



PROFESSIONAL ENGINEERS



IN CALIFORNIA GOVERNMENT

SALARIES AND COMPENSATION

Salary Parity for Unit 9 Supervisors and Managers

All employees in classifications designated S09, M09, U09 and E48 shall receive salaries no less than salaries received by their counterparts in California's larger local agencies and the University of California. The determination of those salaries shall be based on DPA's survey of the Supervisory Level Professional Engineer Benchmark, utilizing the California public agencies and the University of California included in the department's survey dated December 2002, updated annually, and the local agency classifications and agencies shall be updated no less than once per year. The agencies and classifications included in the survey shall only be changed upon agreement between DPA and PECG.

The calculation of the salary lead or lag for employees designated S09, M09, U09, and E48 shall be based on weighted average salaries of employees in the classifications in those surveyed agencies. All steps in each salary range shall be increased by the same percentage.

All salary increases shall be rounded to the nearest dollar. In no event shall salaries be reduced as a result of this provision. DPA and PECG may meet and confer on salaries above the minimum level on any general, regional, specialty, classification, department, or other basis they choose to agree upon.

Salaries for employees designated in S09, M09, U09 and E48 shall be increased as appropriate to correspond to the timing of the salaries received by local agency employees included in the survey, with adjustments in the salaries occurring no less than once every 12 months as follows:

- Effective July 1, 2008, and thereafter, the salaries for all supervisor and managerial employees designated S09, M09, U09 and E48 shall be such that any lag calculated from the December 2007 or later DPA survey shall be entirely eliminated.

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TELEFAX: Headquarters (916) 446-0489; Los Angeles (818) 247-2348; San Francisco (415) 861-5360

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Life Insurance

The State agrees to increase the basic group term life insurance to \$75,000 for employees designated M09 and increase to \$50,000 for employees designated S09 and E48.

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