

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 9**

**Exclusive Employee Representative:
Professional Engineers in California Government (PECG)**

Number of Employees: Approximately 12,568 full-time equivalents

General Provisions:

I. Compensation

General Salary Increases (Section 3.26)

- Effective July 1, 2022, all Bargaining Unit (BU) 9 classifications shall receive a general salary increase of 2.5 percent.
- Effective July 1, 2023, all BU 9 classifications shall receive a general salary increase of 3 percent.
- Effective July 1, 2024, all BU 9 classifications shall receive a general salary increase of 2 percent.

Professional Qualification Compensation (Section 3.3)

- Effective the first day of the pay period following ratification by both parties, all BU 9 employees who paid dues to one, or more, job-related professional societies or organizations shall be reimbursed up to \$250 per Fiscal Year.

Long-Term Differential (Section 3.7)

- Effective the first day of the pay period following ratification by both parties, the differential for California Department of Transportation employees who are assigned to long-term assignments lasting more than 365 days will increase from \$1,800 per month to \$3,000 per month.

Diving Pay (Section 3.10)

- Effective the first day of the pay period following ratification by both parties, the rate for BU 9 employees in classifications currently eligible to receive diving pay shall increase from \$12 per diving hour to \$25 per diving hour.

Recruitment and Retention Pay Differential (Section 3.19)

- Effective the first day of the pay period following ratification by both parties, the Transportation Surveyor (Caltrans) classification has been added to the \$300 per month recruitment and retention pay differential.

Longevity Pay (Section 3.29)

- Effective the first day of the pay period following ratification by both parties, all BU 9 employees with 17 or more years of state service will receive this pay differential based on the following schedule:
 - Two percent (2%) for employees with 17 years of state service.
 - Three percent (3%) for employees with 18 years of state service.
 - Four percent (4%) for employees with 19 years of state service.
 - Five and a half percent (5.5%) for employees with 20 years or more years of state service.

Geographic Pay (Section 3.30)

- Effective the first day of the pay period following ratification by both parties, all BU 9 employees whose worksite is located in Contra Costa County will receive a \$250 per month pay differential.

Range C Special Salary Adjustment Joint Labor Management Committee (Section 3.31)

- Establishes a joint labor management committee to study Range C of thirteen BU 9 classifications to mutually decide on appropriate special salary adjustments to become effective July 1, 2023. The total cost of these salary adjustments and related benefits shall not exceed 1.0 percent of payroll for BU 9 employees as of June 2022. The study will be completed no later than March 1, 2023.

CPESC/QSD/QSP Certificates (Section 3.XX NEW)

- Full-time BU 9 employees who successfully complete the examination for the Certified Professional in Erosion and Sediment Control (CPESC), the Qualified Storm Water Pollution Prevention Plan Developer (QSD), or the Qualified Storm Water Pollution Prevention Plan Practitioner (QSP) certificates may be reimbursed for the application and/or examination fees. Full-time Unit 9 employees may also be reimbursed renewal fees once every three years.

Safety Footwear (Section 7.3)

- Effective the first day of the pay period following ratification, the amount and frequency of reimbursement for BU 9 employees that are required to purchase safety footwear shall increase from \$100 every 18 months to \$150 every 12 months.

II. Health and Welfare

Family Care Leave (Section 4.XX NEW)

- Effective July 1, 2023, BU 9 employees who are enrolled in the annual leave program will be eligible for the non-industrial disability insurance Family Care Leave program. This program provides eligible employees up to six weeks of paid leave (50% of gross salary) within a 12-month period for the care of a seriously ill family member or to bond with a newborn child, adopted child or foster care placement. Employees have the option to use their own leave credits to supplement up to either 75 percent or 100 percent of this income benefit.

III. Miscellaneous

California State Payroll System Project (Article 24)

- The parties shall reopen pertinent contract sections needed to implement changes required by the California State Payroll System Project.

Business and Travel Expenses (Section 7.1)

- During the term of this agreement, the State agrees to apply any future changes to the business and travel expense reimbursement rates to BU 9 employees.

Commute Program (Section 7.2)

- Effective the first day of the pay period following ratification by both parties, employees working in areas served by mass transit will be eligible for a 100 percent discount on public transit passes up to the exclusion amount provided by the Internal Revenue Service.
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools or driving vanpools will be eligible for a 100 percent reimbursement of the monthly fee up to the exclusion amount provided by the Internal Revenue Service.

IV. Term

- July 1, 2022 through June 30, 2025.

V. Duration

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed no later than August 31, 2022.

VI. Fiscal

- Fiscal Year 2022-23: \$68.1 million (\$2.0 million General Fund)
- Total 3-Year Incremental Cost: \$219.8 million (\$6.5 million General Fund)
- Total 3-Year Budgetary Cost: \$456.8 million (\$13.5 million General Fund)

VII. Agreement

- The complete Tentative Agreement between the State and PECO is posted on the [CalHR Bargaining Unit 9 Contract Webpage](#).