



Professional  
Engineers  
in California  
Government

# SUPERVISORS AND MANAGERS

Have Always Been Instrumental to PECG's Success

**T**he story of just how **PECG came to represent state engineers and related professionals (Unit 9)** has been told many times. In short, in July 1963, **engineers from the Division of Highways** (later to become Caltrans) met in the basement of their District IV offices in San Francisco. They were **united by their frustration** with the outsourcing of their work and lagging pay and benefits.

At that meeting, they adopted a **written declaration of PECG's purpose**: *"few of these items (outsourcing, pay and benefits issues)...can be accomplished on an individual basis. They **require concerted collective effort**. A formal organization is necessary. Your **active participation is the only way we can get the kind of representation necessary to preserve, foster and maintain the identity and stature of the professional engineer in state service.**"* In 1981, after California state employees were granted collective bargaining rights, **PECG was elected the exclusive representative** of Unit 9 rank and file employees and, later, became the **verified representative of Unit 9** supervisors and managers.

What is not often told about PECG's creation is this: **many of the founders in the summer of 1963**

**and in the years to follow, were supervisors and managers.** They were leaders in their respective departments around the state. They enjoyed the **respect of the department higher ups and the rank and file** employees who worked for them. They were in an ideal position to create a new, independent organization in which members make decisions entirely dependent on what is best for state engineers and related professionals.

**Many of  
PECG's  
Founders ...  
Were  
Supervisors  
and Managers**

To their great credit, they knew that to get results, **PECG needed to represent all state engineers - supervisors and rank and file employees** - to bring the maximum "collective effort" to bear to address the mutual problems they faced.

That is why PECG, unlike most other state bargaining units, continues to represent, and deliver for, state supervisors and managers.

**PECG negotiates salary and benefits for supervisors and managers** with the Governor's Administration through the Meet and Confer process. Over the years, PECG's Meet and Confer Team (made up of PECG supervisors and managers from around the state) **has effectively advocated for significant pay and benefits gains** for supervisors and managers.

**M**any of the benefits mirror provisions received by Unit 9 rank and file members through collective bargaining. Others are exclusive to supervisory and managerial employees. Here are just a few of the benefits provided to Unit 9 supervisors and managers in recent years:



- **Salary increases of more than 97% over the last 16 years.**
- State **experience pay differential** starting at 2% of salary for employees with 20 or more years of state service.
- **Geographic pay differential** of \$250 per month for those with worksites located in Alameda, Marin, San Francisco, San Mateo, and Santa Clara counties.
- **Family Care Leave Benefit** exclusive to supervisors and managers, that mirrors paid family leave, but is provided at no cost.
- **Pay Differential 421**, implemented in 2019, provides salaried supervisors and managers responding to declared emergencies with double time during the first two weeks of response and time-and-a-half for each week thereafter.
- **Consolidated Benefits** (or “CoBen”), the allowance to pay for health and dental, are generally considered the best in state service.
- Eligibility to enroll in one of two **enhanced dental plans**.
- **Employer-paid term-life insurance policies** - \$25,000 in coverage for supervisors and \$50,000 in coverage for managers - with no out-of-pocket costs.
- An **extra hour of vacation leave or annual leave** (as applicable) per month.
- Eligibility to enroll in an employee-paid **long-term disability plan** that provides a percentage of income after the first six months of a disability.

These gains reflect **PEECG’s dedication to supervisors and managers** from the organization’s founding through today. In turn, nearly **60% of supervisors and managers are members**. They understand that PEECG delivers competitive pay, pension protection, the best benefits in state service, and protection from outsourcing for all state engineer and related classifications.