



**CAPS Supervisory
Meet and Confer Committee Proposals
April 29, 2014**

Competitive Total Compensation Program:

Implement Like Pay for Like Work Decision

Implement the Like Pay for Like Work Appeal CalHR (formerly known as DPA) decisions issued on April 28, 2008 and revised on June 27, 2008. Describe potential implementation of 2014-15 Budget Item. Transfer the LPLW decision onto any new/revised classifications per the Unit 10 Class Consolidation Project.

And

Increase Salary Levels for Balance of S10 Supervisory Classes

Increase remaining S10 classifications salaries by 30%, based upon current Like Pay for Like Work and salary comparisons. Describe steps taken by CalHR to seek funding and approval for the salary increases for the 2014-2015 fiscal year. See Attachment A.

Supervisory Scientist Emergency Response Bonus Pay

CAPS represented supervisors are increasingly required to respond to emergencies, for no compensation. CAPS proposes that when a scientist supervisor is assigned and required to be available for contact and immediate response to an emergency, Scientist Emergency Response Bonus Pay shall be compensated by an increase of 5% to the hourly pay rate for the duration of the emergency.

Leave Programs and Pay Differential Adjustments:

Voluntary Personal Leave Program (VPLP)

Increase VPLP option to elect three days per month and ability to change enrollment status on a quarterly basis. Currently S10 designated scientists are limited to two VPLP days per month.

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Veterinary Supervisor Pay Differential 331

Fix Pay Diff 331. This adjustment should have been handled in 2010 when the class was revised. Historically the CDFA Veterinary Supervisor (General) and (Meat Inspection) incumbents were allocated to the Veterinary Medical Officer III classifications. When a Code II or Code III Emergency was declared a 5% and 10% increase was paid to VMOIIIs. When the new class was developed CalHR neglected to modify Pay Differential 331 to reflect this classification change.

Environmental Scientist Pay Differential XXX

Management agreed a Pay Differential to address the CDFA Code II and Code III Emergency compensation program (5% and 10% respectively) will be implemented for Senior Environmental Scientist (Supervisory) and Environmental Program Manager I (Supervisory) positions. The Pay Differential program will replace the former CDFA scientist Alternate Range Criteria 208. This Pay Differential letter has reportedly been “nearly done” for several months. CAPS expects the Pay Differential to be released immediately.