



February 19, 2013

Unit 9, Professional Engineers 2012 Salary Survey

**California Department of Human Resources
Personnel Management Division**
1515 S Street, North Building, Suite 400
Sacramento, California 95811

Table of Contents

Overview	1
Methodology	1
Memorandum of Understanding Survey Requirement	1
State of California's Three Survey Benchmark Job Classifications.....	1
Surveyed Organizations and Job Classifications	1
Survey Lag Computation	2
Lag Computation Variations.....	3
Survey Results.....	3
State Liability Considerations.....	4
Unit 9 Memorandum of Understanding	Attachment 1
List of Surveyed Organizations and Classification	Attachment 2
Computation of Weighted Average Salary and Lag	Attachment 3

Overview

This salary survey is prepared by the Department of Human Resources (CalHR) 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, CalHR 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 CalHR and PECG.

MOU, Article 3.1, required CalHR 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 CalHR 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), CalHR combined the incumbent counts for the two classifications. CalHR 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, CalHR 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 CalHR 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	4.8%	4.1%	5.1%

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, CalHR 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.

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.

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	\$6,176	\$8,104
Fresno County	Engineer II	\$4,810	\$6,140	Senior Engineer	\$6,164	\$7,492	Supervising Engineer	\$6,779	\$8,237
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 \$4817	\$6207 \$6830	Associate Civil Engineer	\$5,648	\$8,009	Senior Civil Engineer	\$6,452	\$9,151
Sacramento County	Asst. Civil Engineer LM 1, Asst. Civil Eng. LM 2	\$5,478	\$6,988	Associate Civil Engineer	\$6,981	\$8,486	Senior Civil Engineer	\$8,488	\$9,358
San Bernardino County	A/E Project Manager I	\$4,767	\$6,088	A/E Project Manager II	\$5,521	\$7,053	A/E Project Manager III	\$6,087	\$7,783
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	\$6,099	\$7,416	Associate Civil Engineer	\$7,273	\$8,841	Senior Civil Engineer	\$8,518	\$10,380
SF City/County	Junior Engineer/Assistant Engineer	\$5720 \$6951	\$6463 \$7856	Associate Engineer	\$7,518	\$9,139	Senior Engineer	\$10,075	\$12,246
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	\$5,632	\$6,997	Civil Engineer	\$7,357	\$9,140	Senior Civil Engineer	\$8,655	\$10,751
City of Oakland	Assistant Engineer, LM 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	\$4023 \$4907	\$5661 \$6905	Associate Civil Engineer	\$5,956	\$8,380	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	\$5,191	\$6,567	Associate Engineer	\$6,307	\$7,987	Senior Engineer	\$7,672	\$9,707
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	\$7,243	Engineer, Associate	\$4,866	\$8,758	Engineer, Senior	\$5,356	\$9,641
University of California, Irvine	Engineer, Assistant	\$3,751	\$6,189	Engineer, Associate	\$4,542	\$7,494	Engineer, Senior	\$5,001	\$8,252
University of California, Los Angeles	Engineer, Assistant	\$3,806	\$7,376	Engineer, Associate	\$4,605	\$8,903	Engineer, Senior	\$5,069	\$9,810
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	\$7,543	Engineer, Associate	\$4,451	\$9,128	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	\$3,917	\$7,050	Engineer, Associate	\$4,792	\$8,625	Engineer, Senior	\$5,333	\$9,600
University of California, Santa Barbara	Engineer, Assistant	\$3,864	\$6,965	Engineer, Associate	\$4,674	\$8,407	Engineer, Senior	\$5,145	\$9,263
University of California, San Francisco	Engineer, Assistant	\$4,600	\$8,042	Engineer, Associate	\$5,592	\$9,750	Engineer, Senior	\$6,133	\$10,717

Department of Human Resources
 Computation of Weighted Average Salary and Lag for 2012 Unit 9 Salary Survey
 August 27, 2012

A	Entry Level			Journey Level			First Supervisory Level		
	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	2	12,954	9,303	11	102,331	10,631	4	42,524
Contra Costa County	6,205	0	0	8,327	3	24,981	8,104	8	64,832
Fresno County	6,140	4	24,560	7,492	8	59,936	8,237	2	16,474
Los Angeles County	6,229	146	909,434	9,196	342	3,145,032	10,249	84	860,916
Orange County	6,217	1	6,217	8,597	26	223,522	9,857	26	256,282
Riverside County	6,830	24	163,920	8,009	27	216,243	9,151	14	128,114
Sacramento County	6,988	90	628,920	8,486	90	763,740	9,358	51	477,258
San Bernardino County	6,088	0	0	7,053	3	21,159	7,783	3	23,349
San Diego County	6,289	18	113,202	7,559	42	317,478	8,746	20	174,920
Santa Clara County	7,416	0	0	8,841	20	176,820	10,380	7	72,660
SF City/County	7,856	183	1,437,648	9,139	234	2,138,526	12,246	118	1,445,028
City of Fresno	4,972	1	4,972	7,052	12	84,624	8,011	3	24,033
City of Los Angeles	6,997	3	20,991	9,140	71	648,940	10,751	18	193,518
City of Oakland	6,267	0	0	8,465	35	296,275	10,406	6	62,436
City of Riverside	6,470	2	12,940	8,239	4	32,956	11,901	11	130,911
City of Sacramento	6,905	12	82,860	8,380	21	175,980	11,226	11	123,486
City of San Diego	5,830	187	1,090,210	7,737	85	657,645	8,929	42	375,018
City of San Jose	6,567	0	0	7,987	81	646,947	9,707	31	300,917
UC - Berkeley			0			0			0
UC - Davis	7,243	0	0	8,758	3	26,274	9,641	2	19,282
UC - Irvine	6,189	2	12,378	7,494	1	7,494	8,252	0	0
UC - Los Angeles	7,376	14	103,264	8,903	3	26,709	9,810	3	29,430
UC - Merced			0		0	0	8,817	1	8,817
UC - Riverside	7,543	0	0	9,128	0	0	10,270	1	10,270
UC - San Diego	6,270	2	12,540	7,896	4	31,585	10,048	1	10,048
UC - Santa Cruz	7,050	7	49,350	8,625	2	17,250	9,600	5	48,000
UC - Santa Barbara	6,965	2	13,930	8,407	4	33,628	9,263	1	9,263
UC - San Francisco	8,042	2	16,084	9,750	0	0	10,717	1	10,717
		702	4,716,374		1132	9,876,075		474	4,918,503
Weighted Average			6,718			8,724			10,377
State of California			6,409			8,379			9,870
State Lag - \$\$\$			309			345			507
State Lag - %			4.8%			4.1%			5.1%