

▶ “California is a model for the nation on how we can confront our greatest existential threats and make historic investments in our future.”

-Governor Gavin Newsom, January 10, 2022

CAPS Presentation: March 24, 2022

CAPS' Establishment

- ▶ CAPS was established as an independent union in 1984 with an appropriate salary structure that recognized minimum qualifications, level of responsibility and experience.
- ▶ The definition of the unit is: *"Professional Scientific: Employees engaged in scientific research, testing, design, and analysis in life, earth, and environmental sciences."*

State Scientists have:

- ▶ high levels of education,
- ▶ job-required licenses and certifications,
- ▶ continuing education,
- ▶ expertise that is in high demand,
- ▶ expertise gained through specialized conferences and trainings to ensure they can protect Californians.

The work that State Scientists do is critical to the health and well-being of all Californians.



Structure upon Establishment



State service is a merit-based system.



When Unit 10 was established, the system recognized that all hires and promotions were based on an individual's qualifications for a position and rewarded high-caliber knowledge, skills and abilities of the classifications within.



The salary structure when established was appropriate and logical.



This worked for the Unit and the State Scientists employed.

Problems resulting from disruptions to the Unit

- Historical salary relationships
 - ▶ Compensation relationship disruption between Unit 10 and Unit 9 though similar and comparable duties did not - this disruption occurred in 2004
 - ▶ Unit 10 rank-and-file relationships to supervisors within-series - this disruption occurred twice in 2014 and 2018
- Peer relationships that recognized technical expertise as a promotional track
- Recognition of most extensive minimum qualifications relationships
- Many other structural issues within the Unit exist



Internal and External Advocacy to Resolve Unit 10 Salary Issues

The first disruption, the historical salary relationships between Unit 10 and Unit 9 due to similar and comparable duties, occurred in 2004. By 2005, analyses were being released that called for Unit 10 adjustments to ensure a break in the historical compensation relationships didn't continue.

Over the years many different voices have weighed in on this ongoing issue:

- ▶ LAO Reports – passed at the Table December 2, 2020
- ▶ Agency Secretaries – passed at the Table 21, 2020
- ▶ Unit 10 Members – passed at the Table through out 2020, 2021 and 2022 as well as in past rounds.
- ▶ The Media – passed at the Table February 23, 2022
- ▶ NGOs – passed at the Table February 2, 2022
- ▶ CalHR Total Compensation Report from 2006 – passed at the Table February 23, 2022



CalHR's Total Compensation Survey, 2006

The State lags other public employers in all the engineering and scientific benchmark classes, both in total compensation and salary... The State has already begun to address this lag. The collective bargaining agreement for State engineers includes a "parity" provision that has significantly increased State engineer salaries. However, this improvement has a downside: **the State now has severe retention problems in the scientist classes where the duties, responsibilities, and knowledge overlap the engineer classes.**

August 28, 2018 LAO report quote:

Paraphrase: there are a number of classifications represented by unit 10 that are similar to classes represented by unit 9, the professional engineers. There have been issues in the past with retaining unit 10 members as they are drawn to higher compensation levels provided by Unit 9 classes.

CalMatters Article

Throughout the article, the author also cites other voices who are similarly calling for adjustments to compensation for state scientists - from a retired Executive Director from the Santa Ana Regional Water Quality Control Board, who stated that "the people that were in my unit, we were all working on the same thing - there was really no specific definition of well this is geologist work, versus engineer versus scientist" to incumbent Secretaries and stakeholder organizations.

August 22, 2014 LAO report quote:

Paraphrase: In addition, many Unit 10 managers and supervisors will receive large pay increases because of recent court decision between 18-43 percent. The combination of these factors will likely affect pay differentials between managers and supervisors - advise legislature to monitor these changes in salaries and try to maintain appropriate differentials between rank and file and managerial classifications.

Pay Equity Support from NGOs

On behalf of the California Institute for Biodiversity and co-signed organizations, we write with thanks for your ongoing commitment to pay equity, and to ask that you step forward with assertive leadership to address long-standing pay equity issues for California's State Scientists.

Letter from Natural Resources Secretary

In summary, clearly Environmental Scientists are underpaid compared to their federal and private sector counterparts, as well as engineers working in state government...such pay equity is urgently need to enable high-quality science to meet our Agency's mission.

