



INFORMER

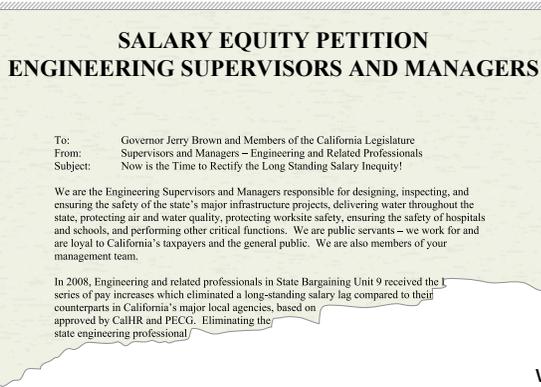
#5, late June 2013

Professional Engineers in California Government

Bargaining, Benefits and the Budget

The long-standing **salary inequity** imposed on PECG-represented **supervisors and managers** continues to be a top priority and a problem which must be resolved. When Unit 9 employees received their fourth and final pay parity salary increase in July 2008 (pursuant to the 2003-08 MOU), for the first time the increase was not also provided by the Schwarzenegger Administration to PECG-represented supervisors and managers. This problem, inherited but not resolved by the current Administration, resulted in supervisors and managers not receiving the pay increase provided by contract to Unit 9 Seniors. The result is a substantial pay disparity between Unit 9 and Supervisory Seniors, many of whom are in the same Civil Service classification; severe salary compaction; and in a few cases, supervisors being paid less than the employees they supervise!

PECG recently submitted **petitions** signed by more than 1,300 supervisors and managers to the Governor's Office and legislative leadership. This inequity will remain the top priority issue until it is resolved!



of state funds on overpriced contracting and eliminate the unsafe practice of allowing private contractors to inspect construction performed by other private contractors.

The Governor and the Legislature reached agreement on a **new State Budget** for the fiscal year beginning on July 1. The lack of serious controversy was aided by a substantial budget surplus for the first time in several years and a Democratic super majority in each house of the Legislature, eliminating the political posturing prevalent in previous years. The final budget agreement reflected the Governor's rather conservative estimates of state revenue and focused primarily on additional funding for schools.

The budget included funding for the 3% top step salary increase for state employees on July 1 and anticipated an increase in the State's contribution to higher health plan premiums in January. If additional funding is required due to agreements in Unit 9 or other MOUs, that could be achieved through subsequent legislation when the MOUs are adopted by the Legislature. (SEIU Local 1000 recently reached agreement on a new MOU for its nine state employee bargaining units but additional budget authorization was not required to fund increased compensation provisions in that contract.)

The current Unit 9 Memorandum of Understanding (**MOU**) runs through July 1 and its provisions will continue in effect until agreement on a new contract is achieved. Your PECG Bargaining Team has been meeting with representatives from CalHR (the Governor's Office) and departmental representatives to negotiate a new Unit 9 MOU covering pay, benefits, and working conditions.



"Pay Parity" is a major issue. From 2003 to 2008, Unit 9 salaries were based on a joint PECG/CalHR salary survey of California's local agencies, providing pay raises to Unit 9 employees when salaries lagged behind their local agency counterparts. While a salary survey remains in the MOU, increases have not been implemented since then during the recession and State Budget deficits. PECG is seeking raises to once again ensure that your salaries are at least equal to those employees of local agencies.

While there are several other economic issues on the table, PECG is also proposing contract items which will reduce the waste

The budget reduced Caltrans Capital Outlay Support Staff by about 180 positions, which is a bit less than in previous years and will be absorbed through attrition. Increases to engineering staff in several other departments in the budget and subsequent legislation essentially offset that reduction.

CalPERS has concluded negotiations with **health plan providers** for premium changes effective in January 2014. Overall, the changes are rather modest, with a 3.8% average increase for HMOs and 2.5% for the CalPERS PPO plans. However, there is a wide variation between individual plan premium increases. Four have been added to the current provider list of Kaiser, Blue Shield, and PERS PPOs. Once the state contribution has been calculated based on the agreed-upon PECG/CalHR formula, an upcoming *Informer* will provide more details to assist employees in determining whether they wish to change their provider or other coverage options. There will be an open enrollment period before the end of the year.

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Nominees for PECG Corporate Office



The following are the candidates for PECG Corporate Office for 2013-2014. Ballots will be mailed to all PECG members on July 11, 2013. The nominees, with their department, classification, and PECG Section, are:

PRESIDENT ELECT

- **Roy Flores** - Caltrans - Transportation Engineer/Civil, Range D. San Diego.
- **Cameron Knudson** - Caltrans - Transportation Engineer/Civil, Range D. Marysville.

VICE PRESIDENT - AT LARGE

- **Sutida Bergquist** - Public Health - Senior Sanitary Engineer. Los Angeles.
- **Terry Escarda** - DTSC - Hazardous Substances Engineer, Capitol.

VICE PRESIDENT - COLLECTIVE BARGAINING

- **Joya Gilster-Nava** - Caltrans - Transportation Engineer/Civil, Range C. Inland Empire.
- **Matt Hanson** - Caltrans - Transportation Engineer/Civil, Range D. Capitol.

SECRETARY

- **Brian Simon** - Caltrans - Transportation Engineer/Civil, Range D. Eureka.
- **Sam Torchia** - Caltrans - Transportation Engineer/Civil, Range D. Bay Area.

VICE PRESIDENT - SUPERVISORY

- **Alan Escarda** - Caltrans - Senior Transportation Engineer. Eureka.
- **Mili Lim Stamation** - Caltrans - Senior Transportation Engineer. Orange County.

TREASURER

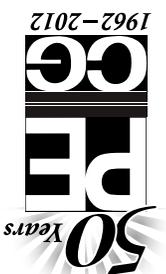
- **Margaret Shaeffer** - Caltrans - Senior Transportation Engineer. Fresno.
- **Mark Sheahan** - Caltrans - Land Surveyor, Range D. Marysville.

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