

Appendix A –Labor Market Data Sheets

State Bar of California – Phase I Total Compensation Report

CPS HR CONSULTING

Assistant Chief Trial Counsel (Litigation)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Assistant Chief Trial Counsel	\$10,752	\$15,815						\$2,673	\$164	\$40	\$125		\$1,574	\$842	\$21,232
Alameda County Superior Court	Managing Attorney	\$9,308	\$11,001					\$125	\$1,529	\$164	\$24			\$3,219	\$772	\$16,833
California Judicial Council	Director, Chief Counsel	\$14,491	\$17,390						\$1,620					\$4,374	\$864	\$24,248
City and County of San Francisco	Assistant Chief Attorney I	\$14,632	\$17,784						\$1,692	\$177				\$3,422	\$870	\$23,945
City of Anaheim	Assistant City Attorney	\$10,098	\$13,885						\$1,388	\$56		\$29		\$3,662	\$201	\$19,221
City of Long Beach	Assistant City Attorney	\$17,917	\$18,833						\$1,436	\$121	\$14			\$3,462	\$885	\$24,751
City of Los Angeles	Chief Assistant City Attorney	\$17,341	\$18,308						\$1,443	\$47		\$50		\$5,265	\$265	\$25,379
City of Oakland	City Attorney, Assistant	\$14,885	\$18,274						\$1,941	\$113	\$24			\$6,019	\$265	\$26,636
City of San Jose	No Comparable Class															
County of Alameda	Assistant County Counsel	\$13,598	\$17,916			\$537		\$258	\$1,633	\$124				\$4,010	\$872	\$25,350
County of Los Angeles	Division Chief, Public Defender	\$18,903	\$18,903		\$1,512			\$3,288						\$3,960	\$274	\$27,939
County of Orange	Executive Manager (Sr Assistant County Counsel)	\$10,072	\$19,103		\$764				\$1,229	\$125				\$6,476	\$277	\$27,974
County of Santa Clara	Assistant County Counsel	\$16,974	\$21,780						\$1,851	\$114	\$10			\$2,872	\$928	\$27,555
Los Angeles County Superior Court	No Comparable Class															
Los Angeles Unified School District	Associate General Counsel II	\$16,041	\$17,079	\$54					\$931			\$55		\$2,023	\$860	\$21,002
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Senior Assistant Attorney General (CEA B)	\$10,743	\$12,445					\$1,572				\$65		\$3,130	\$793	\$18,005
Economic Research Institute - Los Angeles	Attorney Legal Manager		\$19,845													
Economic Research Institute - San Francisco	Attorney Legal Manager		\$20,764													

Base Salary Median	\$18,274
Base Salary Mean	\$17,554
Percentage Above or Below Median	-15.55%
Percentage Above or Below Mean	-11.00%

