

WAGE DATA:

Applicants who are seeking jobs or employees who are negotiating for a higher wage or salary should research the median wages for the same or similar position in their geographical area to determine what amount is reasonable. Additionally, employers who are hiring new employees or evaluating existing employees' compensation, should review market data on median wages as well.

There are many resources that employers and employees may wish to consult to determine appropriate compensation for a particular role. Please also note that job titles are not determinative but just an initial step in determining appropriate compensation for a particular role. The Task Force recommends consulting resources that provide a pay range, rather than the median compensation for a particular role. It is also recommended that more than one resource be consulted. Possible resources include, but are not limited to:

- **California's Employment Development Department.** The California EDD provides quarterly information regarding median wages paid for various positions in different regions of the state. See <https://data.edd.ca.gov/Wages/Occupational-Employment-Statistics-OES-/pwxn-y2q5>.
- **The Department of Labor Bureau of Labor Statistics: Occupational Outlook Handbook.** The Department of Labor Bureau of Labor Statistics publishes the Occupational Outlook Handbook, which provides information about the characteristics of various jobs, the skills, education and training required for them, typical salaries and future outlook for the occupation. It is organized by job family. See <http://www.bls.gov/ooh/>.
- **The Department of Labor Bureau of Labor Statistics: O*Net Online.** The DOL also publishes O*Net Online, which is a deep database that provides job related info by a number of different search techniques, such as industry, occupation growth rates, level of training and preparation needed (job zones) and other characteristics. See <https://www.onetonline.org/>.
 - See also the median weekly earnings of full-time and salary workers by detailed occupation and sex at <http://www.bls.gov/cps/cpsaat39.pdf>.
- **Glass Door.** Glass Door is a database of information about employers that includes salary reports submitted by both employer and employee users of the site. See <https://www.glassdoor.com/index.htm>.
- **Salary.com.** Salary.com is a database that allows employers to analyze their internal pay practices against market rates. See <http://www.salary.com/>.
- **Payscale.** Payscale is a database that compiles individual salary profiles through crowdsourcing and big data technologies for use by employers and employees. See <http://www.payscale.com/>.
- **[Insert Additional Resources]**

The resources provided above are not an exhaustive list and the Task Force does not endorse reliance on any particular resource. Please also note that the data provided in the resources above may change following implementation of California's Pay Equity Law.

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