a compensation survey that collects salary data from member states for a variety of jobs typically found in state government.

OCCUPATIONAL GROUP COMPARISONS

Louisiana's classified pay plan divides state classified jobs into six pay schedules based on broad occupational categories. These six pay schedules are listed below. The jobs within each pay schedule have relatively similar recruitment, retention, and compensation needs. Therefore, salary data was analyzed separately for each of these six pay schedules.

ADMINISTRATIVE (AS) <ul style="list-style-type: none">•Fiscal•Purchasing•Human Resources 	PROTECTIVE (PS) <ul style="list-style-type: none">•Correctional Officers•Security Guards•Police Officers 	SOCIAL (SS) <ul style="list-style-type: none">•Social Workers•Counselors•Rehab Specialists 
TECHNICAL/SCIENTIFIC (TS) <ul style="list-style-type: none">•IT Professionals•Engineers•Geologists 	SKILLED TRADES (WS) <ul style="list-style-type: none">•Mechanics•Carpenters•Plumbers•Electricians 	MEDICAL (MS) <ul style="list-style-type: none">•Nurses•Lab Technicians•Epidemiologists•Therapists 

PUBLIC/PRIVATE SECTOR COMPARISONS

Salary data from both public sector and private sector employers were included in this analysis. The relative value of the different comparisons varies among occupational groups based on the jobs that were compared in each group.

For the majority of classified jobs, competition for skilled employees comes not from other states, but from private employers within Louisiana. For example, an Accountant considering employment with the Department of

Transportation and Development would be more likely to compare the offerings of state employment to those of local private competitors such as Exxon, Blue Cross, or CB&I.

Part of defining the relevant employment market involves identifying employers within the same industry. For this reason, it is important to show a comparison against public sector data as well.

Pay Structure Competitiveness

SCS Pay Schedule Midpoints vs. Median Market Salaries

METHODOLOGY DETAILS

The following methodology is used for the next six charts to compare SCS pay schedule midpoints to median market salaries for comparable benchmark jobs. Common standards in compensation administration suggest comparing the 50th percentile (midpoint) of the pay range to the median market rate when recommending pay structure changes. This is because median salaries are said to be less susceptible to fluctuations caused by outliers in the survey data (Lind 2005).

SCS classified jobs were matched to benchmark jobs in the public and private sectors.

Pay range midpoints were identified for each SCS benchmark classified job.

Median salaries were identified for each corresponding benchmark job in the public and private sectors.

Separate analyses for each sector were completed since some SCS benchmark jobs were isolated to one sector.

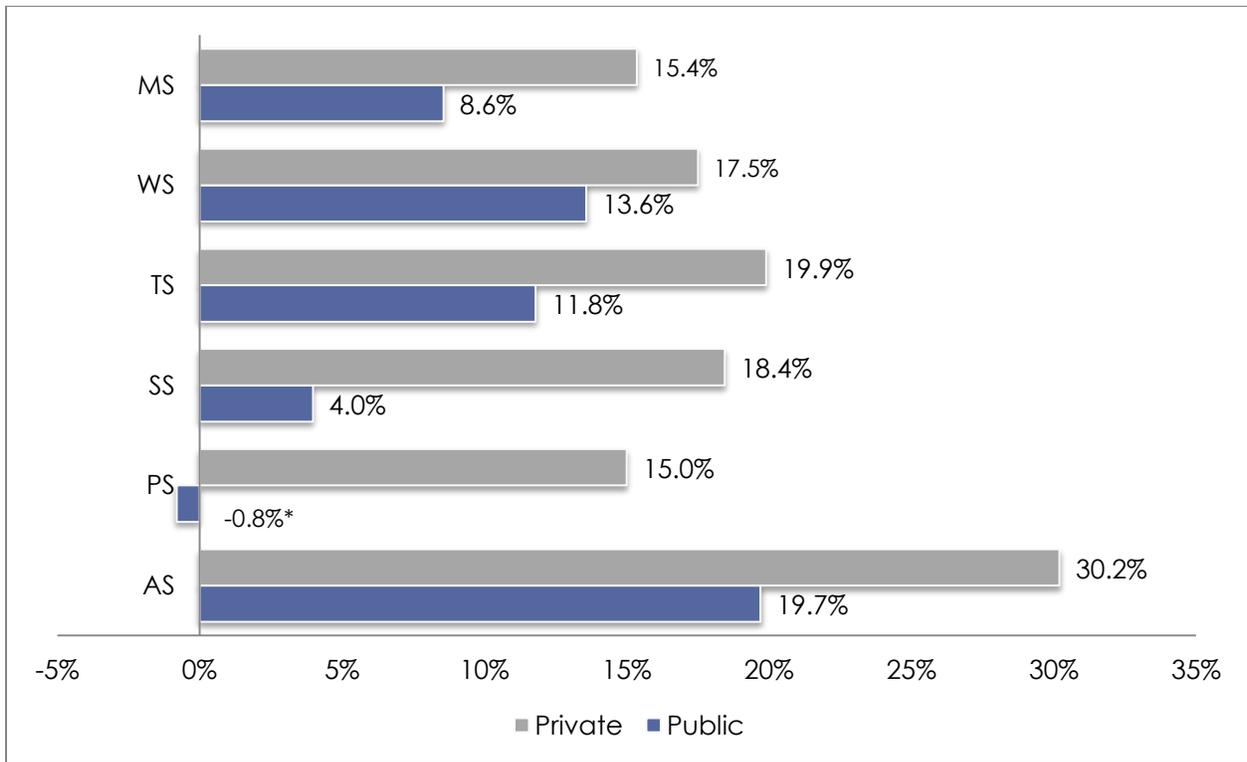
SCS pay schedule midpoints for benchmarked jobs were averaged to show a single value representative of the pay schedule for each sector. The median salaries of the jobs matched to SCS benchmarks in each sector were also averaged to provide a single value for comparison.

The lag of the SCS pay schedules was calculated by dividing the average SCS pay schedule midpoint by the average median for the applicable sector, and then subtracting that number from 100%.

RESULTS

As of January 1, 2014, SCS pay schedule midpoints for benchmarked jobs trail the median salaries offered by other public employers from 4.0% to 19.7%, and lag behind those offered by private employers from 15.0% to 30.2%. In the graph below, the bars indicate the percentages by which the average SCS pay structure midpoint has fallen behind the corresponding public and private median market salary. A detailed comparison for each pay schedule can be found on the following pages.

Market Lag of SCS Pay Schedule Midpoints



Average % Behind Market

AS = Administrative Schedule
 PS = Protective Services Schedule
 SS = Social Services Schedule

TS = Technical & Scientific Schedule
 WS = Skilled Trades Schedule
 MS = Medical Schedule

* The figure of -0.8% for the PS schedule illustrates that the average SCS midpoint is approximately equivalent to the average median market rate for these 18 benchmarked jobs, as there is less than a 1% difference from the average median market rate.

222
Benchmark Jobs

7,599
Classified Employees
within Benchmark jobs

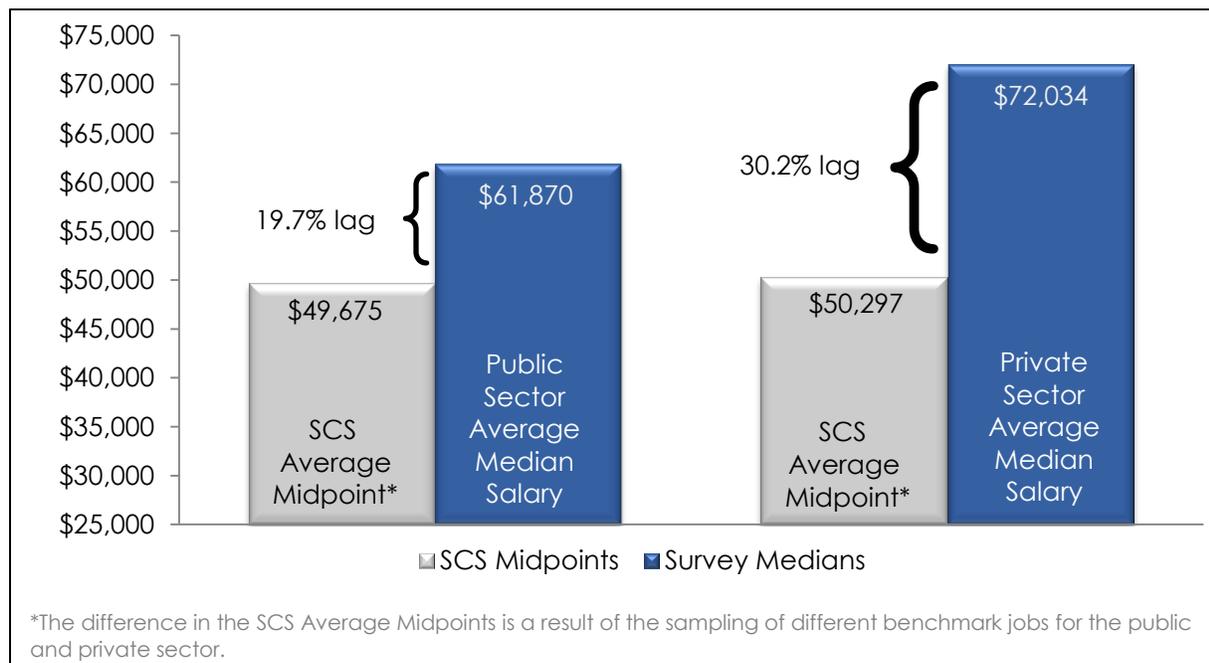
19.7% Lag
Public Sector Median Salaries

30.2% Lag
Private Sector Median Salaries

ADMINISTRATIVE PAY SCHEDULE (AS)

A total of 222 jobs were benchmarked in the Administrative Schedule which represents 7,599 classified employees as of January 1, 2014. Jobs in this category include Accountants, Attorneys, Economists, Human Resource Officers, etc. The graph below shows SCS Administrative Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Administrative Schedule is, on average, 19.7% lower than competing public employers and 30.2% lower than competing private employers.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (AS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

12,374
Full Time Employees in Administrative Pay Schedule (as of 1/1/2014)

18
Benchmark Jobs

3,713
Classified Employees
within Benchmark jobs

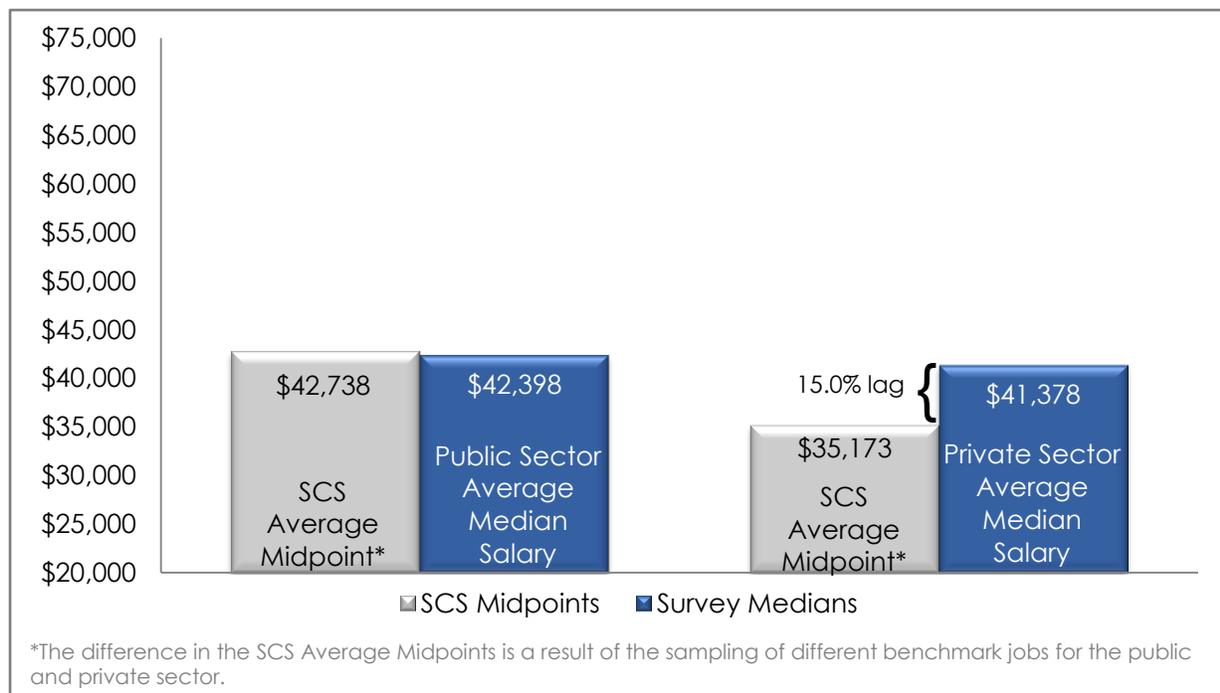
≈
Approximately Equivalent to
Public Sector Median Salaries

