

### AB 1729 – MAINTAIN FLEXIBLE TELEWORK FOR STATE EMPLOYEES

*Save Tax Dollars, Cut Emissions & Congestion, Recruit & Retain Staff*

ACSS and many other state employee groups are sponsoring AB 1729 (Lee, Hoover) to maintain flexible telework schedules for state employees. Currently, most teleworking state employees work two days a week in the office and three at home.

Telework has been used successfully by state departments and agencies for six years. The vast majority of state departments responding to a State Auditor survey reported that they “experienced improved or unchanged productivity after implementing telework.” Surveyed departments also indicated that telework benefited them by “lowering costs, reducing the amount of office space needed, and improving recruitment and retention, without negatively affecting productivity or customer service.”

Telework has saved hundreds of millions of dollars, cut emissions and congestion, and helped to recruit and retain the skilled workforce needed to deliver essential state programs and services. If maintained, the current hybrid telework schedule could generate \$225 million in cost savings every

year, according to the State Auditor’s August 2025 report. Given our ongoing budget deficits, this is real money that can help close the deficit and free up funding for schools, housing, health care, and other state priorities.

For employees, teleworking has improved work-life balance, saving them time and money, enhancing their productivity, and improving morale during a time of ongoing wage freezes.

Despite the many benefits, the Newsom Administration continues to insist that state employees must return to their offices a minimum of four days per week on July 1, 2026.

ACSS urges legislative support for AB 1729 to maintain flexible telework schedules to save tax dollars, reduce emissions and congestion, and help the state recruit and retain key staff.

**Maintaining telework “could generate costs savings of as much as \$225 million annually.”**  
— State Auditor

### COMPACTION HURTS STATE GOVERNMENT, SUPERVISORS, AND MANAGERS

Salary compaction is the unacceptable circumstance where state supervisors and managers are paid the same or less than their subordinates working for the state.

While rank-and-file employee salaries are established through collective bargaining, the Legislature has delegated salary setting authority to the Department of Human Resources (CalHR) for supervisors and managers. ACSS utilizes the “meet and confer” process to bring salary issues and proposals to CalHR.

Although CalHR has made recent strides in adjusting salaries to address salary compaction, the classifications and departments where salary compaction remains continue to suffer operational problems. For example, dozens of supervisory and managerial positions at the Department of State Hospitals and the California Department of Corrections and Rehabilitation remain unfilled as rank-and-file employees choose not to promote and take on supervisory responsibilities for less pay. The dysfunctional pay structures for these classifications needs to be addressed to avoid negative impacts on important state programs.

**ACSS urges legislative support to address salary compaction issues that negatively impact California state government operations.**

### THE STATE'S COMPACTION HISTORY

**2015** “Salary compaction and parity are significant issues facing the state in compensating management employees. State policy is that supervisory and managerial employees receive salaries 10% above the pay of the classes they supervise.”  
— Senate Floor Analysis of SB 216 (Vetoed)

**2013** “Many believe that ten percent is a minimum that managers and supervisors should earn above those employees they manage. Without this pay spread, supervisors and managers are often working longer hours, taking on greater responsibilities, and assuming higher stress levels for less pay than those they supervise ...”  
— Senate Budget Fiscal Review Committee, Sub 5 Analysis

**2011** “We will ask the present and future Administrations to support a compensation structure for supervisors and managers that pays them more than the employees they supervise.”  
— Ron Yank, Department of Personnel Administration Director

**2008** “The Governor and the Legislature should ensure the State provides competitive compensation that attracts, retains, and rewards managers and executives of national caliber.”  
— Dave Gilb, Department of Personnel Administration Director



## ASSOCIATION OF CALIFORNIA STATE SUPERVISORS (ACSS)

ACSS is California's largest and most experienced organization dedicated exclusively to advancing the employment and professional interests of California's state-employed supervisors, managers, and confidential employees (known as excluded employees) working in every state department and agency. ACSS is committed to solving the pay and benefit challenges of excluded employees, including salary compaction — the unfortunate circumstance in which supervisors and managers make less than their subordinates — throughout state government.

## ACSS MEMBERS

ACSS members are the state's most skilled and dedicated employees ultimately responsible for delivering public services to Californians. They are not, however, covered by collective bargaining. Instead, they are dependent on the Administration and the Legislature to ensure that they receive the fair pay and benefits necessary to retain and recruit skilled leaders.

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