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Unit 9, Professional Engineers 2008 Salary Survey

**Department of Personnel Administration
Labor Relations Division
Office of Financial Management and Economic Research**
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Overview

This salary survey is prepared by the Department of Personnel Administration (DPA) pursuant to the labor memorandum of understanding between the State of California (State) and the Professional Engineers in California Government (PECG), covering Bargaining Unit 9 Professional Engineers.

Methodology

Labor Memorandum of Understanding Survey Requirement

The labor memorandum of understanding (MOU) has a term of July 2, 2003 through July 2, 2008. MOU Article 3.1 contains the survey requirement and methodology. Attachment 1 displays this Article. The methodology is specific and requires that the surveyed agencies and classifications included in the survey can only be changed upon agreement between DPA and PECG.

MOU, Article 3.1, requires 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 weighted average salaries of employees in the surveyed organizations' classifications
- determine the salary increase for intermediate classifications between the entry and first-supervisory-levels based on prorating or interpolating the salaries
- provide salary increases to Unit 9 employees based at various percentages of the salary lag at July 1, 2005, 2006, 2007 and 2008

At July 1, 2008, the MOU requires a salary increase for Unit 9 employees at 100% of the survey's salary lag.

State of California's Three Survey Benchmark Job Classifications

For this survey, the required three benchmark job classifications for the State of California 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 and Salary Increase Computation

Attachment 3 displays the lag and salary increase computation. There are two parts to this computation.

The first part of the lag computation weights the maximum salary of each surveyed organization (not including the State of California) 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.

Based on the Unit 9 Labor MOU, Article 3.1, the salary increase for the entry, journey and first-supervisory levels at July 1, 2008, is 100% of the lag. The salary increase is the lag multiplied by 100%, rounded to one decimal point.

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

Simplified Illustration of Salary Lag and Salary Increase 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		
Salary Increase at 100% of lag	4.6% ³		

Notes:

1. Calculation is \$826,640 / 158
2. Calculation is \$5,232 less 5,000 divided by \$5,000, rounded to one decimal
3. Calculation is 4.6% x 100%, 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.

Alameda County pays employees in the journey-level classification 7% additional pay for State certification as a Registered Civil Engineer. The City of San Diego pays employees in the Journey and First-Supervisory levels 15% additional for such certification. 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.

Salary Interpolation Schedule

MOU Article 3.1 requires that the some salary increases be based on prorating or interpolating the salaries. This is for intermediate classifications between the entry and journey-levels and between the journey and first-supervisory-levels. Consequently, different job classifications receive different salary increases based on the salary interpolation. The salary increases for entry, journey and first-supervisory levels are the base numbers on which the salary interpolation is built.

Attachment 4 illustrates the interpolation schedule for this survey. There are four parts to developing the interpolation schedule.

The first part determines the dollar difference between the maximum salaries of the State's entry-level class and journey-level class.

The second part determines the number of 1/10% steps between the survey's salary increases for the entry and journey levels.

The third part divides the dollar difference determined in the first part by the number of steps determined in the second part to determine the dollar increment related to each 1/10% change in the salary increase.

The fourth part starts with the entry-level percent salary increase and entry-level maximum salary. It then assigns the dollar increment to each 1/10% step of the salary increase between entry and journey level maximum salaries. This results in a new salary range for each 1/10% change to the entry-level salary increase.

The steps above are then repeated examining the differences between the journey and first-supervisory levels.

The interpolation schedule is used to determine the specific salary increase for any Unit 9 job classification. The current maximum salary of each Unit 09 class is compared to the interpolation schedule to determine the salary increase for that class.

Attachment 5 displays the salaries for rank and file classifications at July 1, 2008 based on the interpolation schedule. Based on that schedule, classifications that have maximum salaries

- lower than or equal to \$5,951 will receive an 7.7% salary increase on July 1, 2008.
- greater than or equal to \$8,965 will receive a 10.1% salary increase on July 1, 2008.