15.0% Lag
Private Sector Median Salaries

PROTECTIVE SERVICES PAY SCHEDULE (PS)

A total of 18 jobs were benchmarked in the Protective Services Schedule which represents 3,713 classified employees as of January 1, 2014. Jobs in this category include Police Officers, Corrections Officers, Probation & Parole Agents, Wildlife Agents, etc. The graph below shows Protective Services Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Protective Services Schedule is, on average, 15.0% lower than competing private employers. The average SCS midpoint for these 18 benchmarked jobs is approximately equivalent to the average median market rate for competing public employers, as there is less than a 1% difference from the average median market rate.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (PS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

6,078
Full Time Employees in Protective Services Pay Schedule (as of 1/1/2014)

25
Benchmark Jobs

1,768
Classified Employees
within Benchmark jobs

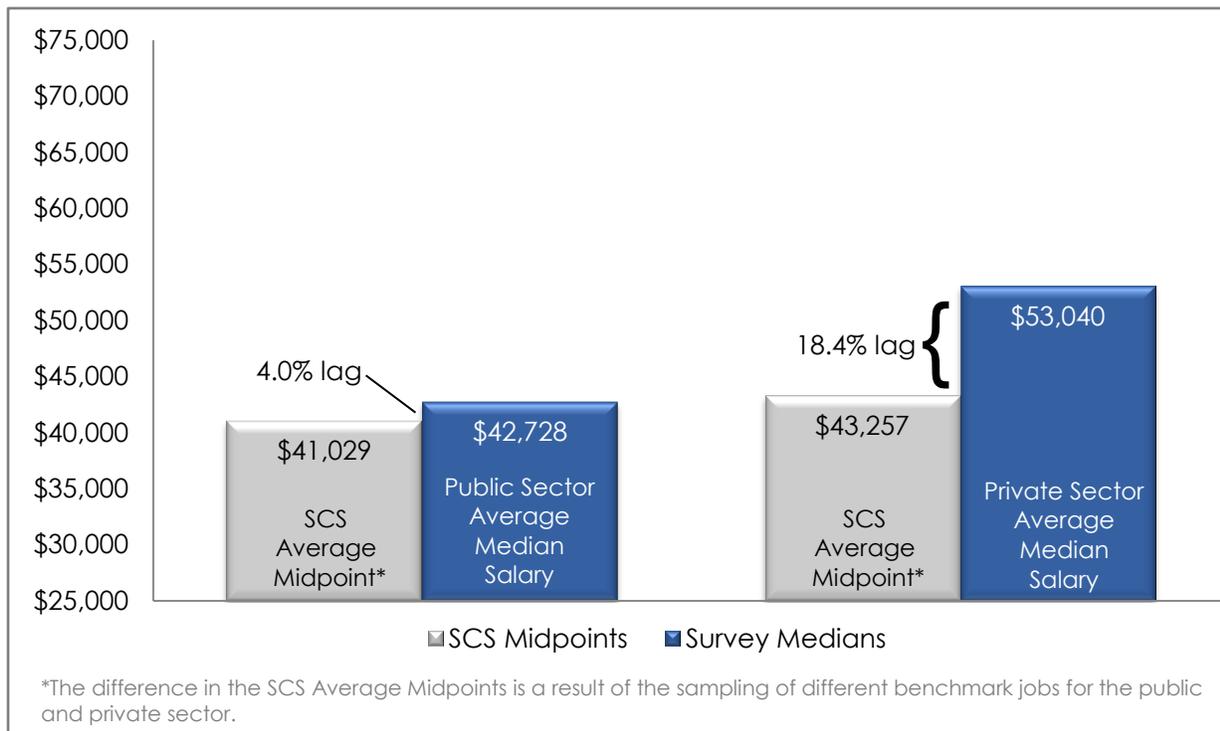
4.0% Lag
Public Sector Median Salaries

18.4% Lag
Private Sector Median Salaries

SOCIAL SERVICES PAY SCHEDULE (SS)

A total of 25 jobs were benchmarked in the Social Services Schedule which represents 1,768 classified employees as of January 1, 2014. Jobs in this category include Social Workers, Child Welfare Specialists, Counselors, etc. The graph below shows Social Services Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Social Services Schedule is, on average, 4.0% lower than competing public employers and 18.4% lower than competing private employers.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (SS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

5,952
Full Time Employees in Social Services Pay Schedule (as of 1/1/2014)

123
Benchmark Jobs

2,306
Classified Employees
within Benchmark jobs

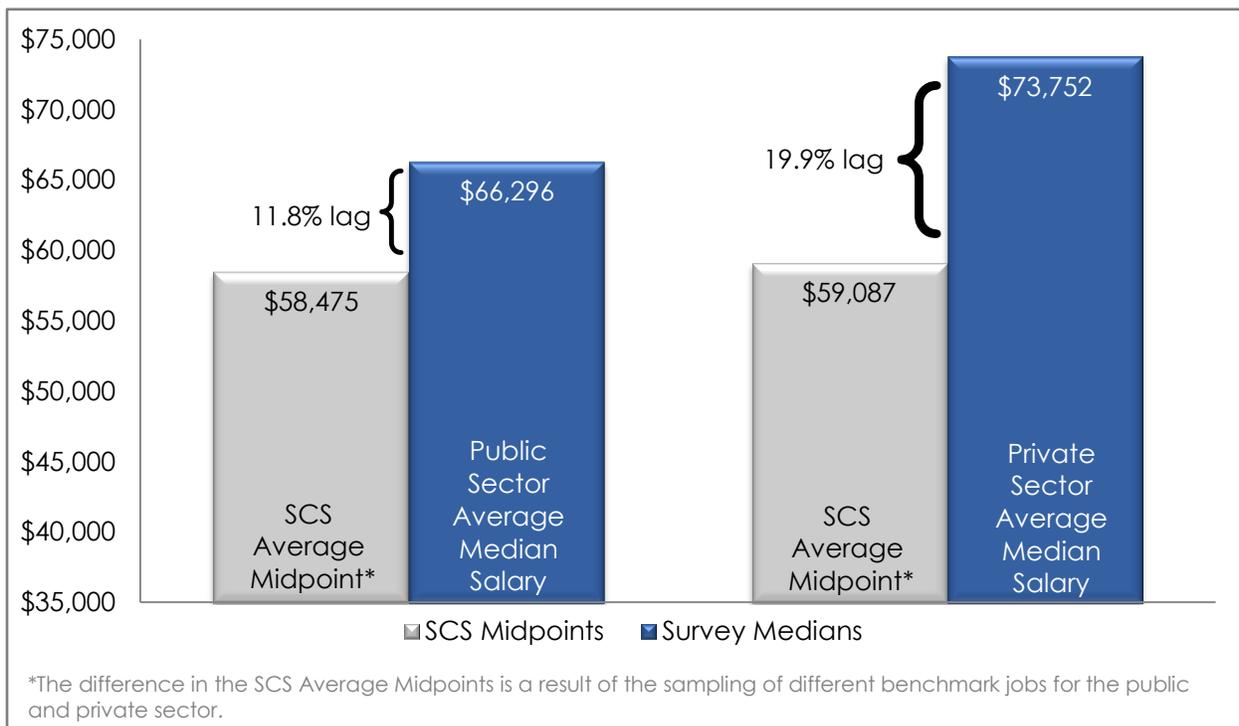
11.8% Lag
Public Sector Median Salaries

19.9% Lag
Private Sector Median Salaries

TECHNICAL & SCIENTIFIC PAY SCHEDULE (TS)

A total of 123 jobs were benchmarked in the Technical & Scientific Schedule which represents 2,306 classified employees as of January 1, 2014. Jobs in this category include Biologists, Chemists, Engineers, Geologists, etc. The graph below shows SCS Technical and Scientific Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Technical and Scientific Schedule is, on average, 11.8% lower than competing public employers and 19.9% lower than competing private employers.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (TS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

4,777
Full Time Employees in Technical & Scientific Pay Schedule (as of 1/1/2014)

66
Benchmark Jobs

4,303
Classified Employees
within Benchmark jobs

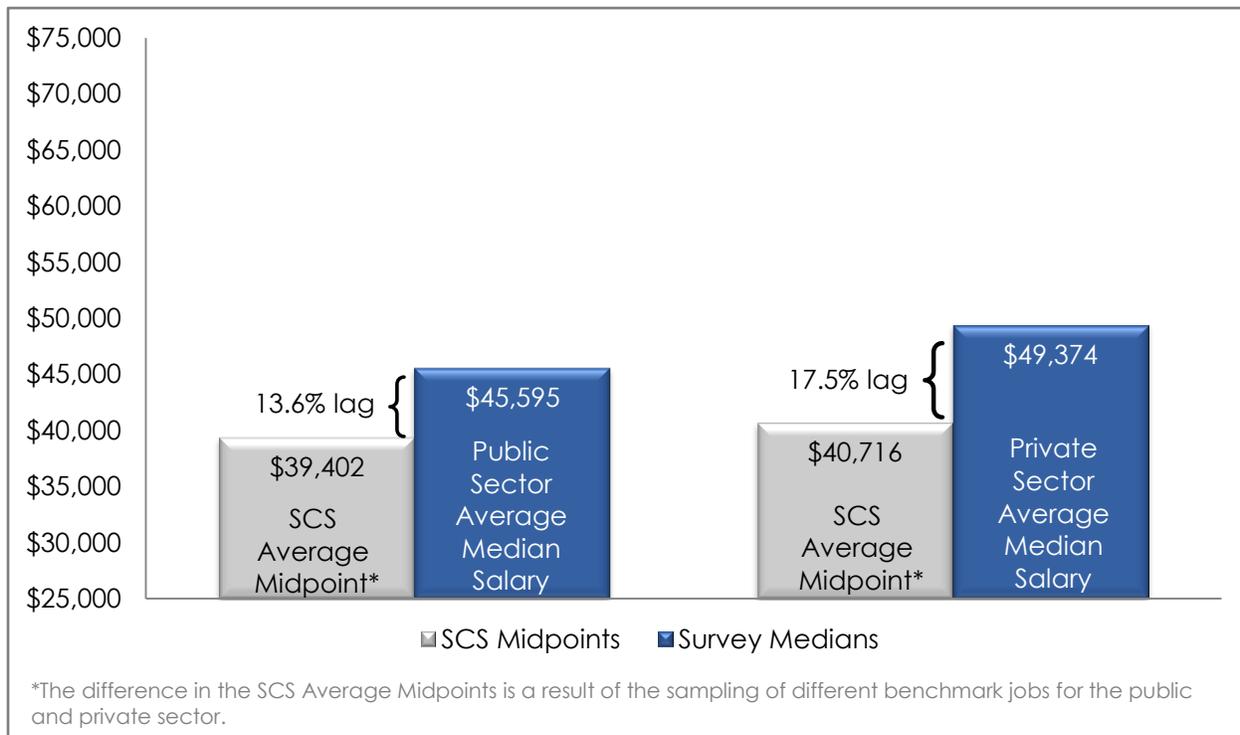
13.6% Lag
Public Sector Median Salaries

17.5% Lag
Private Sector Median Salaries

SKILLED TRADES PAY SCHEDULE (WS)

A total of 66 jobs were benchmarked in the Skilled Trades Schedule which represents 4,303 classified employees as of January 1, 2014. Jobs in this category include Carpenter, Electrician, Maintenance Repairer, Mobile Equipment Operator, Trades Apprentice, etc. The graph below shows SCS Skilled Trades Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Skilled Trades Schedule is, on average, 13.6% lower than competing public employers and 17.5% lower than competing private employers.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (WS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

6,335
Full Time Employees in Skilled Trades Pay Schedule (as of 1/1/2014)

