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Unit 9, Professional Engineers
2011 Salary Survey

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Labor Relations Division
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Overview

This salary survey is prepared by the Department of Personnel Administration (DPA) pursuant to AB 977 (Chapter 616/2003) and the Memorandum of Understanding (MOU) between the State of California (State) and the Professional Engineers in California Government (PECG) covering Bargaining Unit 9 Professional Engineers.

Pursuant to AB 977, DPA is submitting a completed Unit 9 salary survey to the Legislature for consideration. Unit 9 Employees are not automatically entitled to salary increases to compensate for any salary disparity ("lag") between Unit 9 salaries and other negotiated benchmark comparisons.

Methodology

Memorandum of Understanding Survey Requirement

This salary survey was initiated and completed based on the requirements of the MOU that was effective July 2, 2003 through July 2, 2008, as a new agreement had not yet been reached. Article 3.1 of this contract contained the survey requirements and components to the survey whereby over time the parties had agreed to a specific methodology. Attachment 1 displays MOU Article 3.1. By the terms of the MOU the surveyed agencies and classifications may only be changed upon agreement between DPA and PECG.

MOU, Article 3.1, required DPA to

- annually survey the same public agencies and University of California job classifications as were used in December 2002 survey
- calculate the salary lead or lag based on the weighted average salaries of employees in the surveyed organizations' classifications

A new MOU has since been enacted and became effective April 1, 2011 through July 1, 2013, but had no impact on this salary survey. This new MOU states that by mutual agreement DPA and PECG can meet to discuss benchmarks and methodologies beginning with the 2013 survey and the calculation of the salary lead or lag shall be based on weighted average salaries of employees in the classifications of specific surveyed agencies as per the list contained in the new MOU.

State of California's Benchmark Job Classifications

For this survey, the required three benchmark job classifications for the State are

- Entry Level—Transportation Engineer (Civil) Range B
- Journey Level—Transportation Engineer (Civil) Range D
- First-Supervisory-Level—Senior Transportation Engineer, Caltrans

Surveyed Organizations and Job Classifications

Attachment 2 displays the surveyed organizations, their surveyed job classifications, and the minimum and maximum salaries of those job classifications.

Survey Lag Computation

There are two parts to the survey lag computation. The first part of the lag computation weights the maximum salary of each surveyed organization (not including the State) by the total number of engineers in the comparable class in the surveyed organizations. This is done separately for the entry-level, journey-level and first-supervisory level categories. The result is three weighted average maximum salaries for the surveyed organizations; one for entry level, one for journey level, and one for first-supervisory level.

The second part of the lag computation compares the weighted average salary for the surveyed organizations with maximum salary of the State benchmark engineer class. The percentage difference is the salary lag. A separate lag is computed for entry, journey, and first-supervisory levels.

The following illustrates the simplified lag computation for entry-level using two fictitious survey organizations and fictitious data.

Simplified Illustration of Salary Lag Computation

Surveyed Organization	Entry-Level Maximum Salary A	No. of Engineers in Survey Class B	Product = A x B
Organization A	$5,346	132	$705,672
Organization B	$6,268	26	$162,968
Total		158	$826,640
Weighted Average Salary	$5,232[1]		
State of California Salary	$5,000		
State Salary Lag	$232		
State Salary Lag Percent	4.6%[2]		

Notes:
1. Calculation is $826,640/158
2. Calculation is $5,232 less 5,000 divided by $5,000, rounded to one decimal

Lag Computation Variations

There were two unique variations affecting the lag computation. The first item is that some of the surveyed organizations used two classifications for one level (such as entry level). As shown in Attachment 2,

- Six surveyed organizations used two classifications for the entry level
- One surveyed organization used two classifications for the journey level

For those organizations using two classifications for a level (such as entry level), the DPA combined the incumbent counts for the two classifications. The DPA then weighted the maximum salary of the higher-salaried class by the combined incumbent count.

