

# CAPS PROPOSAL

**Bargaining Unit:** 10

**Date:** April 7, 2021;  
2:45PM

**Exclusive Representative:** CAPS

**Article:** 2

**Subject:** Salaries

## 2.6 Staff Specialist Compensation

Unit 10 employees may be temporarily designated as primary State titled scientists to recognize increased duties and responsibilities and for maintaining the highest level of technical expertise within their specific discipline.

Departments with existing policies regarding the primary State titled scientist(s) will consistently notify Unit 10 employees annually of the equal opportunity to apply for designation as primary State titled scientist and the benefits of such designation. Departments that desire to establish or change an existing policy shall first notify the Union with at least 30 days' notice.

A list of awardees designated as the primary State titled scientist(s) shall be provided to CAPS annually.

### A. Department of Food and Agriculture

1. Upon approval of the Director of the Department of Food and Agriculture or ~~his~~ their designee, Unit 10 employees may be temporarily designated as primary State titled scientists in a specific scientific discipline or area of specialization.
2. An employee who is designated by the Director of the Department of Food and Agriculture as a primary State titled scientist shall receive a one-step salary increase for the duration of the assigned designation as compensation for the increased duties and responsibilities and for maintaining the highest level of technical expertise within ~~his/her~~ their specific discipline.
3. There shall be a limit of twelve (12) State titled scientists in the Department at any one time. The scientific disciplines include, but are not limited to, Biology, Entomology, Plant Nematology, Plant Pathology and Chemistry.
4. Each designation is temporary and subject to re-evaluation by the Department at least once a year and may be terminated at any time by the Director or designee. The primary State titled scientist ~~Staff Specialist~~ designation shall not be utilized in lieu of a promotion. Selection of the primary State titled scientist and the selection of the science are not subject to the grievance and arbitration provision in Article 9.

### B. Department of Pesticide Regulation

1. Upon approval of the Director of the Department of Pesticide Regulation or ~~his~~ their designee, a Unit 10 employee may be temporarily designated as the primary State titled scientist in the discipline of Toxicology.

2. The employee so designated by the Director of the Department of Pesticide Regulation shall receive a one-step salary increase for the duration of the assigned designation as compensation for maintaining the highest level of technical expertise within the scientific discipline of Toxicology.
3. The designation is temporary and is subject to re-evaluation by the department at least once a year and may be terminated at any time by the Director or designee. The primary State titled scientist ~~Staff Specialist~~ designation shall not be utilized in lieu of a promotion. Selection of the primary State titled scientist is not subject to the grievance and arbitration provision in Article 9.

C. Primary State Titled Scientists

1. Upon approval of the Director of any Department, or their designee, Unit 10 employees may be temporarily designated as primary State titled scientists in a specific scientific discipline or area of specialization within their Department.
2. An employee who is designated by the Director or their designee as a primary State titled scientist shall receive a one-step salary increase for the duration of the assigned designation as compensation for the increased duties and responsibilities and for maintaining the highest level of technical expertise within their specific discipline.
3. Each designation is temporary and subject to re-evaluation by Departments at least once per year and may be terminated at any time by the Director or designee. The primary State titled scientist designation shall not be utilized in lieu of a promotion. Selection of the primary State titled scientist and the selection of the scientific discipline are not subject to the grievance and arbitration provision in Article 9.