60
Benchmark Jobs

1,714
Classified Employees
within Benchmark jobs

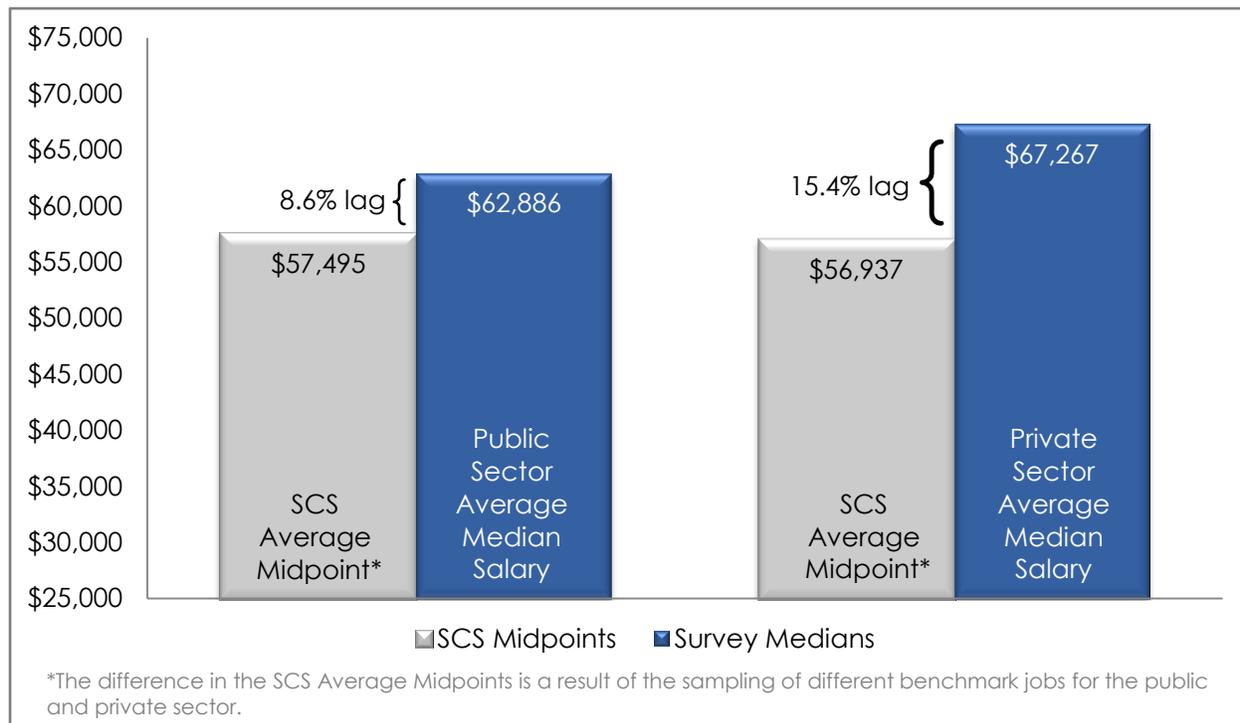
8.6% Lag
Public Sector Median Salaries

15.4% Lag
Private Sector Median Salaries

MEDICAL PAY SCHEDULE (MS)

A total of 60 jobs were benchmarked in the Medical Schedule which represents 1,714 classified employees as of January 1, 2014. Jobs in this category include Nurses, Psychologists, Therapists, etc. The graph below shows SCS Medical Schedule midpoints as compared to median salaries for equivalent benchmark jobs in the public and private sectors. According to this data, the SCS Medical Schedule is, on average, 8.6% lower than competing public employers and 15.4% lower than competing private employers.

SCS Midpoints vs. Median Market Salaries for Benchmarked Jobs (MS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

3,116
Full Time Employees in Medical Pay Schedule (as of 1/1/2014)

Market Lag Trends (2013 – 2014)

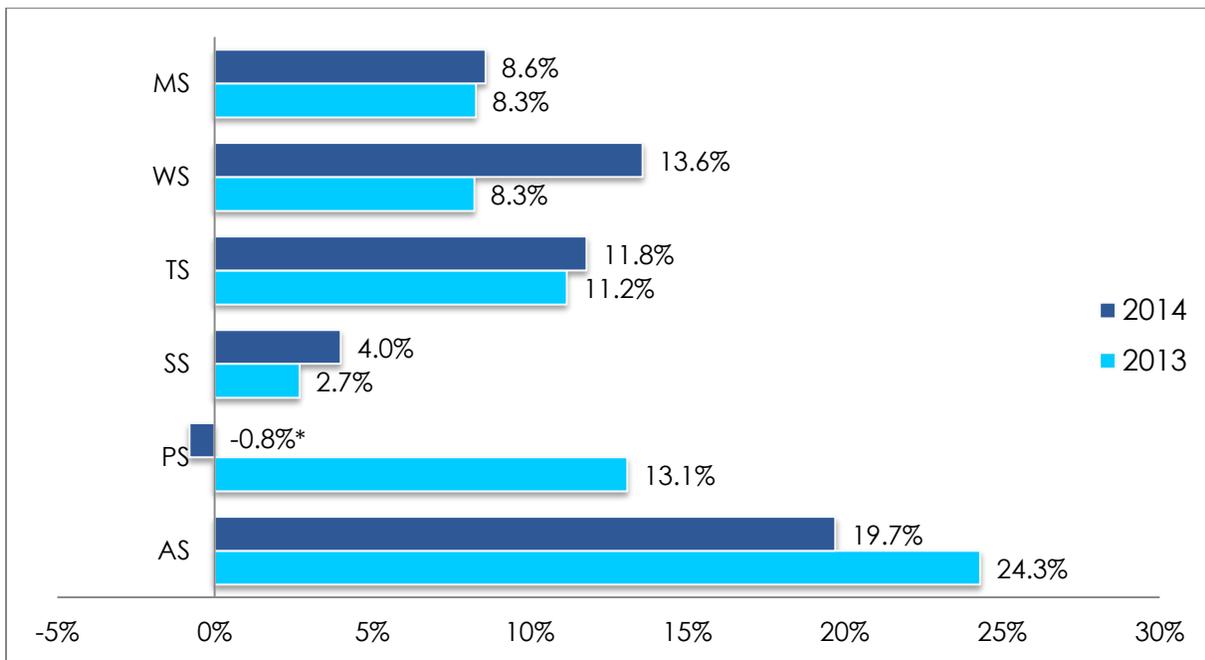
Public Sector

SCS Pay Schedule Midpoints vs. Median Market Salaries

The following charts show how SCS schedule midpoints have lagged the median salaries offered by public and private sector employers for benchmarked jobs in the last two years.

As compared to the public sector, four of the six pay schedules have fallen further behind the market since 2013 by amounts ranging from 0.3 percentage points for medical occupations to 5.3 percentage points for skilled trades occupations.

SCS Pay Schedule Midpoints Lag - Public Sector
Trends for 2013-2014



Average % Behind Market

AS = Administrative Schedule

PS = Protective Services Schedule

SS = Social Services Schedule

TS = Technical & Scientific Schedule

WS = Skilled Trades Schedule

MS = Medical Schedule

* The figure of -0.8% for the PS schedule illustrates that the average SCS midpoint is approximately equivalent to the average median market rate for these 18 benchmarked jobs, as there is less than a 1% difference from the average median market rate.

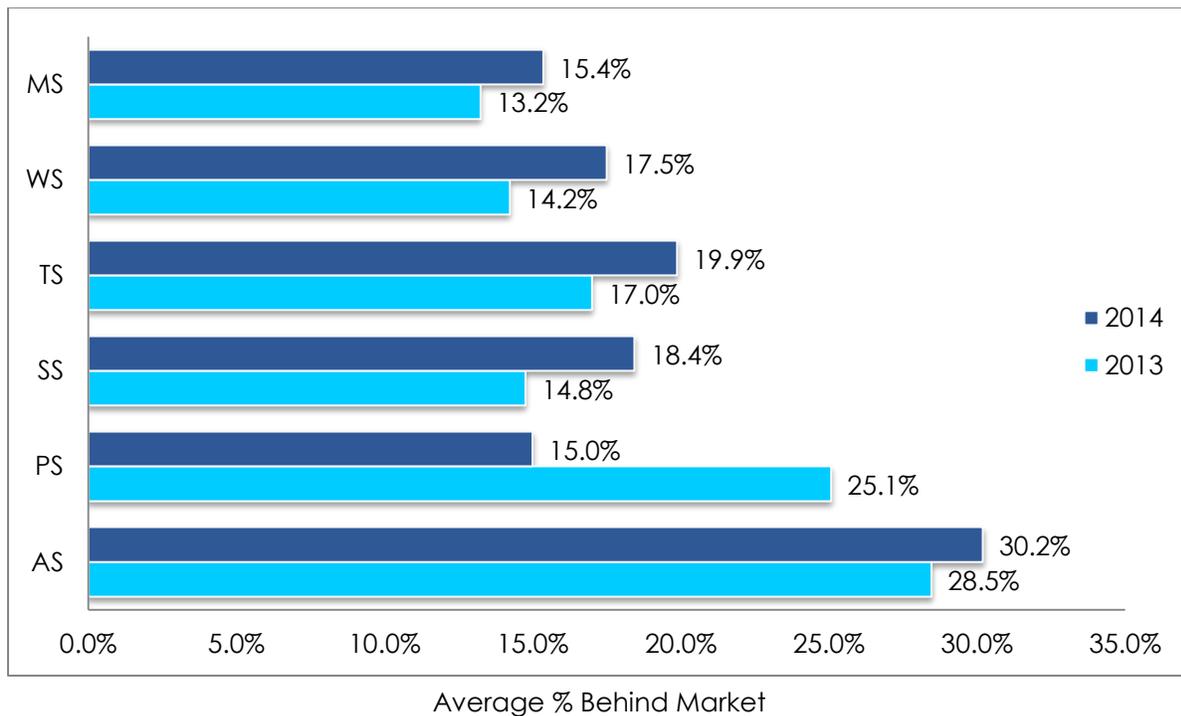
Market Lag Trends (2013 – 2014)

Private Sector

SCS Pay Schedule Midpoints vs. Median Market Salaries

As compared to the private sector, five of the six pay schedules have fallen further behind the market since 2013 by amounts ranging from 1.7 percentage points for medical occupations to 3.7 percentage points for skilled trades occupations.

SCS Pay Schedule Midpoints Lag - Private Sector
Trends for 2013-2014



AS = Administrative Schedule
PS = Protective Services Schedule
SS = Social Services Schedule

TS = Technical & Scientific Schedule
WS = Skilled Trades Schedule
MS = Medical Schedule

Median Salary Comparisons

SCS Classified Median Salaries vs. Median Market Salaries

METHODOLOGY DETAILS

The following methodology is used for the next six charts to compare actual State Civil Service (SCS) classified median salaries to median market salaries for comparable benchmark jobs. For a closer look at specific jobs and their median salaries, Appendix C provides individual job “snapshots” for some of the benchmarked jobs in each pay schedule.

SCS classified jobs were matched to benchmark jobs in the public and private sectors. Only those SCS benchmark jobs that were matched in both the public and private sectors were included in this analysis.

A median salary was identified for each SCS benchmark classified job.

Median salaries were identified for each corresponding benchmark job that was matched in both the public and private sectors.

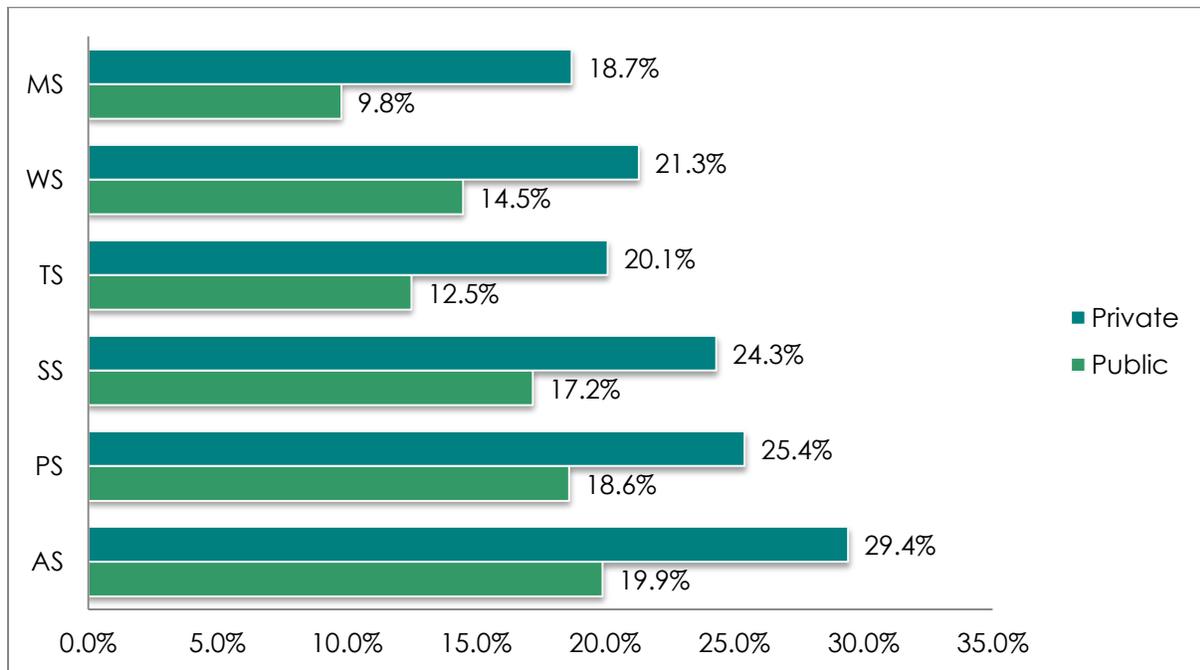
Actual SCS classified median salaries for benchmarked jobs were averaged to show a single value representative of the pay schedule. The median salaries of the jobs matched to SCS benchmarks in each sector were also averaged to provide a single value for comparison.