The second variation affecting the lag computation is the additional pay that some survey organizations provide their engineers for possessing State certification as a registered engineer.

The City of San Diego pays employees in the Journey and First-Supervisory levels 15% additional for State certification as a Registered Civil Engineer. To compute the survey's salary lag, the DPA added the additional pay to maximum salary, then weighted by an incumbent count containing only State-certified registered engineers.

The Professional Engineers in California Government and DPA agreed on the application of the two variations.

Survey Results

Salary Lags for Entry, Journey and First-Supervisory Levels

Based on the survey data, the lags are displayed in the following table for the State's three surveyed benchmark job classifications. The lags are as follow:

Table-Display of Survey's Lags

	Entry Level	Journey Level	First Supervisory Level
State Benchmark Classification	Transportation Engineer (Civil) Range B	Transportation Engineer (Civil) Range D	Senior Transportation Engineer, Caltrans
Survey's Lag	2.6%	3.8%	3.7%

Attachment 3 provides the detail on the lag computations.

These three lag percentages have not translated to salary increases. The rank and file civil service job classifications of Bargaining Unit 9 are not automatically entitled to salary increases to compensate for any salary disparity ("lag") between Bargaining Unit 9 salaries and other negotiated benchmark comparisons. The Legislature shall determine whether or not those salary lags should be translated into salary increases for Unit 9 employees.

Considerations

Pursuant to AB 977 and the MOU, DPA is to submit this survey annually to the Legislature for consideration. However, this survey does not reflect the actual cost of increasing Unit 9 salaries as the survey does not take into consideration the total impact that such increases would have on the related supervisory and managerial classifications. Significant costs should be assumed should the State extend the salary disparity "lag" to the supervisory and managerial classifications.

Salary Survey Text from Unit 9 Memorandum Of Understanding **Attachment 1**

ARTICLE 3 SALARIES AND COMPENSATION

3.1 Salary Parity for Unit 9

All employees in classifications in Unit 9 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 Professional Engineer Benchmarks, 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 salary range matches contained therein. The salary survey for those 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 Unit 9 employees 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. The salary for intermediate classifications in ranges between the Entry and Supervisory levels shall be based on prorating or interpolating the salaries.

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 negotiate salaries above the minimum level on any general, regional, specialty, classification, department, or other basis they choose to agree upon.

Salaries for Unit 9 employees 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 Unit 9 salaries occurring no less than once every 12 months, as follows:

Effective July 1, 2005, the salary increase for all Unit 9 employees shall be no less than 25% of the lag calculated from the December 2004 survey or later.

Effective July 1, 2006, the salary increase for all Unit 9 employees shall be no less than 50% of the lag calculated from the survey dated December 2005 or later.

Effective July 1, 2007, the salary increase for all Unit 9 employees shall be no less than 75% of the lag calculated from the survey dated December 2006 or later.

Effective July 1, 2008, and thereafter, the salaries for all Unit 9 employees shall be such that any lag calculated from the December 2007 or later DPA survey shall be entirely eliminated.

