

**DAN LEAHY**  
**FOR STATE ASSEMBLY**  
*"A new voice, a better choice."*

# State Workers

## OVERVIEW

### ***Commitment to Public Service***

Working on behalf of the people of California is a noble cause. We must employ the best possible people and honor the service that over a quarter million people give to the people of the State of California.

### ***Delivering the Services Californians Depend On***

We need to support our State workers to empower them to be the best trained, most efficient and highly dedicated employees in the country. By supporting our State workers the taxpayers of California get the most out of their tax dollars.

## THE PROBLEM

### ***Two-Tier Benefit System***

Currently there exists a two-tier benefit system for retirement. In addition, there are several provisions that apply to new workers hired in the past two years. The practice of different benefit levels for employees that perform the same work is unfair. This creates adverse effects on new employees, especially those employees in lower paying classifications.

### ***Trouble Recruiting Talent***

The State is beginning to face a large percentage of its workforce retiring. Some estimates have up to 40% of the workforce retiring over the next 5-7 years. This will create strain on departments to continue its ability to provide the services and programs to California, while filling many of its vacancies. College graduates can typically find work in the private sector with jobs that pay more than their State service equivalent.

### ***Some Job Classifications are Low Paying***

Many jobs, especially in the Office & Allied units are low paying. We need to make sure that the State is paying a wage that allows those workers and families to be self sufficient. Some workers in the low paying jobs cannot support their families and need additional assistance to make ends meet.

### ***Need Coordinated Professional Development***

The state is faced with a workforce that is nearing retirement age. It is estimated that nearly 40% of the State workforce will retire or be preparing to retire in the next five years. In that same time new employees will be hired to fill those positions. We need a coordinated cross-departmental plan for professional development and upward mobility.

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MY PLAN

***Decrease Healthcare Premiums***

I would move quickly to reduce the cost of health care premiums to State workers. We also need to provide assistance to people in lower paying classifications, as premium take a higher percentage of their salary.

***Increase Salaries in Lower Paying Classifications***

I would immediately work to increase pay for State workers in low paying classifications. We need to make sure that we are allowing people to be self sufficient and make sure the State is not contributing to poverty. Salaries for designated low-paying classifications should be raised based on the Self-Sufficiency Standard.

***COLA Adjustments for Workers***

A system should be established and implemented that allows for a Cost of Living Adjustment (COLA) for State employees that work in high-cost areas. The Los Angeles, San Diego and Bay Area are some of the most expensive areas to live in the state. Employees that transfer or are required to located should be able to receive relocation assistance from the State.

***Elimination of the Two Tier Benefit System***

Anyone who is appointed to State service should be entitled to the same benefits on day one as someone who has been with the state for 30 years. The process of shrinking benefits for new employees to save money or to pay for current retirees

***Upward Mobility College Program***

A two part College Program would be made available to State Employees. Part I would be for current State Employees without a degree and Part II would apply to current college graduates seeking appointment to State service.

Part I

- Must have at least one year of State service.
- Must be identified as an upward mobility participant
- Degree must be related to upward mobility/career goal
- State pays 70% of Education related expenses

Part II

- Recent college graduates (having left college less than five years ago).
- Degree related to classification.
- Once appointed to State service, qualify to have student loans paid for.
- Up to \$250 a month for loan repayment.