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Unit 9, Professional Engineers Salary Survey

Department of Personnel Administration
Labor Relations Division
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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, 2007, the MOU requires a salary increase for Unit 9 employees at 75% 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, 2007, is 75% of the lag. The salary increase is the lag multiplied by 75%, 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 75% of lag	3.5% 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 75%, 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, 2007 based on the interpolation schedule. Based on that schedule, classifications that have maximum salaries

- lower than or equal to \$5,337 will receive an 11.5% salary increase on July 1, 2007.
- greater than or equal to \$7,822 will receive a 14.1% salary increase on July 1, 2007.

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, 2007. 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	15.3%	15.1%	18.8%
July 1, 2007 salary increase at 75% of the lag	11.5%	11.3%	14.1%

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	\$3,838	\$5,337	Transportation Engineer (Civil) Range D class code 3135	\$5,633	\$6,844	Sr. Transportation Engineer, Caltrans class code 3161	\$6,465	\$7,857
Alameda County	Junior Engineer	\$4,885	\$5,644	Associate Engineer	\$6,673	\$8,109	Supervising Civil Engineer	\$8,420	\$10,020
Contra Costa County	Engineer - Entry	\$5,017	\$5,964	Engineer - Project	\$6,902	\$8,004	Associate Civil Engineer	\$6,104	\$8,209
Fresno County	Engineer II	\$4,439	\$5,397	Senior Engineer	\$4,145	\$7,849	Supervising Engineer	\$4,961	\$8,624
Los Angeles County	Civil Eng. Assistant/ Sr. Civil Eng. Assistant	\$4,303 \$4,303	\$5,064 \$5,346	Associate Civil Engineer/Civil Engineer	\$5,700 \$6,353	\$7,081 \$7,893	Senior Civil Engineer	\$7,081	\$8,796
Orange County	Junior Civil Engineer	\$5,047	\$5,775	Civil Engineer	\$6,249	\$7,160	Senior Civil Engineer	\$6,971	\$7,987
Riverside County	Junior Engineer/Assistant Engineer	\$4,298 \$4,805	\$5,605 \$6,268	Associate Civil Engineer	\$5,633	\$7,350	Senior Civil Engineer	\$6,436	\$8,398
Sacramento County	Asst. Civil Eng. Level I / II (This is single class)	\$4,075	\$6,259	Associate Civil Engineer	\$6,250	\$7,599	Senior Civil Engineer	\$7,670	\$8,455
San Bernardino County	A/E Project Manager I	\$4,309	\$5,503	A/E Project Manager II	\$4,990	\$6,375	A/E Project Manager III	\$5,503	\$7,034
San Diego County	Junior Engineer/Assistant Engineer	\$4,118 \$4,760	\$5,008 \$5,784	Civil Engineer	\$5,604	\$6,812	Senior Civil Engineer	\$6,620	\$8,044
Santa Clara County	Assistant Civil Engineer	\$5,637	\$6,855	Associate Civil Engineer	\$6,723	\$8,171	Senior Civil Engineer	\$7,873	\$9,594
San Francisco City & County	Junior Engineer/Assistant Engineer	\$5,421 \$6,125	\$6,589 \$7,445	Associate Engineer	\$7,126	\$8,662	Senior Engineer	\$9,549	\$11,607
City of Fresno	Engineer I	\$3,809	\$4,598	Professional Engineer	\$5,275	\$6,415	Supervising Professional Engineer	\$6,003	\$7,301
City of Los Angeles	Civil Engineer Associate I	\$4,973	\$6,179	Civil Engineer	\$6,732	\$8,364	Senior Civil Engineer	\$7,915	\$9,836
City of Oakland	Assistant Engineer, Level 1	\$4,909	\$6,026	Civil Engineer	\$6,630	\$8,140	Supervising Civil Engineer	\$8,149	\$10,006
City of Riverside	Assistant Engineer	\$4,919	\$5,979	Associate Engineer	\$5,695	\$6,922	Principal Engineer	\$7,445	\$10,998
City of Sacramento	Jr. Engineer/Assistant Civil Engineer	\$3,505 \$4,275	\$4,931 \$6,015	Associate Civil Engineer	\$5,188	\$7,300	Supervising Engineer	\$6,543	\$9,814
City of San Diego	Junior Engineer-Civil/ Assistant Engineer-Civil	\$4,021 \$4,653	\$4,868 \$5,606	Associate Engineer-Civil	\$6,161	\$7,438	Senior Civil Engineer	\$7,100	\$8,585
City of San Jose	Engineer I	\$5,372	\$6,543	Associate Engineer	\$6,528	\$7,956	Senior Engineer	\$7,939	\$9,668
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

