



ACSS QUARTERLY

Q2 2013



FIXING

COMPACTION

BY ACSS PRESIDENT ARLENE ESPINOZA

IT'S TIME TO STOP OUR BRIGHTEST FROM "DEMOTING TO PROMOTE"

Nearly a decade ago, a special task force recommended that the State fix a serious flaw in its employment strategy: For many reasons, California was compensating many of its most skilled and dedicated employees *less* than the employees they supervise.

In 2004 the State Excluded and Exempt Employees Salary-Setting Task Force found that this phenomenon—commonly known as “salary compaction”—not only actively discouraged many of the best and brightest state employees from promoting into a leadership role, but in fact resulted in many supervisors and managers *demoting* for a pay raise. Those findings have been referenced and echoed by dozens of groups since their publication in 2004, and yet the state has failed to rectify the problem.

At our recent Lobby Day, a record number of state excluded employees sat down with legislators to encourage them to support legislation drafted by ACSS that will fix the issue of salary compaction once and for all.

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(cont. from front cover)

Our renewed fight against salary compaction began at our training and dinner the night before Lobby Day. I welcomed Senator Jim Beall (D-San Jose) to the event and asked him to say a few words about why he is sponsoring ACSS' legislation—SB 216—aimed at ending compaction once and for all.

As he addressed a packed house, Sen. Beall said his support for SB 216 is “common sense.”

“If we’re going to stop the best and brightest from leaving state service, we need to pay our supervisors more than the employees they supervise,” continued Sen. Beall.

During Lobby Day, state supervisors and managers met with multiple legislators on both sides of the aisle who pledged to sign on and support SB 216, including Assemblymembers Joan Buchanan (D-Alamo) and Brian Nestande (R-Palm Desert).

I personally sat down with Nancy McFadden, Gov. Brown’s Executive Secretary for Legislation, Appointments, and Policy, to discuss the urgent need to stop supervisors and managers from “demoting to promote.”

Though Ms. McFadden stressed that the Governor is committed to maintaining a balanced budget, she stated that

**“It’s common sense:
If we’re going to stop
them from leaving state
service, we need to pay our
supervisors more than the
employees they supervise.”**

the Administration is dedicated to working with CalHR to ensure that a full cost analysis of resolving compaction is produced as quickly as possible.

Keep an eye on www.leginfo.ca.gov for updates on SB 216 as the legislative session progresses, or sign up for our weekly newsblast at ACSSonline.org/SUBSCRIBE to receive the latest news on SB 216 and other issues that impact your career. 

Agilene S Espinoza

ACE IN THE HOLE: ACSS MEMBERS LEAD THE FIGHT TO END SALARY COMPACTION

BY ACSS MEMBERSHIP COORDINATOR DIANE WOLFF

In 2013 we streamlined our online registration process and member outreach to develop a rewarding and memorable 13th Annual Lobby Day.

Were we successful? Absolutely! We had a record number of RSVPs (165) and attendees (95). We worked with our new legislative advocates Blanning & Baker to develop a training program at the historic Citizen Hotel, where attendees were treated to a stunning nighttime view of the Capitol. Our condensed training presentation was chock full of useful information, as were the redesigned and personalized folders for each and every member, which included bios on the attendee’s legislators, helpful maps, and concise talking points.

Our annual Ice Cream Social was retooled into a larger reception with plenty of room for members to mingle with legislators and staffers. Time and again legislators have said they look forward to our Ice Cream Social, and this year was no exception. We served more than 400 cups of ice cream and each cup bore the message “Throw away this cup, not our pensions.”

Thanks to the active involvement of so many ACSS members speaking against salary compaction in a unified voice, we’ve garnered broad support for our anti-compaction legislation, SB 216. We look forward to seeing you again next year! 





ASSEMBLYMEMBER BRIAN NESTANDE (R-PALM DESERT) PLEDGES HIS SUPPORT FOR ENDING SALARY COMPACTION TO ACSS LEGISLATIVE COMMITTEE CHAIR RICHARD SNYDER (SECOND FROM LEFT) AND A ROOM FULL OF ACSS ACTIVISTS.

LOBBY DAY 2013: FOCUSING ON ONE FIX

BY ACSS EXECUTIVE DIRECTOR ROCCO R. PATERNOSTER

On March 13, 2013, ACSS held its yearly member-driven legislative event at the state Capitol. Lobby Day 2013 was the official “kick-off” of the ACSS 2013 political and governmental affairs program.

On the surface, Lobby Day may have seemed like a continuation of a program and event that is nearly two decades old; however, Lobby Day 2013 was far from business as usual. Some of the changes included representation by a new professional legislative advocate, utilization of new processes to gather information from ACSS members on issues important to them, approaching legislators prior to Lobby Day to educate them on ACSS issues, and drafting legislation to address compaction.

We identified salary compaction as ACSS members’ highest priority issue through an intensive months-long campaign. ACSS staff and leaders gathered information online, through polls and surveys, at chapter meetings, and even at worksite events.

ACSS then began distributing written materials explaining the long-standing issue to legislators. These materials included ACSS survey results, an outline of the long history of the state recognizing compaction as a serious issue in need of resolution and media articles discussing the compaction issue.

In the lead up to Lobby Day, ACSS met with key allies in the legislature to discuss a potential legislative fix. After drafting proposed legislation, ACSS partnered with Sen. Jim Beall (D-San Jose) to sponsor a bill that would finally remedy salary compaction (SB 216).

With our legislation sponsored before Lobby Day, our member activists were better able to garner support for SB 216 from their legislators on both sides of the aisle. 



ACSS PRESIDENT ARLENE ESPINOZA WITH SENATOR JIM BEALL (D-SAN JOSE) AT LOBBY DAY TRAINING ON MARCH 12TH. SEN. BEALL SPOKE ABOUT HIS SPONSORSHIP OF SB 216, ACSS’ ANTI-COMPACTION LEGISLATION.



CHAPTER 503 PRESIDENT AMBER SIEPMANN (FRONT LEFT) AND ACSS EXECUTIVE VICE PRESIDENT ELNORA FRETWELL (FRONT RIGHT) DEBRIEFING THE DAY’S ACTIVITIES WITH MEMBER PEPPER LEWIS (REAR LEFT) AND CHAPTER 503 VICE PRESIDENT JIM TEAHAN.



ACSS PRESIDENT ARLENE ESPINOZA AND ACSS LEGISLATIVE ADVOCATE TED TOPPIN PREPARE TO DISCUSS SALARY COMPACTION WITH A LEGISLATOR.

MORE PHOTOS @

acsonline.org/lobbyday

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