

2025 March Quarterly Report – Q1

Fort Sutter Section Officers for the 2024–2025 Term

Section Officers

Jeff Kessler
Director

Steven Johnson
President

Aman Bains
President-Elect

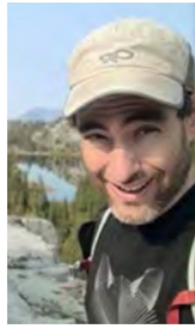
Alex Stockton
VP Supervisory

Raina Ryan
VP Rank & File

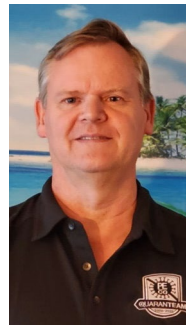
Julie Cooper
Secretary

Kyle Bly
Treasurer

Aman Bains
Web-Cordinator



FS Director
Jeff Kessler



FS President
Steven Johnson



FS President-Elect
Aman Bains



FS VP Supervisory
Alex Stockton



FS VP Rank & File
Raina Ryan



FS Secretary
Julie Cooper



FS Treasurer
Kyle Bly

Should you have any PECG related questions or suggestions, please contact any of your elected officers pictured above or reach out to us at fspecg@gmail.com.

Who We Represent

The Fort Sutter Section represents PECG members from 15 Boards, Offices, and Departments (BDO) and is comprised of engineers and related professionals responsible for improving air quality and water quality, developing clean energy and technology, designing and inspecting California's infrastructure and improving State occupied buildings.

The Fort Sutter section currently represents 978 members and has 496 non-members. Our rank and file, supervisors, and managers are from the following BDO's:

- California Air Resources Board (668 members),
- Department of Toxic Substance Control (113 members),
- California Department of Corrections and Rehabilitation (43 members),
- Healthcare Access and Information (44 members),
- Department of Industrial Relations (47 members),

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- Department of Resources Recycling and Recovery (20 members),
- Department of Consumer Affairs (18 members),
- California Highway Patrol (5 members),
- California Environmental Protection Agency (6 members),
- Housing Finance Agency (3 members),
- Department of Transportation [Caltrans] (1 member),
- California Energy Commission (1 member),
- Department of General Services (2 members),
- Department of Motor Vehicles (5 members),
- California Franchise Tax Board (1 member),
- Office of the State Architect (1 member),
- State Energy Research and Development (1 member)

Thanks to a strong and committed PECG membership, our salaries have increased, pensions remain protected, fantastic health care benefits are available, and State work is overwhelmingly performed by State staff and not outsourced to private consultants.

Membership Recruitment

The current PECG Memorandum of Understanding (MOU) “expires” on July 1, 2025. Expanding PECG membership strengthens PECG’s bargaining power. Membership growth is especially important, since PECG is only as strong as our membership is large. Recruitment will continue to be a primary goal for the Fort Sutter Section.

“Phone Banking” Membership Drive: In the past couple of years, Fort Sutter Section officers have hit their stride using phone banking to recruit members. Officers come together over light snacks, beverages, and enthusiasm to send heartfelt emails to future PECG members highlighting the hard work and benefits that PECG delivers. Deployed with laptops and personalized emails, throughout 2025, Fort Sutter Officers, will continue their phone banking events at trendy spots in Downtown Sacramento. If you see us please say “hi”! Better yet, come join us!

Monetary Incentive: Do you know someone that’s not currently a PECG member? PECG’s membership recruitment campaign provides a \$50 reward to PECG rank and file members for each new member they recruit! Supervisory/manager PECG members receive a \$200 referral bonus. Please get in touch with Fort Sutter PECG officers if you would like to learn more!

Strength at the Bargaining Table: Achieving and maintaining a high level of membership is PECG's source of power at the bargaining table and provides the resources necessary to effectively advocate for our members in all venues - the Governor's Administration, Legislature, courts, media, state agencies and departments, and CalPERS. A high percentage of membership is, quite simply, the key to improving the pay, pensions, health care and job security of our members. A high membership level also greatly increases the likelihood that we will have engaged leaders and members invested in PECG's continued success. As

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history has proven, we are stronger working together through collective effort **PECG Delivers!** See our accomplishments below.

First Quarter Highlights:

Sacramento PECG Sections Meet with Bargaining Team Chair: On January 7th, Fort Sutter PECG and Sacramento PECG sections met with Vice President Collective Bargaining Chair D’Arcy McLeod to learn about PECG’s bargaining process for the upcoming MOU. D’Arcy McLeod welcomed their ideas and highlighted the importance of completing the Bargaining Survey, an effective tool to best position the bargaining team at the negotiations table.

