



DEMOGRAPHIC AND PAYROLL DATA ANALYSIS AUGUST 2014

The California State University Employee Bargaining Unit 4 is represented by the Academic Professionals of California (APC). These classifications primarily consist of positions that provide academic support to students within various departments throughout the CSU campuses. From the time a potential student is recruited by the CSU until they graduate, contact with APC members is essential and provides an integral role in the success of each and every student.

In order to better understand the needs and issues of Unit 4 members, it is best to start at defining who the members are. The data in the report is intended to provide a broad definition of the members of APC.

There were 2,585 members in Unit 4 on payroll for August 1, 2014, which includes all full-time and part-time positions. For all members statewide here are some of the significant findings:

- Gender representation reflects 74% female and 26% male
- The average length of service* at the CSU for Unit 4 members is 9 years, 10 months
- The longest length of service currently is 44 years, 9 months
- The average age for all members statewide is 41 years old
- The oldest member is 78 years old
- The youngest member is 21 years old

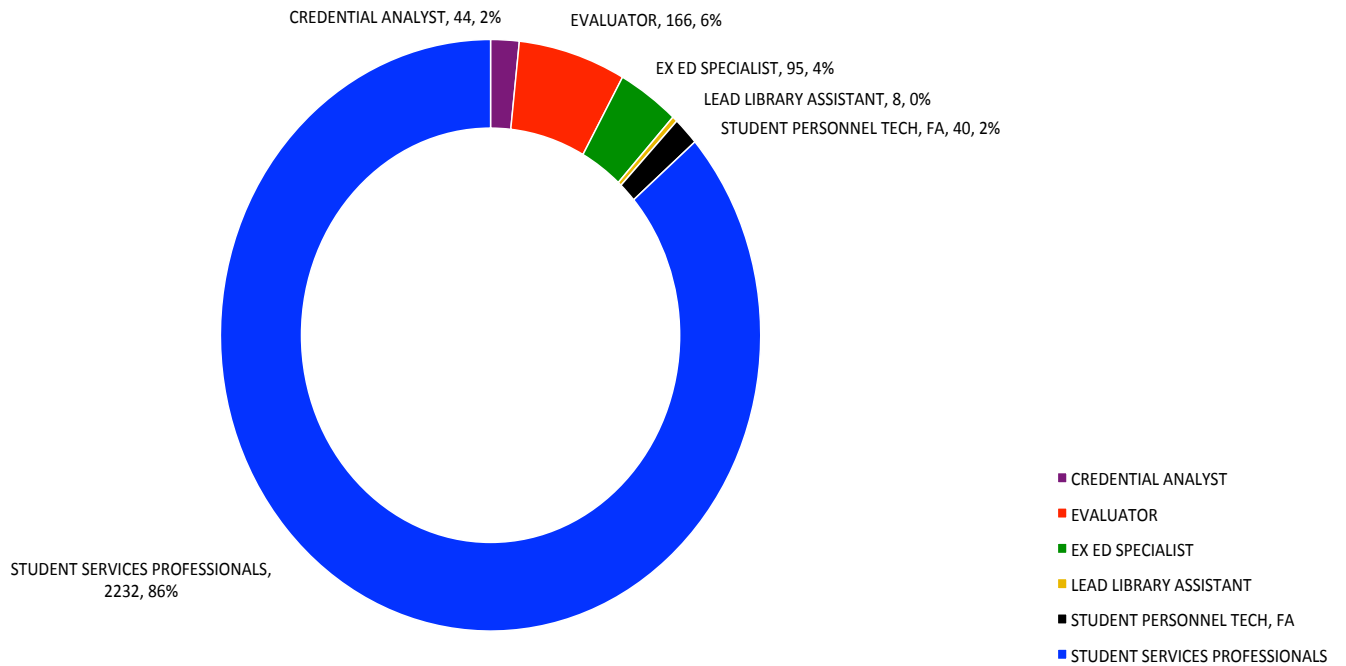
*The length of service reflects the date of hire for the CSU and not necessarily the length of service in a current Unit 4 position. The data for Unit 4 length of service is incomplete. For example, the Monthly Activity Report (MARS) data indicates the most recent unit activity change as reported by the state, such as when a member returns from a temporary separation or returns to the unit. This date can be changed during a members continued service in Unit 4, but without a point of reference on their true hired date, this data can be misrepresentative.

