

CAPSule

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CAPS PROPOSAL: SALARY EQUITY!

The CAPS Bargaining Team defined salary equity for ALL State Scientists on March 24 when it presented CalHR with a Compensation Proposal that would establish new salary ranges for every new and existing state scientific classification.

Bachelor's Degree Minimum (ES Range A-C)\$4,459 – \$8,613

Bachelor's Degree Minimum (Senior Sci)\$7,963 – \$9,899

Master's Degree Minimum (RS III) \$9,067 – \$11,485

Doctorate (PhD) Degree Minimum (RS IV).....\$10,324 – \$13,097

If the CAPS compensation proposal is implemented August 1 exactly as written, it would increase salary ranges at top step by approximately 42% to 52%! That's a tall order given current salaries. They are also essential if salary equity is to be restored, and if state government is ever going to be a competitive employer in the marketplace.

The CAPS proposal would ensure that state scientists are no longer the lowest paid professional on multidisciplinary teams, and that state departments can successfully recruit new talent as they replace an aging workforce.

CAPS' goal is to fully implement the CAPS Reclassification and Pay Project. That would restore salary equity consistent with the repeated salary surveys jointly conducted by CAPS and CalHR. It further restores the historical "Like Pay For Like Work" salary relationships between most state scientists and state engineers.

Keep in mind that the **current** CAPS MOU will implement a 3% General Salary Increase effective July 1, 2015.

CAPS is also seeking peaceful resolution at the bargaining table to the Merit Issue Complaint filed by CAPS regarding reporting relationships. The complaint was filed several weeks ago after the Department of Fish and Wildlife began allowing Senior ES Specialists to routinely report to first level ES Supervisors. This is a new practice that contradicts wording in the ES series specification that outlines what most Senior ES Specialists currently do: report to an Environmental Program Manager I, or the equivalent.

For all of this to become a reality, Governor Brown – and CalHR on his behalf – must agree. Compensation increases as part of any MOU must be adopted by the state Legislature. That's done as part of the budget process on a majority vote. It's urgent that negotiations be concluded by the time the state Legislature adjourns its business for the year.

California State Scientists ... Knowledge, Innovation, Protection

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Second Quarter CAPS Grants!

CAPS annually awards 16 professional development grants to CAPS members. These \$300 grants are awarded in batches of four each quarter. CAPS does this because state departments don't do enough to support scientists' professional development. ANY CAPS member can apply for a CAPS grant via the CAPS webpage: www.capsscientists.org. Congratulations to these grant recipients for the second quarter of 2015:



Ryan Bartling of the Department of Fish and Wildlife in Novato will use his grant to offset travel costs while attending the Pacific Herring Summit in Vancouver, British Columbia during June 2015. His department reportedly will provide him the state time, but not the travel expenses to attend this conference, where he will represent the state's interests in Pacific herring research, and as a member of the California Herring Fishery Management Plan Steering Committee. Attendance will further the development of a fishery management plan as mandated by the Marine Life Management Act.



Energy Commission Specialist III Elenita Green of the California Energy Commission in Sacramento will use her grant to offset the costs of attending the Wholesale Electricity Markets and Renewable Energy Course in San Francisco during August 2014. Her work contributes to the Commission's capacity to certify and verify renewable electrical generation facilities as part of the Renewable Portfolio Standard Program.



Staff Toxicologist Poorni Iyer of the Office of Health Hazard Assessment in Sacramento will apply her grant towards costs of attending the Annual Meeting of the Society of Toxicology (SOT) in San Diego during March 2015. The SOTAM enables attendees to review the latest finding in the field and maintain professional connections.



Senior Environmental Scientist (Specialist) Lance Salisbury of CDFW in Sacramento will use his grant to offset the costs incurred in attending the Salmonid Restoration Conference in Santa Rosa during March 2015. This conference explored strategies and mechanisms to restore and recover salmonid habitat and species. Lance is also a CAPS Local Rep.

Note: the CAPS Grant program is independent from the two days of professional development earned annually by every state scientist in accordance with CAPS MOU Section 15.3 (G).

27th Annual

state scientist day 

May 13, 2015

For the last 27 years CAPS has sponsored State Scientist Day on the west steps of the State Capitol. This year dozens of state departments will educate and entertain thousands of elementary-aged children from area schools. State scientists don't disappoint, with kid-friendly interactive displays showcasing the essential work of state scientists.

CAPS leaders and staff organize the event. It also attracts state lawmakers, legislative staffers and other state officials. It's not only good public relations, but an important part of promoting state scientists with key decision makers. Assembly Member Lorena Gonzalez (D – San Diego) will be CAPS' Honorary State Scientist who will conduct an experiment in conjunction with the "Mad Science" show that's put on twice for the kids during the event. State Scientist Day is also recognized with a legislative resolution, this year, ACR 35. Best of all, it's lots of fun for the kids and everyone involved! Thanks to the many departments which year after year have supported State Scientist Day with time and materials from their scientific staff.



Historically, the following departments have participated in State Scientist Day: Departments of Fish and Wildlife, Public Health, Conservation, Fire, Pesticide Regulation, Food and Agriculture, Parks, CalRecycle, Lands Commission, Air Board, Water Board, Water Resources, Coastal Commission, and OEHHA. Many departments present more than one exhibit or activity. Have an idea on how the important work you perform can be showcased at State Scientist Day? Contact Bianca Gutierrez at 916-441-2629 or email her at bgutierrez@capsscientists.org.