Organization	Entry Level	Min	Max	Journey Level	Min	Max	First Supervisory Level	Min	Max
STATE OF CALIFORNIA	Transportation Engineer A/B	$4,608	$6,409	Transportation Engineer D	$6,897	$8,379	Sr. Transportation Engineer	$8,122	$9,870
Alameda County	Junior Engineer	$5,606	$6,477	Associate Civil Engineer	$7,656	$9,303	Supervising Civil Engineer	$8,743	$10,631
Contra Costa County	Engineer - Entry	$5,220	$6,205	Engineer - Project	$7,180	$8,327	Associate Civil Engineer	$6,351	$8,333
Fresno County	Engineer II	$5,143	$6,565	Senior Engineer	$6,387	$7,765	Supervising Engineer	$7,026	$8,541
Los Angeles County	C.E Assistant/Sr. C.E. Assistant	$5014 $5014	$5900 $6229	Associate Civil Engineer/Civil Engineer	$6641 $7402	$8250 $9196	Senior Civil Engineer	$8,250	$10,249
Orange County	Junior Civil Engineer	$5,432	$6,217	Civil Engineer	$7,504	$8,597	Senior Civil Engineer	$8,597	$9,857
Riverside County	Junior Engineer/Assistant Engineer	$4308 $5098	$5946 $6650	Associate Civil Engineer	$5,976	$7,797	Senior Civil Engineer	$6,828	$8,910
Sacramento County	Asst. Civil Engineer Lvl 1 ,Asst. Civil Eng. Lvl 2	$4,550 $5,478	$5,016 $6,988	Associate Civil Engineer	$6,981	$8,486	Senior Civil Engineer	$8,488	$9,358
San Bernardino County	A/E Project Manager I	$4,911	$6,271	A/E Project Manager II	$5,685	$7,263	A/E Project Manager III	$6,271	$8,017
San Diego County	Assistant Engineer	$4,926	$6,289	Civil Engineer	$6,219	$7,559	Senior Civil Engineer	$7,195	$8,746
Santa Clara County	Assistant Civil Engineer	$5,980	$7,271	Associate Civil Engineer	$7,131	$8,668	Senior Civil Engineer	$8,351	$10,177
SF City/County	Junior Engineer/Assistant Engineer	$5462 $6169	$6639 $7497	Associate Engineer	$7,178	$8,727	Senior Engineer	$9,620	$11,694
City of Fresno	Engineer I	$4,119	$4,972	Professional Engineer	$5,819	$7,052	Supervising Professional Engineer	$6,606	$8,011
City of Los Angeles	Civil Engineer Associate I	$5,438	$6,755	Civil Engineer	$7,357	$9,140	Senior Civil Engineer	$8,655	$10,751
City of Oakland	Assistant Engineer, Lvl 1	$5,106	$6,267	Civil Engineer	$6,895	$8,465	Civil Engineer, Supervisor	$8,475	$10,406
City of Riverside	Assistant Engineer	$5,322	$6,470	Associate Engineer	$6,148	$8,239	Principal Engineer	$8,057	$11,901
City of Sacramento	Junior Engineer/Assistant Civil Engineer	$3983 $4858	$5605 $6836	Associate Civil Engineer	$5,897	$8,297	Supervising Engineer	$7,484	$11,226
City of San Diego	Junior Engineer/Assistant Engineer	$4181 $4839	$5063 $5830	Associate Engineer	$6,407	$7,737	Senior Civil Engineer	$7,384	$8,929
City of San Jose	Engineer I	$5,774	$7,306	Associate Engineer	$7,017	$8,885	Senior Engineer	$8,533	$10,797
University of California, Berkeley	Engineer, Assistant	N/A	N/A	Engineer, Associate	N/A	N/A	Engineer, Senior	N/A	N/A
University of California, Davis	Engineer, Assistant	$4,024	$6,841	Engineer, Associate	$4,866	$8,272	Engineer, Senior	$5,356	$9,105
University of California, Irvine	Engineer, Assistant	$3,641	$5,950	Engineer, Associate	$4,410	$7,208	Engineer, Senior	$4,855	$7,933
University of California, Los Angeles	Engineer, Assistant	$3,806	$6,861	Engineer, Associate	$4,605	$8,282	Engineer, Senior	$5,069	$9,126
University of California, Merced	Engineer, Assistant	N/A	N/A	Engineer, Associate	N/A	N/A	Engineer, Senior	$4,709	$8,817
University of California, Riverside	Engineer, Assistant	$3,679	$7,017	Engineer, Associate	$4,451	$8,491	Engineer, Senior	$4,899	$10,270
University of California, San Diego	Engineer, Assistant	$3,509	$6,270	Engineer, Associate	$4,227	$7,896	Engineer, Senior	$5,161	$10,048
University of California, Santa Cruz	Engineer, Assistant	$3,767	$6,758	Engineer, Associate	$4,542	$8,175	Engineer, Senior	$5,000	$9,000
University of California, Santa Barbara	Engineer, Assistant	$3,751	$6,762	Engineer, Associate	$4,538	$8,162	Engineer, Senior	$4,995	$8,993
University of California, San Francisco	Engineer, Assistant	$4,467	$7,808	Engineer, Associate	$5,425	$9,467	Engineer, Senior	$5,958	$10,408