Survey Results

Salary Lags and Increases for Entry, Journey and First-Supervisory Levels

Based on the survey data, the lags and general salary increases are displayed in the following table for the State's three surveyed benchmark job classifications. The salary increases are effective July 1, 2008. Attachment 3 provides the detail on the lag computations.

Table-Display of Survey's Lags and Salary Increases

	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	7.7%	10.0%	10.1%
July 1, 2008 salary increase at 100% of the lag	7.7%	10.0%	10.1%

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 PEGC.

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 PEGC 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.

<u>Organization</u>	<u>Entry Level</u>	<u>Min</u>	<u>Max</u>	<u>Journey Level</u>	<u>Min</u>	<u>Max</u>	<u>First-Supervisory Level</u>	<u>Min</u>	<u>Max</u>
State of California	Transportation Engineer (Civil) A/B class code 3135	\$4,279	\$5,951	Transportation Engineer (Civil) Range D class code 3135	\$6,270	\$7,617	Sr. Transportation Engineer, Caltrans class code 3161	\$7,377	\$8,965
Alameda County	Junior Engineer	\$5,443	\$6,289	Associate Engineer	\$7,434	\$9,032	Supervising Civil Engineer	\$8,240	\$10,020
Contra Costa County	Engineer - Entry	\$5,118	\$6,083	Engineer - Project	\$7,040	\$8,164	Associate Civil Engineer	\$6,226	\$8,374
Fresno County	Engineer II	\$4,849	\$6,190	Senior Engineer	\$6,387	\$7,765	Supervising Engineer	\$7,026	\$8,541
Los Angeles County	Civil Eng. Assistant/Sr. Civil Eng. Assistant	\$4,868 \$4,868	\$5,728 \$6,048	Associate Civil Engineer/Civil Engineer	\$6,448 \$7,186	\$8,010 \$8,927	Senior Civil Engineer	\$8,010	\$9,950
Orange County	Junior Civil Engineer	\$5,236	\$5,992	Civil Engineer	\$6,483	\$7,429	Senior Civil Engineer	\$7,233	\$8,287
Riverside County	Junior Engineer/Assistant Engineer	\$4,426 \$4,949	\$5,773 \$6,456	Associate Civil Engineer	\$5,802	\$7,570	Senior Civil Engineer	\$6,629	\$8,650
Sacramento County	Asst. Civil Eng. Level I / II (This is a single class)	\$4,193	\$6,440	Associate Civil Engineer	\$6,433	\$7,820	Senior Civil Engineer	\$7,891	\$8,700
San Bernardino County	A/E Project Manager I	\$4,439	\$5,668	A/E Project Manager II	\$5,139	\$6,566	A/E Project Manager II	\$5,668	\$7,245
San Diego County	Junior Engineer/Assistant Engineer	\$4,243 \$4,668	\$5,158 \$5,957	Civil Engineer	\$5,890	\$7,159	Senior Civil Engineer	\$6,815	\$8,285
Santa Clara County	Assistant Civil Engineer	\$5,863	\$7,129	Associate Civil Engineer	\$6,991	\$8,498	Senior Civil Engineer	\$8,188	\$9,977
San Francisco City & County	Junior Engineer/Assistant Engineer	\$5,527 \$6,244	\$6,719 \$7,590	Associate Engineer	\$7,265	\$8,829	Senior Engineer	\$9,733	\$11,830
City of Fresno	Engineer I	\$3,920	\$4,732	Professional Engineer	\$5,704	\$6,913	Supervising Professional Engineer	\$6,476	\$7,853
City of Los Angeles	Civil Engineer Associate I	\$5,124	\$6,365	Civil Engineer	\$6,934	\$8,615	Senior Civil Engineer	\$8,157	\$10,134
City of Oakland	Assistant Engineer, Level 1	\$5,106	\$6,267	Civil Engineer	\$6,895	\$8,465	Supervising Civil Engineer	\$8,475	\$10,406
City of Riverside	Assistant Engineer	\$5,091	\$6,188	Associate Engineer	\$5,894	\$7,164	Principal Engineer	\$7,706	\$11,383
City of Sacramento	Jr. Engineer/Assistant Civil Engineer	\$3,755 \$4,580	\$5,283 \$6,444	Associate Civil Engineer	\$5,559	\$7,822	Supervising Engineer	\$6,788	\$10,181
City of San Diego	Junior Engineer-Civil/ Assistant Engineer-Civil	\$4,181 \$4,839	\$5,063 \$5,830	Associate Engineer-Civil*	\$0	\$7,737	Senior Civil Engineer*	\$0	\$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	\$3,625	\$6,652	Engineer, Associate	\$4,385	\$8,049	Engineer, Senior	\$4,828	\$8,860
University of California, Davis	Engineer, Assistant	\$3,545	\$6,027	Engineer, Associate	\$4,293	\$7,298	Engineer, Senior	\$4,724	\$8,031
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	No Match	N/A	N/A	No Match	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	\$3,163	\$5,988	Engineer, Associate	\$3,839	\$7,717	Engineer, Senior	\$4,637	\$9,965
University of California, San Francisco	Engineer, Assistant	\$4,467	\$7,367	Engineer, Associate	\$5,425	\$8,933	Engineer, Senior	\$5,958	\$9,817
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, Santa Cruz	Engineer, Assistant	\$3,767	\$6,758	Engineer, Associate	\$4,542	\$8,175	Engineer, Senior	\$5,000	\$9,000