CLASSIFICATIONS

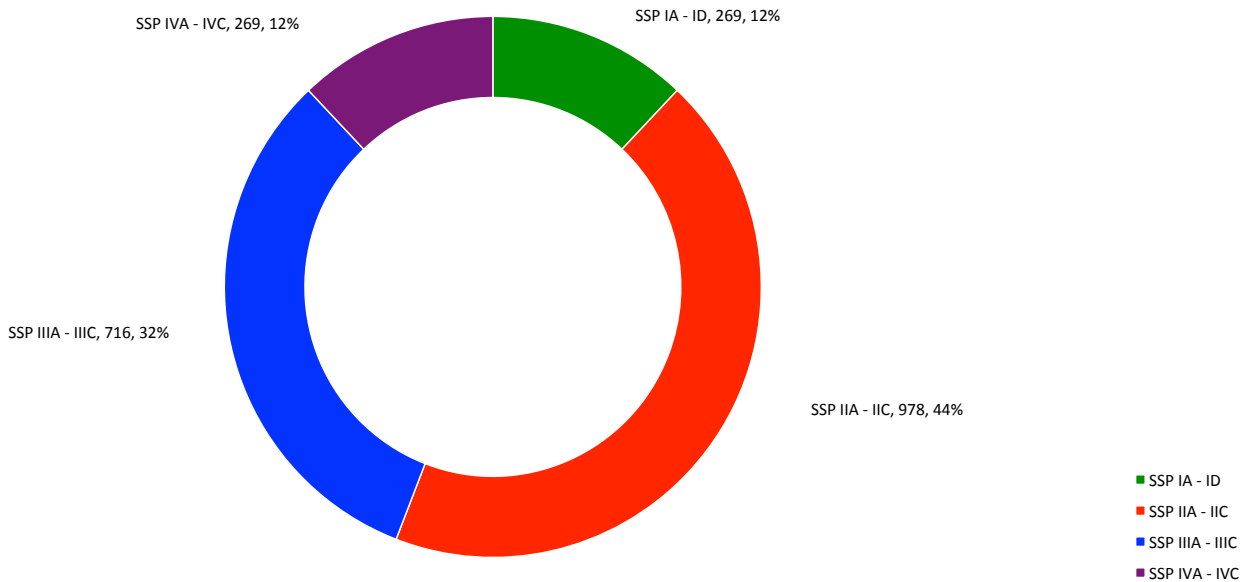
APC currently has 21 positions in the 27 classifications statewide. Some significant findings:

- The largest classification is the Student Services Professionals with 2,232 positions representing 86%
- The smallest classification is Lead Library Assistant with only 8 positions demonstrating .003%
- The second largest classification with 166 positions is the Evaluator Series (I and II) representing 6%
- Within the Student Services Professionals classification, SSP IIA – IIC, are the largest group with 936 members, which is 44% of the SSP classification

ALL APC CLASSIFICATIONS



STUDENT SERVICES PROFESSIONALS IA - IVC



FULL-TIME PAYROLL

By excluding all part-time positions and removing members who were recently hired, left the unit, returned or left from a temporary separation, or were reclassified to another position, APC had 2313 full-time members on the August 1, 2014 payroll. For all full-time members there were also some significant findings:

- The average monthly full-time salary is \$3958
- 1452 members are below the average salary for their classification salary range, representing 63% of all full-time members

- 842 members are at the starting range of their classification salary range, representing 36% of all full-time members
- 1235 members are within 5% of their starting range of their classification salary range, representing 53% of all full-time members
- The average length of service at the CSU for all full-time members is 10 years, 2 months
- There is only **one of the 2313** Unit 4 members at the top of their classification salary range
- There are 28 members who are within 5% of their top range for their classification, representing .01% of all full-time Unit 4 members

The complete breakdown for each classification is listed in Appendix A.

OTHER SIGNIFICANT FINDINGS

- The top salaries earners for Evaluator IA have worked 28, 35, 38 and 42 years of service
- The top salary earner for Evaluator IIA has 33 years of service
- Only one Extended Education Specialist IA is within 5% of the top range, with only nine years of service
- The longest years of service for Extended Education Specialist IA is 31 years and is the second top salary earner
- The top salary earner for Extended Education Specialist IIA has only one year of service
- The oldest average age for any classification is Lead Library Assistant III with 58 years
- The top salary earner for Student Personnel Technician has the most years of service at 36
- Only two SSP IA have been in their classification for over one year
- The top salary earner for SSP IIA has 21 years of service, while there are 14 members with more years of service
- The top salary earner for SSP IIA has 30 years of service while the second top earner has only eight years of service
- Only four campuses have SSP IIE positions
- The top salary earner for SSP IIIA has only three years of service
- The SSP IIIA with the longest service of 44 years is not within 5% of the top range
- The top salary earner for SSP IVA has seven years of service
- The longest service for a SSP IVA is 39 years and is not within 5% of the top range

WHAT SHOULD WE DO NOW WITH THIS INFORMATION?