Total Compensation Median	\$24,751
Total Compensation Mean	\$23,757
Percentage Above or Below Median	-16.57%
Percentage Above or Below Mean	-11.89%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Assistant Chief Trial Counsel (Prosecution)																
Surveyed Agency	Classification Title	Monthly Min	Monthly Max	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Assistant Chief Trial Counsel	\$10,752	\$15,815						\$2,673	\$164	\$98	\$325		\$1,374	\$842	\$23,232
Alameda County Superior Court	No Comparable Class															
California Judicial Council	No Comparable Class															
City and County of San Francisco	Assistant Chief Attorney I	\$14,632	\$17,784						\$1,692	\$177				\$3,422	\$870	\$23,945
City of Anaheim	Assistant City Attorney	\$10,098	\$13,885						\$1,388	\$56		\$29		\$3,662	\$201	\$19,221
City of Long Beach	Assistant City Prosecutor	\$14,148	\$14,148						\$1,436	\$121	\$14			\$2,600	\$817	\$19,137
City of Los Angeles	Chief Assistant City Attorney	\$17,341	\$18,308						\$1,443	\$47		\$50		\$5,265	\$265	\$25,379
City of Oakland	No Comparable Class															
City of San Jose	Chief Deputy City Attorney	\$12,414	\$15,347		\$618				\$1,575	\$144				\$992	\$237	\$19,848
County of Alameda	Assistant District Attorney II	\$13,598	\$17,916			\$537		\$258	\$1,633	\$124				\$4,010	\$872	\$25,350
County of Los Angeles	Bureau Chief, District Attorney	\$21,844	\$21,844		\$1,748			\$3,801						\$4,576	\$317	\$32,285
County of Orange	Executive Manager (Senior Assistant District Attorney)	\$10,072	\$19,103		\$764				\$1,229	\$125				\$6,476	\$277	\$27,974
County of Santa Clara	Assistant District Attorney	\$16,974	\$21,780						\$1,851	\$114	\$30			\$2,872	\$928	\$27,555
Los Angeles County Superior Court	No Comparable Class															
Los Angeles Unified School District	No Comparable Class															
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Senior Assistant Attorney General (CEA B)	\$10,745	\$12,445					\$1,572				\$65		\$3,130	\$793	\$18,005
Economic Research Institute - Los Angeles	Attorney Legal Manager		\$19,845													
Economic Research Institute - San Francisco	Attorney Legal Manager		\$20,764													
Base Salary Median			\$18,112											Total Compensation Median		\$24,647
Base Salary Mean			\$17,847											Total Compensation Mean		\$23,870
Percentage Above or Below Median			-14.52%											Percentage Above or Below Median		-16.88%
Percentage Above or Below Mean			-12.89%											Percentage Above or Below Mean		-12.42%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Chief Trial Counsel (Litigation)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Chief Trial Counsel	\$14,311	\$21,065						\$2,673	\$154	\$40	\$125		\$2,095	\$918	\$27,081
Alameda County Superior Court	General Counsel	\$12,142	\$15,765					\$125	\$1,529	\$164	\$24			\$4,612	\$841	\$23,060
California Judicial Council	No Comparable Class															
City and County of San Francisco	City Attorney	\$20,081	\$20,081						\$1,692	\$177				\$3,864	\$903	\$26,717
City of Anaheim	City Attorney	\$15,110	\$22,666						\$1,388	\$56		\$29		\$5,977	\$329	\$30,445
City of Long Beach	City Attorney	\$22,729	\$22,729						\$1,436	\$121	\$14			\$4,178	\$942	\$29,419
City of Los Angeles	City Attorney	\$18,904	\$18,904						\$1,443	\$47		\$50		\$5,437	\$274	\$26,155
City of Oakland	City Attorney	\$18,431	\$18,431						\$1,941	\$113	\$24			\$6,070	\$267	\$26,847
City of San Jose	City Attorney	\$18,403	\$18,403		\$690				\$1,575	\$144				\$1,049	\$267	\$22,128
County of Alameda	County Counsel	\$16,458	\$21,386		\$1,497	\$642		\$258	\$1,633	\$124				\$4,786	\$922	\$31,248
County of Los Angeles	County Counsel	\$25,285	\$25,285		\$2,023			\$4,400						\$5,297	\$367	\$37,371
County of Orange	County Counsel	\$17,548	\$17,548		\$877				\$1,229	\$125				\$5,949	\$254	\$25,983
County of Santa Clara	County Counsel	\$23,672	\$23,672						\$1,851	\$114	\$10			\$3,121	\$955	\$29,723
Los Angeles County Superior Court	No Comparable Class															
Los Angeles Unified School District	General Counsel	\$22,832	\$22,832	\$54					\$931			\$55		\$2,705	\$943	\$27,520
San Francisco County Superior Court	Managing Attorney	\$11,149	\$13,552					\$2,041						\$2,439	\$809	\$18,841
State of California, Executive Branch	Chief Assistant Deputy Attorney General (CEA G)	\$11,366	\$13,165					\$1,572				\$65		\$3,311	\$803	\$18,916
Economic Research Institute - Los Angeles	Attorney Director Legal		\$22,635													
Economic Research Institute - San Francisco	Attorney Director Legal		\$23,712													

Base Salary Median	\$20,734
Base Salary Mean	\$20,048
Percentage Above or Below Median	1.57%
Percentage Above or Below Mean	4.83%