<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>
University of California, Los Angeles	Engineer, Assistant	\$3,660	\$6,597	Engineer, Associate	\$4,428	\$7,963	Engineer, Senior	\$4,874	\$8,775
University of California, Merced	No Match	N/A	N/A	No Match	N/A	N/A	Engineer, Senior	\$4,709	\$8,478
University of California, Riverside	Engineer, Assistant	\$3,607	\$6,683	Engineer, Associate	\$4,364	\$8,087	Engineer, Senior	\$4,803	\$9,781
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, Santa Cruz	Engineer, Assistant	\$3,617	\$6,500	Engineer, Associate	\$4,367	\$7,858	Engineer, Senior	\$4,800	\$8,650
University of California, Santa Barbara	Engineer, Assistant	\$3,607	\$6,502	Engineer, Associate	\$4,364	\$7,848	Engineer, Senior	\$4,803	\$8,648
University of California, San Francisco	Engineer, Assistant	\$4,175	\$6,883	Engineer, Associate	\$5,067	\$8,350	Engineer, Senior	\$5,567	\$9,175

Computation of Weighted Average Salary and Lag for 2007 Unit 9 Salary Survey
March 1, 2007

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	\$5,644	0	\$0	\$8,109	17	\$137,853	\$10,020	4	\$40,080
Contra Costa County	\$5,964	5	\$29,820	\$8,004	2	\$16,008	\$8,209	12	\$98,508
Fresno County	\$5,397	0	\$0	\$7,849	11	\$86,339	\$8,624	3	\$25,872
Los Angeles County 1	\$5,064	N/A	N/A	\$7,081	N/A	N/A	\$8,796	83	\$730,068
Los Angeles County 2	\$5,346	132	\$705,672	\$7,893	329	\$2,596,797			
Orange County	\$5,775	3	\$17,325	\$7,160	13	\$93,080	\$7,987	23	\$183,701
Riverside County 1	\$5,605	N/A	N/A	\$7,350	32	\$235,200	\$8,398	30	\$251,940
Riverside County 2	\$6,268	26	\$162,968						
Sacramento County	\$6,259	92	\$575,828	\$7,599	111	\$843,489	\$8,455	64	\$541,120
San Bernardino County	\$5,503	2	\$11,006	\$6,375	5	\$31,875	\$7,034	3	\$21,102
San Diego County 1	\$5,008	N/A	N/A	\$6,812	32	\$217,984	\$8,044	18	\$144,792
San Diego County 2	\$5,784	21	\$121,464						
Santa Clara County	\$6,855	9	\$61,695	\$8,171	16	\$130,736	\$9,594	8	\$76,752
SF City/County1	\$6,589	N/A	N/A	\$8,662	141	\$1,221,342	\$11,607	82	\$951,774
SF City/County2	\$7,445	168	\$1,250,760						
City of Fresno	\$4,598	2	\$9,196	\$6,415	9	\$57,735	\$7,301	1	\$7,301
City of Los Angeles	\$6,179	55	\$339,845	\$8,364	69	\$577,116	\$9,836	24	\$236,064
City of Oakland	\$6,026	0	\$0	\$8,140	20	\$162,800	\$10,006	10	\$100,060
City of Riverside	\$5,979	1	\$5,979	\$6,922	6	\$41,532	\$10,998	15	\$164,970
City of Sacramento 1	\$4,931	N/A	N/A	\$7,300	34	\$248,200	\$9,814	18	\$176,652
