

CAPS PROPOSAL

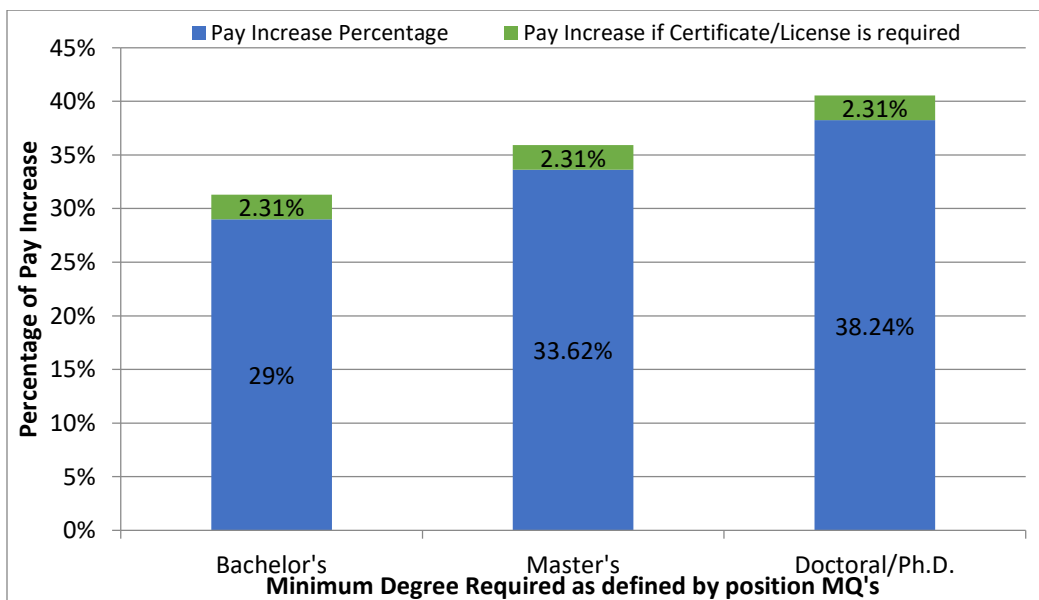
Bargaining Unit: 10
Exclusive Representative: CAPS
Article: 2
Subject: Salaries

Date: April 3, 2018

2.1 Salaries

- A. CAPS eligible employees shall receive a General Salary Increase (GSI) effective January 1, 2019 as follows:
1. Classifications in Unit 10 that require a Bachelor’s degree in their Minimum Qualifications and all other Classifications not covered in Items (2) or (3) below shall receive a 29% increase.
 2. Classifications in Unit 10 that require a Master’s degree in their Minimum Qualifications shall receive an additional step to recognize their additionally required education, to total 33.62%.
 3. Classifications in Unit 10 that require a Ph.D or Doctoral degree in their Minimum Qualifications shall receive two additional steps to recognize their additionally required education, to total 38.24%.
 4. Any Classification that requires a licensure or certification in addition to the minimum-required degree as a condition of employment with the State of California shall receive an additional half-step increase above the aforementioned General Salary Increases.
- B. “Eligible employees” means an employee of a recognized collective bargaining unit that has a ratified collective bargaining agreement containing these provisions.