The lag of actual SCS median salaries was calculated by dividing the actual average SCS classified median by the average median for the applicable sector, and then subtracting that number from 100%.

RESULTS

As of January 1, 2014, the average median salaries of SCS classified employees lag the average median salaries for equivalent benchmark jobs in the public sector by amounts ranging from 9.8% to 19.9%. The average median salaries of SCS classified employees lag the average median salaries for equivalent benchmark jobs in the private sector by amounts ranging from 18.7% to 29.4%.

Market Lag of SCS Employees' Average Median Salaries



AS = Administrative Schedule
 PS = Protective Services Schedule
 SS = Social Services Schedule

TS = Technical & Scientific Schedule
 WS = Skilled Trades Schedule
 MS = Medical Schedule

103
Benchmark Jobs

6,822
Classified Employees
within Benchmark jobs

19.9% Lag
Public Sector Median Salaries

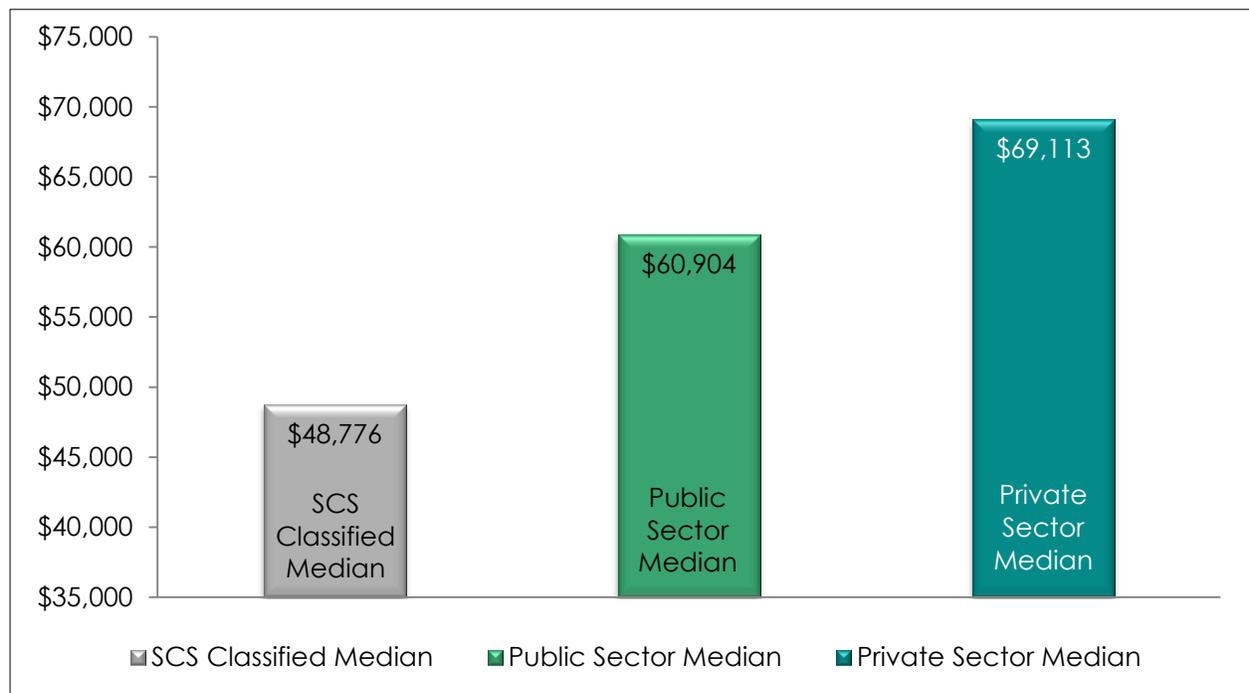
29.4% Lag
Private Sector Median Salaries

ADMINISTRATIVE PAY SCHEDULE (AS)

A total of 103 jobs in the Administrative Schedule were benchmarked in both the public and private sectors, which represents 6,822 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Administrative Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Administrative Schedule is approximately 19.9% lower than competing public employers and 29.4% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (AS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

12,374

Full Time Employees in Administrative Pay Schedule (as of 1/1/2014)

4
Benchmark Jobs

469
Classified Employees
within Benchmark jobs

18.6% Lag
Public Sector Median Salaries

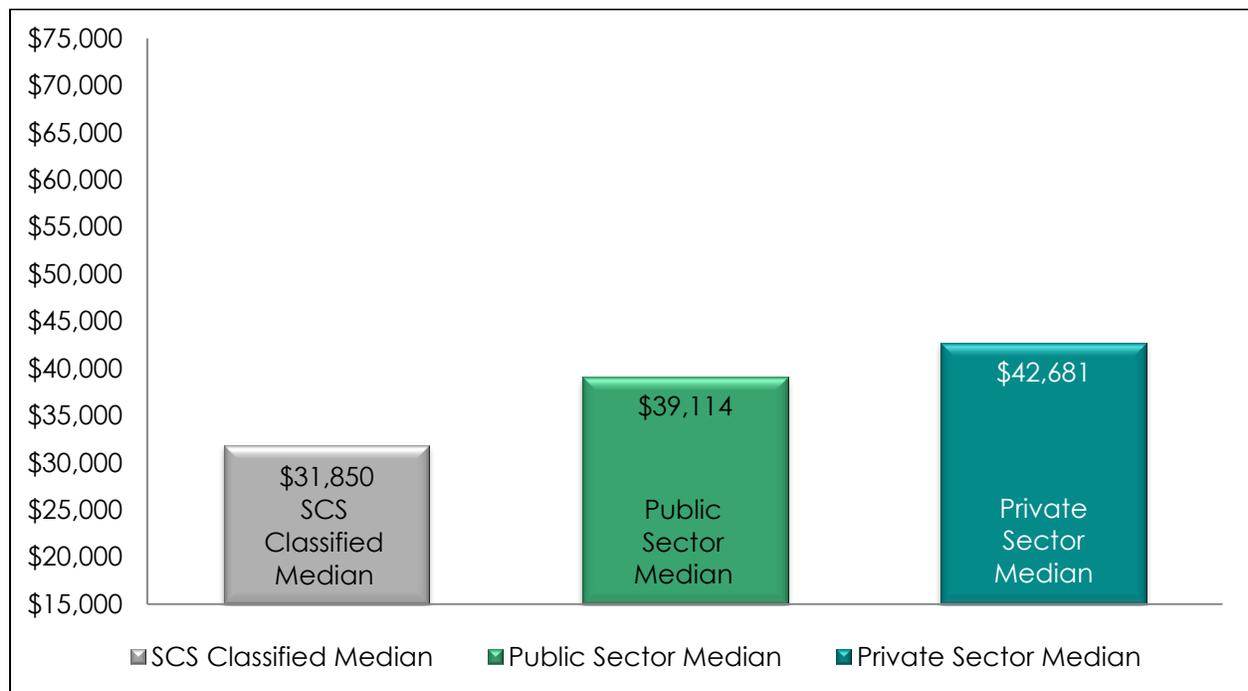
25.4% Lag
Private Sector Median Salaries

PROTECTIVE SERVICES PAY SCHEDULE (PS)

A total of four jobs in the Protective Services Schedule were benchmarked in both the public and private sectors which represents 469 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Protective Services Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Protective Services Schedule is approximately 18.6% lower than competing public employers and 25.4% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (PS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

6,078
Full Time Employees in Protective Services Pay Schedule (as of 1/1/2014)

9
Benchmark Jobs

327
Classified Employees
within Benchmark jobs

17.2% Lag
Public Sector Median Salaries

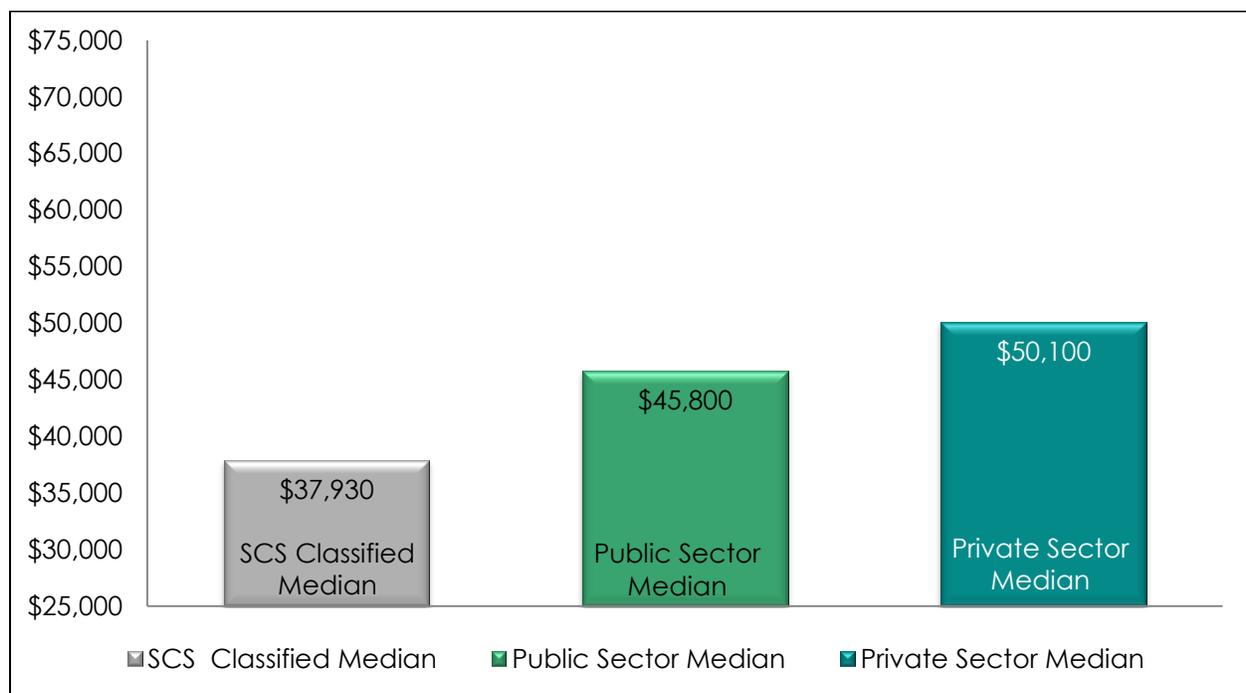
24.3% Lag
Private Sector Median Salaries

SOCIAL SERVICES PAY SCHEDULE (SS)

A total of nine jobs in the Social Services Schedule were benchmarked in both the public and private sectors which represents 327 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Social Services Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Social Services Schedule is approximately 17.2% lower than competing public employers and 24.3% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (SS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

5,952
Full Time Employees in Social Services Pay Schedule (as of 1/1/2014)

