

Rank and File State Scientist and State Engineer Salary Relationships

Last Updated: July 1, 2020

Background: Prior to 2005, state scientists and state engineers earned the same or equivalent salaries and performed similar duties. Since then, the work has not changed but the salaries have. 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. In 2018, a similar, yet unrelated to the LPLW case, Special Salary Adjustment was awarded to Toxicologist Supervisory classes.

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. Additionally, other adjustments have been made at supervisory levels in Unit 10 to adjust for recruitment, retention and need to recognize the value of State Scientists.

Resolution: Re-establish salary equivalency between state scientific and state engineering professionals and re-establish a logical unit structure to recognize minimum qualifications, level of consequence and experience of Unit 10 State Scientific Classifications.

