

# 2019 Legislative Objectives



## Keeping the Pension Promise

A CalPERS defined benefit pension is a key part of the total compensation package that allows the state to recruit and retain qualified state scientists and other state employees. For that reason, CAPS is dedicated to a sustainable and well-funded retirement system, and strongly supports Governor Newsom's budget proposal to dedicate an extra \$3 billion in state funding to CalPERS next fiscal year. The additional \$3 billion will save the state \$7.2 billion in pension costs over the next 30 years.

**A CalPERS defined benefit pension is a key part of the necessary compensation package to recruit and retain qualified state scientists.**

State scientists have also made significant sacrifices in recent years to ensure the long-term viability of CalPERS. In 2013, CAPS agreed

through collective bargaining to increase the pension contribution of our members by 60 percent. In our current bargaining agreement reached last summer, CAPS became one of only two state bargaining units to provide for a second pension contribution increase, should it be necessary, to equally share in paying the normal cost of state scientist pensions.

CAPS urges legislators to recognize these changes and similar reforms adopted by state and local bargaining units when contemplating any changes to our defined benefit system.

## AB 271 (Cooper) – Pay Equity for All State Employees

**CAPS is committed to ensuring that all state employees, regardless of gender, ethnicity or any other identifying characteristic, are paid equally for performing substantially similar work.**

To achieve this end, CAPS urges legislative support for AB 271 (Cooper) to require the state to evaluate all civil service classifications and prepare a report by 2020 (and every two years after) on gender and ethnic pay inequities in classifications where women and minorities are underrepresented. The bill requires the report to also include a plan for state departments to reach pay equity if a discrepancy is found and develop a strategy to recruit and retain women and minorities into underrepresented positions.

**AB 271 will ensure that all California state employees are paid equitably for their work.**

AB 271 will ensure that all California state employees are paid equitably for their work regardless of gender or ethnicity. CAPS urges your support.

## State Scientist Day 2019 Resolution



**CAPS is sponsoring a Senate Concurrent Resolution authored by Senator Susan Rubio to recognize the 31st Annual State Scientist Day on May 8, 2019.** CAPS hosts State Scientist Day at the State Capitol to increase public awareness of the significant contributions made by state scientists while entertaining and educating nearly 3,000 elementary school students with fun, hands-on science exhibits presented by state agencies and their scientists. Recently, CAPS featured its members in a media campaign with the slogan *Science Matters* to educate the public and policy makers about the important work state scientists perform to protect public health, the environment and California's natural resources.

**State Scientist Day recognizes the significant contributions made by state scientists while educating more than 3,000 elementary school students.**

CAPS hopes that you will support the resolution recognizing State Scientist Day and join us on May 8 to take part in this special event.

**Science Matters. California State Scientists.**



**CALIFORNIA ASSOCIATION OF  
PROFESSIONAL SCIENTISTS**



Protecting Public Health,  
the Environment, and  
California's Natural Resources

# Science Matters.

## California State Scientists

Air Quality Protection | Greenhouse Gas Reduction | Infectious Disease Prevention | Bee Population Defense  
Oil Spill Prevention and Response | Drinking Water Monitoring | Newborn Screening for Treatable Disorders  
Brownfields' Cleanup | Chemical and Radiological Disaster Response | Protect Fish and Wildlife | Crop Protection  
And Much, Much More

## About the California Association of Professional Scientists

CAPS represents more than 3,000 highly educated, specially trained state-employed scientists working in over 30 state departments and 81 scientific classifications. Virtually all state scientists have a baccalaureate degree. Many have master's degrees and PhD's. The vast majority have undergone extensive professional training.

CAPS members protect the public from life-threatening diseases, safeguard our wildlife and abundant natural resources, and protect our air and water from toxic waste and pollution. Nearly 80 percent of state scientists are paid out of Special Funds – user fees, federal funds and other sources – not related to the General Fund. CAPS is dedicated to ensuring that California's state scientists receive fair pay and benefits for their important work.

### **CAPS Headquarters:**

455 Capitol Mall, Suite 500  
Sacramento, CA 95814  
916/441-2629 — 916/442-4182 (FAX)  
caps@capsscientists.org  
www.capsscientists.org  
@capsscientists

### **CAPS Legislative Advocate:**

Aaron Read and Associates  
1415 L Street, Suite 1100  
Sacramento, CA 95814  
916/448-3444 — 916/448-0430 (FAX)  
pmoran@aaronread.com