65
Benchmark Jobs

2,007
Classified Employees
within Benchmark jobs

12.5% Lag
Public Sector Median Salaries

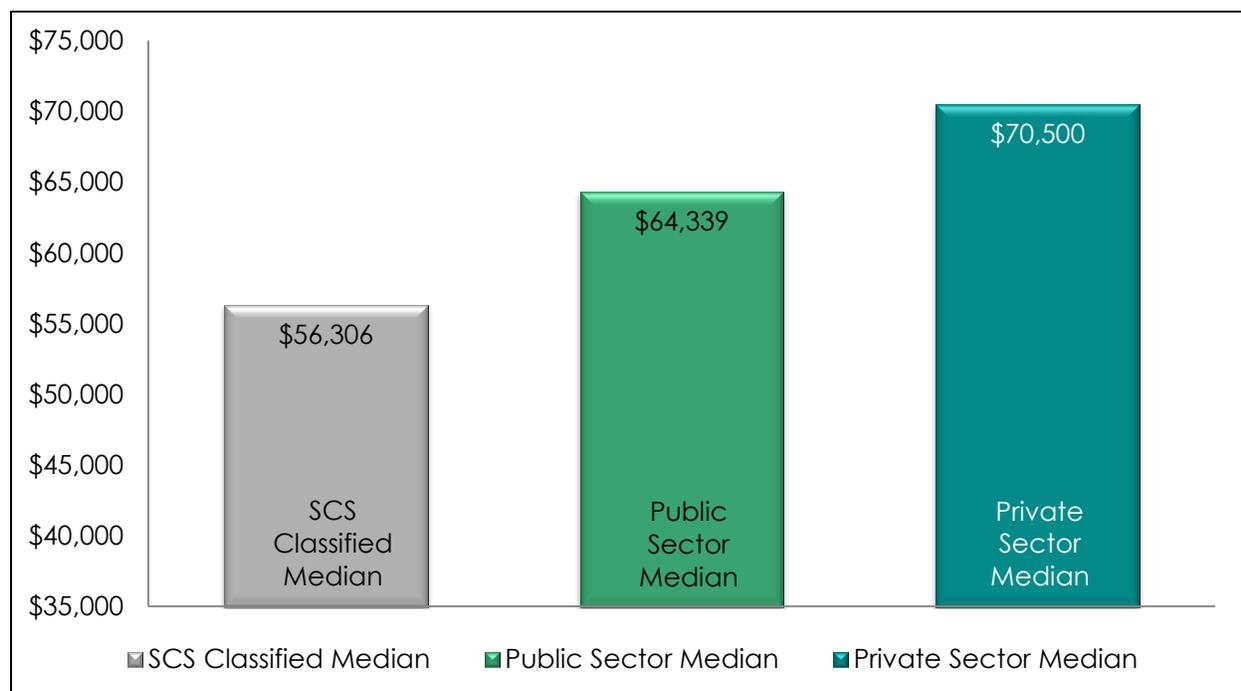
20.1% Lag
Private Sector Median Salaries

TECHNICAL & SCIENTIFIC PAY SCHEDULE (TS)

A total of 65 jobs in the Technical and Scientific Schedule were benchmarked in both the public and private sectors which represents 2,007 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Technical and Scientific Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Technical and Scientific Schedule is approximately 12.5% lower than competing public employers and 20.1% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (TS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

4,777

Full Time Employees in Technical & Scientific Pay Schedule (as of 1/1/2014)

52
Benchmark Jobs

4,221
Classified Employees
within Benchmark jobs

14.5% Lag
Public Sector Median Salaries

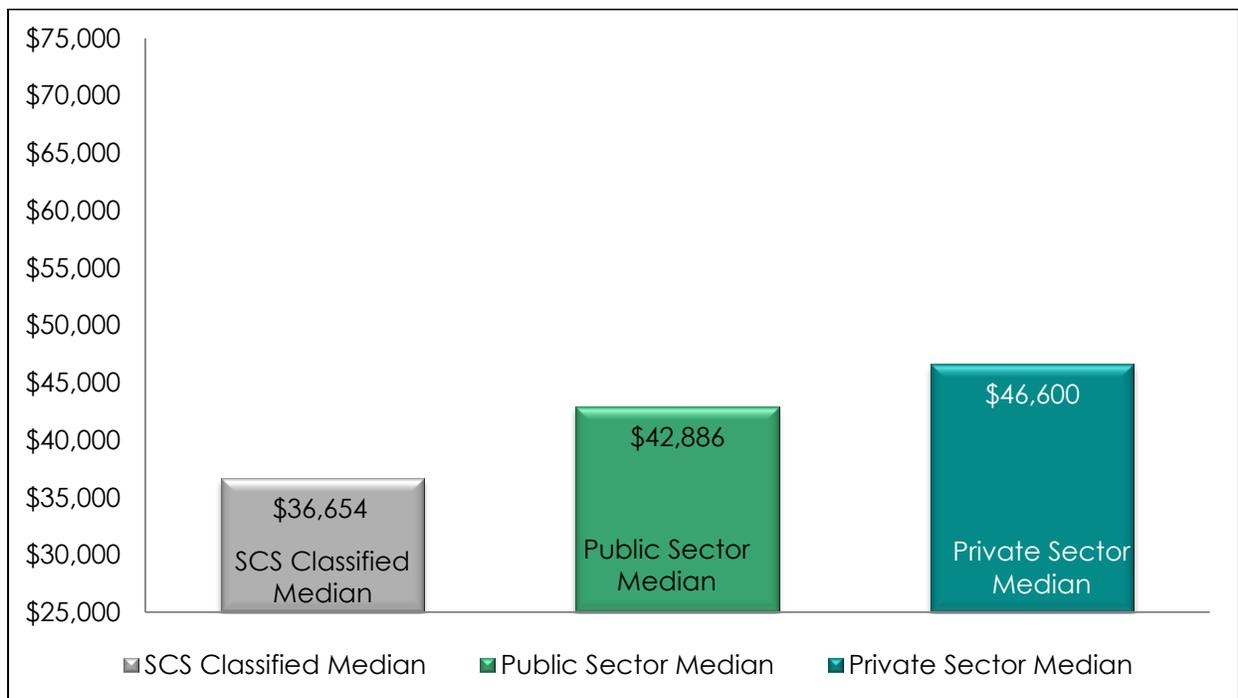
21.3% Lag
Private Sector Median Salaries

SKILLED TRADES PAY SCHEDULE (WS)

A total of 52 jobs in the Skilled Trades Schedule were benchmarked in both the public and private sectors which represents 4,221 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Skilled Trades Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Skilled Trades Schedule is approximately 14.5% lower than competing public employers and 21.3% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (WS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

6,335
Full Time Employees in Skilled Trades Pay Schedule (as of 1/1/2014)

43
Benchmark Jobs

1,626
Classified Employees
within Benchmark jobs

9.8% Lag
Public Sector Median Salaries

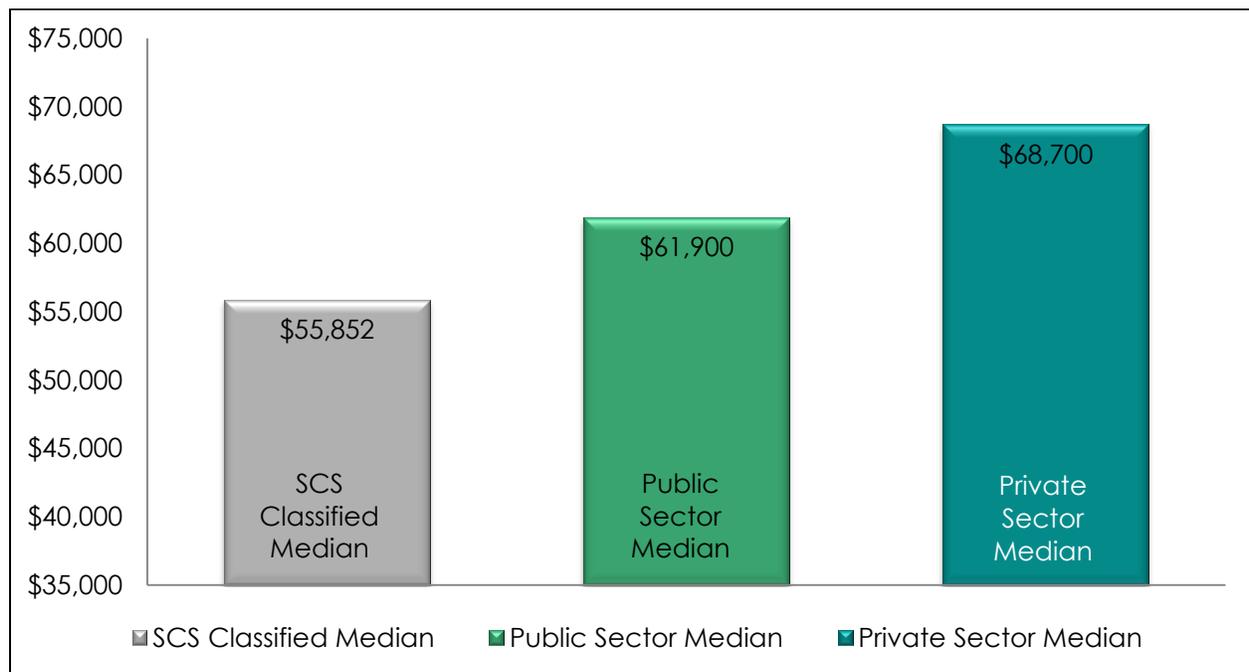
18.7% Lag
Private Sector Median Salaries

MEDICAL PAY SCHEDULE (MS)

A total of 43 jobs in the Medical Schedule were benchmarked in both the public and private sectors which represents 1,626 classified employees as of January 1, 2014. The graph below shows the average SCS median salary for classified employees in the Medical Schedule as compared to the average median salaries for equivalent benchmark jobs in the public and private sectors.

According to this data, the average median salary for SCS classified employees in the Medical Schedule is approximately 9.8% lower than competing public employers and 18.7% lower than competing private employers for benchmarked jobs.

SCS Median Annual Salaries vs. Market Median Annual Salaries (MS)



The public and private sector include states in the southern region which consists of Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Oklahoma, Tennessee, and Texas.

3,116
Full Time Employees in Medical Pay Schedule (as of 1/1/2014)

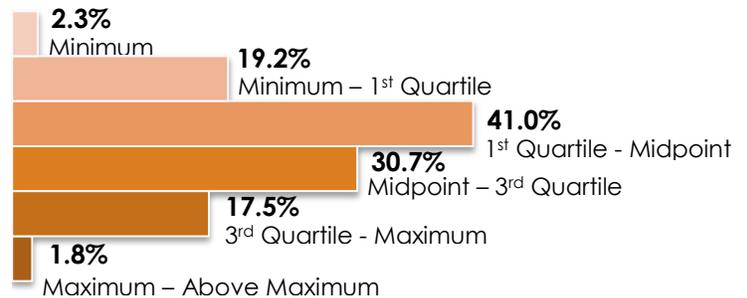
Percent into Pay Range Analysis of SCS Classified Salaries

To assist in determining the competitiveness of SCS pay schedules, the actual pay of employees and how those salaries fall within the pay ranges should be taken into consideration. For example, if the majority of employees are clustered around the maximums of their respective pay ranges, this data helps support raising pay range maximums. Percent into range data was collected for the last five years for all classified employees in all pay schedules.

The data indicates that the salaries of the classified workforce have remained relatively static for the last five years in regard to percent into range. It is assumed that this is due to economic conditions, retirements of senior employees, and the inability of state agencies to grant performance adjustments for two or more years. On average, the actual pay for a majority of the classified workforce (60.8%) has been between the minimums and the midpoints of their respective pay ranges since 2009.

Percent into Pay Range of SCS Classified Salaries

(as of January 1, 2014)



These figures remain consistent for 2014. As of January 1, 2014, the actual pay of approximately 60.2% of the classified workforce was between the minimums and midpoints of their respective pay ranges. Approximately 41.0% of employees were clustered between the first quartiles and the midpoints of their respective pay ranges, and nearly 30.7% of employees fall between the midpoint and the third quartile. A smaller percent of employees (19.2%) were between the minimums and the first quartiles of their respective pay ranges, and even fewer employees (17.5%) were between the third quartiles and the range maximums. Overall, a very small percent of employees (2.3%) were at the range minimums. Only 1.8% of employees were at or above the pay range maximums.

Turnover Statistics

Each fiscal year, SCS prepares an Annual Turnover Report that provides an analysis of the number of classified employees serving in non-temporary positions who are separated from state classified service during the fiscal year. Data throughout the report are categorized as Total Turnover, Involuntary Turnover, or Voluntary Turnover.

Voluntary Turnover

Separations from state service due to resignation, retirement, or death.

Involuntary Turnover

Separations from state service through dismissal, layoff, separation during probationary period, or non-disciplinary removal.

Total Turnover

Voluntary Turnover + Involuntary Turnover.

