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Unit 9, Professional Engineers 2009 Salary Survey

Department of Personnel Administration
Labor Relations Division
Office of Financial Management and Economic Research
1515 S Street, North Building, Suite 400
Sacramento, California 95811



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Overview

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

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

Methodology

Memorandum of Understanding Survey Requirement

The Memorandum of Understanding (MOU) has a term of July 2, 2003 through July 2, 2008. MOU Article 3.1 contains the survey requirement, components to the survey, over time the Parties, by their actions have agreed to a specific methodology. Attachment 1 displays the MOU Article. By the terms of the MOU the surveyed agencies and classifications may only be changed upon agreement between DPA and PECG.

MOU, Article 3.1, 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

State of California’s 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 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 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.

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

Simplified Illustration of Salary Lag Computation

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

Notes:

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

Lag Computation Variations

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

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

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

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

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.

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	3.1%	4.1%	3.1%

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, DPA is to submit this survey annually to the Legislature for consideration. However, this survey does not reflect the actual cost of raising 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 (Civil) A/B class code 3135	\$4,608	\$6,409	Transportation Engineer (Civil) Range D class code 3135	\$6,897	\$8,379	Sr. Transportation Engineer, Caltrans class code 3161	\$8,122	\$9,870
Alameda County	Junior Engineer	\$5,606	\$6,477	Associate 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	\$8,124	Associate Civil Engineer	\$6,351	\$8,333
Fresno County	Engineer II	\$4,994	\$6,372	Senior Engineer	\$6,387	\$7,765	Supervising Engineer	\$7,026	\$8,541
Los Angeles County	Civil Eng. Assistant/Sr. Civil Eng. Assistant	\$5,014 \$5,014	\$5,900 \$6,229	Associate Civil Engineer/Civil Engineer	\$6,641 \$7,402	\$8,250 \$9,196	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	\$9,587
Riverside County	Junior Engineer/Assistant Engineer	\$4,559 \$5,098	\$5,946 \$6,650	Associate Civil Engineer	\$5,976	\$7,797	Senior Civil Engineer	\$6,828	\$8,910
Sacramento County	Asst. Civil Eng. Level I / II (This is a single class)	\$4,423	\$6,791	Associate Civil Engineer	\$6,784	\$8,248	Senior Civil Engineer	\$8,322	\$9,175
San Bernardino County	A/E Project Manager I	\$4,583	\$5,852	A/E Project Manager II	\$5,306	\$6,779	A/E Project Manager III	\$5,852	\$7,481
San Diego County	Junior Engineer/Assistant Engineer	\$4,391 \$4,833	\$5,339 \$6,165	Civil Engineer	\$6,094	\$7,410	Senior Civil Engineer	\$7,055	\$8,575
Santa Clara County	Assistant Civil Engineer	\$5,980	\$7,271	Associate Civil Engineer	\$7,131	\$8,668	Senior Civil Engineer	\$8,351	\$10,177
San Francisco City & County	Junior Engineer/Assistant Engineer	\$5,720 \$6,463	\$6,951 \$7,856	Associate Engineer	\$7,518	\$9,139	Senior Engineer	\$10,075	\$12,246
City of Fresno	Engineer I	\$4,038	\$4,874	Professional Engineer	\$5,819	\$7,052	Supervising Professional Engineer	\$6,606	\$8,011
City of Los Angeles	Civil Engineer Associate I	\$5,438	\$6,755	Civil Engineer	\$7,357	\$9,140	Senior Civil Engineer	\$8,655	\$10,751
City of Oakland	Assistant Engineer, Level 1	\$5,106	\$6,267	Civil Engineer	\$6,895	\$8,465	Supervising Civil Engineer	\$8,475	\$10,406
City of Riverside	Assistant Engineer	\$5,218	\$6,343	Associate Engineer	\$6,027	\$8,077	Principal Engineer	\$7,899	\$11,668
City of Sacramento	Jr. Engineer/Assistant Civil Engineer	\$3,905 \$4,763	\$5,495 \$6,702	Associate Civil Engineer	\$5,781	\$8,135	Supervising Engineer	\$7,484	\$11,226
City of San Diego	Junior Engineer-Civil/ Assistant Engineer-Civil	\$4,181 \$4,839	\$5,063 \$5,830	Associate Engineer-Civil*	\$6,407	\$7,737	Senior Civil Engineer*	\$7,384	\$8,929
City of San Jose	Engineer I	\$5,774	\$7,306	Associate Engineer	\$7,017	\$8,885	Senior Engineer	\$8,533	\$10,797
University of California, Berkeley	Engineer, Assistant	\$3,734	\$6,985	Engineer, Associate	\$4,517	\$8,451	Engineer, Senior	\$4,973	\$9,303
University of California, Davis	Engineer, Assistant	\$4,024	\$6,841	Engineer, Associate	\$4,866	\$8,272	Engineer, Senior	\$5,356	\$9,105
University of California, Irvine	Engineer, Assistant	\$3,641	\$5,950	Engineer, Associate	\$4,410	\$7,208	Engineer, Senior	\$4,855	\$7,933
University of California, Los Angeles	Engineer, Assistant	\$3,806	\$6,861	Engineer, Associate	\$4,605	\$8,282	Engineer, Senior	\$5,069	\$9,126
University of California, Merced	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	\$3,509	\$6,270	Engineer, Associate	\$4,227	\$7,896	Engineer, Senior	\$5,161	\$10,048
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 2009 Unit 9 Salary Survey
September 25, 2009**