Total Compensation Median	\$26,782
Total Compensation Mean	\$26,741
Percentage Above or Below Median	1.10%
Percentage Above or Below Mean	1.26%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Chief Trial Counsel (Prosecution)

Surveyed Agency	Classification Title	Chief Trial Counsel (Prosecution)																	
		Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation			
State Bar of California	Chief Trial Counsel	\$14,311	\$21,065							\$2,673	\$164	\$40	\$125		\$2,095	\$918	\$27,081		
Alameda County Superior Court	No Comparable Class																		
California Judicial Council	No Comparable Class																		
City and County of San Francisco	District Attorney	\$21,576	\$21,576						\$1,692	\$177					\$4,151	\$925	\$28,521		
City of Anaheim	City Attorney	\$15,110	\$22,666						\$1,388	\$56		\$29			\$5,977	\$329	\$30,445		
City of Long Beach	City Prosecutor	\$17,778	\$17,778						\$1,436	\$121	\$14				\$3,268	\$870	\$23,487		
City of Los Angeles	City Attorney	\$18,904	\$18,904						\$1,443	\$47		\$50			\$5,437	\$274	\$26,155		
City of Oakland	No Comparable Class																		
City of San Jose	City Attorney	\$18,403	\$18,403		\$690				\$1,575	\$144					\$1,049	\$267	\$22,128		
County of Alameda	District Attorney	\$23,106	\$23,106		\$1,617	\$693		\$258	\$1,633	\$124					\$5,171	\$947	\$33,550		
County of Los Angeles	District Attorney	\$26,659	\$26,659		\$2,133			\$4,639							\$5,585	\$387	\$39,402		
County of Orange	District Attorney	\$21,141	\$21,141		\$1,057				\$1,229	\$125					\$7,167	\$307	\$31,025		
County of Santa Clara	District Attorney	\$28,647	\$28,647						\$1,851	\$114	\$10				\$3,777	\$1,028	\$35,427		
Los Angeles County Superior Court	No Comparable Class																		
Los Angeles Unified School District	No Comparable Class																		
San Francisco County Superior Court	Managing Attorney	\$11,149	\$13,552					\$2,041							\$2,439	\$809	\$18,841		
State of California, Executive Branch	Chief Assistant Deputy Attorney General (CEA G)	\$11,366	\$13,165					\$1,572				\$65			\$3,311	\$803	\$18,916		
Economic Research Institute - Los Angeles	Attorney Director Legal		\$22,635																
Economic Research Institute - San Francisco	Attorney Director Legal		\$23,712																
	Base Salary Median		\$21,576													Total Compensation Median			\$28,521
	Base Salary Mean		\$20,919													Total Compensation Mean			\$27,991
	Percentage Above or Below Median		-2.43%													Percentage Above or Below Median			-5.32%
	Percentage Above or Below Mean		0.69%													Percentage Above or Below Mean			-3.36%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING		Customer Service Representative (Complaint Analyst I)														
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Customer Service Representative (Complaint Analyst I)	\$5,474	\$7,295						\$1,289	\$131	\$31	\$125		\$726	\$558	\$10,155
Alameda County Superior Court	Customer Service Representative	\$4,474	\$5,380						\$1,529	\$164				\$1,574	\$412	\$9,059
California Judicial Council	No Comparable Class															
City and County of San Francisco	Customer Service Agent	\$5,189	\$6,305	\$52					\$1,632	\$177				\$1,213	\$482	\$9,921
City of Anaheim	No Comparable Class															
City of Long Beach	Customer Service Representative III	\$3,109	\$4,246						\$1,436	\$121	\$14			\$780	\$325	\$6,922
City of Los Angeles	No Comparable Class															
City of Oakland	Public Service Representative	\$4,197	\$5,156						\$1,941	\$113	\$24			\$1,698	\$75	\$9,007
City of San Jose	No Comparable Class															
County of Alameda	No Comparable Class															
County of Los Angeles	No Comparable Class															
County of Orange	Customer Service Representative	\$2,992	\$4,009		\$80				\$1,229					\$1,359	\$58	\$6,735
County of Santa Clara	No Comparable Class															
Los Angeles County Superior Court	No Comparable Class							\$1,633								\$1,633
Los Angeles Unified School District	Customer Services Center Representative	\$2,940	\$3,673	\$54					\$931			\$55		\$435	\$281	\$5,429
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Consumer Services Representative	\$3,571	\$4,472						\$1,469	\$41	\$9	\$65		\$1,125	\$342	\$7,523
Economic Research Institute - Los Angeles	Customer Service Representative (Specialized)		\$4,901													
Economic Research Institute - San Francisco	Customer Service Representative (Specialized)		\$5,520													
	Base Salary Median		\$4,901											Total Compensation Median		\$7,223
	Base Salary Mean		\$4,851											Total Compensation Mean		\$7,029
	Percentage Above or Below Median		32.82%											Percentage Above or Below Median		28.88%
	Percentage Above or Below Mean		33.50%											Percentage Above or Below Mean		30.79%