**Department of Personnel Administration's
Computation of Weighted Average Salary and Lag for 2008 Unit 9 Salary Survey*
March 11, 2008**

A	Entry Level			Journey Level			First-Supervisory Level		
	B	C	D	E	F	G	H	I	J
Jurisdiction	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =B*C	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =E*F	Salary Maximum	No. of Inc.	Calc. of Weighted Avg. Max =H*I
Alameda County	6,289	0	0	9,032	12	108,384	10,020	4	40,080
Contra Costa County	6,083	7	42,581	8,164	4	32,656	8,374	10	83,740
Fresno County	6,190	2	12,380	7,765	8	62,120	8,541	3	25,623
Los Angeles County	6,048	251	1,517,935	8,927	335	2,990,666	9,950	91	905,475
Orange County	5,992	7	41,944	7,429	64	475,456	8,287	25	207,175
Riverside County	6,456	24	154,944	7,570	29	219,530	8,630	21	181,650
Sacramento County	6,440	90	579,600	7,820	84	656,880	8,700	50	435,000
San Bernardino County	5,668	3	17,004	6,566	4	26,263	7,245	4	28,981
San Diego County	5,957			7,159	65	465,335	8,285	20	165,700
Santa Clara County	7,129	11	78,419	8,498	16	135,968	9,977	8	79,816
SF City/County	7,590	181	1,373,790	8,829	135	1,191,915	11,830	89	1,052,870
City of Fresno	4,732	11	52,052	6,913	14	96,782	7,853	3	23,559
City of Los Angeles	6,365	70	445,550	8,615	46	396,290	10,134	18	182,412
City of Oakland	6,267	30	188,010	8,465	27	228,555	10,406	10	104,060
City of Riverside	6,188	0	0	7,164	9	64,476	11,383	13	147,979
City of Sacramento	6,444	22	141,768	7,822	20	156,440	10,181	15	152,715
City of San Diego	5,830	201	1,171,830	7,737	77	595,749	8,929	39	348,231
City of San Jose	7,306	10	73,060	8,885	108	959,580	10,797	37	399,489
UC-Berkeley	6,652	0	0	8,049	5	40,245	8,860	3	26,580
UC-Davis	6,027	3	18,081	7,298	3	21,894	8,031	6	48,186
UC-Irvine	5,950	2	11,900	7,208	0	0	7,933	0	0
UC-Los Angeles	6,861	3	20,583	8,282	2	16,564	9,126	5	45,630
UC-Merced							8,817	1	8,817
UC-Riverside	7,017	0	0	8,491	0	0	10,270	1	10,270
UC-San Diego	5,988	0	0	7,717	0	0	9,955	0	0
UC-Santa Cruz	6,758	8	54,064	8,175	4	32,700	9,030	5	45,000
UC-Santa Barbara	6,762	2	13,524	8,162	4	32,648	8,993	0	0
UC-San Francisco	7,367	0	0	8,933	0	0	9,817	0	0
Total		938	6,009,019		1,075	9,007,096		481	4,749,038
Weighted Average Salary			6,406			8,379			9,873
State of California			5,951			7,617			8,965
State Lag -- S			455			762			908
State Lag -- %			7.7%			10.0%			10.1%