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	6,477	0	0	9,303	12	111,636	10,631	5	53,155
Contra Costa County	6,205	10	62,050	8,124	3	24,372	8,333	10	83,330
Fresno County	6,372	5	31,860	7,765	9	69,885	8,541	3	25,623
Los Angeles County	6,229	196	1,220,919	9,196	326	2,997,749	10,249	83	850,667
Orange County	6,217	3	18,652	8,597	19	163,349	9,587	23	220,512
Riverside County	6,650	27	179,543	7,797	22	171,540	8,910	21	187,107
Sacramento County	6,791	81	550,091	8,248	92	758,777	9,175	53	486,275
San Bernardino County	5,852	1	5,852	6,779	6	40,674	7,481	4	29,924
San Diego County	6,165	23	141,806	7,410	37	274,170	8,575	21	180,071
Santa Clara County	7,271	12	87,254	8,668	14	121,350	10,177	8	81,415
SF City/County	7,856	179	1,406,224	9,139	137	1,252,043	12,246	78	955,188
City of Fresno	4,874	11	53,614	7,052	14	98,728	8,011	3	24,033
City of Los Angeles	6,755	72	486,337	9,140	82	749,498	10,751	26	279,538
City of Oakland	6,267	2	12,535	8,465	19	160,844	10,406	7	72,841
City of Riverside	6,343	0	0	8,077	8	64,616	11,668	15	175,020
City of Sacramento	6,702	19	127,338	8,135	23	187,105	11,226	12	134,712
City of San Diego	5,830	214	1,247,620	7,737	83	642,171	8,929	40	357,160
City of San Jose	7,306	19	138,814	8,885	110	977,350	10,797	33	356,301
UC-Berkeley	6,985	1	6,985	8,451	4	33,804	9,303	3	27,909
UC-Davis	6,841	2	13,682	8,272	3	24,816	9,105	8	72,840
UC-Irvine	5,950	2	11,900	7,208	0	0	7,933	0	0
UC-Los Angeles	6,861	9	61,749	8,282	2	16,564	9,126	4	36,504
UC-Merced		0			0		8,817	1	8,817
UC-Riverside	7,017	0	0	8,491	0	0	10,270	1	10,270
UC-San Diego	6,270	0	0	7,896	1	7,896	10,048	0	0
UC-San Francisco	7,367	0	0	8,933	0	0	9,817	2	19,634
UC-Santa Cruz	6,758	9	60,822	8,175	0	0	9,000	7	63,000
UC-Santa Barbara	6,762	2	13,524	8,162	4	32,648	8,993	0	0
Total		899	5,939,171		1,030	8,981,587		471	4,791,846
Weighted Average Salary			6,606			8,720			10,174
State of California			6,409			8,379			9,870
State Lag -- \$			197			341			304
State Lag -- %			3.1%			4.1%			3.1%