Bowling Night with Sacramento Section: This mixer in January was a chance for Fort Sutter PECG and Sacramento PECG section officers to get together informally and brainstorm ways to boost PECG membership in the Sacramento region. The bowling night was an example of two PECG sections coming together for a fun evening to bowl and to strategize ways to achieve and maintain a high level of membership. Fort Sutter Section plans to continue coordinating with the Sacramento Section at the following events:

1. River Cats Baseball Game – July 2025
2. Sacramento Regional STEM Fair – March 2025
3. Sacramento Food Bank Volunteer Day – May 2025
4. Sacramento Section Scholarship Award – June 2025
5. Heart Walk – September 2025
6. Coastal Clean-up Day – September 2025
7. Republic Soccer Game – October 2025
8. Run the Parkway – November 2025

Section Mixers and Coordination Meetings

Fort Sutter Section officers met with Sacramento PECG’s At Large Coordinator Karmina Padgett-Gonzalas for a virtual coordination meeting (January 15, 2025) and mixer at Topsy Putt (January 16, 2025). These two events were a chance for officers to brainstorm and come together over recruitment ideas and shared events with the goal of connecting with each other and our members to strengthen our collective voice. See the photo below.



FS PECG and Sacramento Section Officers at a mixer.

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First Quarter Highlights (cont.)

Fort Sutter Hybrid Office Hours: Fort Sutter has continued hybrid office hours on the 7th Floor of the CalEPA Building in Downtown Sacramento and at various other locations throughout the Sacramento/Rancho Cordova area. The most recent Office Hours occurred February 20th. Discussion topics included the PEGC Bargaining Survey as well as the upcoming member appreciation event at the Kings vs Bulls Game. Office Hours are also a chance for experts at PEGC headquarters to attend and hear first-hand member questions and concerns. PEGC Labor Relations Attorneys Christiana Dominguez and Kris Octabiano recently attended. Also in attendance was PEGC Corporate Secretary Tim Chow. Fort Sutter Section Officers greatly appreciate their giving up their lunch hour to meet our members during Office

Hours. Fort Sutter PEGC officers do not take for granted the free time members give up attending Office Hours. Fort Sutter PEGC thanks each and every member that chooses to spend part of their lunch with us to discuss pressing matters and brainstorm ways PEGC can improve BU 9 employee's work life balance.

Fort Sutter created its office hours in 2022 to give members a chance to talk with a PEGC officer about union-related issues. The hybrid office hours meet twice monthly and combines in-person and teleconferencing to reach more members each month. For those attending in-person, pizza is provided, and member concerns and questions are frequently shared with PEGC Corporate and the Bargaining Committee Team. These Office Hours are an example of how Fort Sutter PEGC members come together to help strengthen PEGC's collective voice and community. Thank you!

Please let us know if you have any suggestions for how we can improve our office hours program to make it more effective.



FS President-Elect Aman Bains and FS VP Supervisory Alex Stockton prepare for hybrid Office Hours.

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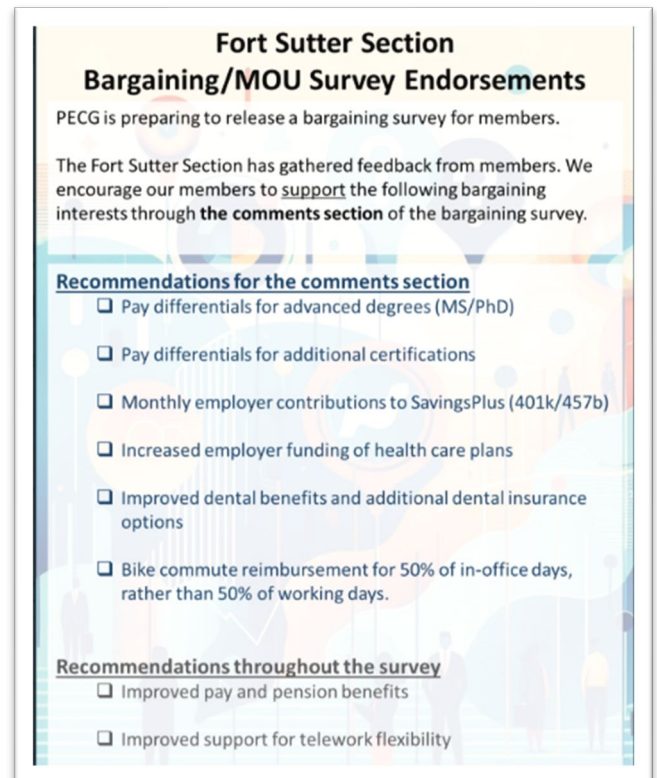
First Quarter Highlights (cont.)