Letter from Environmental Protection Secretary

In short, we feel this inequity compromises the long-term success and viability of our agency, and we request that you resolve this issue expeditiously through collective bargaining.

Benefits to the State in Restoration of Unit 10 Salaries

Follow	Follow logical salary structures such as those that were in place when Unit 10 was established and that exist throughout the rest of state service
Ensure	Ensure compliance with Government Code 19826 and Internal Salary Relationship policies
Eliminate	Eliminate large salary gap between rank-and-file scientists and their supervisors and managers that provides promotional jumps upwards of 30%
Restore	Restore a “technical expert” track for rank-and-file scientists to ensure California’s goals for the environment, public health, and agriculture can be met
Strengthen	Strengthen relationships with other internal and external stakeholders who have advocated for necessary salary adjustments
Recognize	Recognize recommendations by CalHR, LAO and Agency Secretaries to resolve the Unit 10 salary issues

Benefits to the State in Restoration of Unit 10 Salaries

Improve	Improve morale and productivity
Eliminate	Eliminate workplace tensions and issues created by failing to apply the "like pay for like work" principle to rank-and-file employees
Slow	Slow turnover and reverse the trend of the state serving as a training ground to secure better employment elsewhere
Stop	Stop sending a clear message to current and future state scientists that the State does not value their work
Enable	Enable the State to attract and hire hundreds of new scientists to fill positions created by billions in new funding for scientific programs

Benefits to the State in Restoration of Unit 10 Salaries

Proclaim	Proclaim a respect and value for science and scientists
Affirm	Affirm that science is supported and a priority for this Administration
Demonstrate	Demonstrate that the State will not tolerate inequity issues nor continue knowingly recruiting scientists into inequitable positions
Ensure	Ensure success of all scientific programs
Re-establish	Re-establish California as an environmental, agricultural, and public health leader to combat the existential threats to societies' life support system and avoid collapse

Necessary Corrections

- ▶ Returning Unit 10 to a logical structure requires addressing all the long-standing disruptions throughout the Unit. These include:
 - ▶ The journey level to first-line supervisor relationships within series that have compromised the promotional pathways for 6 different classifications.
 - ▶ Additionally, as we know, more recently there was an advanced journey level to second-line supervisor relationship that experienced a large disruption.
 - ▶ Finally, the peer parenthetical relationships that were affected by the 2014 disruption and issues caused to related series.



Necessary Adjustments

- ▶ Ensuring additional structural issues aren't created requires adjusting other classifications to maintain internal salary relationships throughout the unit.
- ▶ Thus, other classifications within the Unit need to be adjusted based on logical compensation relationships to ensure that subsequent disruptions aren't created.



Recognizing Minimum Requirements: Education

- ▶ The educational pay differential was negotiated to recognize more extensive minimum qualifications.
- ▶ However, the pay differential (PD) is being utilized to recognize merit that is built-in to the classification.
- ▶ A pay differential, as defined in the Classification and Pay Guide, is meant to recognize hazardous working conditions, licenses, among other examples.
- ▶ Additionally, there is disagreement on how to implement the differential.
 - ▶ CAPS agreed to hold grievances at the CalHR level in abeyance to allow for a resolution in bargaining.
- ▶ The resolution would be to recognize the extensive minimum qualifications outright, in salary, leaving differentials for desired qualifications.



Other structural issues

The proposal addresses only a short list of structural issues that exist within the unit.



There are many other issues that negatively impact Unit 10. Unfortunately, we have been unable to address these other issues because of the larger disruptions we've highlighted extensively. Other issues such as:

Senior Technical promotional track missing from some Scientific Classifications

Promotional steps for limited range classifications

Deep-classing classifications that require the test-in promotional pathway

Recognition of continued licensing requirements for positions that are yet to be recognized as job-required

Conclusion

- ▶ Unit 10 salary issues have been adversely impacting environmental, agricultural, and public health programs for years.
- ▶ It is imperative that the State address this problem decisively to attract and retain a 21st century scientific workforce.
- ▶ With these adjustments, the State will see tangible benefits to current and future scientific programs.
- ▶ These necessary corrections and adjustments will enable the State to demonstrate to its own workforce, its stakeholders and the public that the Governor and this Administration value science and scientists.
- ▶ **Will California be a Leader by taking action now to deal with existential threats and avoid collapse of our life support systems?**