EnCAPSulations



Vacation/Annual Leave Cash-Out Set For May. Some state departments are gearing up to opt-in to allow state scientists to cash out up to 20 hours for vacation or annual leave. This benefits the state by reducing its long-term debt, and has obvious short-term benefits for scientists who need the cash. Section 3.22 of the CAPS MOU authorizes the program. It permits rank-and-file state scientists to cash out up to 20 hours of accumulated vacation or annual leave during May. Unit 10 scientists are one of just six bargaining units eligible for this cash out. It's entirely at the discretion of each individual state department and availability of funds. Notification to employees who qualify for this cash-out is due during April. Encourage your department's management to make funds available for this optional program!



June 1 Deadline for Dependent Scholarship Applications. College costs continue to rise, and CAPS is doing its small part to help. Any CAPS member with a dependent in college, or bound for college NEXT fall, may apply to CAPS for one of several \$500 cash scholarships. The number awarded this year will depend on the number of applicants and availability of funds. To obtain the dependent scholarship application, go to the CAPS webpage: <http://capsscientists.org/benefits/scholarships/>. This is for CAPS MEMBERS ONLY! If you aren't yet a CAPS member, or you know someone who should be, apply online for CAPS membership: <http://capsscientists.org/contact/application/>.

WHAT'S GOING TO BE DONE ABOUT IT?

By David Miller, President

After nearly 10 years of living with the obscene salary differential with my engineering colleagues at DTSC, we finally have a salary survey prepared by CalHR that acknowledges that state scientists are “below-market.”

We don't agree with all of the methodology or conclusions in that study, but we do agree with the fundamental conclusion: state scientists are underpaid relative to our colleagues who work in other governmental jurisdictions, and in the private sector.

What took CalHR so long, and more importantly, **WHAT'S GOING TO BE DONE ABOUT IT?!**

That was the question from the CAPS Bargaining Team, posed when we met with CalHR on April 15. CAPS has done salary surveys ad nauseam, we've done many joint surveys with CalHR, and we've seen the salaries between state engineers and state scientists widen over time. We **ALL** know what the problem is. CAPS has proposed a sensible, comprehensive and lasting solution with the March 24 Compensation Plan.

The CAPS plan would **“establish salary equity for all Unit 10 scientists by implementing and funding salary ranges that recognize equivalency of education and work experience.”** Details are on the CAPS Discussion Forum and webpage. It incorporates salary ranges for all new and existing state scientific classifications as part of the Reclassification and Pay Project. Part of the classification review requires that **“... the parties shall endeavor to reach agreement regarding compensation related to these classifications for the successor agreement prior to their submission to the State Personnel Board.”**

Our proposal is comprehensive and, as salary proposals go, expensive. It would result in salary increases of over 40% in most state scientific classifications. I've heard it called a pipe

dream. It's not. The same increases were put in motion 10 years ago for state engineers — well deserved I might add — and for scientific supervisors and managers last summer. They **MUST** be extended to rank-and-file scientists as a matter of equity and functionality for the state scientific programs.

This is the **ONLY** proposal made by the CAPS Bargaining Team. There isn't anything else nearly as important. That's the message from CAPS to Governor Brown and CalHR. Without implementation of this comprehensive proposal, it is unlikely the CAPS Team will reach tentative agreement with Governor Brown. Simple as that.

“Our goal is to achieve full and final agreement this spring so that new salary schedules are effective August 1, 2015.”

You can help by **MAKING MORE NOISE!** Tell them we are all **FED UP** with the state's inaction on implementing salary equity for ALL state scientists. Talk to your supervisor. Talk to your manager. Talk to your department director. Raise the issue at an all-staff meeting. Stand up and get noticed — even if they don't want you to! Your managers may not want to hear it. Too bad! **For those of**

you being told to be quiet, speak up anyway! Yes you can!

We have limited time. The State Constitution requires the state Legislature to adopt a budget by June 15, and Governor Brown to sign it by July 1. I expect both of these things to happen. We want funding for a new MOU to be part of that. If the process requires impasse and mediation this year as it did last, so be it. CAPS will continue to negotiate in good faith, and we expect CalHR to do the same.

Our goal is to achieve full and final agreement this spring so that new salary schedules are effective August 1, 2015. The CAPS Team is bargaining in good faith, and expects CalHR to do the same. That means responding to CAPS with a timely, comprehensive compensation proposal. We must **ALL** be prepared to ratchet up the pressure on the Brown Administration if they don't.



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Furlough & Interest Checks Distributed



Most state scientists should by now have received their reimbursement check for the two furlough days that were illegally taken by the state of California during March 2011. The reimbursement results from CAPS' litigation challenging the mandatory unpaid furlough program.

Lump sum furlough checks ranged from \$300-\$600 and were distributed during early March. Interest checks of approximately \$50 began distribution in mid-March. The reimbursement program was conducted via CalHR and circumvented the state's regular payroll program. Any CAPS member who did not receive one or both checks by early April should feel free to contact CAPS for assistance.

A recent note from a grateful CAPS member: ***"I have received both of my checks from the furlough settlement; one for the two days and a separate one for the interest that will not be counted as part of my income. Thank you CAPS for being so diligent on this subject and getting this settlement for your members. Your patience is a virtue keep up the good work."***