
California Salary Study

In November 2017, fourteen community colleges in the seven California Community Colleges' macro geographic regions were contacted and asked to provide salary, benefits, and additional financial compensation for select faculty positions on campus. The intent of this survey was to identify the potential earnings to be gained through employment at a community college as compared to other employment opportunities.

Of the fourteen colleges contacted, four colleges indicated that they did not employ civil engineering professors.

Registered nurses or civil engineers who are interested in teaching at a community college can expect significantly more financial compensation compared to non-community college employment, dependent on the load of additional courses they choose to teach. Table 1 shows the total compensation for faculty in each region in the state. Compensation in this context includes base salary, benefits, and other possible financial compensation. With the exception of the Bay and South Central Coast regions, the range of total compensation for faculty is higher than for those currently working in the field (non-community college employment). ***There are no clear compensation differences between faculty who are registered nurses and civil engineers.***

Table 1: Faculty Compensation by Region¹

Region	Total Compensation
Bay	\$100,694 - \$107,726
Central Valley/Mother Lode	\$78,702 - \$129,386
LA/OC	\$86,034 - \$124,357
North/Far North	\$81,831 - \$141,393
Riverside-San Bernardino	\$75,138 - \$129,838
SD/Imperial	\$84,994 - \$124,758
South Central Coast	\$79,040 - \$104,232

As a point of comparison, earnings paid to registered nurses and civil engineers across all industries are provided in Table 2. The table includes entry and experienced wages for registered nurses and civil engineers in each of the seven macro-regions. Entry-level registered nurses earn more than civil engineers in nearly every macro-region. However, experienced civil engineers earn more than experienced registered nurses do in four of the seven regions.

¹ Compensation includes base salary, benefits, and overload.

Table 2: Earnings by Occupation and Region²

Region	Occupation	Entry-level Annual Earnings	Experienced Annual Earnings
LA/OC	Registered Nurses	\$76,261	\$113,135
	Civil Engineers	\$74,757	\$117,873
SD/Imperial	Registered Nurses	\$68,083	\$103,639
	Civil Engineers	\$70,184	\$105,184
Riverside/San Bernardino	Registered Nurses	\$75,767	\$112,064
	Civil Engineers	\$75,478	\$112,043
North/Far North	Registered Nurses	\$83,389	\$125,083
	Civil Engineers	\$82,318	\$117,585
Central Valley/Mother Lode	Registered Nurses	\$76,261	\$105,678
	Civil Engineers	\$82,606	\$106,296
Bay	Registered Nurses	\$102,938	\$144,756
	Civil Engineers	\$81,761	\$120,489
South Central Coast	Registered Nurses	\$77,332	\$110,684
	Civil Engineers	\$76,591	\$113,568

Source: Economic Modeling Specialists Intl. (EMSI)

² The 25th percentile of wages represents entry-level annual earnings and the 90th percentile of wages represents experienced annual earnings