

GOOD NEWS: MEA Secures New Infrastructure Premium Pay for Engineering Services

After a 2-year advocacy campaign on behalf of all the City's underpaid engineers and land surveyors, MEA has secured a deal with the City to provide *some* recruitment and retention relief by enhancing pay for those who are registered in their discipline and by adding a new certification pay for those who are officially "in-training" as recognized by the California Board of Professional Engineers, Land Surveyors and Geologists.

Here are the deal terms:

16% Added to Registration Pay for Certain Disciplines

Senior, Associate, Assistant and Junior level engineers in the disciplines of Civil, Corrosion, Electrical, Land Survey, Mechanical, Structural and Traffic Engineering, who are receiving 15% registration pay will receive additional Infrastructure Premium Pay as follows:

- Effective for the first full pay period following January 1, 2019, an additional 8% will be added to their registration pay to make the total 23%.
- Effective for the first full pay period following January 1, 2020, another 8% will be added to their registration pay to make the total 31%.

New 8% Available for "In-Training" Certifications

Employees in the job classifications listed above who are *not* registered will be eligible for "Engineer-in-Training" (EIT), "Land Surveyor-in-Training" (LSIT) or "Geologist-in-Training" (GIT) certification pay when the employee completes the requirements for this certification established by California's Department of Consumer Affairs, Board for Professional Engineers, Land Surveyors, and Geologists.

- Effective for the first full pay period following January 1, 2019, this EIT/LSIT/GIT certification pay will be 4% additional pay.
- Effective for the first full pay period following January 1, 2019, there will be an additional 4% EIT/LSIT/GIT certification pay for a total of 8% additional pay.
- Once an employee who is EIT/LSIT/GIT certified achieves his or her state registration, he or she will be eligible for registration pay and infrastructure premium pay and the employee's eligibility for "in-training" certification pay will end.

New 5% Added Pay for Licensed Geotechnical or Soils Engineer

Senior, Associate, Assistant and Junior level engineers in the Civil engineering discipline shall receive approximately 5 percent additional pay for possession of a State Geotechnical Engineering license.

This Infrastructure Premium Pay is in Addition to 3.3% General Salary Increase in July 2018 and Another 3.3% Increase in July 2019 for All Engineers and Land Surveyors

Under MEA’s current MOU, *all* MEA-represented employees, including all engineers and land surveyors, will finally get a general salary increase of 3.3% in July 2018, and another 3.3% in July 2019. These infrastructure premiums described above are, of course, in addition to the 6.6% coming in general salary increases over the next 12 months.

Therefore, *registered* engineers and land surveyors will receive a pay increase of about 23% over the next 18 months. Engineers and surveyors with an EIT/LSIT/GIT will get an increase of about 15% over the next 18 months. Engineers and surveyors without either registration or certification will still of course get the 6.6% increase over the next 12 months.

All of these increases are pensionable, meaning that (1) they count toward increasing the future lifetime pension allowances for employees in the SDCERS defined benefit pension plan who are not yet in DROP; and (2) they count toward increasing the City’s contribution to the 401(k)-style retirement benefit for those hired after July 19, 2012 under “Prop B.”

Why are Pay Increases Being Delivered Through Registration and Certification Pay Rather Than Across-the-Board to All Engineers and Land Surveyors?

MEA recognizes and agrees that ALL engineers and land surveyors are underpaid by reference to other public and private employers – *and* that ALL deserve a bigger increase than the 6.6% which is coming. This is exactly why MEA aggressively pursued an across-the-board special salary adjustment (SSA) for *all* engineers and land surveyors through the Civil Service Commission process. Despite the evidence of recruitment and retention issues which MEA believes warranted the Commission’s recommendation of a special salary adjustment under its Charter authority, the Commission disagreed and voted against an across-the-board SSA for engineers and land surveyors.

MEA then re-directed its advocacy efforts to the Mayor and City Council. However, after months of trying, the Mayor and City Council were simply unwilling to support any SSA the Commission had turned down and the City Attorney’s Office pointed to obstacles in the

Mayor's authority to do so. The Mayor and City Council were, however, willing to support a more focused increase to promote the City's infrastructure priorities by targeting the registration pay component for certain engineering and land surveying disciplines.

While all engineers are underpaid, the disparity for those who are registered is even greater and the recruitment and retention issues most acute among this group. MEA could *not* decline the opportunity to get a well-deserved increase for *some* even if this means that not *all* engineers and land surveyors will benefit despite their education, experience and commitment to the City. MEA recognizes that this will be a bitter pill for those who are not yet registered or certified "in-training" (and don't plan to pursue these goals) but we could not let "perfection be the enemy of progress" for the City's engineering workforce.

Of course, these increases do not only apply to those *currently* with a PE or EIT/LSIT/GIT, but also to any employee who secures one of those certifications in the future. ALL employees in engineering and surveying classifications listed above can still pursue these certifications, and whenever an employee acquires one that employee will get this pay.

Finally, we wanted to note that several individual engineers and land surveyors – your colleagues – deserve thanks for their work with MEA to compile the data and demonstrate the merits of these increases throughout the Civil Service Commission SSA process and the more recent process that resulted in the increases being announced today. You should also know that your management was supportive of these increases, which was very helpful in making the case to the Mayor and City Council. MEA would also like to recognize the leadership of the Mayor to recommend, and the City Council to approve, these long overdue increases.

If you have any questions about this outcome or what it means, please contact MEA at 619-264-6632.