- Provide annual reports to APC Statewide Council with yearly trends
- Executive Board can work with Campus Stewards to address specific issues
- Data collected and findings provided to Campus Stewards to discuss with their Human Resource offices
- Restructuring future contract language for moving up the classification salary ranges

**APPENDIX A
SALARY RANGE DATA
AUGUST 2014**

The data reflects 2585 APC/Unit 4 members as of the August 1, 2014 payroll. There were 134 headcounts removed because of their less than full-time status. 138 were also removed for being either recently hired, leaving the unit or returning/leaving from a temporary separation. Classifications for SSP I (B, C, D), 10 MO, SSP II (A, C), 10 MO and SSP III (A, C), 10 MO are combined. APC currently has 21 positions in the 27 classifications.

ALL CLASSIFICATIONS

HEADCOUNT

2313	SYSTEMWIDE	NOTES: \$3958 – AVERAGE FULL-TIME SALARY 10 YEARS, 2 MONTHS – AVERAGE LENGTH OF SERVICE 74% FEMALE 26% MALE
1235	5% OF BOTTOM (53%)	
842	(842 OF 1235) AT STARTING RANGE	
1452	BELOW AVERAGE SALARY (63%)	
28	WITHIN 5% OF TOP (.01%)	
41	AVERAGE AGE	

CREDENTIAL ANALYST TRAINEE

HEADCOUNT

1	SYSTEMWIDE
0	5% OF BOTTOM (0%)
0	AT STARTING RANGE

CREDENTIAL ANALYST I

HEADCOUNT

9	SYSTEMWIDE	NOTES: \$3357 – AVERAGE SALARY 6 YEARS, 11 MONTHS – AVERAGE LENGTH OF SERVICE 100% FEMALE
6	5% OF BOTTOM (67%)	
2	(2 OF 6) AT STARTING RANGE	
6	BELOW AVERAGE SALARY (67%)	
0	WITHIN 5% OF TOP	
36	AVERAGE AGE	

CREDENTIAL ANALYST II

HEADCOUNT

33	SYSTEMWIDE	NOTES: \$3981 – AVERAGE SALARY 15 YEARS, 9 MONTHS – AVERAGE LENGTH OF SERVICE 97% FEMALE 3% MALE
9	5% OF BOTTOM (27%)	
5	(5 OF 9) AT STARTING RANGE	
20	BELOW AVERAGE SALARY (61%)	
3	WITHIN 5% OF TOP (.09%)	
48	AVERAGE AGE	

EVALUATOR TRAINEE

HEADCOUNT

13	SYSTEMWIDE	NOTES: \$2874 – AVERAGE SALARY 1 YEAR, 11 MONTHS – AVERAGE LENGTH OF SERVICE 69% FEMALE 31% MALE
12	5% OF BOTTOM (92%)	
11	(11 OF 12) AT STARTING RANGE	
11	BELOW AVERAGE SALARY (85%)	
0	WITHING 5% OF TOP	
30	AVERAGE AGE	

**EVALUATOR I
HEADCOUNT**

91 SYSTEMWIDE
61 5% OF BOTTOM (67%)
34 (34 OF 61) AT STARTING RANGE
63 BELOW AVERAGE SALARY (69%)
0 WITHIN 5% OF TOP
40 AVERAGE AGE

NOTES:
\$3148 – AVERAGE SALARY
9 YEARS, 4 MONTHS – AVERAGE LENGTH OF SERVICE
80% FEMALE
20% MALE

**EVALUATOR II
HEADCOUNT**

51 SYSTEMWIDE
25 5% OF BOTTOM (49%)
13 (13 OF 25) AT STARTING RANGE
31 BELOW AVERAGE SALARY (61%)
1 WITHIN 5% OF TOP (.02%)
49 AVERAGE AGE