City of Sacramento 2	\$6,015	9	\$54,135						
City of San Diego 1	\$4,868	N/A	N/A	\$7,438	84	\$624,792	\$8,585	43	\$369,155
City of San Diego 2	\$5,606	217	\$1,216,502						
City of San Jose	\$6,543	3	\$19,629	\$7,956	100	\$795,600	\$9,668	37	\$357,716
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	2	\$14,596	\$8,031	6	\$48,186
UC-Irvine	\$5,950	2	\$11,900	\$7,208	0	\$0	\$7,933	0	\$0
UC-Los Angeles	\$6,597	1	\$6,597	\$7,963	2	\$15,926	\$8,775	5	\$43,875
UC-Merced							\$8,478	2	\$16,956
UC-Riverside	\$6,683	0	\$0	\$8,087	0	\$0	\$9,781	2	\$19,562
UC-San Diego	\$5,988	0	\$0	\$7,717	0	\$0	\$9,965	0	\$0
UC-Santa Cruz	\$6,500	8	\$52,000	\$7,858	0	\$0	\$8,650	6	\$51,900
UC-Santa Barbara	\$6,502	3	\$19,506	\$7,848	4	\$31,392	\$8,648	0	\$0
UC-San Francisco	\$6,883	0	\$0	\$8,350	0	\$0	\$9,175	2	\$18,350
Total		762	\$4,689,908		1044	\$8,220,637		504	\$4,703,036
Weighted Average Salary			\$6,155			\$7,874			\$9,331
State of California			\$5,337			\$6,844			\$7,857
State Lag -- \$			\$818			\$1,030			\$1,474
State Lag -- %			15.3%			15.1%			18.8%

MOU Article 3.1; 75% of lag due 7-1-07

11.5%

11.3%

14.1%

**Department of Personnel Administration's Interpolation Schedule
For 2007 Unit 09 Salary Survey
Prepared 03-01-07**

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	11.5%	11.3%	14.1%
Max salary of benchmark class	\$5,337	\$6,844	\$7,857

Difference between max salaries above	\$1,507	\$1,013
Number of 1/10% steps from 11.5% to 11.3% shown below	2	
Number of 1/10% steps from 11.3% to 14.1% shown below		28

Dollars between each 1/10% change in salary increase	\$753.50000	\$36.17857
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GSI at 7-1-07	Current Max Salary
11.5%	up to \$5,337
11.4%	\$5,338 \$6,091
11.3%	\$6,092 \$6,844

GSI at 7-1-07	Current Max Salary
11.4%	\$6,845 \$6,880
11.5%	\$6,881 \$6,916
11.6%	\$6,917 \$6,953
11.7%	\$6,954 \$6,989
11.8%	\$6,990 \$7,025
11.9%	\$7,026 \$7,061
12.0%	\$7,062 \$7,097
12.1%	\$7,098 \$7,133
12.2%	\$7,134 \$7,170
12.3%	\$7,171 \$7,206
12.4%	\$7,207 \$7,242
12.5%	\$7,243 \$7,278
12.6%	\$7,279 \$7,314
12.7%	\$7,315 \$7,351
12.8%	\$7,352 \$7,387
12.9%	\$7,388 \$7,423
13.0%	\$7,424 \$7,459
13.1%	\$7,460 \$7,495
13.2%	\$7,496 \$7,531
13.3%	\$7,532 \$7,568
13.4%	\$7,569 \$7,604
13.5%	\$7,605 \$7,640
13.6%	\$7,641 \$7,676
13.7%	\$7,677 \$7,712
13.8%	\$7,713 \$7,748
13.9%	\$7,749 \$7,785
14.0%	\$7,786 \$7,821
14.1%	\$7,822 \$7,857 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, 2007 Salary Increase

