



**CAPS Supervisory Committee Proposals  
Meet & Confer: February 16, 2017**

**Competitive Compensation Package:**

*Balance Salary Levels for all S10 Classes*

Increase salary levels for all Supervisory classifications that were not included in the August 20, 2014 Pay Letter based upon current Like Pay for Like Work salary comparisons.

*Congruence with Upcoming Rank and File Salary Increases*

Provide commensurate salary increases to all Supervisory classifications that were negotiated by Unit 10 Rank and File classes. Annual five percent (5%) salary increases, compounding, to take effect on July 1 for 2017 and 2018. This was done for the July 1, 2016 increases.

*Honor Like Pay for Like Work Ruling*

Ensure that the classifications listed in the August 20, 2014 Pay Letter that received compensation equal to classification that perform like work remain parallel in salary.

**Leave Programs and Benefits Adjustments:**

*Voluntary Personal Leave Program (VPLP)*

For the purposes of taking time off for medical issues or family care while maintaining and preserving health care benefits, all CAPS supervisors shall have the ability to elect three days per month and ability to change enrollment status on a quarterly basis, consistent with Rank and File. Currently S10 designated scientists are limited to two VPLP days per month and annual modifications once enrolled.

*Safety Footwear Reimbursement*

Provide all S10 classifications the eligibility to be reimbursed up to \$200 every two years for the purchase of specific safety or protective footwear required to be worn, but not provided by the employer as provided to Unit 10 Rank and File.

*Supervisory Scientist Emergency Response Compensation*

CAPS supervisors are increasingly required to respond to emergencies for no compensation. CAPS proposes that when a scientist supervisor is required to respond to an emergency involving the establishment of incident command structure (ICS) where they are required to work over 40 hours per week, Emergency Response Compensation shall be at the supervisors' regular rate of pay for all hours above 40 hours per week for the duration of the ICS. Compensation provided can be in the form of pay or compensatory time off (CTO), at the Department's discretion.

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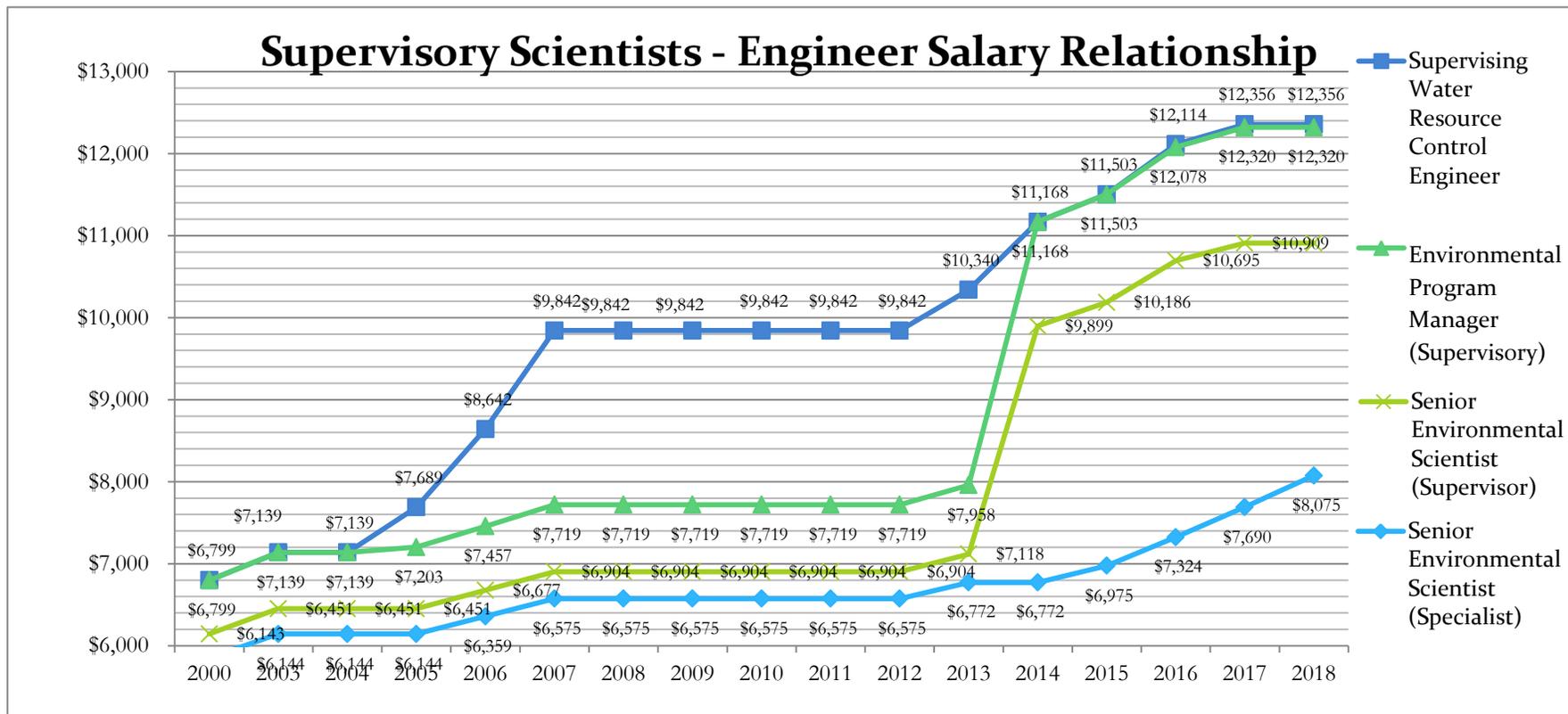
# Supervisory State Scientist and Supervisory State Engineer Salary Relationships

Last Updated: January 25, 2017

**Background:** In 2004, the pay difference between state scientist and state engineer salaries was approximately 5%. Five consecutive annual formula-based salary increases for only state engineers resulted in a discrepancy that began in 2005 and grew to 39% by 2015. In 2008, CAPS prevailed on the Like Pay for Like Work (LPLW) case. The legal ruling corrected the discrepancy for state scientific supervisors with engineering-equivalent classes. These classes received a one-time pay increase of between 18% and 43% in July of 2014.

**Issue:** The salary increase that clearly corrects the discrepancy between state scientific and state engineering professionals has not been applied across the board between supervisory and rank and file classes. Not only does this continue to affect the relationship between state scientists and state engineers at the rank and file level, but also the relationships among supervisory classes.

**Resolution:** Re-establish salary equivalency between state scientific and state engineering professionals at the rank and file level.



# Supervisory State Scientist and Supervisory State Engineer Salary Relationships

Last Updated: January 31, 2017

**Background:** Prior to 2005, state scientists and state engineers earned the same or equivalent salaries and performed similar duties. In 2008, CAPS prevailed on the Like Pay for Like Work (LPLW) case. The ruling would correct the discrepancy between state supervisory scientists and state supervisor engineers. State Scientific Supervisors in the Engineering-equivalent classes received a pay increase of roughly 42% in July 2014 at the behest of Governor Brown.

**Issue:** The Supervisory classes that do not have an Engineering-equivalent only received a pay increase of 3%. These classes make up about 25% of S10 classes. Many of the classes that did not receive the salary increase in 2014 also require higher degrees of education - Masters and Doctorates - compared to those that received the increase only requiring Bachelors. Thus, a salary discrepancy has been created within Unit 10. What had been a .08% difference in salary is now a gap of approximately 33%.

**Resolution:** Re-establish salary equivalency between state scientific supervisory professionals.