The voluntary turnover rate includes those individuals that may have separated for pay reasons, and therefore, should be considered when evaluating the competitiveness of SCS pay

ranges. However, layoffs are included in the involuntary turnover, which provides some insight into the financial ability of agencies to implement pay structure improvements. For this reason, it is important to review both voluntary and involuntary turnover rates.

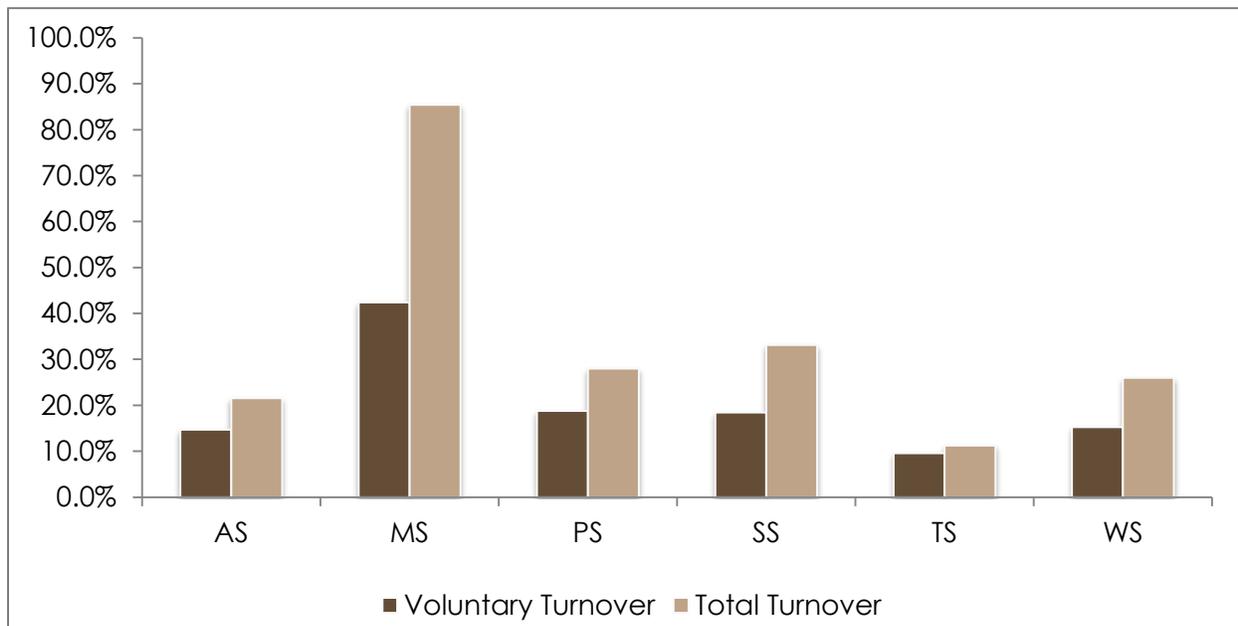
The most recent report available is for FY 2012-2013 with the data corresponding to the number of non-temporary classified employees in state service on June 30, 2013, compared to the number of non-temporary classified employees who are separated from state service during the previous twelve months.

Both total and voluntary turnover rates have increased since last fiscal year. The statewide total turnover rate for FY 2012-2013 was 31.80%. This is an increase of 14.63% from FY 2011-2012. The statewide voluntary turnover rate for FY 2012-2013 was 18.89%. This is an increase of 5.54% from FY 2011-2012.

Voluntary & Total Turnover FY2012-2013

The following chart represents the total turnover and voluntary turnover by SCS pay schedule for non-temporary classified employees for FY 2012-2013. The Medical Schedule saw the highest total turnover rate at 85.44%, with a voluntary turnover rate of 42.40%. The privatization of state hospitals and the corresponding layoffs, in conjunction with a large number of retirements, all contributed to the high total turnover in the Medical Schedule. The total turnover rate for the Medical Schedule, excluding layoffs, was 21.94% for FY 2012-2013.

**Voluntary and Total Turnover by SCS Classified Pay Schedule
FY 2012-2013**



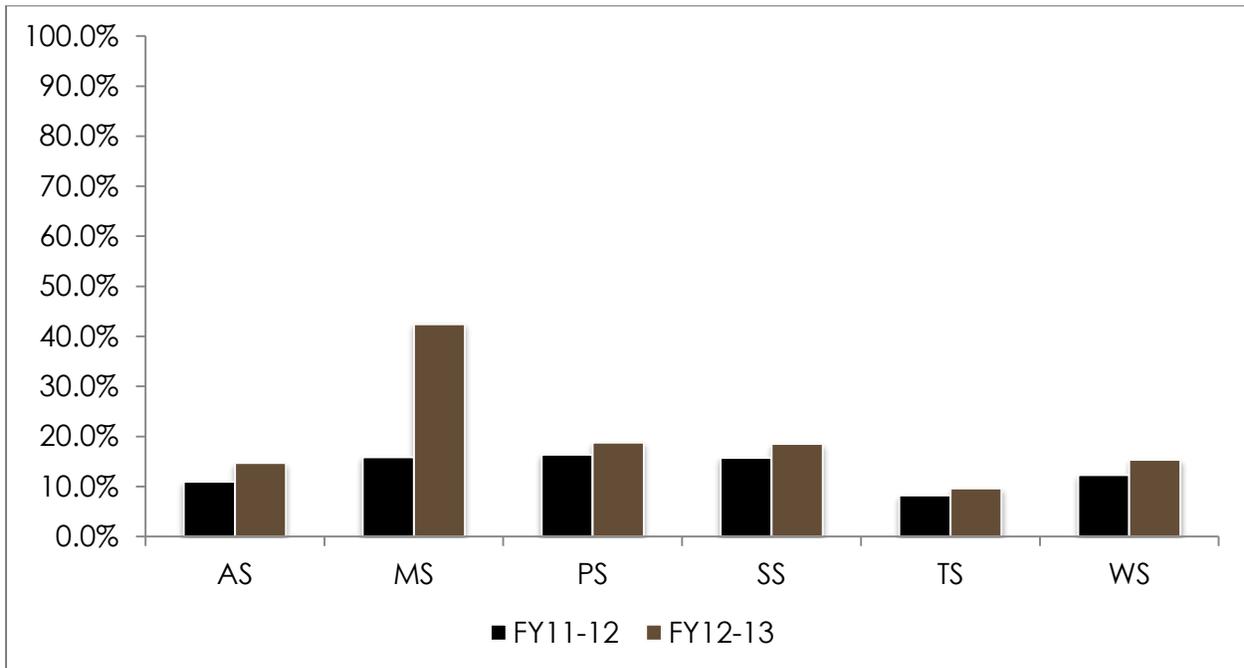
Pay Schedule	# of Incumbents	Total Turnover Count	Total Turnover %	Voluntary Turnover Count	Voluntary Turnover %
AS	12,885	2,775	21.54%	1,893	14.69%
MS	5,054	4,318	85.44%	2,143	42.40%
PS	6,032	1,691	28.03%	1,133	18.78%
SS	6,071	2,013	33.16%	1,122	18.48%
TS	4,792	539	11.25%	459	9.58%
WS	7,370	1,823	24.74%	1,042	14.14%

As of 6-30-2014

Voluntary Turnover Trends FY2011-2012 & FY2012-2013

The largest increase in voluntary turnover since FY2011-2012 occurred in the Medical Schedule (MS). Voluntary turnover in the Medical Schedule has increased by 26.54%. The privatization of state hospitals caused a large number of retirements which may have contributed to the increase.

**Voluntary Turnover by SCS Classified Pay Schedule
Trends for FY 2011-2012 and FY 2012-2013**

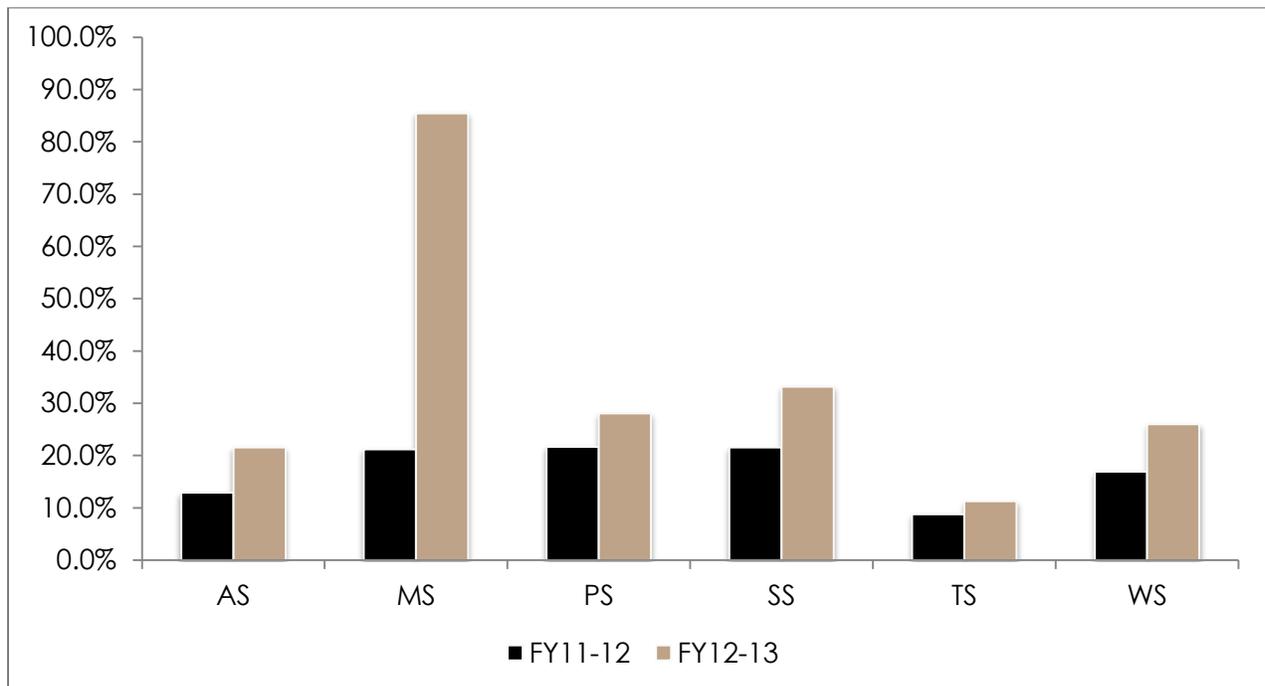


Total Turnover Trends

FY2011-2012 & FY2012-2013

The largest increase in total turnover since FY 2011-2012 occurred in the Medical Schedule (MS). Total turnover in the Medical Schedule has increased by 64.25%. The privatization of state hospitals and the corresponding layoffs, in conjunction with a large number of retirements, contributed to the increase in the total turnover for FY2012-2013.

**Total Turnover by SCS Classified Pay Schedule
Trends for FY2011-2012 and FY2012-2013**



Turnover Due to Retirement FY2012-2013

Turnover due to retirement falls within the category of voluntary turnover. There were 3,369 retirements in FY 2012-2013 that contributed to the statewide voluntary turnover rate for the year. This is an increase of 66.3% from the number of retirements that occurred in FY2011-2012.

The following chart represents the number of retirements by SCS pay schedule for FY2012-2013.

Number of Retirements by SCS Pay Schedule for FY2012-2013



TURNOVER STATISTICS

ADDITIONAL INFORMATION

Top 10 SCS Classified Job Titles with Highest Turnover FY 2012 - 2013

(Includes only those job titles with 50 or more employees.)

Job Title	Inc Count	Job Title	Inc Count
1. Registered Nurse 2	610	6. Juvenile Justice Specialist 1	64
2. Practical/Nurse Licensed 2	255	7. Food Service Specialist 3	61
3. Corrections Cadet	237	8. Food Service Specialist 2	60
4. Hospital Admissions Tech 2	138	9. Medical Lab Technician 2	59
5. Residential Services Specialist 1	114	10. Nursing Assistant 1	57

Top 10 SCS Classified Jobs with Largest Number of Retirements FY 2012- 2013

1. Administrative Coordinator 3	6. Corrections Sergeant Master
2. Registered Nurse 2	7. Nursing Assistant 2
3. Registered Nurse 3	8. Social Services Analyst 2
4. Administrative Coordinator 2	9. Practical Nurse – Licensed 2
5. Registered Nurse Supervisor A	10. Administrative Assistant 4

ECONOMIC OUTLOOK INFORMATION

To assist in determining the competitiveness of the SCS classified pay structures, the state's current and future economic statuses must be taken into consideration. Louisiana added 28,400 jobs in 2012-2013, which was primarily driven by the private sector. In addition, the seasonally adjusted unemployment rate fell by 0.6% in Louisiana from March 2012 to March 2013. Louisiana has surpassed the number of total jobs prior to the start of the recession (Eysink, 2013).

