

CAPS COUNTER PROPOSAL

Bargaining Unit: 10

Date: June 22, 2022 @ 3:29pm

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.1 Salaries

- A. Effective January 1, 2022, the State agrees to ensure that the Unit 10 salary structure recognizes minimum qualifications, level of responsibility and experience that allows for California to attract and retain a scientific workforce that is diverse and can address the environmental, public health, agricultural and energy problems of the future. The structure will be adjusted in the following ways:
1. The salary difference between the journey level and first-line supervisory classifications of the following series shall be adjusted to ensure appropriate vertical salary relationships. The resulting increases shall apply to each step of each classification. The top-step to top-step difference in salary shall be established as:
 - a. For Environmental Scientist: 15%
 - b. For Seismologist: 14%
 - c. For Integrated Waste Management Specialist: 15%
 - d. For Industrial Hygienist: 6%
 - e. For Energy Commission Specialist: 10%
 2. The salary difference between the advanced journey level and the second-line supervisory classification of the following series shall be adjusted to ensure appropriate vertical salary relationships. The resulting increases shall apply to each step of each classification. The top-step to top-step difference in salary shall be established as:
 - a. For Toxicologist: 7%
 - b. For Geologist: 13%
 3. The salary difference between the peer classification of the following series shall be adjusted to ensure appropriate horizontal salary relationship with its peer parenthetical. The top-step to top-step difference in salary shall be established as:
 - a. For Senior Environmental Scientist (Specialist): 0.61%
 4. The following Unit 10 series will be adjusted to prevent recruitment and retention problems resulting from horizontal salary relationship disruptions.
 - a. Research Scientist series shall be adjusted in relation to the Toxicologist series at a 4% difference between the Staff Toxicologist and Research Scientist IV.
 - b. Veterinarian (General) shall be adjusted in relation to the Research Scientist series at a 2% difference between Veterinarian (General) and Research Scientist IV.
 - c. Oceanographer; Meteorologist, Water Resources; Agricultural Biologist; Chemist; Hazardous Materials Specialist; Economic Entomologist; Public Health Biologists; State Archaeologists and Fish and Wildlife Interpreter shall be adjusted in relation to the Environmental Scientist series.
 - d. The Technical Expert, Specialist, or Staff Specialist level for the classes from the following series shall be adjusted in relation to the Senior Environmental Scientist

(Specialist) classification: Chemist, Hazardous Materials Specialist and Public Health Biologist.

- e. Health Physicist and Ergonomic Specialist shall be adjusted in relation to the Industrial Hygienist series.
 - f. The Pest Prevention Assistant, Energy Analyst, Energy Resource Specialist series shall be adjusted in relation to the Energy Commission Specialist series.
 - g. Cytotechnologist; Examiner; Public Health Microbiologist; Wildlife Forensic Specialist; Microbiologist Intern shall be adjusted in relation to the Research Scientist series.
 - h. Spectroscopist; Veterinarian (Meat Inspection); Seed Botanist; Plant Nematologist; Insect Biosystematist; Plant Pathologist (Diagnostician) shall be adjusted in relation to the Veterinarian (General) series.
- B. Effective July 1, 2022, the State agrees to provide a General Salary Increase to all Unit 10 classifications as follows:
- 1. The salary increase shall be equal to the total percentage change in the Consumer Price Index (CPI) for the twelve (12) month period from July 2021 through July 2022. The specific amount of this cost-of-living adjustment shall be determined by the increase in the cost of living for the year using the Consumer Price Index, US Department of Labor, Index CPI-W West Urban – All Urban Consumers (Not Seasonally Adjusted, Series CUUR0400SAO, United States.)
 - 2. The adjustment shall not be less than 5.0% or more than 10.0% (e.g. if the cost of living for the year, as determined in #1 above increases less than 5.0%, the adjustment shall be established at 5.0%. If the cost of living for the year increases greater than 10.0% for the specified period, the adjustment shall be 10.0%. If the cost of living for the year increases by an amount between 5.0% and 10.0%, the employees shall receive the specific cost of living increase rounded to the nearest tenth).
 - 3. The parties recognize that the actual salary increase for each classification may vary slightly due to rounding.
- C. Effective July 1, 2023, all CAPS represented employees shall receive a General Salary Increase (GSI) of 5%.
- D. Effective July 1, 2024, all CAPS represented employees shall receive a General Salary Increase (GSI) of 5%.