Fort Sutter PEGC Endorsement Guide: Negotiations for the new MOU will start soon and Fort Sutter PEGC encouraged its members to complete and submit PEGC's Bargaining Survey which was released in January 2025. Incorporating member input, Fort Sutter PEGC officers created this useful endorsement guide for members to reference the Bargaining Survey. The guide captured items unique to Fort Sutter Section's talented make up which included recommendation such as pay differentials for advanced certificates and degree holders. Fort Sutter PEGC's ideas sparked interest in the Bargaining Committee. Many items unique to Fort Sutter PEGC are included in PEGC's 2025 Bargaining Survey. The PEGC Bargaining Team will use survey results as they prepare for upcoming negotiations with California Department of Human Resources (CalHR) and the Governor's Office.

Also note that The State and PEGC completed the salary survey of Unit 9 for Professional Engineers Salary Survey for 2023. [Take a look at the published salary survey report to the Governor and Legislature dated May 2024.](#) The salary survey report is prepared by CalHR as required by the MOU between the state and PEGC. This salary survey was initiated and completed based on the requirements outlined in Article 3.1 of the MOU effective July 2, 2003, through July 2, 2008.

The Endorsement Guide is another example of Fort Sutter PEGC's innovative approach to helping advocate for worker power.

PEGC Legislative Day: Fort Sutter PEGC Director Jeff Kessler attended the 2025 PEGC Legislative Day and met with Assembly Member Damon Connolly, Senator Angelique Ashby, and Senator Melissa Hurtado to discuss the importance of the work of BU 9 employees and their role in advancing PEGC objectives. Fort Sutter Section shared PEGC's history of success and commitment to promoting the highest standard of professional engineering practice and related professionals within the State. PEGC leaders also discussed PEGC proven path to deliver for its BU 9 employees competitive pay, pension protection, outstanding health care benefits, and job protection (not outsourcing).



Fort Sutter Section
Bargaining/MOU Survey Endorsements

PEGC is preparing to release a bargaining survey for members.

The Fort Sutter Section has gathered feedback from members. We encourage our members to support the following bargaining interests through **the comments section** of the bargaining survey.

Recommendations for the comments section

- Pay differentials for advanced degrees (MS/PhD)
- Pay differentials for additional certifications
- Monthly employer contributions to SavingsPlus (401k/457b)
- Increased employer funding of health care plans
- Improved dental benefits and additional dental insurance options
- Bike commute reimbursement for 50% of in-office days, rather than 50% of working days.

Recommendations throughout the survey

- Improved pay and pension benefits
- Improved support for telework flexibility

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SMUD Event

Fort Sutter PEGC section officers were invited to attend SMUD Board Member Rob Kerth's fundraising event on February 27, 2025, in Sacramento. Fort Sutter PEGC officers were present and represented PEGC. Fort Sutter PEGC Officers described PEGC's continued accomplishments and upcoming MOU negotiations.

Parental Leave Explainer Updated: Fort Sutter Section officers and members of Fort Sutter PEGC's Parental Leave Sub-committee updated the existing resource for Fort Sutter PEGC members that pursue leave such as the expanded parental leave covered under the Non-Industrial Disability Insurance-Family Care Leave (NDI-FCL) provisions. The Parental Leave Explainer was recently updated to reflect the expanded leave benefits offered to eligible rank and file employees. In short, under NDI-FCL, represented employees may take up to 42 workdays of leave at 50% pay to care for a seriously ill family member or to bond with a new child, including an adopted child or a foster care placement. For the first time, rank-and-file employees that have not given birth are now eligible for paid parental leave benefits! The Parental Leave Explainer will be posted onto the Fort Sutter PEGC website soon. Stay tuned! Please contact fspecg@gmail.com to find out more about the resource.

Recruitment and Info Event: Fort Sutter Section officers and River City Section officers joined together with PEGC corporate staff to host a hybrid recruitment event at CalEPA Headquarters, on February 27, 2025. Fort Sutter PEGC is actively working to grow its membership and help strengthen PEGC's voice at the bargaining table. PEGC's attorney Christiana Dominguez presented a holistic overview of what expert legal representation would look in various situations. Officers distributed swag items, Kings' tickets and coffee gift cards to sweeten signing up. Past non-member events resulted in 3 in person signups! With membership hovering around 70%, Fort Sutter PEGC is working hard to grow its membership and boost its collective voice, especially important now as labor unions across the nation are under attack. PEGC is preparing to negotiate a new contract for rank and file members/supervisors this year and a stronger voice at the table will help leverage negotiations.