NOTES:
\$3611 – AVERAGE SALARY
17 YEARS, 0 MONTHS – AVERAGE LENGTH OF SERVICE
82% FEMALE
18% MALE

**EX ED SP IA
HEADCOUNT**

36 SYSTEMWIDE
9 5% OF BOTTOM (25%)
6 (6 OF 9) AT STARTING RANGE
21 BELOW AVERAGE SALARY (58%)
1 WITHIN 5% OF TOP (.03%)
41 AVERAGE AGE

NOTES:
\$4161 – AVERAGE SALARY
8 YEARS, 7 MONTHS – AVERAGE LENGTH OF SERVICE
78% FEMALE
22% MALE

**EX ED SP IIA
HEADCOUNT**

49 SYSTEMWIDE
12 5% OF BOTTOM (24%)
8 (8 OF 12) AT STARTING RANGE
27 BELOW AVERAGE SALARY (55%)
2 WITHIN 5% OF TOP (.04%)
50 AVERAGE AGE

NOTES:
\$5132 – AVERAGE SALARY
11 YEARS, 11 MONTHS – AVERAGE LENGTH OF SERVICE
65% FEMALE
35% MALE

**L, L/A III-A
HEADCOUNT**

3 SYSTEMWIDE
0 5% OF BOTTOM (0%)
0 AT STARTING RANGE
2 BELOW AVERAGE SALARY (67%)
0 WITHIN 5% OF TOP
58 AVERAGE AGE

NOTES:
\$3849 – AVERAGE SALARY
26 YEARS, 1 MONTH – AVERAGE LENGTH OF SERVICE
100% MALE

**L, L/A IV-A
HEADCOUNT**

5 SYSTEMWIDE
0 5% OF BOTTOM (0%)
0 AT STARTING RANGE
3 BELOW AVERAGE SALARY (60%)
0 WITHIN 5% OF TOP
56 AVERAGE AGE

NOTES:
\$4493 – AVERAGE SALARY
22 YEARS, 0 MONTHS – AVERAGE LENGTH OF SERVICE
80% FEMALE
20% MALE

**SPT, FIN AID-A
HEADCOUNT**

38 SYSTEMWIDE
23 5% OF BOTTOM (61%)
18 (18 OF 23) AT STARTING RANGE
25 BELOW AVERAGE SALARY (66%)
0 WITHIN 5% OF TOP
41 AVERAGE AGE

NOTES:
\$3186 – AVERAGE SALARY
10 YEARS, 9 MONTHS – AVERAGE LENGTH OF SERVICE
97% FEMALE
3% MALE

**SSP IA
HEADCOUNT**

29 SYSTEMWIDE
20 5% OF BOTTOM (69%)
14 (14 OF 20) AT STARTING RANGE
19 BELOW AVERAGE SALARY (66%)
0 WITHIN 5% OF TOP
31 AVERAGE AGE

NOTES:
\$3006 – AVERAGE SALARY
3 YEARS, 6 MONTHS – AVERAGE LENGTH OF SERVICE
65% FEMALE
35% MALE

**SSP IB
HEADCOUNT**

188 SYSTEMWIDE
134 5% OF BOTTOM (71%)
98 (98 OF 134) AT STARTING RANGE
124 BELOW AVERAGE SALARY (66%)
0 WITHIN 5% OF TOP
35 AVERAGE AGE

NOTES:
\$3286 – AVERAGE SALARY
7 YEARS, 0 MONTHS – AVERAGE LENGTH OF SERVICE
81% FEMALE
19% MALE

**SSP IB, IC, ID, 10 MO
HEADCOUNT**

4 SYSTEMWIDE
4 5% OF BOTTOM (100%)
3 (3 OF 4) AT STARTING RANGE
1 BELOW AVERAGE SALARY (25%)
0 WITHIN 5% OF TOP
45 AVERAGE AGE

NOTES:
\$2575 – AVERAGE SALARY
5 YEARS, 6 MONTHS – AVERAGE LENGTH OF SERVICE
33% FEMALE
67% MALE

**SSP IIA
HEADCOUNT**

835 SYSTEMWIDE
557 5% OF BOTTOM (67%)
426 (426 OF 557) AT STARTING RANGE
551 BELOW AVERAGE SALARY (66%)
1 WITHIN 5% OF TOP (.002%)
38 AVERAGE AGE

