



ACSSQUARTERLY

Q22014



One year ago, I told you about ACSS' efforts to correct and end salary compaction—the flaw in the State's salary setting process that results in supervisors and managers earning less than their staff.

I told you about the bill that ACSS sponsored with Senator Jim Beall (SB 216), and about the record number of your peers that turned out for our annual lobbying event.

This year I'm pleased to tell you that our efforts have not been in vain.

To date, SB 216 has not received a single "no" vote. It has unanimous bipartisan support, and I am confident it will enjoy further widespread support in 2014.

Perhaps most impressively, Governor Jerry Brown took an unprecedented step by including a \$98.6 million line item in his proposed 2014-15 budget to begin the salary issues that have plagued California's most skilled and dedicated employees for more than a decade.

In 2014, as in the past two years, we witnessed a record turnout of state supervisors, managers, and confidential employees at our annual Lobby Day this March.

Make no mistake—our success in fighting back against compaction would not be possible without your efforts, and the momentum on this issue is reaching a critical point.

A large part of that momentum also comes from the state employees just like you who lead ACSS' political program on this and so many other critical issues.

I've asked two of your peers—Legislative Committee Chair Reynold Roth and PAC Committee Chair Richard Snyder—to share their experiences attending the California Democratic and Republican conventions, respectively, to give you some further insight into our political efforts.

Although Lobby Day comprises a significant portion of our political program, there are countless other tasks that also contribute to our success.

(cont. on back)



REPORTING BACK ON THE CALIFORNIA DEMOCRATIC CONVENTION



BY **RICHARD SNYDER**
ACSS LEGISLATIVE COMMITTEE CHAIR

I recently had the privilege of attending the California Democratic Party's spring convention from March 7th through March 9th at the Los Angeles Convention Center.

For two days my fellow ACSS members and I mingled with and listened to speeches from democratic elected officials and candidates from California and Washington, D.C. Throughout the weekend the excitement level was high and the air was abuzz with continuous pledges for a brighter future for the nation.

Not only were we treated to great speeches from House Speaker Nancy Pelosi and Governor Jerry Brown, we had a chance to meet and talk with candidates for office in both the Executive and Legislative branches of California.

Our consistent interaction with these leaders and candidates was a golden opportunity for ACSS to reinforce our message: Fixing salary compaction cannot wait any longer.

From the first minutes of the convention to its end on Sunday, your ACSS activists and I shared your stories and your hardships with our elected officials. I'm confident that we raised even more support for our powerful bill (SB 216) that will help the state eliminate compaction once and for all.



*U.S. House Minority Leader Nancy Pelosi (left) and ACSS President Arlene Espinoza at the Democratic Convention.
Photo credit: Frank Ruffino*

Working into the wee hours of the night, we continually reinforced a uniform, clear message and emphasized just how important California state supervisors, managers, and confidential employees are to the successful operation of public services.

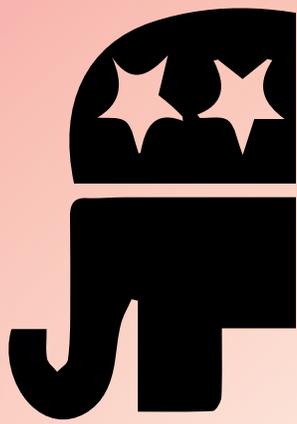
One thing about this spectacular weekend was very clear: Due to the efforts of ACSS members just like you stepping up over the past

few years—at events such as district office visits and our annual Lobby Day—California's democratic leaders are more familiar than ever with our issues. And our dedication to working with them to resolve those issues has made a big impact.

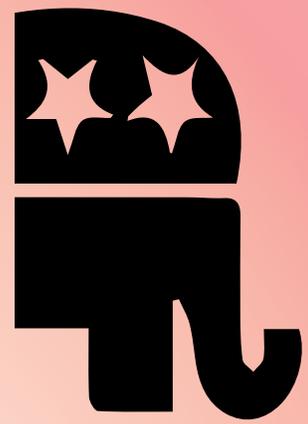
As the chair of your ACSS Legislative Committee, I'm pleased to see so many more state supervisors and managers standing up and taking an active role in improving their careers.

If you have ever thought about getting more involved in politics, I urge you to take a more active role in ACSS. You'll get to work directly with your elected officials and make a real difference.

I'll have an extra seat waiting for you at our next Legislative Committee meeting. 



REPORTING BACK ON THE CALIFORNIA REPUBLICAN CONVENTION



BY **REYNOLD ROTH**
ACSS PAC COMMITTEE CHAIR

As the chair of your ACSS PAC Committee for 2013-2015, I am often involved—along with my fellow committee members—in evaluating which candidates will do the most for our members.

As a non-partisan organization, we aren't bound to choose to support candidates along party lines, we just have to find those that will work hardest to solve our problems.

I'm happy to report that regardless of what typical "party politics" may tell us, ACSS formed some key relationships at the recent California Republican Party Convention in Burlingame.

The California Republican Party held their spring convention from March 14th through the 17th in Burlingame. Dozens of speakers—including Former U.S. Secretary of State Condoleezza Rice and Republican National Committee Chair Reince Priebus—highlighted a recurring theme of "Rebuild-Renew-Reclaim."

My fellow attendees and I used the convention as a great opportunity to get to know the candidates and spread our message about the problem of salary compaction. To ensure our visibility, we helped sponsor the event and sent a strong contingent of our member activists. We received a warm welcome from the outset, including California Party Chairman Jim



ACSS VP of Gov. Affairs Frank Ruffino (left) and Former U.S. Secretary of State Condoleezza Rice at the GOP Convention.

Photo credit: Gil Nelson

Brulte personally thanking ACSS. This recognition continued throughout the convention and our logo was prominently displayed behind featured speakers. I was particularly impressed that our hand out regarding compaction and our bill (SB 216) was given to all convention attendees.

As sponsors we had access to a private room where we could meet. We put this to good use Friday afternoon by interviewing six candi-

dates who wanted ACSS' endorsement. By Saturday afternoon we were told we had created quite a buzz around the convention regarding the problem of salary compaction. The consensus among candidates and party leaders was that it was an issue everyone could understand and SB 216 seemed to be a reasonable solution.

Overall we all felt we had a very successful weekend. We received a very warm welcome and we were able to get our name and issue in front of everyone. We met some great candidates in races we are watching and were approached by many others who wanted our endorsement. Most of all, if the great feedback and support we received is any indication, we have a great opportunity this year to continue leveraging our work "on both sides of the aisle" to move SB 216 forward. 





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- **WHAT ARE ACSS POLITICAL PROGRAMS DOING FOR YOU?**
- **NOTES FROM CALIFORNIA'S DEM & GOP CONVENTIONS**

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(cont. from front)

Our political program also works because people like you choose to donate what they can to the ACSS Political Action Committee (PAC).

Thousands of your fellow state supervisors and managers donate anywhere between \$2 and \$50 a month directly from their pay warrants to the ACSS PAC to ensure that the candidates and issues that will benefit their careers get the support they need.

The ACSS PAC helped defeat Prop. 32 in 2012 and it has helped put hundreds of candidates that support us in office and keep them there. And whereas other PACs are administered by third parties that often aren't directly impacted by the issues they address, your PAC is run by state supervisors, managers, and confidential employees just like you.

If you are able to donate even \$2 a month, you will be helping to improve your career and compensation—all from the comfort of your own desk.

After all, if we're not willing to stand up and fight for our careers, who will? 

Agline & Espinoza

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