

# INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12  
Locals 3, 39 & 501, AFL-CIO

## **It's not a new concept for the Federal Government, but it is for the State of California, Locality Pay. – June 11, 2019**

When it comes to salaries in careers with the U.S. Government – particularly federal law enforcement like FBI agents - where you work can matter as much as what you do or who you work for.

The federal pay system is large and complex, with several different ways federal workers can earn more than their base rate of pay. One such way federal employees earn more than their base rate of pay is through the locality pay system.

### **What is Locality Pay?**

The idea is fairly simple. Federal locality pay adjustments provides workers to earn salary additives on top of their base pay, predicated on where they are assigned to work. While an FBI agent working in Atlanta, Georgia may earn \$57,554 annually, that same worker doing the same job at the same level will earn \$60,212 in Boston, Massachusetts, which is about 5% more.

### **Why does the Federal Government offer it?**

Different parts of the country, and even areas of some states, have different costs of living. While money is not the only thing in a job, it's a pretty important factor in recruiting and keeping the most qualified candidates. Locality pay is offered so federal workers don't look elsewhere for higher paying jobs in their assigned geographic areas.

### **What are some of the areas in California that the federal government offers locality pay to its workers?**

- The greater San Diego area- 28.8% adjustment
- The greater Sacramento area- 25.59% adjustment
- The greater San Francisco Bay area- 40.35% adjustment
- The greater Los Angeles area- 31.47% adjustment

At our upcoming Unit 12 State negotiations Spring of 2020, your bargaining team will be proposing Locality Pay like the federal government offers its employees.

### **UNION STRONG!**

Steve Crouch  
Director of Public Employees