State Bar of California – Phase I
Total Compensation Report



Director of Administration																
Surveyed Agency	Classification Title	Monthly Min	Monthly Max	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	CalPERS Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Director of Administration	\$9,274	\$14,373						\$2,673	\$164	\$48	\$125		\$1,418	\$838	\$19,403
Alameda County Superior Court	Division Chief II	\$6,503	\$7,890					\$125	\$1,528	\$364	\$24			\$2,308	\$604	\$12,644
California Judicial Council	Chief Officer Zone 1	\$12,328	\$18,492						\$1,620					\$4,651	\$880	\$25,643
City and County of San Francisco	Manager V	\$10,628	\$13,563						\$1,692	\$177				\$2,610	\$809	\$18,850
City of Anaheim	Administrative Services Manager	\$7,535	\$10,361						\$1,388	\$56		\$29		\$2,782	\$150	\$14,717
City of Long Beach	Legal Administrator	\$10,482	\$10,482						\$1,436	\$121	\$14			\$1,927	\$764	\$14,744
City of Los Angeles	Data Not Available															
City of Oakland	Manager, Legal Administrative Services	\$10,075	\$12,369						\$1,941	\$113	\$24			\$4,074	\$179	\$18,700
City of San Jose	Legal Services Administrator	\$9,725	\$12,808		\$480				\$1,575	\$144				\$730	\$186	\$15,928
County of Alameda	Administrative/ Financial Services Manager	\$8,471	\$10,305			\$309		\$258	\$1,633	\$124				\$2,306	\$762	\$15,697
County of Los Angeles	Head, Administrative Systems County Counsel	\$9,859	\$9,859		\$789			\$1,715						\$2,065	\$148	\$14,572
County of Orange	Administrative Manager III (Director of Administrative Services)	\$7,899	\$13,870		\$277				\$1,229					\$4,702	\$201	\$20,279
County of Santa Clara	Administrative Services Manager III	\$9,634	\$12,537						\$1,851	\$114	\$10			\$1,627	\$791	\$16,730
Los Angeles County Superior Court	Administrator III	\$9,276	\$14,040		\$1,128			\$2,387						\$2,714	\$204	\$20,468
Los Angeles Unified School District	Administrative Services Manager	\$7,830	\$9,702	\$54					\$931			\$55		\$1,149	\$742	\$12,634
San Francisco County Superior Court	Court Administrator	\$9,677	\$11,762					\$2,041						\$2,117	\$783	\$16,703
State of California, Executive Branch	Staff Services Manager II	\$6,463	\$7,331					\$1,572					\$65	\$1,844	\$561	\$11,379
Economic Research Institute - Los Angeles	Administrative Services Manager		\$8,299													
Economic Research Institute - San Francisco	Administrative Services Manager		\$9,381													
Base Salary Median			\$10,442											Total Compensation Median		\$15,923
Base Salary Mean			\$11,338											Total Compensation Mean		\$16,645
Percentage Above or Below Median			26.88%											Percentage Above or Below Median		17.94%
Percentage Above or Below Mean			28.88%											Percentage Above or Below Mean		14.22%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Investigator II

