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## **Unit 9, Professional Engineers 2013 Salary Survey**

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## **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

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

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). Attachment 2 illustrates

- 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**

|                                | <b>Entry Level</b>                      | <b>Journey Level</b>                    | <b>First Supervisory Level</b>           |
|--------------------------------|---|---|--|
| State Benchmark Classification | Transportation Engineer (Civil) Range B | Transportation Engineer (Civil) Range D | Senior Transportation Engineer, Caltrans |
| Survey's Lag                   | 2.2%                                    | 1.4%                                    | 2.1%                                     |

Attachment 3 provides the detail on the lag computations.

These three lag percentages have not resulted in 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 result in salary increases for Unit 9 employees.

### **Considerations**

Pursuant to AB 977 and the MOU, CalHR is required 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.

| <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 A/B                          | \$4,608          | \$6,601          | Transportation Engineer D               | \$6,897          | \$8,630          | Sr. Transportation Engineer       | \$8,122    | \$10,166   |
| 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                                     | \$5,077          | \$6,034          | Engineer - Project                      | \$6,983          | \$8,098          | 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<br>\$5014 | \$5900<br>\$6229 | Associate Civil Engineer/Civil Engineer | \$6641<br>\$7402 | \$8250<br>\$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<br>\$4817 | \$6107<br>\$6830 | Associate Civil Engineer                | \$5,648          | \$8,009          | Senior Civil Engineer             | \$6,452    | \$9,151    |
| Sacramento County                       | Asst. Civil Engineer Lvl 1<br>Asst. Civil Eng. Lvl 2 | \$5,585          | \$7,127          | Associate Civil Engineer                | \$7,120          | \$8,657          | 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<br>\$6463 | \$6951<br>\$7856 | Associate Engineer                      | \$7,518          | \$9,139          | Senior Engineer                   | \$10,075   | \$12,246   |
| City of Fresno                          | Engineer I   | \$4,036          | \$4,872          | 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, 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             | \$4164<br>\$5079 | \$5859<br>\$7146 | Associate Civil Engineer                | \$6,164          | \$8,674          | Supervising Engineer              | \$7,484    | \$11,226   |
| City of San Diego                       | Junior Engineer/Assistant Engineer                   | \$4181<br>\$4839 | \$5063<br>\$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 2013 Unit 9 Salary Survey  
 May 16, 2013

| 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   | 6,034          | 0         | 0                              | 8,098          | 5         | 40,490                         | 8,104                   | 8         | 64,832                         |
| Fresno County         | 6,140          | 3         | 18,420                         | 7,492          | 8         | 59,936                         | 8,237                   | 2         | 16,474                         |
| Los Angeles County    | 6,229          | 186       | 1,158,594                      | 9,196          | 371       | 3,411,716                      | 10,249                  | 95        | 973,655                        |
| Orange County         | 6,217          | 1         | 6,217                          | 8,597          | 32        | 275,104                        | 9,857                   | 25        | 246,425                        |
| Riverside County      | 6,830          | 24        | 163,920                        | 8,009          | 26        | 208,234                        | 9,151                   | 15        | 137,265                        |
| Sacramento County     | 7,127          | 86        | 612,922                        | 8,657          | 94        | 813,758                        | 9,358                   | 51        | 477,258                        |
| San Bernardino County | 6,088          | 1         | 6,088                          | 7,053          | 2         | 14,106                         | 7,783                   | 2         | 15,566                         |
| San Diego County      | 6,289          | 16        | 100,624                        | 7,559          | 40        | 302,360                        | 8,746                   | 20        | 174,920                        |
| Santa Clara County    | 7,416          | 9         | 66,744                         | 8,841          | 19        | 167,979                        | 10,380                  | 6         | 62,280                         |
| SF City/County        | 7,856          | 202       | 1,586,912                      | 9,139          | 243       | 2,220,777                      | 12,246                  | 117       | 1,432,782                      |
| City of Fresno        | 4,872          | 1         | 4,872                          | 7,052          | 14        | 98,728                         | 8,011                   | 3         | 24,033                         |
| City of Los Angeles   | 6,997          | 5         | 34,985                         | 9,140          | 61        | 557,540                        | 10,751                  | 28        | 301,028                        |
| City of Oakland       | 6,267          | 0         | 0                              | 8,465          | 22        | 186,230                        | 10,406                  | 1         | 10,406                         |
| City of Riverside     | 6,470          | 3         | 19,410                         | 8,239          | 3         | 24,717                         | 11,901                  | 10        | 119,010                        |
| City of Sacramento    | 7,146          | 10        | 71,460                         | 8,674          | 21        | 182,154                        | 11,226                  | 11        | 123,486                        |
| City of San Diego     | 5,830          | 190       | 1,107,700                      | 7,737          | 87        | 673,119                        | 8,929                   | 43        | 383,947                        |
| City of San Jose      | 6,567          | 0         | 0                              | 7,987          | 89        | 710,843                        | 9,707                   | 26        | 252,382                        |
| 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          | 1         | 6,189                          | 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                   | 0         | 0                              |
| 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          | 6         | 42,300                         | 8,625          | 1         | 8,625                          | 9,600                   | 6         | 57,600                         |
| UC - Santa Barbara    | 6,965          | 1         | 6,965                          | 8,407          | 3         | 25,221                         | 9,263                   | 1         | 9,263                          |
| UC - San Francisco    | 8,042          | 3         | 24,126                         | 9,750          | 0         | 0                              | 10,717                  | 1         | 10,717                         |
|                       |                | 766       | 5,167,206                      |                | 1163      | 10,176,030                     |                         | 482       | 5,004,883                      |
| Weighted Average      |                |           | 6,746                          |                |           | 8,750                          |                         |           | 10,384                         |
| State of California   |                |           | 6,601                          |                |           | 8,630                          |                         |           | 10,166                         |
| State Lag - \$\$\$    |                |           | 145                            |                |           | 120                            |                         |           | 218                            |
| State Lag - %         |                |           | 2.2%                           |                |           | 1.4%                           |                         |           | 2.1%                           |