03/23/07

Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
11.5% max sal up to \$5337 and max sal \$6,881 to \$6,916	R	09	4033	CONSTRUCTION INSPECTOR I		3,671	4,048	4,093	4,514
	R	09	3887	AIR POLLUTION SPECIALIST	A	3,500	4,053	3,903	4,519
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	A	3,838	4,442	4,279	4,953
	R	09	3132	JUNIOR CIVIL ENGINEER		3,838	4,442	4,279	4,953
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	A	3,838	4,442	4,279	4,953
	R	09	3137	ENGINEER, WATER RESOURCES	A	3,838	4,442	4,279	4,953
	R	09	3409	JUNIOR CHEMICAL TESTING ENGINEER		3,838	4,442	4,279	4,953
	R	09	3518	UTILITIES ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3583	MECHANICAL ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	A	3,838	4,442	4,279	4,953
	R	09	3613	ELECTRICAL ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3639	EQUIPMENT ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3735	AIR RESOURCES ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3756	ENGINEERING GEOLOGIST	A	3,838	4,442	4,279	4,953
	R	09	3786	WASTE MANAGEMENT ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3848	SANITARY ENGINEER	A	3,838	4,442	4,279	4,953
	R	09	3886	ARCHITECTURAL DESIGNER	A	3,838	4,442	4,279	4,953
	R	09	3890	JUNIOR SAFETY ENGINEER		3,838	4,442	4,279	4,953
	R	09	3981	LANDSCAPE ARCHITECT	A	3,838	4,442	4,279	4,953
	R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	A	3,838	4,442	4,279	4,953
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	A	3,744	4,548	4,175	5,071
	R	09	3047	ASSISTANT LAND SURVEYOR	A	3,744	4,548	4,175	5,071
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	A	3,938	4,559	4,391	5,083
	R	09	3660	CONTROL ENGINEER	A	4,222	4,887	4,708	5,449
	R	09	3092	PHOTOGRAMMETRIST I		4,192	5,094	4,674	5,680
	R	09	3887	AIR POLLUTION SPECIALIST	B	4,192	5,094	4,674	5,680
	R	09	4032	CONSTRUCTION INSPECTOR II		4,192	5,094	4,674	5,680
	R	09	6160	CONSTRUCTION PROJECT INSPECTOR (VARIOUS SITES)		4,192	5,094	4,674	5,680
	R	09	6926	PRECISION ELECTRONICS SPECIALIST		4,494	5,201	5,011	5,799
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	B	4,394	5,337	4,899	5,951
R	09	3016	ASSISTANT BOUNDARY DETERMINATION OFFICER		4,394	5,337	4,899	5,951	
R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	B	4,394	5,337	4,899	5,951	
R	09	3047	ASSISTANT LAND SURVEYOR	B	4,394	5,337	4,899	5,951	

Display of Unit 9 Rank and File Classifications with July 1, 2007 Salary Increase