MOU Article 3.1; 100% of lag due 7-1-08

7.7%

10.0%

10.1%

**Department of Personnel Administration's Interpolation Schedule
For 2008 Unit 9 Salary Survey
Prepared 3-11-08**

GSI = general salary increase

	Entry Range B Note 1	Journey Range D Note 2	First-Supv Level Note 3
Survey's GSI for benchmark class	7.7%	10.0%	10.1%
Max salary of benchmark class	\$5,951	\$7,617	\$8,965

Difference between max salaries above	\$1,666	\$1,348
Number of 1/10% steps from 7.7% to 10.0% shown below	23	
Number of 1/10% steps from 10.0% to 10.1% shown below		1

Dollars between each 1/10% change in salary increase	\$72.43	\$1,348.00
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GSI at 7-1-08	Current Max Salary	Current Max Salary
7.7%	Up to	\$5,951
7.8%	\$5,952	\$6,023
7.9%	\$6,024	\$6,096
8.0%	\$6,097	\$6,168
8.1%	\$6,169	\$6,241
8.2%	\$6,242	\$6,313
8.3%	\$6,314	\$6,386
8.4%	\$6,387	\$6,458
8.5%	\$6,459	\$6,530
8.6%	\$6,531	\$6,603
8.7%	\$6,604	\$6,675
8.8%	\$6,676	\$6,748
8.9%	\$6,749	\$6,820
9.0%	\$6,821	\$6,893
9.1%	\$6,894	\$6,965
9.2%	\$6,966	\$7,038
9.3%	\$7,039	\$7,110
9.4%	\$7,111	\$7,182
9.5%	\$7,183	\$7,255
9.6%	\$7,256	\$7,327
9.7%	\$7,328	\$7,400
9.8%	\$7,401	\$7,472
9.9%	\$7,473	\$7,545
10.0%	\$7,546	\$7,617

GSI at 7-1-08	Current Max Salary	Current Max Salary
10.1%	\$7,618	\$8,965 and beyond

Notes:

1. Transportation Engineer (Civil) Range B
2. Transportation Engineer (Civil) Range D
3. Senior Transportation Engineer, Caltrans