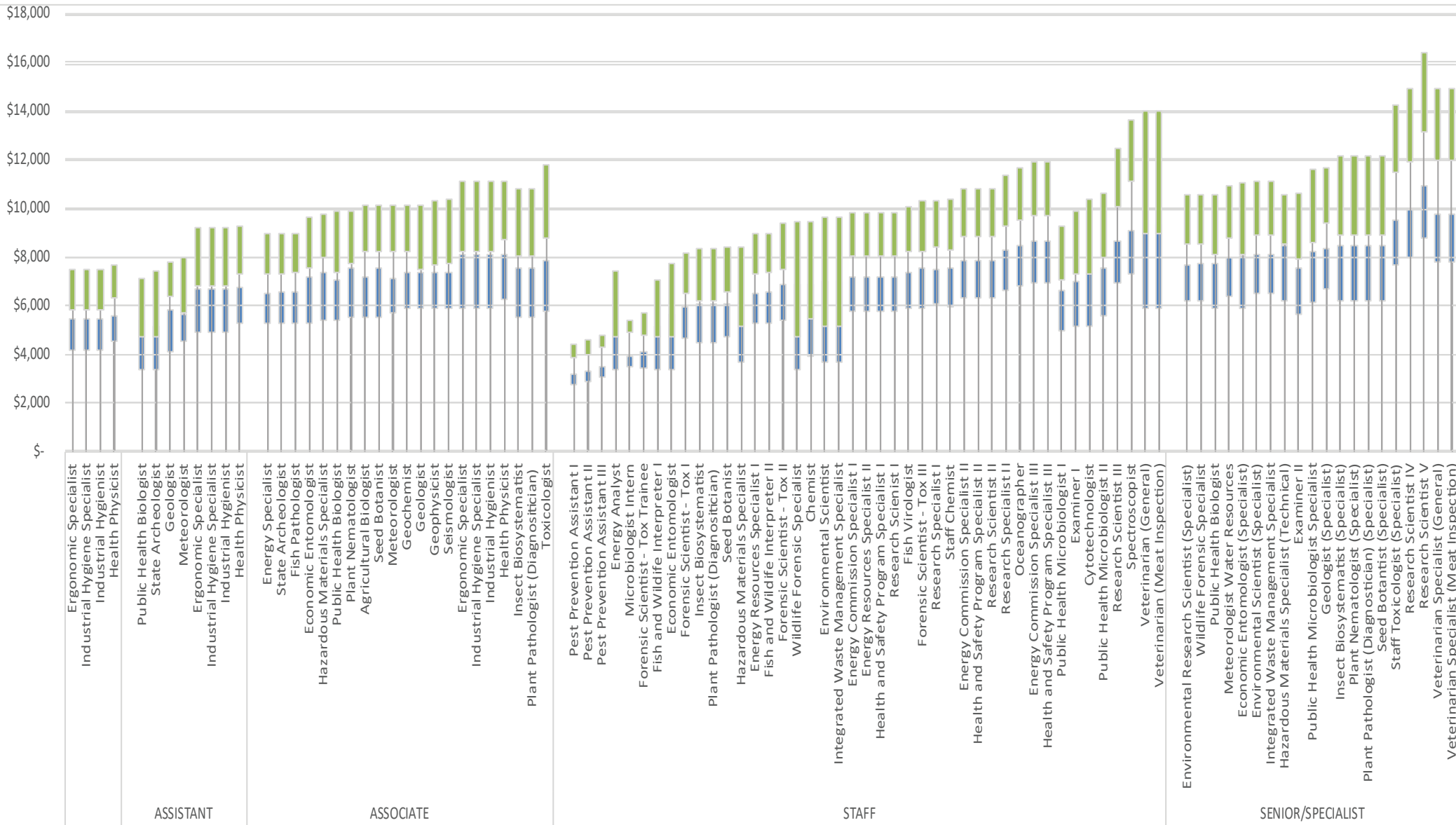
<u>MQ-required Degree</u>	<u>Pay Increase Percentage</u>
Bachelor’s and Others	29%
Master’s	33.62%
Doctoral/Ph.D.	38.24%
Certificate/License	(MQ-required Degree Pay Increase Percentage) + 2.31%



CAPS Salary Proposal

The following visual showcases the CAPS Salary Proposal passed on April 3, 2018 that proposes to provide ALL state scientific classes Salary Equity and recognize those Classifications that require additional education or licensures and certifications.

LEGEND: ■ Current Salaries (As of July 1, 2018)
 ■ Proposed Salaries (As of January 1, 2019)



CAPS Salary Proposal Effective January 1, 2019

Below are the values associated per classification of the CAPS April 3, 2018 salary proposal. This covers all current classes in Unit 10 and provides General Salary Increases proposed for January 1, 2019 as follows:

Bachelor's Level and Others: 29%

Master's Level: 33.62%

Ph.D and Doctorate Level: 38.24%

Classes that require a certificate/license as an additional requirement would receive an additional 2.31%.