According to the 2012-2013 Louisiana Workforce Information Review, Louisiana's economic outlook is among the most promising in the country due in part to oil and gas extraction and refining industries that have provided some insulation from the economic hardships faced by the rest of the country. Several new projects and expansions in the state will create thousands of new jobs from 2013 through 2015. The Greater Baton Rouge Industrial Alliance announced that \$23.7 billion dollars will be spent in the

creation of new projects and expansions in Louisiana. Some of these projects include the creation and/or expansion of the following companies in the next two years¹:

- Westlake Chemical
- BASF
- Methanex Corporation
- Georgia Pacific
- Honeywell
- Dow Chemical
- Nucor
- Eurochem
- ExxonMobil
- IBM
- CB&I
- Kinder Morgan

Between July 2013 and September 2014, the demand for contract workers will jump from 17,500 to 31,000. This will result in an increase in business for major industrial contractors in the area such as Turner Industries, Performance Contractors, CB&I, Cajun Contractors, and the Newtron Group (Scott and Richardson, 2014). Job growth in Louisiana is expected to last into 2020 with several other industries expected to announce new jobs. Louisiana will experience the greatest job growth through 2020 in the health care and social assistance industries, where an estimated 57,646 jobs will be created (Eysink, 2013).

¹ The Louisiana Outlook: 2014 and 2015, Loren Scott & James Richardson

ECONOMIC OUTLOOK INFORMATION

Top 25 Occupations Adding The Most Jobs Through 2022²

1. CASHIERS
2. RETAIL SALEPERSONS
3. WAITERS AND WAITRESSES
4. LABORERS & FREIGHT, STOCK & MATERIAL MOVERS
5. REGISTERED NURSES
6. COMBINED FOOD PREPARATION & SERVING WORKERS, INCLUDING FAST FOOD
7. PERSONAL CARE AIDES
8. GENERAL & OPERATIONS MANAGERS
9. SECRETARIES AND ADMINISTRATIVE ASSISTANTS, EXCEPT LEGAL, MEDICAL & EXECUTIVE
10. OFFICE CLERKS, GENERAL
11. FOOD PREPARATION WORKERS
12. LICENSED PRACTICAL & LICENSED VOCATIONAL NURSES
13. CUSTOMER SERVICE REPRESENTATIVES
14. JANITORS & CLEANERS, EXCEPT MAIDS & HOUSEKEEPING CLEANERS
15. CONSTRUCTION LABORERS
16. MAINTENANCES & REPAIR WORKERS, GENERAL
17. NURSING ASSISTANTS
18. CARPENTERS
19. HEAVY & TRACTOR-TRAILER TRUCK DRIVERS
20. SALES REPRESENTATIVES, WHOLESALE & MANUFACTURING, EXCEPT TECHNICAL & SCIENTIFIC PRODUCTS
21. FIRST-LINE SUPERVISORS OF RETAIL SALES WORKERS
22. FIRST-LINE SUPERVISORS OF OFFICE & ADMINISTRATIVE SUPPORT WORKERS
23. STOCK CLERKS & ORDER FILLERS
24. HOME HEALTH AIDES
25. WELDERS, CUTTERS, SOLDERERS, & BRAZERS

² Louisiana Workforce Commission, Labor Market Information, State of Louisiana – Top 25 Occupations Adding the Most Jobs Annually Through 2022 http://www.laworks.net/LaborMarketInfo/LMI_OccTopOpenings.asp?years=20122022

ECONOMIC OUTLOOK INFORMATION

Interpreters & Translators

Logisticians

Skincare Specialists

Meeting, Convention & Event Planners

Personal Financial Advisors

Insulation Workers, Mechanical

Anthropologists & Archeologists

Atmospheric & Space Scientists

Historians

Medical Equipment Repairers

Home Health Aides

Personal Care Aides

Diagnostic Medical Sonographers

Health Specialties Teachers, Postsecondary

Nursing Instructors & Teachers, Postsecondary

Occupational Therapy Assistants

Welding, Soldering & Brazing Machine Setters, Operators & Tenders

Biomedical Engineers

Software Developers, Systems Software

Software Developers, Applications

Computer & Information Research Scientists

Computer Systems Analysts

Computer Numerically Controlled Machine Tool Programmers, Metal & Plastic

Information Security Analysts

Computer-Controlled Machine Tool Operators, Metal & Plastic

Cartographers & Photogrammetrists

Statisticians

Area, Ethnic & Cultural Studies Teachers, Postsecondary

Fastest Growing Occupations Through 2022³

³Louisiana Workforce Commission, Labor Market Information, State of Louisiana – Fastest Growing Occupations Through 2022 http://www.laworks.net/LaborMarketInfo/LMI_OccAllProj.asp?years=20122022

CONCLUSION

The research and analysis performed by the Compensation Division of the Department of State Civil Service indicate that the state classified pay schedules continue to lag behind prevailing rates used by private and public employers in the relevant employment market. In addition, actual median salaries of classified employees lag median salaries of employees in comparable jobs for both the public and private sectors.

This report indicates that SCS pay schedules lag comparable public sector jobs by 4.0% to 19.7% and lag comparable private sector jobs by 15.0% to 30.2%. When comparing these figures to last year, the data shows that most of the pay schedules have fallen further behind the public and private sectors. As compared to the public sector, the lag has increased for four of the six pay schedules by amounts ranging from 0.3 to 5.3 percentage points. As compared to the private sector, the lag has increased for five of the six pay schedules by amounts ranging from 1.7 to 3.7 percentage points.

This report also shows that the actual median salaries of SCS

classified employees in benchmarked jobs lag those of employees in comparable jobs for the public sector by 9.8% to 19.9% and the private sector by 18.7% to 29.4%. In reviewing the actual salaries of classified employees as compared to their placement within the respective SCS pay ranges, overall, the employees are well encompassed within the current pay ranges. The majority of classified employees (60.2%) are clustered between the minimums and the midpoints of their respective pay ranges.

Both total and voluntary turnover rates have increased for all classified pay schedules. Although the spike for the Medical Schedule is largely due to the privatization of state hospitals, data for all schedules show that the state is experiencing greater turnover for FY 2012-2013 than as compared to last year. Excluding the Medical Schedule, the Administrative Schedule had the greatest number of incumbents that separated from the classified service. However, the Administrative Schedule even surpassed the Medical Schedule in the number of retirements for FY 2012-2013.

Appendix A

SCS Classified Jobs Starting Below Current Federal Minimum Wage

ADMINISTRATIVE SCHEDULE (AS)

Recreation Aide
Student Residence Houseparent

MEDICAL SCHEDULE (MS)

Patient Escort 1
Patient Escort 2
Nursing Unit Aide

SOCIAL SERVICES SCHEDULE (SS)

Psychiatric Aide 1
Residential Services Specialist 1

SKILLED TRADES SCHEDULE (WS)

Barber
Beautician 1
Custodian 1
Custodian 2
Food Service Specialist 1
Food Service Specialist 2
Laborer
Laundry Worker 1
Laundry Worker 2
Research Farm Assistant 1
Seamstress

Appendix B

Benchmark Job Titles

ADMINISTRATIVE OCCUPATIONS

Accountant 1	Attor Gen Coun 2	HR Asst Div Admin
Accountant 2	Audit Director 2	HR Consultant A
Accountant 3	Audit Manager	HR Consultant B
Accountant 4	Auditor 1	HR Consultant C
Accountant Admin 3	Auditor 2	HR Consultant Spec
Accountant Admin 4	Auditor 3	HR Director D
Accountant Admin 5	Auditor 4	HR Div Admin
Accountant Mgr 1	Auditor Supv	HR Manager A
Accountant Mgr 2	Budget Analyst 1	HR Manager B
Accountant Mgr 3	Budget Analyst 2	HR Specialist
Accountant Mgr 4	Budget Analyst 3	HR Supervisor
Accountant Supv 1	Budget Analyst 4	Insurance Spec 2
Accountant Supv 2	Budget Manager	Interpretive Ranger 2
Accounting Spec 1	Business Dev Mgr	Land Spec 1
Accounting Spec 2	Business Dev Officer 2	Land Spec 2
Accounting Tech	Comm Dev Prog Spec 3	Land Spec 3
Admin Asst 2	Comm Driver's Lic Cons	Land Spec 4
Admin Asst 3	Compliance Exam Chief	Librarian 2
Admin Asst 6	Compliance Exam 2	Librarian 3
Admin Coord 1	Compliance Exam Mgr	Library Spec 2
Admin Coord 2	Compliance Exam Rev	Library Spec 3
Admin Coord 3	Compliance Prog Spec 2	Mgmt Analyst 2
Admin Coord 4	Compliance Prog Spec 3	Marketing Rep 1
Admin Prog Mgr 1	Contr/Gnts Rev 2	Marketing Rep 2
Admin Prog Mgr 3	Contr/Gnts Rev 3	Marketing Rep Supv
Admin Prog Spec A	Contr/Gnts Rev 4	Mot Veh Comp Analyst 2
Admin Supv 1	Curator 2	Museum Dir/Branch
Admin Supv 2	Curator 3	ORS Spec 2
Agri Market Inter Spec	Economist 2	OSHA Ind Hth Hyg Cons
Agri Marketing Spec	Economist 3	OSHA Occup Saf Cons
Architect Historian 2	Economist 4-A	Paralegal 1
Archives Spec 2	Educ Prog Cons 2	Paralegal 2
Archives Spec 6	Graphic Artist	Park Manager 1
Attorney 1	Grp Ben Adjust 2	Park Manager 2
Attorney 2	Grp Ben Manager	Photographer 3
Attorney 3	HR Analyst A	Policy Planner 2
Attorney Supv	HR Analyst B	Procurement Dir 4-Ex
Attor Dep Gen Coun 2	HR Analyst C	Procurement Mgr 1-EX

ADMINISTRATIVE OCCUPATIONS (continued)

Procurement Spec 1	Right of Way Agent 2	Tax Commission Spec 2
Procurement Spec 2	Right of Way Agent 3	Train/Dev Prog Mgr
Procurement Spec 3	Right of Way Agent 7	Train/Dev Prg Staf Mgr 2
Procurement Spec 4-EX	Right of Way Appraiser 3	Train/Dev Spec 1
Pub Info Director 1	Safety Prog Coordinator	Train/Dev Spec 2
Pub Info Director 2	Safety Risk Agency Dir	Train/Dev Spec 3
Pub Info Director 3	Safety Risk Agency Mgr	TV Producer
Pub Info Officer 1	Safety/Emerg Prep Coor	Utilities Spec 2
Pub Info Officer 2	St Budg Mgmt Analyst 2	Warehouse Mgr
Pub Info Officer 3	St Loss Prev Officer 1	Warehouse Supv
Purchasing Tech 2	St Risk Underwriter 1	Work Dev Spec 2
Retire Ben Analyst 2	St Risk Underwriter 2	Work Dev Spec 3
Retire Ben Analyst 3	St Risk Underwriter 3	Work Dev Spec 8
Rev Tax Analyst 2	St Risk Under Mgr	Wrk Comp Med Svs Mgr
Rev Tax Auditor 2	St Risk Under Supv	
Rev Tax Auditor 3	Statistician 2	

MEDICAL OCCUPATIONS

Dental Asst 2	Occup Therp Mgr	Rad Tech Mgr
Dental Hygienist	Occup Therp Asst 2	Rad Tech Supv
Dentist	Patient Escort 2	Rad Ther Tech 2
EKG Tech 2	PH Lab Dir	Rad Technologist 2
Emer Med Tech/Basic	PH Lab Sci 1	Rad Technologist 3
Health Info Dir 2	PH Lab Sci 2	Reg Diet/Nutr Svcs Adm
Health Info Dir 4/AC	PH Lab Sci 3	Reg Dietician
Health Info Inpt Coder	Pharmacist 2	RN 2
Health Info Processor 2	Pharmacist 3	RN 3
Hosp Admissions Tech 2	Pharmacist 7	RN Adv Practice
Lab Tech 2	Pharm Tech 2	RN Dir Nursing B
Medical Assistant	Phlebotomist 2	RN Mgr-House
Med Cert Spec 1	Phys Therp 2	RN Supv A
Medical Cytotech 2	Phys Therp Asst	RN Manager
Med Lab Mgr 2	Phys Therp Mgr	RN Prog Coord
Med Tab Techno 2	Phys Therp Tech	Speech/Aud Spec 2
Med Sonog 2	Physicians Asst	Speech/Aud Spec 3
Nuclear Med Tech Supv	Prac Nurse/Lic 2	Surgical Tech 2
Nursing Asst 2	Psychologist 2	Veterinarian
Occup Therp 2	Psychologist 3	