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
7.7% max sal up to \$5.951	R	09	4033	CONSTRUCTION INSPECTOR I		\$4,093	\$4,514	\$4,408	\$4,862
	R	09	3887	AIR POLLUTION SPECIALIST	A	\$3,903	\$4,519	\$4,204	\$4,867
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3132	JUNIOR CIVIL ENGINEER		\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3137	ENGINEER, WATER RESOURCES	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3409	JUNIOR CHEMICAL TESTING ENGINEER		\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3518	UTILITIES ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3583	MECHANICAL ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3613	ELECTRICAL ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3639	EQUIPMENT ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3735	AIR RESOURCES ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3756	ENGINEERING GEOLOGIST	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3786	WASTE MANAGEMENT ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3848	SANITARY ENGINEER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3886	ARCHITECTURAL DESIGNER	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3890	JUNIOR SAFETY ENGINEER		\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3981	LANDSCAPE ARCHITECT	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	A	\$4,279	\$4,953	\$4,608	\$5,334
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	A	\$4,175	\$5,071	\$4,496	\$5,461
	R	09	3047	ASSISTANT LAND SURVEYOR	A	\$4,175	\$5,071	\$4,496	\$5,461
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	A	\$4,391	\$5,083	\$4,729	\$5,474
	R	09	3660	CONTROL ENGINEER	A	\$4,708	\$5,449	\$5,071	\$5,869
	R	09	3092	PHOTOGRAMMETRIST I		\$4,674	\$5,680	\$5,034	\$6,117
	R	09	3887	AIR POLLUTION SPECIALIST	B	\$4,674	\$5,680	\$5,034	\$6,117
	R	09	4032	CONSTRUCTION INSPECTOR II		\$4,674	\$5,680	\$5,034	\$6,117
	R	09	6160	CONSTRUCTION PROJECT INSPECTOR (VARIOUS SITES)		\$4,674	\$5,680	\$5,034	\$6,117
	R	09	6926	PRECISION ELECTRONICS SPECIALIST		\$5,011	\$5,799	\$5,397	\$6,246
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3016	ASSISTANT BOUNDARY DETERMINATION OFFICER		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3047	ASSISTANT LAND SURVEYOR	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3126	ASSISTANT CIVIL ENGINEER		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3128	ASSISTANT ENGINEERING SPECIALIST -CIVIL-		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	B	\$4,899	\$5,951	\$5,276	\$6,409

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
7.7% continued	R	09	3137	ENGINEER, WATER RESOURCES	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3395	ASSISTANT PROCUREMENT ENGINEER		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3406	ASSISTANT CHEMICAL TESTING ENGINEER		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3518	UTILITIES ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3583	MECHANICAL ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3607	ASSISTANT ENGINEERING SPECIALIST -ELECTRICAL-		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3613	ELECTRICAL ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3639	EQUIPMENT ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3735	AIR RESOURCES ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3756	ENGINEERING GEOLOGIST	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3786	WASTE MANAGEMENT ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3848	SANITARY ENGINEER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3886	ARCHITECTURAL DESIGNER	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3899	ASSISTANT SAFETY ENGINEER		\$4,899	\$5,951	\$5,276	\$6,409
	R	09	3981	LANDSCAPE ARCHITECT	B	\$4,899	\$5,951	\$5,276	\$6,409
	R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	B	\$4,899	\$5,951	\$5,276	\$6,409
8.2% max sal \$6,273 to \$6,313	R	09	3643	ASSISTANT TELECOMMUNICATIONS ENGINEER		\$5,163	\$6,273	\$5,586	\$6,787
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	B	\$5,163	\$6,273	\$5,586	\$6,787
8.7% max sal \$6,604 to \$6,675	R	09	3660	CONTROL ENGINEER	B	\$5,472	\$6,644	\$5,948	\$7,222
8.9% max sal \$6,749 to \$6,820	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3137	ENGINEER, WATER RESOURCES	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3518	UTILITIES ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3583	MECHANICAL ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3639	EQUIPMENT ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
	R	09	3786	WASTE MANAGEMENT ENGINEER	C	\$5,604	\$6,807	\$6,103	\$7,413
9.2% max sal \$6,966 to \$7,038	R	09	3015	ASSOCIATE LAND SURVEYOR		\$6,044	\$6,995	\$6,600	\$7,639
	R	09	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I		\$5,842	\$7,017	\$6,379	\$7,663
9.5% max sal \$7,183 to \$7,255	R	09	4106	ASSOCIATE CONSTRUCTION ANALYST	A	\$5,927	\$7,200	\$6,490	\$7,884
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	C	\$5,927	\$7,201	\$6,490	\$7,885
	R	09	3756	ENGINEERING GEOLOGIST	C	\$5,931	\$7,210	\$6,494	\$7,895