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Investigator II	\$5,567	\$8,817						\$1,289	\$131	\$31	\$125		\$877	\$575	\$11,945
Alameda County Superior Court	Investigator	\$5,718	\$6,944					\$125	\$1,529	\$164	\$24			\$2,092	\$531	\$11,349
California Judicial Council	No Comparable Class															
City and County of San Francisco	District Attorney's Investigator	\$7,339	\$9,367						\$1,692	\$177				\$1,802	\$717	\$13,755
City of Anaheim	Police Civil Liability Investigator	\$6,199	\$8,524						\$1,388	\$56		\$29		\$2,248	\$124	\$12,368
City of Long Beach	Investigator III	\$6,840	\$8,437		\$75				\$1,436	\$121	\$14			\$1,551	\$645	\$12,279
City of Los Angeles	City Attorney Investigator II	\$5,215	\$6,478						\$1,443	\$47		\$50		\$1,863	\$94	\$9,975
City of Oakland	Complaint Investigator II	\$6,818	\$8,371						\$1,941	\$113	\$24			\$2,757	\$121	\$13,327
City of San Jose	No Comparable Class															
County of Alameda	Investigator, Public Defender's Office	\$8,561	\$10,284			\$309		\$258	\$1,633	\$124				\$2,302	\$761	\$15,670
County of Los Angeles	Investigator II, Public Defender	\$6,608	\$9,151		\$732			\$1,592						\$1,917	\$133	\$13,525
County of Orange	Defense Investigator II	\$6,391	\$8,131		\$163				\$1,229					\$2,756	\$118	\$12,397
County of Santa Clara	Public Defender Investigator II	\$7,919	\$9,635				\$179		\$1,930	\$114	\$10			\$1,270	\$737	\$13,876
Los Angeles County Superior Court	Probate Investigator	\$5,307	\$7,348		\$294			\$1,633						\$1,420	\$107	\$10,802
Los Angeles Unified School District	Investigator	\$6,238	\$7,774	\$54					\$931			\$55		\$921	\$595	\$10,330
San Francisco County Superior Court	Probate Investigator	\$7,510	\$8,686	\$52					\$2,041	\$192				\$1,565	\$665	\$13,212
State of California, Executive Branch	Investigator	\$5,035	\$6,508					\$1,572				\$65		\$1,637	\$498	\$10,280
Economic Research Institute - Los Angeles	Investigator		\$6,042													
Economic Research Institute - San Francisco	Investigator		\$6,420													

Base Salary Median	\$8,251
Base Salary Mean	\$8,007
Percentage Above or Below Median	6.42%
Percentage Above or Below Mean	9.19%

Total Compensation Median	\$12,383
Total Compensation Mean	\$12,367
Percentage Above or Below Median	-3.86%
Percentage Above or Below Mean	-3.54%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Legal Secretary II/Administrative Assistant I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp.	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Legal Secretary II/Administrative Assistant I	\$5,204	\$7,040						\$1,289	\$131	\$31	\$125		\$701	\$539	\$9,855
Alameda County Superior Court	No Comparable Class															
California Judicial Council	No Comparable Class															
City and County of San Francisco	Legal Secretary I	\$5,555	\$6,754	\$52					\$1,692	\$177				\$1,299	\$517	\$10,491
City of Anaheim	Legal Secretary	\$4,296	\$5,484						\$1,388	\$56		\$29		\$1,446	\$80	\$8,483
City of Long Beach	Prosecutor Assistant III	\$4,327	\$5,877						\$1,436	\$121	\$14			\$1,089	\$459	\$8,978
City of Los Angeles	Legal Secretary II	\$4,470	\$6,026						\$1,443	\$47		\$50		\$1,733	\$87	\$9,386
City of Oakland	Legal Administrative Assistant	\$5,330	\$6,545						\$1,941	\$113	\$24			\$2,156	\$95	\$10,874
City of San Jose	Legal Administrative Assistant II	\$4,796	\$5,829						\$1,575	\$144	\$16			\$332	\$85	\$7,981
County of Alameda	Legal Secretary	\$4,973	\$5,895					\$75	\$1,633	\$124				\$1,319	\$451	\$9,497
County of Los Angeles	Legal Office Support Assistant II	\$3,564	\$4,796		\$384			\$1,838						\$1,005	\$70	\$8,092
County of Orange	Legal Secretary, County Counsel	\$3,059	\$4,087		\$82				\$1,229					\$1,385	\$59	\$6,842
County of Santa Clara	Legal Secretary II	\$4,845	\$5,855						\$1,930	\$114	\$19			\$772	\$448	\$9,129
Los Angeles County Superior Court	No Comparable Class															
Los Angeles Unified School District	Legal Secretary	\$3,914	\$4,876	\$54					\$931			\$55		\$578	\$373	\$6,867
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Legal Secretary	\$3,335	\$4,176						\$1,469	\$41	\$9	\$65		\$1,059	\$319	\$7,139
Economic Research Institute - Los Angeles	Legal Secretary		\$5,109													
Economic Research Institute - San Francisco	Legal Secretary		\$5,760													
Base Salary Median			\$5,795													
Base Salary Mean			\$5,505													
Percentage Above or Below Median			17.69%													
Percentage Above or Below Mean			21.81%													
Total Compensation Median																\$8,730
Total Compensation Mean																\$8,646
Percentage Above or Below Median																11.41%
Percentage Above or Below Mean																12.27%

