

# CAPS PROPOSAL

**Bargaining Unit:** 10

**Date:** April 17, 2018

**Exclusive Representative:** CAPS

**Article:** X.2 New Language

**Subject:** Geographic Pay Differential

## **X.2 Geographic Pay Differential**

The State and CAPS agree to implement a geographic based salary differential based on an employee's work location identical to that applied by the Federal Government for California based employees. This provision shall be consistent with the Federal policy and shall include a salary differential for employees in the following counties:

1. Los Angeles-Long Beach (Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, Ventura, Kern);
2. San Jose-San Francisco-Oakland (Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma);
3. Sacramento-Roseville (El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo and Yuba);
4. San Diego-Carlsbad (San Diego).

The amounts paid shall be adjusted in accordance with any change by the Federal Government.