



You Asked, We Answer!

ACSS Provides Answers to Members' Frequently Asked Questions... Even the Difficult Ones.

The Purpose of ACSS is to zealously and effectively advocate for and represent our members, the California State supervisors, managers, and other excluded employees. Our Vision is that all California State Excluded Employees receive full, fair and equitable representation, compensation, and benefits. Our Association is over 13,000 members strong and our team of seven experienced Labor Relations Representatives is here working each and every day to help you navigate your toughest job issues. If you want to know more about ACSS, we have a thorough FAQ section on our website that covers membership, benefits, and services we offer. However, we often receive phone calls and emails that ask deeper or more specific questions. Here are some of the more difficult questions members ask that address and confront those questions.



Q1. I have a salary compaction issue. Please tell me what ACSS is doing about unresolved salary compaction.

A1. Salary compaction occurs when supervisors and managers earn less than the staff they supervise. When the salary differential between management and rank-and-file is too small, it reduces incentive for excluded employees to accept the additional responsibilities of becoming a manager. ACSS has been fighting this issue for decades. While ACSS believes the historical differential of at least 10 percent should be maintained, the last two Administrations have used a minimum of 5 percent when defining salary compaction. Using that standard, ACSS has worked with CalHR to successfully eliminate most salary compaction and avoid new salary compaction when salary determinations are made. There are small pockets of salary

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FAQs (continued)

compaction or inequities that remain – particularly where the supervision spans different bargaining units or there are other unique issues like time bases (academic v. calendar year schedules) or changes in retirement categories which impact overall compensation.

Our ongoing process in collaborating with CalHR to resolve each salary compaction issue is complex. Even though there may not be frequent updates regarding your specific classification, know that we continue to work hard behind the scenes to establish fair salary differentials for all excluded employees in all classifications. When we have achieved positive results, we notify those classifications directly and announce it on our website news blog. When we have substantive updates or need supplemental information on an issue we also reach out to engaged members in the affected classification.

Q2. I just joined ACSS yesterday, but I want ACSS to help me with an issue that started/happened a month ago. Can ACSS help me?

A2. We encourage all excluded employees to join ACSS BEFORE an incident occurs. ACSS has established a “late joiner” policy that states that we cannot provide representation services to members for incidents that began prior to the initial membership join date. This ensures an appropriate expenditure of membership dues and is why joining ACSS is so important. Even though your job is going great, you never know when you may need ACSS’ assistance. ACSS membership protects you from the unknowns.

Q3. What is the process for endorsing political candidates?

A3. ACSS endorses legislative and constitutional office candidates that support and align with the goals of ACSS in obtaining and preserving appropriate compensation, benefits, and improved working conditions for ACSS members. ACSS goes through a rigorous process to interview and evaluate legislators to ensure that they support ACSS’ cause. The ACSS Board of Directors reviews each candidate and votes to endorse candidates that align with ACSS’ members values, so the vetting process is

fair. ACSS is not a partisan organization and supports candidates of each party if they align accordingly.

Q4. Where can I find information on ACSS Chapter Budgets?

A4. ACSS and your specific Chapter’s budgets and meeting minutes are available at any time to members upon request. Your local Board Members and Chapter Presidents can not only provide you with budget documentation, but they can also explain and answer any questions you may have regarding the documents. Contact information for your Chapter leaders is always available on the ACSS website on the Chapters page. (www.ACSS.org/Chapters) Also, by attending your local Chapter meetings virtually or in-person, you will receive information and reports regarding your Chapter and the Association’s recent business.