CLASSIFICATION TITLE		PROPOSED MIN	PROPOSED MAX
JUNIOR			
	Ergonomic Specialist	\$ 5,843.70	\$ 7,508.53
	Industrial Hygiene Specialist	\$ 5,844.00	\$ 7,509.00
	Industrial Hygienist	\$ 5,844.00	\$ 7,509.00
	Health Physicist	\$ 6,343.15	\$ 7,677.02
ASSISTANT			
	Public Health Biologist	\$ 4,699.30	\$ 7,121.85
	State Archeologist	\$ 4,699.30	\$ 7,447.77
	Geologist	\$ 6,382.32	\$ 7,819.26
	Meteorologist	\$ 5,720.59	\$ 8,011.22
	Ergonomic Specialist	\$ 6,844.00	\$ 9,230.65
	Industrial Hygiene Specialist	\$ 6,844.00	\$ 9,230.65
	Industrial Hygienist	\$ 6,844.00	\$ 9,230.65
	Health Physicist	\$ 7,344.85	\$ 9,320.41
ASSOCIATE			
	Energy Specialist	\$ 7,339.25	\$ 9,004.16
	State Archeologist	\$ 7,354.64	\$ 9,019.35
	Fish Pathologist	\$ 7,357.44	\$ 9,019.35
	Economic Entomologist	\$ 7,542.11	\$ 9,697.43
	Hazardous Materials Specialist	\$ 7,974.41	\$ 9,783.05
	Public Health Biologist	\$ 7,357.44	\$ 9,899.06
	Plant Nematologist	\$ 7,728.18	\$ 9,899.06
	Agricultural Biologist	\$ 8,273.80	\$ 10,142.11
	Seed Botanist	\$ 8,273.80	\$ 10,142.11
	Meteorologist	\$ 8,273.80	\$ 10,142.11
	Geochemist	\$ 8,273.80	\$ 10,142.11
	Geologist	\$ 7,511.33	\$ 10,166.97
	Geophysicist	\$ 7,705.80	\$ 10,382.41
	Seismologist	\$ 7,728.18	\$ 10,398.98
	Ergonomic Specialist	\$ 8,273.80	\$ 11,154.39
	Industrial Hygiene Specialist	\$ 8,273.80	\$ 11,154.39
	Industrial Hygienist	\$ 8,273.80	\$ 11,154.39
	Health Physicist	\$ 8,774.65	\$ 11,155.77
	Insect Biosystematist	\$ 8,061.80	\$ 10,862.08
	Plant Pathologist (Diagnostician)	\$ 8,061.80	\$ 10,862.08
	Toxicologist	\$ 8,807.52	\$ 11,865.23