Recruitment Event Attendees and Swag

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Upcoming Events:

planned for February 27, 2025, at CalEPA Headquarters. Fort Sutter PEGC is actively working to achieve Fort Sutter PEGC plan to distribute swag items, raffle Kings' tickets and coffee gift cards, as well as a

March 20, 2025, Kings vs Bulls: The popular Kings-annual membership appreciation event is planned for March 2025. Fort Sutter PEGC members will be able to purchase up to two (2) tickets at the subsidized rate for the lower corner seats and for the upper corner seats. Be on the lookout for the upcoming March 20 Kings vs Bulls. Light the Beam!

Fort Sutter Continues its Goals for 2025: In the first quarter of 2025 and beyond, Fort Sutter continues to move forward to achieve its 2025 goals listed below.

1. Create a new Fort Sutter Logo. [A new logo is on hold pending approval the Fort Sutter name change]
2. Actively distribute the Fort Sutter Quarterly Newsletter.
3. Increase recruitment goal of 85% of available membership. Increase Rank & File recruitment of 210 new members.
4. FS Supervisory & Manager recruitment of 68 S/M members.
5. Continue to host membership appreciation events.
6. Continue to encourage FS participation in the PEGC Bargaining Survey.

Useful Information



PEGC 2022-25 MOU: The PEGC 2022-2025 Memorandum of Understanding (MOU) expires on July 1st, 2025. Until then, members can request printed copies of the PEGC MOU at [PECG.org](https://www.pecg.org). For a printed copy, please complete the MOU [request form from the PEGC website](#). The MOU is also available [electronically](#) through the website at [PECG.org](https://www.pecg.org). Some of the items in this MOU are:

- **General Salary Increase:** There have been three General Salary Increases (GSI) in this MOU. The next GSI will be a 2% increase on July 1, 2024.
- **Longevity Pay:** Longevity pay is significantly improved to 2% raise at 17 years, 3% at 18 years, 4% at 19 years, and 5.5% at 20 years.
- **Geographic Pay:** Contra Costa County is added to the current list of counties for which employees are eligible to receive the \$250 per month geographic pay differential.
- **Range C Salary Increases:** The MOU allots \$24 million for a joint PEGC and State Committee to mutually decide on special salary adjustments for 13 Range C classifications within deep classes.
- **Non-Industrial Disability Insurance – Family Care Leave (NDI-FCL) Program:** For the first time, rank and file bargaining unit members are to receive improved benefits in the NDI-FCL program. Rank and file

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employees who are enrolled in the Annual Leave Program will be eligible for the leave as described. Employees will receive 50 percent of their gross salary for up to six weeks of leave. NDI-FCL allows eligible employees to care for a seriously ill family member or bond with a newborn child, adopted child or foster care placement.

Please contact pecg@pecg.org for further details if your Administrative Service Division is not able to provide any information.

- **Mass Transit and Vanpool Commute Subsidy:** This subsidy increased from \$280 to \$300 per month for all Unit 9 employees. The \$300 subsidy may be used for public transit passes sold by state agencies or purchased directly by Unit 9 employees. The subsidy is also available to vanpool drivers and riders. Check the MOU for more details.

Check the PECG.org website for more MOU provisions and benefits available to members.

Additional Useful Information

Fort Sutter Section Website: On the website, members will find: Overview of services & programs, PECG history, Fort Sutter officers and their duties, FAQs & reports, information for supervisors and managers, committees, a link to PECG member discounts, and a link to the PECG Corporate website. Please visit us at <http://fortsutterpecg.org>.

Members Benefits: PECG provides a variety of discount services to its members. Benefits are available online after logging in on the password-protected members only section of this website: <http://pecg.org/benefits/consumer-discounts/>. Please call the PECG Sacramento office at (916) 446-0400 to acquire a member password if you do not have one.

Want to get more involved? Please contact Fort Sutter President Steven Johnson at steven.johnson2@cdcr.ca.gov or any member of the Fort Sutter Board if you are interested in being more involved. If you have any thoughts about what you would like to see from the Fort Sutter section in 2024, contact us via email at fspecg@gmail.com.

For More Information, Visit Us at <http://fortsutterpecg.org>