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On the subject of answering tough questions, ACSS President Nina Thomas says, *“ACSS exists to ensure that excluded employees are never navigating complex workplace issues alone. While some of the challenges we tackle—like salary compaction or policy inequities—take time and persistence to resolve, our commitment to our members never wavers. Every question you ask matters, and behind the scenes our team is working every day to advocate for fair treatment, equitable compensation, and strong representation for all excluded employees.”*

ACSS is on your side. Our goal is to aggressively represent our members and always deliver important information as quickly as possible to members in an efficient manner. Remember to check the News section of our website or subscribe to the ACSS e-News to have up-to-date information delivered to your email so that you are the first to know. If you have any additional questions, please contact us at **916-236-4257** or email us at acss@ACSS.org or visit www.ACSS.org/Contact to send us a message.



New ACSS Committees!

At the Virtual ACSS Board of Directors meeting on December 6, 2025, the Board appointed members to serve on four standing Committees of the Board. The purpose of the Committees is to serve an ongoing, continuous function and operate to advise the Board of Directors.

The newly formed Committees are:

FISCAL COMMITTEE - Established to recommend financial policies, strategies, and budgets. Also ensures responsible expenditure of member dues.

BYLAWS & POLICY COMMITTEE - Responsible for maintaining alignment and consistency of the Bylaws and Policy files.

LEGISLATIVE & PAC COMMITTEE - Established to recommend legislative policies, initiatives and candidates that support the mission and strategic plan of ACSS.

MEMBERSHIP DEVELOPMENT COMMITTEE - Established to develop strategies to increase and retain members.

These committees will meet for the first time at the January Board of Directors meeting to carry out their duties and ensure that the mission and vision of the ACSS Strategic Plan are executed.

ACSS Members with SWAG "Out and About"

Do you have ACSS swag? Send us a photo of you with your ACSS-branded items somewhere in California, the United States, or beyond! Future quarterly newsletters will now feature a member "Out and About" with their ACSS swag items. If you would like to acquire some ACSS swag, attend your next local Chapter Meeting. Swag items are handed out to members who attend Chapter meetings or other ACSS events in-person.

Send us a photo of yourself with your ACSS swag in a cool place and you could be featured in the next ACSS Quarterly Newsletter! Email your photo with your name and a description of the place to communications@acss.org.



ACSS Senior Communications Specialist Amy Osborne with her ACSS tote bag in Palermo, Sicily, Italy.

Emeritus ACSS President Frank Ruffino Retires

Most well-known for serving as ACSS President from 2015 - 2019, Frank Ruffino has been an active member of ACSS for over 40 years. Prior to his presidency, he served multiple leadership positions within ACSS and held a key role in forming ACSS' Political Action Committee. Frank also served as Chairman of the Board of the California State Employees Association (CSEA) and has been an influential leader politically and strategically for both associations.

On a personal level, Frank's magnetic and boisterous personality captivates audiences when he speaks, and he truly thrives when helping people. He has dedicated his entire life to serving his community, his family, and the State of California.

Throughout his state service career, Frank has worked in several positions at CDCR, CA Dept. Fish & Game, and the Dept. of Veterans Affairs. Frank is retiring from state service from his most recent position as State Director of Pension and Benefits for the State Treasurer's Office. Frank's hard work and dedication to ACSS have been invaluable to the members and we congratulate him on this amazing milestone and achievement.



"It has been an honor and the privilege of a lifetime to serve as President of ACSS. Thanks to all ACSS members for trusting me, supporting me, and most of all for your friendship over the years."

-Frank P. Ruffino

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FIRST CLASS PERMIT

First Name Last Name

Address 1

Address 2

City, State ZIP

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MEMBER BENEFITS

As an ACSS Member, you are eligible to take advantage of exclusive travel benefits and discounts.

CSEA Member Benefits offers several ways to help save you money when you travel!



- **Rental Cars** - Choose from a variety of companies offering competitive discount rates!
- **Travel Insurance** - Emergency Assistance Plus (EA+) provides year-round world travel protection. Should a medical emergency arise when traveling, EA+ ensures you receive proper medical care and are provided necessary transportation home.
- **Vacation packages** - Get Away Today helps families create magical memories at Disneyland for the best price and best service guaranteed.



To learn more about CSEA Member Benefits, visit www.calcsea.org

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