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
9.5% continued	R	09	3090	PHOTOGRAMMETRIST II		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	3303	ASSOCIATE COST ESTIMATOR WATER RESOURCES		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	3735	AIR RESOURCES ENGINEER	C	\$5,940	\$7,214	\$6,504	\$7,899
	R	09	3887	AIR POLLUTION SPECIALIST	C	\$5,940	\$7,214	\$6,504	\$7,899
	R	09	4031	CONSTRUCTION SUPERVISOR I		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	4127	ARCHITECTURAL ASSOCIATE HEALTH FACILITIES		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	4313	FIRE AND LIFE SAFETY OFFICER I (HEALTH FACILITIES CONSTRUCTION)		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	4348	FIRE AND LIFE SAFETY OFFICER I (DIVISION OF THE STATE ARCHITECT)		\$5,940	\$7,214	\$6,504	\$7,899
	R	09	6161	CONSTRUCTION PROJECT SPECIALIST I (VARIOUS SITES)		\$5,940	\$7,214	\$6,504	\$7,899
9.9% max sal \$7,473 to \$7,545	R	09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	A	\$6,238	\$7,531	\$6,856	\$8,277
10.0% max sal \$7,602 to \$7,617	R	09	3404	FLAMMABILITY RESEARCH TEST ENGINEER		\$6,253	\$7,602	\$6,878	\$8,362
	R	09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	A	\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	A	\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3279	ASSOCIATE CORROSION ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3377	ASSOCIATE ELECTRONICS ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3396	ASSOCIATE PROCUREMENT ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3563	ASSOCIATE MECHANICAL ENGINEER HYDRAULIC STRUCTURES		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3582	ASSOCIATE MECHANICAL ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3603	ASSOCIATE ELECTRICAL ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3651	ASSOCIATE AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3809	ASSOCIATE MOTOR VEHICLE POLLUTION CONTROL ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3817	ASSOCIATE REHABILITATION ENGINEERING CONSULTANT		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3869	ASSOCIATE SAFETY ENGINEER (PRESSURE VESSELS)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3876	ASSOCIATE SAFETY ENGINEER (MINING, TUNNELING AND MINERAL INDUSTRIES)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3884	ASSOCIATE SAFETY ENGINEER (ELEVATORS)		\$6,271	\$7,616	\$6,898	\$8,378

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
10.0% continued	R	09	3889	ASSOCIATE SAFETY ENGINEER (INDUSTRIAL)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3891	ASSOCIATE SAFETY ENGINEER (ELECTRICAL)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3896	ASSOCIATE SAFETY ENGINEER (CONSTRUCTION)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3898	ASSOCIATE SAFETY ENGINEER (AMUSEMENT RIDES)		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	3929	ASSOCIATE SAFETY ENGINEER		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	4019	PROJECT DIRECTOR I		\$6,271	\$7,616	\$6,898	\$8,378
				BAY DEVELOPMENT DESIGN ANALYST SAN FRANCISCO BAY					
	R	09	4117	CONSERVATION AND DEVELOPMENT COMMISSION		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	4913	HOUSING MAINTENANCE INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	7114	ASSOCIATE PRODUCT ENGINEER, PRISON INDUSTRIES		\$6,271	\$7,616	\$6,898	\$8,378
	R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	C	\$6,271	\$7,616	\$6,898	\$8,378
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3018	ASSOCIATE BOUNDARY DETERMINATION OFFICER		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3137	ENGINEER, WATER RESOURCES	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3263	ASSOCIATE HYDRAULIC ENGINEER		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3345	STRUCTURAL ENGINEERING ASSOCIATE		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3518	UTILITIES ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3583	MECHANICAL ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3584	ASSOCIATE INDUSTRIAL ENGINEER, OFFICE OF STATE PRINTING		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3639	EQUIPMENT ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3640	ASSOCIATE TELECOMMUNICATIONS ENGINEER		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3735	AIR RESOURCES ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3786	WASTE MANAGEMENT ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3825	ASSOCIATE SANITARY ENGINEER		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	D	\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3953	RESTORATION ARCHITECT		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3964	ASSOCIATE ARCHITECT		\$6,270	\$7,617	\$6,897	\$8,379
	R	09	3982	ASSOCIATE LANDSCAPE ARCHITECT (SPECIALIST)		\$6,270	\$7,617	\$6,897	\$8,379
10.1% max salary \$7,618+	U	09	3123	ASSOCIATE CIVIL ENGINEER	A	\$6,292	\$7,645	\$6,921	\$8,417
	U	09	3123	ASSOCIATE CIVIL ENGINEER	S	\$6,292	\$7,645	\$6,921	\$8,417
	U	09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	A	\$6,292	\$7,645	\$6,921	\$8,417
	U	09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	S	\$6,292	\$7,645	\$6,921	\$8,417
	U	09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	A	\$6,292	\$7,645	\$6,921	\$8,417