03/23/07

Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
11.5% continued	R	09	3126	ASSISTANT CIVIL ENGINEER		4,394	5,337	4,899	5,951
	R	09	3128	ASSISTANT ENGINEERING SPECIALIST -CIVIL-		4,394	5,337	4,899	5,951
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	B	4,394	5,337	4,899	5,951
	R	09	3137	ENGINEER, WATER RESOURCES	B	4,394	5,337	4,899	5,951
	R	09	3395	ASSISTANT PROCUREMENT ENGINEER		4,394	5,337	4,899	5,951
	R	09	3406	ASSISTANT CHEMICAL TESTING ENGINEER		4,394	5,337	4,899	5,951
	R	09	3518	UTILITIES ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3583	MECHANICAL ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3607	ASSISTANT ENGINEERING SPECIALIST -ELECTRICAL-		4,394	5,337	4,899	5,951
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	B	4,394	5,337	4,899	5,951
	R	09	3613	ELECTRICAL ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3639	EQUIPMENT ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3735	AIR RESOURCES ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3756	ENGINEERING GEOLOGIST	B	4,394	5,337	4,899	5,951
	R	09	3786	WASTE MANAGEMENT ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3848	SANITARY ENGINEER	B	4,394	5,337	4,899	5,951
	R	09	3886	ARCHITECTURAL DESIGNER	B	4,394	5,337	4,899	5,951
R	09	3899	ASSISTANT SAFETY ENGINEER		4,394	5,337	4,899	5,951	
R	09	3981	LANDSCAPE ARCHITECT	B	4,394	5,337	4,899	5,951	
R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	B	4,394	5,337	4,899	5,951	
11.4% max sal \$5,338 to \$6,091 and max sal \$6,845 to \$6,880	R	09	3643	ASSISTANT TELECOMMUNICATIONS ENGINEER		4,635	5,631	5,163	6,273
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	B	4,635	5,631	5,163	6,273
	R	09	3660	CONTROL ENGINEER	B	4,912	5,964	5,472	6,644
	R	09	3123	ASSOCIATE CIVIL ENGINEER	A	5,648	6,863	6,292	7,645
	R	09	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	A	5,648	6,863	6,292	7,645
	R	09	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)	A	5,648	6,863	6,292	7,645
	R	09	3186	ASSOCIATE BRIDGE ENGINEER	A	5,648	6,863	6,292	7,645
	R	09	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	A	5,648	6,863	6,292	7,645
	R	09	3403	ASSOCIATE CHEMICAL TESTING ENGINEER	A	5,648	6,866	6,292	7,649
	R	09	3638	ASSOCIATE EQUIPMENT ENGINEER	A	5,648	6,866	6,292	7,649
R	09	3756	ENGINEERING GEOLOGIST	D	5,648	6,866	6,292	7,649	
11.3% max sal \$6,092 to \$6,844	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	C	5,035	6,116	5,604	6,807

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Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
11.3% continued	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	C	5,035	6,116	5,604	6,807
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	C	5,035	6,116	5,604	6,807
	R	09	3137	ENGINEER, WATER RESOURCES	C	5,035	6,116	5,604	6,807
	R	09	3518	UTILITIES ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3583	MECHANICAL ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	C	5,035	6,116	5,604	6,807
	R	09	3639	EQUIPMENT ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3784	ENERGY AND MINERAL RESOURCES ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3786	WASTE MANAGEMENT ENGINEER	C	5,035	6,116	5,604	6,807
	R	09	3015	ASSOCIATE LAND SURVEYOR		5,430	6,285	6,044	6,995
	R	09	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I		5,249	6,305	5,842	7,017
	R	09	4106	ASSOCIATE CONSTRUCTION ANALYST	A	5,325	6,469	5,927	7,200
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	C	5,325	6,470	5,927	7,201
	R	09	3756	ENGINEERING GEOLOGIST	C	5,329	6,478	5,931	7,210
	R	09	3090	PHOTOGRAMMETRIST II		5,337	6,482	5,940	7,214
	R	09	3303	ASSOCIATE COST ESTIMATOR WATER RESOURCES		5,337	6,482	5,940	7,214
	R	09	3735	AIR RESOURCES ENGINEER	C	5,337	6,482	5,940	7,214
	R	09	3887	AIR POLLUTION SPECIALIST	C	5,337	6,482	5,940	7,214
	R	09	4031	CONSTRUCTION SUPERVISOR I		5,337	6,482	5,940	7,214
	R	09	4127	ARCHITECTURAL ASSOCIATE HEALTH FACILITIES		5,337	6,482	5,940	7,214
	R	09	4313	FIRE AND LIFE SAFETY OFFICER I (HEALTH FACILITIES CONSTRUCTION)		5,337	6,482	5,940	7,214
	R	09	4348	FIRE AND LIFE SAFETY OFFICER I (DIVISION OF THE STATE ARCHITECT)		5,337	6,482	5,940	7,214
	R	09	6161	CONSTRUCTION PROJECT SPECIALIST I (VARIOUS SITES)		5,337	6,482	5,940	7,214
	R	09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	A	5,605	6,766	6,238	7,531
	R	09	3404	FLAMMABILITY RESEARCH TEST ENGINEER		5,618	6,830	6,253	7,602
	R	09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	A	5,634	6,843	6,271	7,616
	R	09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	A	5,634	6,843	6,271	7,616
	R	09	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		5,634	6,843	6,271	7,616
	R	09	3279	ASSOCIATE CORROSION ENGINEER		5,634	6,843	6,271	7,616
	R	09	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES		5,634	6,843	6,271	7,616
	R	09	3377	ASSOCIATE ELECTRONICS ENGINEER		5,634	6,843	6,271	7,616
	R	09	3396	ASSOCIATE PROCUREMENT ENGINEER		5,634	6,843	6,271	7,616
	R	09	3563	ASSOCIATE MECHANICAL ENGINEER HYDRAULIC STRUCTURES		5,634	6,843	6,271	7,616