NOTES:
\$3715 – AVERAGE SALARY
8 YEARS, 3 MONTHS – AVERAGE LENGTH OF SERVICE
72% FEMALE
28% MALE

**SSP IIE
HEADCOUNT**

19 SYSTEMWIDE
12 5% OF BOTTOM (63%)
10 (10 OF 12) AT STARTING RANGE
12 BELOW AVERAGE SALARY (63%)
0 WITHIN 5% OF TOP
41 AVERAGE AGE

NOTES:
\$3407 – AVERAGE SALARY
6 YEARS, 2 MONTHS – AVERAGE LENGTH OF SERVICE
68% FEMALE
32% MALE

**SSP IIA, IIC, 10 MO
HEADCOUNT**

13 SYSTEMWIDE
8 5% OF BOTTOM (62%)
1 (1 OF 8) AT STARTING RANGE
9 BELOW AVERAGE SALARY (69%)
0 WITHIN 5% OF TOP
46 AVERAGE AGE

NOTES:
\$3165 – AVERAGE SALARY
12 YEARS, 11 MONTHS – AVERAGE LENGTH OF SERVICE
62% FEMALE
38% MALE

**SSP IIIA
HEADCOUNT**

629 SYSTEMWIDE
265 5% OF BOTTOM (42%)
154 (154 OF 265) AT STARTING RANGE
383 BELOW AVERAGE SALARY (61%)
11 WITHIN 5% OF TOP (.02%)
42 AVERAGE AGE

NOTES:
\$4269 – AVERAGE SALARY
11 YEARS, 0 MONTHS – AVERAGE LENGTH OF SERVICE
72% FEMALE
28% MALE

**SSP III, AY
HEADCOUNT**

3 SYSTEMWIDE
1 5% OF BOTTOM (33%)
0 AT STARTING RANGE
2 BELOW AVERAGE SALARY (67%)
0 WITHIN 5% OF TOP
52 AVERAGE AGE

NOTES:
\$3822 – AVERAGE SALARY
11 YEARS, 1 MONTH – AVERAGE LENGTH OF SERVICE
67% FEMALE
33% MALE

**SSP IIIE
HEADCOUNT**

9 SYSTEMWIDE
5 5% OF BOTTOM (56%)
0 AT STARTING RANGE
5 BELOW AVERAGE SALARY (56%)
0 WITHIN 5% OF TOP
49 AVERAGE AGE

NOTES:
\$3737 – AVERAGE SALARY
4 YEARS, 7 MONTHS – AVERAGE LENGTH OF SERVICE
78% FEMALE
22% MALE

**SSP IIIA, IIIC, 10 MO
HEADCOUNT**

3 SYSTEMWIDE
1 5% OF BOTTOM (33%)
1 (1 OF 3) AT STARTING RANGE
2 BELOW AVERAGE SALARY (67%)
0 WITHIN 5% OF TOP
56 AVERAGE AGE

NOTES:
\$3655 – AVERAGE SALARY
9 YEARS, 2 MONTHS – AVERAGE LENGTH OF SERVICE
67% FEMALE
33% MALE

**SSP IVA
HEADCOUNT**

242 SYSTEMWIDE
67 5% OF BOTTOM (28%)
37 (37 OF 67) AT STARTING RANGE
130 BELOW AVERAGE SALARY (54%)
8 WITHIN 5% OF TOP (.03%)
47 AVERAGE AGE

NOTES:
\$5026 – AVERAGE SALARY
15 YEARS, 4 MONTHS – AVERAGE LENGTH OF SERVICE
71% FEMALE
29% MALE

**SSP IVC, 10 MO
HEADCOUNT**

3	SYSTEMWIDE
0	5% OF BOTTOM (0%)
0	AT STARTING RANGE
1	BELOW AVERAGE SALARY (33%)
0	WITHIN 5% OF TOP
51	AVERAGE AGE

NOTES:
\$4225 – AVERAGE SALARY
17 YEARS, 4 MONTHS – AVERAGE LENGTH OF SERVICE
67% FEMALE
33% MALE

**SSP IVE
HEADCOUNT**

7	SYSTEMWIDE
4	5% OF BOTTOM (57%)
2	(2 OF 4) AT STARTING RANGE
4	BELOW AVERAGE SALARY (57%)
1	WITHIN 5% OF TOP
51	AVERAGE AGE

NOTES:
\$4450 – AVERAGE SALARY
15 YEARS, 11 MONTHS – AVERAGE LENGTH OF SERVICE
100% FEMALE