Department of Personnel Administration's
Computation of Weighted Average Salary and Lag for 2011 Unit 9 Salary Survey
July, 1, 2011

	Entry Level			Journey Level			First Supervisory Level		
A	B	C	D	**E**	**F**	G	**H**	**I**	J
Jurisdiction	Salary Maximum	# of Inc.	Cal. Of Weighted Avg. Max =B*C	Salary Maximum	# of Inc.	Cal. Of Weighted Avg. Max =E*F	Salary Maximum	# of Inc.	Cal. Of Weighted Avg. Max =H*I
Alameda County	6,477	1	6,477	9,303	10	93,028	10,631	5	53,155
Contra Costa County	6,205	0	0	8,327	3	24,981	8,333	9	74,997
Fresno County	6,565	4	26,260	7,765	7	54,355	8,541	3	25,623
Los Angeles County	6,229	192	1,195,968	9,196	359	3,301,364	10,249	92	942,908
Orange County	6,217	1	6,217	8,597	26	223,522	9,857	25	246,425
Riverside County	6,650	24	159,600	7,797	30	233,910	8,910	12	106,920
Sacramento County	6,988	92	642,896	8,486	97	823,142	9,358	56	524,048
San Bernardino County	6,271	0	0	7,263	3	21,788	8,017	4	32,067
San Diego County	6,289	0	0	7,559	39	294,801	8,746	21	183,666
Santa Clara County	7,271	0	0	8,668	17	147,354	10,177	7	71,238
SF City/County	7,497	206	1,544,382	8,727	135	1,178,145	11,694	87	1,017,378
City of Fresno	4,972	1	4,972	7,052	11	77,572	8,011	1	8,011
City of Los Angeles	6,755	5	33,775	9,140	71	648,940	10,751	25	268,775
City of Oakland	6,267	0	0	8,465	20	169,300	10,406	6	62,436
City of Riverside	6,470	0	0	8,239	4	32,956	11,901	14	166,614
City of Sacramento	6,836	15	102,540	8,297	19	157,648	11,226	28	314,328
City of San Diego	5,830	228	1,329,240	7,737	90	696,348	8,929	42	375,001
City of San Jose	7,306	0	0	8,885	95	844,075	10,797	35	377,895
UC - Berkeley			0			0			0
UC - Davis	6,841	0	0	8,272	3	24,816	9,105	4	36,420
UC - Irvine	5,950	2	11,900	7,208	1	7,208	7,933	0	0
UC - Los Angeles	6,861	13	89,193	8,282	3	24,846	9,126	6	54,756
UC - Merced		0	0		0	0	8,817	0	0
UC - Riverside	7,017	0	0	8,491	0	0	10,270	1	10,270
UC - San Diego	6,270	2	12,540	7,896	4	31,584	10,048	1	10,048
UC - Santa Cruz	6,758	6	40,548	8,175	2	16,350	9,000	7	63,000
UC - Santa Barbara	6,762	2	13,524	8,162	4	32,648	8,993	0	0
UC - San Francisco	7,808	1	7,808	9,467	0	0	10,408	1	10,408
		795	5,227,840		1053	9,160,681		492	5,036,387
Weighted Average			6,576			8,700			10,237
State of California			6,409			8,379			9,870
State Lag - $$$			167			321			367
State Lag - %			2.6%			3.8%			3.7%