PROTECTIVE SERVICES OCCUPATIONS

Corr Sgt-Mstr	Guard Supv	Prob/Par Officer 2/Ad
Corr Captain	Juv Just Spec 2	Prob/Par Supv/Ad
Corr Lieutenant	Park Ranger 2	PSC Enf Agent 2
Corr Sergeant	Police Officer 3A	ST Fire Mar Dep 2
Crim Investigator 2	Police Sergeant A	Wildlf Enf Agent
Guard	Prison Enter Supv	

SOCIAL SERVICES OCCUPATIONS

Clinical Chaplain 1	Health Educator	Soc Serv Analyst 2
Clinical Chaplain 2	Licensing Spec 2	Soc Serv Couns 2
Clinical Chaplain 4	Nutrition Educator 2	Soc Serv Couns 4-B
Corr Class Off 2	Prof Counselor 2	Soc Serv Couns 5-A
Fraud Investigator	Psych Aide 2	Social Worker 2
Habilitation Instr 1	Rehab Counselor	Ther Rec Spec 2
Habilitation Instr 3	Resid Svcs Spec 2	

TECHNICAL & SCIENTIFIC OCCUPATIONS

Agri Spec 2	Env Chem Spec Adv	IT Geo Sen Supp Anyl
Architect 1	Env Chem Spec Staff	IT Geo Supp Anyl
Architect 2	Env Scientist 2	IT Geo Tech Spec/DCL
Architect 3	Env Scientist 3	IT Liaison Off 2
Architect 5	Fac Proj Plan 1	IT Mgmt Cons Supv
Biologist 1	Fac Proj Plan 2	IT Mgmt Cons 1
Biologist 2	Fac Proj Plan 3	IT Office Spec 2
Biologist 3	Forest Prog Spec	IT Oper Shift Supv
Biologist DCL-B	Geologist 1	IT Prod Control Tech 2
Biologist Supv	Geologist 2	IT Prod Control Tech 3
Con Enf Spec 2	Geologist 3	IT Stwd Syst Anyl 2
Crime Lab Analyst 2	Geologist DCL	IT Tech Supp Anyl 1
Engineer 3	IT App Manager 1	IT Tech Supp Anyl 2
Engineer 4	IT App Prog 1	IT Tech Supp Cons/DCL
Engineer 5	IT App Prog 2	IT Tech Supp Mgr
Engineer 5/DCL	IT App Prog/Anyl 1	IT Tech Supp Spec 1
Engineer 7	IT App Prog/Anyl 2	IT Tech Supp Spec 2
Engineer 9	IT App Prog/Anyl 3DCL	IT Tech Supp Spec 3
Engineer 9 DOTD	IT App Proj Ldr	IT Tech Supp Supv
Eng Tech 2	IT Dir 2	IT Telecom Tech Anyl 1
Eng Tech 3	IT Dir 3	IT Telecom Tech Anyl 3
Eng Tech 4	IT Equip Oper 1	Landscape Architect
Engineer Intern 1	IT Equip Oper 2	Landscape Archt Chief
Env Chem Spec 1	IT Equip Oper 3	
Env Chem Spec 2	IT Geo Asst Sup Anyl	
Env Chem Spec 3	IT Geo Proj Supervisor	

TECHNICAL & SCIENTIFIC OCCUPATIONS (continued)

Landscape Architect Int	Prof Chemist 1	Surveyor 5
Prof Chemist 2	Pub Hth Epidem	Surveyor Int 1
Prof Chemist 3	Sanitarian 2	Telecom Cons Sup
Prof Chemist Mgr	Surveyor 3	Wildlife/Fish Tech 2
Proj Mgr	Surveyor 4	

SKILLED TRADES OCCUPATIONS

Aircraft Fleet Chf Pilot	Food Scv Spec 7	Mob Eqp Oper 2/Hvy
Aircraft Mech 2	Helper	Mob Equip Oper/Lgt
Aircraft Mech Supv	Hort Attend	Mob Equip Oper 1
Aircraft Pilot 2	Hort Attend/Ldr	Mob Equip Oper 2
Carpenter	Housekeeper Supv	Mob Equip Ovrhl Mech
Carpenter Master	HVAC/Refrig Mstr Mech	Mobile Equip Shop Supt
Custodian 1	HVAC/Refrig Mech Fore	Operating Eng 2
Custodian 2	HVAC/Refrig Mech	Painter
Custodian Supv 3	Laborer	Painter Master
Electrician	Maint Super	Plumber/Pipefitter
Electrician Master	Maint Foreman	Plumber/Pipefitter Mst
Electronic Tech	Maint Repairer 1	Police Radio Dispat
Electronic Tech Adv	Maint Repairer 2	Print Master Oper
Electronic Tech TR	Maint Repairer Mst	Printing Oper 2
Fac Main Mgr B	Mob Equip Main Mech	Printing Supv
Fac Main Mgr C	Mob Equip Mst Mech	Trade Apprentice
Food Svc Spec 3	Mob Eqp Mst Mech/Ldr	Welder
Food Svc Spec 5	Mob Eqp Oper 1/Hvy	Welder Master

Appendix C

Benchmark Job Snapshots Median Salaries

Administrative Schedule

Accountant 3

LA Median	\$51,241
Public Median	\$59,843
Private Median	\$61,182
Range Midpoint	\$49,182
# of Incumbents	200

Accounting Specialist 2

LA Median	\$31,957
Public Median	\$35,926
Private Median	\$36,024
Range Midpoint	\$35,069
# of Incumbents	212

Administrative Assistant 3

LA Median	\$27,893
Public Median	\$33,821
Private Median	\$36,802
Range Midpoint	\$32,771
# of Incumbents	456

Administrative Coordinator 2

LA Median	\$24,482
Public Median	\$29,252
Private Median	\$28,943
Range Midpoint	\$28,621
# of Incumbents	600

Administrative Coordinator 3

LA Median	\$28,725
Public Median	\$37,389
Private Median	\$36,359
Range Midpoint	\$32,771
# of Incumbents	1,462

Administrative Program Spec A

LA Median	\$42,661
Public Median	\$67,796
Private Median	\$67,325
Range Midpoint	\$42,952
# of Incumbents	287

Attorney 3

LA Median	\$69,497
Public Median	\$106,293
Private Median	\$137,148
Range Midpoint	\$68,984
# of Incumbents	136

HR Analyst C

LA Median	\$48,641
Public Median	\$54,536
Private Median	\$68,500
Range Midpoint	\$49,182
# of Incumbents	144

Library Specialist 3

LA Median	\$28,904
Public Median	\$33,800
Private Median	\$36,000
Range Midpoint	\$35,069
# of Incumbents	67

Procurement Specialist 3

LA Median	\$39,042
Public Median	\$55,306
Private Median	\$68,812
Range Midpoint	\$42,952
# of Incumbents	47

Medical Schedule

Nursing Assistant 2

LA Median	\$20,488
Public Median	\$24,188
Private Median	\$26,700
Range Midpoint	\$25,127
# of Incumbents	316

Practical Nurse 2

LA Median	\$33,280
Public Median	\$36,363
Private Median	\$42,900
Range Midpoint	\$35,246
# of Incumbents	158

Pharmacist 3

LA Median	\$103,158
Public Median	\$107,300
Private Median	\$114,400
Range Midpoint	\$90,917
# of Incumbents	28

Registered Nurse 2

LA Median	\$49,462
Public Median	\$56,602
Private Median	\$70,500
Range Midpoint	\$52,905
# of Incumbents	79

Pharmacy Technician 2

LA Median	\$32,802
Public Median	\$30,124
Private Median	\$30,900
Range Midpoint	\$30,784
# of Incumbents	43

Registered Nurse 3

LA Median	\$58,406
Public Median	\$74,100
Private Median	\$79,100
Range Midpoint	\$56,608
# of Incumbents	407

Protective Services Schedule

Guard

LA Median	\$22,506
Public Median	\$26,753
Private Median	\$29,250
Range Midpoint	\$27,862
# of Incumbents	88

Police Officer 2-A

LA Median	\$33,738
Public Median	\$35,535
Private Median	\$35,844
Range Midpoint	\$39,904
# of Incumbents	203

Guard Supervisor

LA Median	\$29,962
Public Median	\$42,692
Private Median	\$49,518
Range Midpoint	\$31,907
# of Incumbents	8

Police Officer 3-A

LA Median	\$39,229
Public Median	\$51,600
Private Median	\$50,900
Range Midpoint	\$41,829
# of Incumbents	170

Social Services Schedule

Health Educator

LA Median	\$34,114
Public Median	\$47,396
Private Median	\$58,900
Range Midpoint	\$40,144
# of Incumbents	16

Social Worker 2

LA Median	\$37,930
Public Median	\$44,535
Private Median	\$59,000
Range Midpoint	\$45,958
# of Incumbents	12

Psychiatric Aide

LA Median	\$25,542
Public Median	\$28,803
Private Median	\$30,100
Range Midpoint	\$25,002
# of Incumbents	185

Therapeutic Recreation Spec 2

LA Median	\$33,363
Public Median	\$46,600
Private Median	\$49,100
Range Midpoint	\$37,524
# of Incumbents	40

Rehabilitation Counselor

LA Median	\$46,134
Public Median	\$57,900
Private Median	\$61,800
Range Midpoint	\$45,958
# of Incumbents	45

Technical and Scientific Schedule

Biologist 2

LA Median	\$33,238
Public Median	\$49,927
Private Median	\$51,900
Range Midpoint	\$47,809
# of Incumbents	17

Engineering Technician 4

LA Median	\$40,466
Public Median	\$45,960
Private Median	\$54,200
Range Midpoint	\$44,679
# of Incumbents	238

Engineer Intern 1

LA Median	\$48,818
Public Median	\$54,724
Private Median	\$59,700
Range Midpoint	\$51,158
# of Incumbents	51

Engineer 4

LA Median	\$70,699
Public Median	\$76,451
Private Median	\$86,900
Range Midpoint	\$67,049
# of Incumbents	77

Technical and Scientific Schedule (continued)

Environmental Scientist 3

LA Median	\$47,216
Public Median	\$64,900
Private Median	\$70,100
Range Midpoint	\$54,735
# of Incumbents	234

IT Management Consultant 1

LA Median	\$70,866
Public Median	\$76,323
Private Median	\$79,104
Range Midpoint	\$67,049
# of Incumbents	62

IT Applications

Programmer/Analyst 2

LA Median	\$58,094
Public Median	\$64,339
Private Median	\$76,443
Range Midpoint	\$58,562
# of Incumbents	110

IT Technical Support

Specialist 3

LA Median	\$62,109
Public Median	\$82,614
Private Median	\$89,958
Range Midpoint	\$62,660
# of Incumbents	185

Skilled Trades Schedule

Carpenter Master

LA Median	\$38,251
Public Median	\$45,100
Private Median	\$46,600
Range Midpoint	\$41,163
# of Incumbents	61

Horticultural Attendant

LA Median	\$24,253
Public Median	\$32,098
Private Median	\$31,748
Range Midpoint	\$31,408
# of Incumbents	60

Custodian 2

LA Median	\$19,573
Public Median	\$24,046
Private Median	\$28,232
Range Midpoint	\$20,925
# of Incumbents	754

Laborer

LA Median	\$18,763
Public Median	\$24,308
Private Median	\$25,544
Range Midpoint	\$20,925
# of Incumbents	54

Electronic Technician

LA Median	\$48,069
Public Median	\$38,389
Private Median	\$46,600
Range Midpoint	\$47,123
# of Incumbents	61

Maintenance Repairer 2

LA Median	\$31,637
Public Median	\$37,315
Private Median	\$42,424
Range Midpoint	\$38,470
# of Incumbents	402

Skilled Trades Schedule (continued)

**Mobile Equipment
Operator 1/Hwy**

LA Median	\$35,464
Public Median	\$39,037
Private Median	\$42,951
Range Midpoint	\$41,163
# of Incumbents	447

Mobile Equipment Operator 1

LA Median	\$23,795
Public Median	\$38,728
Private Median	\$37,389
Range Midpoint	\$31,408
# of Incumbents	392

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