State Bar of California – Phase I
Total Compensation Report

CPS HR CONSULTING

Paralegal

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Paralegal	\$5,081	\$8,025						\$1,289	\$131	\$31	\$125		\$799	\$514	\$11,014
Alameda County Superior Court	No Comparable Class															
California Judicial Council	No Comparable Class															
City and County of San Francisco	Legal Assistant	\$5,874	\$7,139						\$1,692	\$177				\$1,374	\$546	\$10,928
City of Anaheim	Paralegal	\$4,857	\$6,679						\$1,388	\$56		\$29		\$1,761	\$97	\$10,010
City of Long Beach	Paralegal	\$4,333	\$5,667		\$75				\$1,436	\$121	\$14			\$1,042	\$434	\$8,788
City of Los Angeles	Paralegal II	\$5,726	\$7,115						\$1,443	\$47		\$50		\$2,046	\$109	\$10,804
City of Oakland	Paralegal	\$5,609	\$6,886						\$1,941	\$113	\$24			\$2,268	\$100	\$11,332
City of San Jose	Legal Analyst II	\$5,753	\$6,994						\$1,575	\$144	\$16			\$399	\$101	\$9,229
County of Alameda	No Comparable Class															
County of Los Angeles	Paralegal	\$4,057	\$5,616		\$449			\$1,158						\$1,177	\$81	\$8,481
County of Orange	Paralegal	\$4,370	\$5,415		\$108				\$1,229					\$1,836	\$79	\$8,667
County of Santa Clara	Senior Paralegal	\$5,647	\$6,836						\$1,930	\$114	\$10			\$901	\$523	\$10,314
Los Angeles County Superior Court	Paralegal	\$4,419	\$5,785		\$231			\$1,633						\$1,118	\$84	\$8,852
Los Angeles Unified School District	Paralegal	\$4,832	\$6,016	\$54					\$931			\$55		\$713	\$460	\$8,229
San Francisco County Superior Court	Court Paralegal	\$6,210	\$7,186	\$52					\$2,041	\$192				\$1,293	\$550	\$11,314
State of California, Executive Branch	Legal Analyst	\$4,016	\$5,029						\$1,469	\$41	\$9	\$65		\$1,265	\$385	\$8,263
Economic Research Institute - Los Angeles	Paralegal		\$6,471													
Economic Research Institute - San Francisco	Paralegal		\$7,035													

Base Salary Median	\$5,679
Base Salary Mean	\$5,391
Percentage Above or Below Median	16.77%
Percentage Above or Below Mean	20.35%

Total Compensation Median	\$9,229
Total Compensation Mean	\$9,832
Percentage Above or Below Median	16.20%
Percentage Above or Below Mean	12.55%