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule		CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
10.1%	continued	U	09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	S	\$6,292	\$7,645	\$6,927	\$8,417
		U	09	3186	ASSOCIATE BRIDGE ENGINEER	A	\$6,292	\$7,645	\$6,927	\$8,417
		U	09	3186	ASSOCIATE BRIDGE ENGINEER	S	\$6,292	\$7,645	\$6,927	\$8,417
		U	09	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	A	\$6,292	\$7,645	\$6,927	\$8,417
		U	09	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	S	\$6,292	\$7,645	\$6,927	\$8,417
		R	09	3756	ENGINEERING GEOLOGIST	D	\$6,292	\$7,649	\$6,927	\$8,422
		U	09	3403	ASSOCIATE CHEMICAL TESTING ENGINEER	A	\$6,292	\$7,649	\$6,927	\$8,422
		U	09	3403	ASSOCIATE CHEMICAL TESTING ENGINEER	S	\$6,292	\$7,649	\$6,927	\$8,422
		U	09	3638	ASSOCIATE EQUIPMENT ENGINEER	A	\$6,292	\$7,649	\$6,927	\$8,422
		U	09	3638	ASSOCIATE EQUIPMENT ENGINEER	S	\$6,292	\$7,649	\$6,927	\$8,422
		R	09	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I		\$6,532	\$7,934	\$7,192	\$8,735
		R	09	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I		\$6,532	\$7,934	\$7,192	\$8,735
		R	09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	B	\$6,787	\$8,249	\$7,472	\$9,082
		R	09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	B	\$6,787	\$8,249	\$7,472	\$9,082
		R	09	3812	AIR POLLUTION RESEARCH SPECIALIST		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	3875	STAFF AIR POLLUTION SPECIALIST		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	4017	COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	4314	FIRE AND LIFE SAFETY OFFICER II (HEALTH FACILITIES CONSTRUCTION)		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	4351	FIRE AND LIFE SAFETY OFFICER II (DIVISION OF THE STATE ARCHITECT)		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	4556	HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS		\$6,787	\$8,249	\$7,472	\$9,082
		R	09	4030	CONSTRUCTION SUPERVISOR II		\$6,787	\$8,250	\$7,472	\$9,083
		R	09	3659	ASSOCIATE CONTROL ENGINEER		\$6,808	\$8,268	\$7,496	\$9,103
		R	09	4106	ASSOCIATE CONSTRUCTION ANALYST	B	\$6,808	\$8,271	\$7,496	\$9,106
		R	09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)		\$6,507	\$8,307	\$7,164	\$9,146
		R	09	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II		\$7,056	\$8,573	\$7,769	\$9,439
		R	09	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II		\$7,056	\$8,573	\$7,769	\$9,439
		R	09	3260	SENIOR HYDRAULIC ENGINEER		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3579	SENIOR MECHANICAL ENGINEER		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3600	SENIOR ELECTRICAL ENGINEER		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3783	ASSOCIATE OIL AND GAS ENGINEER		\$7,371	\$8,955	\$8,115	\$9,859