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Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
11.3% continued	R	09	3582	ASSOCIATE MECHANICAL ENGINEER		5,634	6,843	6,271	7,616
	R	09	3603	ASSOCIATE ELECTRICAL ENGINEER		5,634	6,843	6,271	7,616
	R	09	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES		5,634	6,843	6,271	7,616
	R	09	3651	ASSOCIATE AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER		5,634	6,843	6,271	7,616
	R	09	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER		5,634	6,843	6,271	7,616
	R	09	3809	ASSOCIATE MOTOR VEHICLE POLLUTION CONTROL ENGINEER		5,634	6,843	6,271	7,616
	R	09	3817	ASSOCIATE REHABILITATION ENGINEERING CONSULTANT		5,634	6,843	6,271	7,616
	R	09	3869	ASSOCIATE SAFETY ENGINEER (PRESSURE VESSELS)		5,634	6,843	6,271	7,616
	R	09	3876	ASSOCIATE SAFETY ENGINEER (MINING, TUNNELING AND MINERAL INDUSTRIES)		5,634	6,843	6,271	7,616
	R	09	3884	ASSOCIATE SAFETY ENGINEER (ELEVATORS)		5,634	6,843	6,271	7,616
	R	09	3889	ASSOCIATE SAFETY ENGINEER (INDUSTRIAL)		5,634	6,843	6,271	7,616
	R	09	3891	ASSOCIATE SAFETY ENGINEER (ELECTRICAL		5,634	6,843	6,271	7,616
	R	09	3896	ASSOCIATE SAFETY ENGINEER (CONSTRUCTION)		5,634	6,843	6,271	7,616
	R	09	3898	ASSOCIATE SAFETY ENGINEER (AMUSEMENT RIDES)		5,634	6,843	6,271	7,616
	R	09	3929	ASSOCIATE SAFETY ENGINEER		5,634	6,843	6,271	7,616
	R	09	4019	PROJECT DIRECTOR I		5,634	6,843	6,271	7,616
	R	09	4117	BAY DEVELOPMENT DESIGN ANALYST SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION		5,634	6,843	6,271	7,616
	R	09	4913	HOUSING MAINTENANCE INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		5,634	6,843	6,271	7,616
	R	09	7114	ASSOCIATE PRODUCT ENGINEER, PRISON INDUSTRIES		5,634	6,843	6,271	7,616
	R	09	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS	C	5,634	6,843	6,271	7,616
	R	09	2971	LANDSCAPE ASSOCIATE, CALTRANS	D	5,633	6,844	6,270	7,617
	R	09	3018	ASSOCIATE BOUNDARY DETERMINATION OFFICER		5,633	6,844	6,270	7,617
	R	09	3029	TRANSPORTATION SURVEYOR (CALTRANS)	D	5,633	6,844	6,270	7,617
	R	09	3135	TRANSPORTATION ENGINEER (CIVIL)	D	5,633	6,844	6,270	7,617
	R	09	3137	ENGINEER, WATER RESOURCES	D	5,633	6,844	6,270	7,617
	R	09	3263	ASSOCIATE HYDRAULIC ENGINEER		5,633	6,844	6,270	7,617
	R	09	3345	STRUCTURAL ENGINEERING ASSOCIATE		5,633	6,844	6,270	7,617
	R	09	3518	UTILITIES ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3583	MECHANICAL ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3584	ASSOCIATE INDUSTRIAL ENGINEER, OFFICE OF STATE PRINTING		5,633	6,844	6,270	7,617
	R	09	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)	D	5,633	6,844	6,270	7,617
	R	09	3639	EQUIPMENT ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3640	ASSOCIATE TELECOMMUNICATIONS ENGINEER		5,633	6,844	6,270	7,617
R	09	3726	HAZARDOUS SUBSTANCES ENGINEER	D	5,633	6,844	6,270	7,617	