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		Secretary II														
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Secretary II	\$4,504	\$5,004						\$1,289	\$131	\$31	\$125		\$598	\$459	\$8,637
Alameda County Superior Court	Division Secretary Confidential	\$4,803	\$5,838					\$125	\$1,529	\$164	\$24			\$1,708	\$447	\$9,835
California Judicial Council	Administrative Specialist	\$4,183	\$5,856						\$1,620					\$1,473	\$448	\$9,397
City and County of San Francisco	Senior Office Assistant	\$4,444	\$5,397	\$52					\$1,692	\$177				\$1,038	\$413	\$8,769
City of Anaheim	Office Specialist II	\$3,101	\$3,957						\$1,388	\$56		\$29		\$1,044	\$57	\$6,531
City of Long Beach	Clerk Typist III	\$2,959	\$4,046						\$1,436	\$121	\$14			\$744	\$310	\$6,670
City of Los Angeles	Senior Administrative Clerk	\$3,788	\$5,392						\$1,443	\$47		\$50		\$1,551	\$78	\$8,561
City of Oakland	Office Assistant II	\$3,391	\$4,162						\$1,941	\$113	\$24			\$1,371	\$60	\$7,671
City of San Jose	Office Specialist II	\$3,434	\$4,174						\$1,575	\$144	\$16			\$238	\$61	\$6,207
County of Alameda	Clerk II	\$3,433	\$3,876					\$75	\$1,633	\$124				\$867	\$297	\$6,872
County of Los Angeles	Senior Typist - Clerk	\$2,850	\$3,820		\$306			\$1,838						\$800	\$55	\$6,819
County of Orange	Secretary II	\$3,090	\$4,122		\$82				\$1,229					\$1,397	\$60	\$6,891
County of Santa Clara	Office Specialist II	\$3,255	\$3,917						\$1,930	\$114	\$10			\$516	\$300	\$6,787
Los Angeles County Superior Court	Secretary	\$3,453	\$4,282		\$171			\$1,633						\$828	\$62	\$6,976
Los Angeles Unified School District	Senior Office Technician	\$2,844	\$3,543	\$54					\$931			\$55		\$420	\$271	\$5,274
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Office Technician (Typing)	\$2,809	\$3,515						\$1,469	\$41	\$9	\$65		\$884	\$269	\$6,252
Economic Research Institute - Los Angeles	General Clerk		\$3,185													
Economic Research Institute - San Francisco	General Clerk		\$3,669													

Base Salary Median	\$4,046
Base Salary Mean	\$4,279
Percentage Above or Below Median	32.61%
Percentage Above or Below Mean	28.72%

Total Compensation Median	\$6,872
Total Compensation Mean	\$7,301
Percentage Above or Below Median	20.43%
Percentage Above or Below Mean	15.47%

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Total Compensation Report

CPS HR CONSULTING

Senior Attorney (Litigation)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Senior Attorney	\$8,769	\$13,124						\$2,138	\$131	\$31	\$125		\$1,306	\$803	\$17,658
Alameda County Superior Court	Senior Research Attorney	\$7,866	\$9,308					\$125	\$1,529	\$164	\$24			\$2,723	\$712	\$14,585
California Judicial Council	Attorney II	\$9,972	\$11,966						\$1,620					\$3,009	\$786	\$17,381
City and County of San Francisco	Attorney (Civil and Criminal)	\$8,996	\$15,758						\$1,692	\$177				\$3,032	\$841	\$21,500
City of Anaheim	Deputy City Attorney IV	\$9,159	\$12,594						\$1,388	\$56		\$29		\$3,321	\$183	\$17,571
City of Long Beach	Senior Deputy City Attorney		\$13,173		\$75				\$1,436	\$121	\$14			\$2,421	\$803	\$18,043
City of Los Angeles	Deputy City Attorney IV	\$12,808	\$14,369						\$1,443	\$47		\$50		\$4,133	\$208	\$20,250
City of Oakland	Deputy City Attorney IV	\$11,663	\$14,319						\$1,941	\$113	\$24			\$4,716	\$208	\$21,321
City of San Jose	Senior Deputy City Attorney IV	\$13,222	\$15,611						\$1,575	\$144	\$16			\$890	\$226	\$18,462
County of Alameda	Senior Deputy County Counsel	\$12,218	\$16,094			\$483		\$258	\$1,633	\$124				\$3,602	\$846	\$23,039
County of Los Angeles	Deputy Public Defender IV	\$9,828	\$14,369		\$1,150			\$2,500						\$3,010	\$208	\$21,237
County of Orange	Deputy Attorney IV	\$8,831	\$12,220		\$244				\$1,229					\$4,143	\$177	\$18,013
County of Santa Clara	Attorney IV - County Counsel	\$14,861	\$18,497						\$1,929	\$114	\$10			\$2,439	\$880	\$23,869
Los Angeles County Superior Court	Staff Attorney III	\$8,435	\$11,367		\$909			\$1,932						\$2,197	\$165	\$16,571
Los Angeles Unified School District	Associate General Counsel I	\$14,077	\$16,104	\$54					\$931			\$55		\$1,908	\$846	\$19,898
San Francisco County Superior Court	Senior Court Staff Attorney	\$10,338	\$12,567	\$52					\$2,041	\$192				\$2,262	\$794	\$17,909
State of California, Executive Branch	Attorney V/Deputy Attorney General V	\$9,372	\$11,962					\$1,572				\$65		\$3,008	\$786	\$17,393
Economic Research Institute - Los Angeles	Attorney Staff (level 3)		\$16,823													
Economic Research Institute - San Francisco	Attorney Staff (level 3)		\$17,638													