STAFF		
Pest Prevention Assistant I	\$ 3,855.70	\$ 4,392.98
Pest Prevention Assistant II	\$ 4,005.39	\$ 4,573.89
Pest Prevention Assistant III	\$ 4,321.57	\$ 4,778.28
Energy Analyst	\$ 4,699.30	\$ 7,462.96
Microbiologist Intern	\$ 4,902.16	\$ 5,416.31
Forensic Scientist - Tox Trainee	\$ 4,798.63	\$ 5,689.75
Fish and Wildlife Interpreter I	\$ 4,699.30	\$ 7,092.85
Economic Entomologist	\$ 4,699.30	\$ 7,786.12
Forensic Scientist - Tox I	\$ 6,543.21	\$ 8,211.47
Insect Biosystematist	\$ 6,235.43	\$ 8,391.00
Plant Pathologist (Diagnostician)	\$ 6,235.43	\$ 8,391.00
Seed Botanist	\$ 6,565.60	\$ 8,417.24
Hazardous Materials Specialist	\$ 5,133.00	\$ 8,421.38
Energy Resources Specialist I	\$ 7,339.25	\$ 9,004.16
Fish and Wildlife Interpreter II	\$ 7,357.44	\$ 9,019.35
Forensic Scientist - Tox II	\$ 7,511.33	\$ 9,454.37
Wildlife Forensic Specialist	\$ 4,699.30	\$ 9,472.32
Chemist	\$ 5,493.95	\$ 9,505.47
Environmental Scientist	\$ 5,133.00	\$ 9,685.00
Integrated Waste Management Specialist	\$ 5,133.00	\$ 9,685.00
Energy Commission Specialist I	\$ 8,062.55	\$ 9,889.39
Energy Resources Specialist II	\$ 8,062.55	\$ 9,889.39
Health and Safety Program Specialist I	\$ 8,062.55	\$ 9,889.39
Research Scientist I	\$ 8,062.55	\$ 9,889.39
Fish Virologist	\$ 8,252.81	\$ 10,128.30
Forensic Scientist - Tox III	\$ 8,252.81	\$ 10,379.65
Research Specialist I	\$ 8,447.28	\$ 10,363.07
Staff Chemist	\$ 8,329.76	\$ 10,415.55
Energy Commission Specialist II	\$ 8,855.79	\$ 10,861.62
Health and Safety Program Specialist II	\$ 8,855.79	\$ 10,861.62
Research Scientist II	\$ 8,855.79	\$ 10,861.62
Research Specialist II	\$ 9,276.89	\$ 11,400.21
Oceanographer	\$ 9,525.92	\$ 11,687.46
Energy Commission Specialist III	\$ 9,727.38	\$ 11,944.33
Health and Safety Program Specialist III	\$ 9,727.38	\$ 11,944.33
Public Health Microbiologist I	\$ 7,087.98	\$ 9,320.95
Examiner I	\$ 7,348.48	\$ 9,901.66
Cytotechnologist	\$ 7,348.48	\$ 10,394.76
Public Health Microbiologist II	\$ 8,021.21	\$ 10,653.33
Research Scientist III	\$ 10,115.31	\$ 12,499.04
Spectroscopist	\$ 11,134.00	\$ 13,686.00
Veterinarian (General)	\$ 9,016.90	\$ 14,034.61
Veterinarian (Meat Inspection)	\$ 9,016.90	\$ 14,034.61
SENIOR/SPECIALIST		
Environmental Research Scientist (Specialist)	\$ 8,531.95	\$ 10,603.94
Wildlife Forensic Specialist	\$ 8,545.75	\$ 10,619.11

Public Health Biologist	\$ 8,156.80	\$ 10,630.14
Meteorologist Water Resources	\$ 8,814.70	\$ 10,954.14
Economic Entomologist (Specialist)	\$ 8,136.11	\$ 11,114.08
Environmental Scientist (Specialist)	\$ 8,954.00	\$ 11,132.00
Integrated Waste Management Specialist	\$ 8,954.00	\$ 11,132.00
Hazardous Materials Specialist (Technical)	\$ 8,531.95	\$ 10,576.37
Examiner II	\$ 7,947.29	\$ 10,635.89
Public Health Microbiologist Specialist	\$ 8,635.91	\$ 11,630.36
Geologist (Specialist)	\$ 9,454.35	\$ 11,741.80
Insect Biosystematist (Specialist)	\$ 8,926.13	\$ 12,195.87
Plant Nematologist (Specialist)	\$ 8,926.13	\$ 12,195.87
Plant Pathologist (Diagnostician) (Specialist)	\$ 8,926.13	\$ 12,195.87
Seed Botanist (Specialist)	\$ 8,940.56	\$ 12,210.29
Staff Toxicologist (Specialist)	\$ 11,504.99	\$ 14,327.94
Research Scientist IV	\$ 11,973.57	\$ 14,981.60
Research Scientist V	\$ 13,169.87	\$ 16,481.72
Veterinarian Specialist (General)	\$ 12,002.13	\$ 14,964.66
Veterinarian Specialist (Meat Inspection)	\$ 12,002.13	\$ 14,964.66