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Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
11.3% continued	R	09	3735	AIR RESOURCES ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3786	WASTE MANAGEMENT ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3825	ASSOCIATE SANITARY ENGINEER		5,633	6,844	6,270	7,617
	R	09	3846	WATER RESOURCE CONTROL ENGINEER	D	5,633	6,844	6,270	7,617
	R	09	3953	RESTORATION ARCHITECT		5,633	6,844	6,270	7,617
	R	09	3964	ASSOCIATE ARCHITECT		5,633	6,844	6,270	7,617
	R	09	3982	ASSOCIATE LANDSCAPE ARCHITECT (SPECIALIST)		5,633	6,844	6,270	7,617
12.0% max sal \$7,062 to \$7,097	R	09	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I		5,832	7,084	6,532	7,934
	R	09	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I		5,832	7,084	6,532	7,934
12.7% max sal \$7,315 to \$7,351	R	09	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	B	6,022	7,319	6,787	8,249
	R	09	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS	B	6,022	7,319	6,787	8,249
	R	09	3812	AIR POLLUTION RESEARCH SPECIALIST		6,022	7,319	6,787	8,249
	R	09	3875	STAFF AIR POLLUTION SPECIALIST		6,022	7,319	6,787	8,249
	R	09	4017	COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION		6,022	7,319	6,787	8,249
	R	09	4314	FIRE AND LIFE SAFETY OFFICER II (HEALTH FACILITIES CONSTRUCTION)		6,022	7,319	6,787	8,249
	R	09	4351	FIRE AND LIFE SAFETY OFFICER II (DIVISION OF THE STATE ARCHITECT)		6,022	7,319	6,787	8,249
	R	09	4556	HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		6,022	7,319	6,787	8,249
	R	09	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS		6,022	7,319	6,787	8,249
	R	09	4030	CONSTRUCTION SUPERVISOR II		6,022	7,320	6,787	8,250
	R	09	3659	ASSOCIATE CONTROL ENGINEER		6,041	7,336	6,808	8,268
12.8% max sal \$7,352 to \$7,387	R	09	4106	ASSOCIATE CONSTRUCTION ANALYST	B	6,041	7,339	6,808	8,271
	R	09	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)		5,769	7,364	6,507	8,307
13.3% max sal \$7,532 to \$7,568	R	09	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II		6,228	7,567	7,056	8,573
13.3% continued	R	09	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II		6,228	7,567	7,056	8,573
14.1% max sal \$7,822+	R	09	3260	SENIOR HYDRAULIC ENGINEER		6,460	7,848	7,371	8,955
	R	09	3579	SENIOR MECHANICAL ENGINEER		6,460	7,848	7,371	8,955
	R	09	3600	SENIOR ELECTRICAL ENGINEER		6,460	7,848	7,371	8,955
	R	09	3783	ASSOCIATE OIL AND GAS ENGINEER		6,460	7,848	7,371	8,955
	R	09	3796	ASSOCIATE MINERAL RESOURCES ENGINEER		6,460	7,848	7,371	8,955
	R	09	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT		6,460	7,848	7,371	8,955
	R	09	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-		6,460	7,848	7,371	8,955