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule		CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
10.1%	continued	R	09	3796	ASSOCIATE MINERAL RESOURCES ENGINEER		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3922	SENIOR RAPID TRANSIT COMPUTER CONTROL SYSTEMS SPECIALIST		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	4020	PROJECT DIRECTOR II		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		\$7,371	\$8,955	\$8,115	\$9,859
		R	09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	B	\$7,371	\$8,958	\$8,115	\$9,863
		R	09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		R	09	2178	SENIOR MECHANICAL ENGINEER, CALTRANS (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		R	09	3007	SENIOR BOUNDARY DETERMINATION OFFICER (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		R	09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		R	09	3510	SENIOR UTILITIES ENGINEER (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		R	09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)		\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	L	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	S	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3185	SENIOR BRIDGE ENGINEER	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3185	SENIOR BRIDGE ENGINEER	S	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3751	SENIOR ENGINEERING GEOLOGIST	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3751	SENIOR ENGINEERING GEOLOGIST	S	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3790	SENIOR WASTE MANAGEMENT ENGINEER	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3790	SENIOR WASTE MANAGEMENT ENGINEER	S	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	S	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3961	SENIOR ARCHITECT	A	\$7,377	\$8,965	\$8,122	\$9,870
		U	09	3961	SENIOR ARCHITECT	S	\$7,377	\$8,965	\$8,122	\$9,870
		R	09	3336	SENIOR STRUCTURAL ENGINEER		\$7,720	\$9,379	\$8,500	\$10,326
		R	09	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD		\$7,726	\$9,389	\$8,506	\$10,337
		R	09	7008	ASSOCIATE PROCESS SAFETY ENGINEER		\$7,802	\$9,475	\$8,590	\$10,432
		R	09	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES		\$7,802	\$9,475	\$8,590	\$10,432
		R	09	3644	DATA COMMUNICATIONS SPECIALIST		\$8,091	\$9,833	\$8,908	\$10,826

Display of Unit 9 Rank and File Classifications with July 1, 2008 Salary Increase

Salary increase at 7-1-08 from Interpolation Schedule		CB	Unit	ClassID	ClassTitle	Rg.	Min Salary	Max Salary	New Min at 7-1-08	New Max at 7-1-08
10.1%	continued	R	09	4355	PRINCIPAL-FIRE AND LIFE SAFETY (DIVISION OF THE STATE ARCHITECT)		\$8,091	\$9,835	\$8,908	\$10,828
		R	09	3652	SENIOR CONTROL ENGINEER (SPECIALIST)		\$8,116	\$9,861	\$8,936	\$10,857
		R	09	3483	SENIOR PETROLEUM AND MINING APPRAISAL ENGINEER		\$8,487	\$10,315	\$9,344	\$11,357
		R	09	3775	PETROLEUM PRODUCTION ENGINEER		\$8,487	\$10,315	\$9,344	\$11,357
		R	09	3776	PETROLEUM DRILLING ENGINEER		\$8,487	\$10,315	\$9,344	\$11,357
		R	09	3727	SENIOR OIL AND GAS ENGINEER (SPECIALIST)		\$8,492	\$10,324	\$9,350	\$11,367
		R	09	3766	PETROLEUM RESERVOIR ENGINEER STATE LANDS DIVISION		\$8,984	\$10,913	\$9,891	\$12,015
		R	09	7009	SENIOR PROCESS SAFETY ENGINEER (SPECIALIST)		\$8,989	\$10,924	\$9,897	\$12,027
		R	09	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)		\$8,989	\$10,924	\$9,897	\$12,027
		R	09	3359	LEAD SENIOR STRUCTURAL ENGINEER -EMERGENCY-		\$54.11	\$59.66	\$59.58	\$65.69
		R	09	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-		\$54.11	\$59.66	\$59.58	\$65.69