

# The State of California Department of Personnel Administration Releases Total Compensation Survey

## Objective

In order to identify and quantify the State of California's competitive position as an employer in today's market, the Department of Personnel Administration (DPA) conducted its first Total Compensation Survey in more than twenty years. The survey was designed to identify the State's relative standing in a variety of compensation areas. CPS Human Resource Services conducted the public sector portion of the survey on behalf of the State of California.

## Solution

The survey was conducted during the first quarter of 2006. CPS surveyed approximately 65 California public employers for data on 34 journey level civil service classifications used by the State and for seven executive and managerial level positions. Virtually every major public employer in California was included in the survey, and every geographic region within the State was represented. Peace officer and related public safety classifications were not included and will be addressed separately. DPA notes in their online Total Compensation Survey results, "The response rate to CPS was a remarkably high 98 percent."

Data was collected relative to the compensation components that represent significant cost factors for employers, and that represent significant factors in the employment decisions made by employees. Survey instrument included questions related to:

- Minimum and maximum base salary
- Longevity pay (the 10 year rate was used)
- Deferred compensation contribution made by the employer
- Portion of the employees' share of retirement paid by the employer
- Educational incentive
- Health, dental and vision benefit contributions made by the employer
- Any incentive pay
- Employer Social Security contributions

## Results

DPA was extremely pleased with the public sector compensation data CPS provided. To view the Total Compensation Survey see DPA's website at [www.dpa.ca.gov/tcs2006/contents.htm](http://www.dpa.ca.gov/tcs2006/contents.htm).

**CPS achieved an exceptionally high response rate, produced accurate and comprehensive data for the State, and completed our survey on time and under budget. We are very pleased with the results.**

**Dave Gilb,  
Director, California  
Department of  
Personnel  
Administration**