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Salary increase at 7-1-07 from Interpolation Schedule	CB	Unit	ClassID	ClassTitle	Rg	Min Salary	Max Salary	New Min at 7-1-07	New Max at 7-1-07
14.1% continued	R	09	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-		6,460	7,848	7,371	8,955
	R	09	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-		6,460	7,848	7,371	8,955
	R	09	3922	SENIOR RAPID TRANSIT COMPUTER CONTROL SYSTEMS SPECIALIST		6,460	7,848	7,371	8,955
	R	09	4020	PROJECT DIRECTOR II		6,460	7,848	7,371	8,955
	R	09	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY		6,460	7,848	7,371	8,955
	R	09	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	B	6,460	7,851	7,371	8,958
	R	09	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS	A	6,465	7,857	7,377	8,965
	R	09	3185	SENIOR BRIDGE ENGINEER	A	6,465	7,857	7,377	8,965
	R	09	3751	SENIOR ENGINEERING GEOLOGIST	A	6,465	7,857	7,377	8,965
	R	09	3790	SENIOR WASTE MANAGEMENT ENGINEER	A	6,465	7,857	7,377	8,965
	R	09	3844	SENIOR WATER RESOURCE CONTROL ENGINEER	A	6,465	7,857	7,377	8,965
	R	09	3961	SENIOR ARCHITECT	A	6,465	7,857	7,377	8,965
	R	09	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	2178	SENIOR MECHANICAL ENGINEER, CALTRANS (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	3007	SENIOR BOUNDARY DETERMINATION OFFICER (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	3510	SENIOR UTILITIES ENGINEER (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)		6,465	7,857	7,377	8,965
	R	09	3336	SENIOR STRUCTURAL ENGINEER		6,766	8,220	7,720	9,379
	R	09	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD		6,771	8,229	7,726	9,389
	R	09	7008	ASSOCIATE PROCESS SAFETY ENGINEER		6,838	8,304	7,802	9,475
	R	09	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES		6,838	8,304	7,802	9,475
	R	09	3644	DATA COMMUNICATIONS SPECIALIST		7,091	8,618	8,091	9,833
	R	09	4355	PRINCIPAL-FIRE AND LIFE SAFETY (DIVISION OF THE STATE ARCHITECT)		7,091	8,620	8,091	9,835
	R	09	3652	SENIOR CONTROL ENGINEER (SPECIALIST)		7,113	8,642	8,116	9,861
	R	09	3483	SENIOR PETROLEUM AND MINING APPRAISAL ENGINEER		7,438	9,040	8,487	10,315
	R	09	3775	PETROLEUM PRODUCTION ENGINEER		7,438	9,040	8,487	10,315
	R	09	3776	PETROLEUM DRILLING ENGINEER		7,438	9,040	8,487	10,315
	R	09	3727	SENIOR OIL AND GAS ENGINEER (SPECIALIST)		7,443	9,048	8,492	10,324
	R	09	3766	PETROLEUM RESERVOIR ENGINEER STATE LANDS DIVISION		7,874	9,564	8,984	10,913
	R	09	7009	SENIOR PROCESS SAFETY ENGINEER (SPECIALIST)		7,878	9,574	8,989	10,924
	R	09	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)		7,878	9,574	8,989	10,924
	R	09	3359	LEAD SENIOR STRUCTURAL ENGINEER -EMERGENCY-		47.42	52.29	54.11	59.66
	R	09	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-		47.42	52.29	54.11	59.66