



PROFESSIONAL ENGINEERS

IN CALIFORNIA GOVERNMENT

Alan Escarda's Notes
PECG Corporate Vice President, Supervisory
January 24, 2014

**Meeting of the PECG Section Vice Presidents, Supervisory
and the Supervisory Meet and Confer Team**

The PECG Meet and Confer Team met with the elected Section Vice Presidents, Supervisory from each of PECG's seventeen Sections on Friday, January 24, 2014. The meeting was to discuss the status of the supervisory and managerial pay inequity and other issues of interest.

Following a history of the action taken by PECG to date to correct the inequity, we discussed the very positive step of the Governor including language in the Budget Summary for the proposed Budget for the upcoming fiscal year (beginning July 1, 2014). The Governor's summary provides "the Budget also includes funding to address salary parity and inequity issues involving specific state managers and supervisors, particularly related to scientists and engineers." We are encouraged that the Governor has included funding in his Budget Proposal to address our long-standing inequity.

With this as the starting point of the State Budget deliberations, PECG's leadership, staff and legislative advocates will work to ensure funding to correct the inequity remains in the State Budget as it makes its way through the various legislative committees, through the May Revise, and ultimately to the floor of each house of the Legislature. The final Budget Bill will be signed by the Governor in June. Assuming the funding to correct our inequity remains in that final approved budget, the next step would be for the California Department of Human Resources (CalHR) to send a pay letter to the State Controller to raise salaries to correct the inequity in the new fiscal year, beginning July 1, 2014. PECG will continue to work with all involved in this process over the coming months until the inequity is rectified in our paychecks and will keep members informed along the way.

We also discussed the efforts of Caltrans Director Malcolm Dougherty to seek approval to fund inequity adjustments sooner than July 1. If Director Dougherty secures permission to adjust pay earlier, other departments might follow suit.

The group discussed other aspects of the State Budget proposal, noting that it contains funding for additional engineering positions at certain departments and includes language suggesting the Administration will review and reduce "reliance on contractors." PECG will recommend that any policy to bring appropriate services in-house include a review of the State's outsourcing of

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Architectural & Engineering services that should be performed by PECG-represented state employees based on serving the public interest for safety reasons as well as cost.

We then discussed pending initiatives of interest to PECG – San Jose Mayor Chuck Reed's proposed initiative to amend the California Constitution with the goal of cutting our pensions and Transportation California's proposed measure to increase the vehicle license fee to fund road repairs on the State Highway System and local roads. While each have obtained a Title and Summary from the Attorney General's Office, it is not clear whether the proponents of either initiative will proceed to gather signatures for the November 2014 ballot. (Note: Transportation California has since announced it will not proceed with its proposal.)

Finally, we discussed long term solutions for salary setting for supervisors and managers. PECG is a member of the Excluded Employee Council, which meets regularly with CalHR and other groups representing supervisors and managers to discuss issues of mutual concern. PECG is also one of the sponsors of Senate Bill 216 (Beall). If enacted, the bill would amend the Government Code to more clearly reflect the existing State policy of paying supervisors and managers a minimum of 10 percent more than the employees they supervise. The bill would also clarify that if a budget appropriation is not available to fund that policy objective, the State should still recognize what the salaries should be and share that information with the Legislature. PECG will be working with the Legislature and the Administration to find a common ground on potential changes to the salary setting process for supervisors and managers.

Alan Escarda thanked the PECG membership, the Section representatives and the Meet and Confer Team for all of the past efforts to correct the salary inequity. Alan noted that PECG remains committed to righting this inequity and will not stop until the goal is achieved with the continued support of the membership.