Base Salary Median	\$14,344
Base Salary Mean	\$14,152
Percentage Above or Below Median	-9.30%
Percentage Above or Below Mean	-7.83%

Total Compensation Median	\$18,253
Total Compensation Mean	\$19,190
Percentage Above or Below Median	-3.37%
Percentage Above or Below Mean	-8.56%

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Total Compensation Report

CPS HR CONSULTING

Senior Attorney (Prosecution)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp.	Retirement Pickup	Educational Incentive	Cafeteria Plan	Health	Dental	Vision	Transit Subsidy	Other Health	Retirement	Social Security	Monthly Total Compensation
State Bar of California	Senior Attorney	\$8,769	\$13,124						\$2,138	\$131	\$31	\$125		\$1,306	\$803	\$17,558
Alameda County Superior Court	No Comparable Class															
California Judicial Council	No Comparable Class															
City and County of San Francisco	Attorney (Civil and Criminal)	\$8,996	\$15,758						\$1,692	\$177				\$3,032	\$841	\$21,500
City of Anaheim	Deputy City Attorney IV	\$9,159	\$12,594						\$1,388	\$56		\$29		\$3,321	\$183	\$17,571
City of Long Beach	Deputy City Prosecutor II	\$5,917	\$6,667		\$75				\$1,436	\$121	\$14			\$1,225	\$510	\$10,048
City of Los Angeles	Deputy City Attorney IV	\$12,808	\$14,369						\$1,443	\$47		\$50		\$4,133	\$208	\$20,250
City of Oakland	No Comparable Class															
City of San Jose	Senior Deputy City Attorney IV	\$13,222	\$15,611						\$1,575	\$144	\$16			\$890	\$226	\$18,462
County of Alameda	Deputy District Attorney	\$6,769	\$14,593			\$438		\$258	\$1,633	\$124				\$3,266	\$824	\$21,136
County of Los Angeles	District Attorney IV	\$9,828	\$14,369		\$1,150			\$2,500						\$3,010	\$208	\$21,237
County of Orange	Deputy Attorney IV	\$8,831	\$12,220		\$244				\$1,229					\$4,143	\$177	\$18,013
County of Santa Clara	Attorney IV - District Attorney	\$14,869	\$18,507						\$1,929	\$114	\$10			\$2,440	\$881	\$23,881
Los Angeles County Superior Court	No Comparable Class															
Los Angeles Unified School District	No Comparable Class															
San Francisco County Superior Court	No Comparable Class															
State of California, Executive Branch	Attorney V/Deputy Attorney General V	\$9,372	\$11,962					\$1,572				\$65		\$3,008	\$786	\$17,393
Economic Research Institute - Los Angeles	Attorney (Level 3)		\$16,823													
Economic Research Institute - San Francisco	Attorney (Level 3)		\$17,638													