

# CAPS PROPOSAL

## 2.1 Salaries

NOTE: The point of the proposal is to emphasize structural relationships that have been disrupted and need to be restored. If this concept is accepted, or the State is willing to work with this concept at a later time, we will have numbers to share. In the meantime, you can figure rough numbers by looking at the percentage increase for the benchmark related to your classification and know you would be adjusted in relation to the benchmark.

<p>A. Effective July 2, 2021, 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:</p>	<p>This section is intended to provide retroactive pay. This is the foundation for the proposal, written in paragraph form to emphasize that these issues are specific to Unit 10.</p>
<p>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:</p>	<p>Please note: The percentages shown in the proposal (see next row) are the <i>difference</i> between the top-steps that will result if implemented as proposed and not a percentage increase in salary for each of the classifications listed.</p>
<p>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%</p>	<p>This is intended to restore the in-series structure that existed before the disruption created by the 2014 Pay Letter for Unit 10 supervisors.</p>
<p>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:</p>	
<p>a. For Toxicologist: 7%</p>	<p>This is intended to restore the in-series structure that existed before the disruption created by the 2018 Pay Letter.</p>
<p>b. For Geologist: 13%</p>	<p>This is intended to restore the in-series structure that existed before the disruption created by the 2014 Pay Letter. Only the advanced journey level remains active.</p>

<p>3. The salary difference between the peer classification of the following series shall be adjusted to ensure appropriate horizontal salary relationship with its peer parentetical. The top-step to top-step difference in salary shall be established as:</p>	
<p>a. For Senior Environmental Scientist (Specialist): 0.61%</p>	<p>This is intended to restore the salary relationship between Senior Environmental Scientist (Specialist) and Senior Environmental Scientist (Supervisor) classifications.</p>
<p>4. The following Unit 10 series will be adjusted to prevent recruitment and retention problems resulting from horizontal salary relationship disruptions.</p>	<p>This section is intended to ensure that the Unit 10 structure isn't further disrupted by the necessary adjustments above.</p>
<p>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.</p>	<p>This provides for an adjustment to the Research Scientist series, 4% above what would be calculated for the Toxicologist adjustment.</p>
<p>b. Veterinarian (General) shall be adjusted in relation to the Research Scientist series at a 2% difference between Veterinarian (General) and Research Scientist IV.</p>	<p>This provides for an adjustment to the Veterinarian series, 2% above the Research Scientist calculation.</p>
<p>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.</p>	<p>This section is intended to place series with similar minimum qualifications, level of expertise and responsibility into scalable buckets - in relation to a series listed in either A1 or A2.</p>
<p>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.</p>	<p>This section is intended to place series with similar minimum qualifications, level of expertise and responsibility into scalable buckets - in relation to a series listed in A3.</p>
<p>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.</p>	<p>This section is intended to place series with similar minimum qualifications, level of expertise and responsibility into scalable buckets - in relation to a series listed in either A1 or A2.</p>

<p>g. Cytotechnologist; Examiner; Public Health Microbiologist; Wildlife Forensic Specialist; Microbiologist Intern shall be adjusted in relation to the Research Scientist series.</p>	<p>This section is intended to place series with similar minimum qualifications, level of expertise and responsibility into scalable buckets - in relation to a series listed in A4a.</p>																																																			
<p>h. Spectroscopist; Veterinarian (Meat Inspection); Seed Botanist; Plant Nematologist; Insect Biosystematist; Plant Pathologist (Diagnostician) shall be adjusted in relation to the Veterinarian (General) series.</p>	<p>This section is intended to place series with similar minimum qualifications, level of expertise and responsibility into scalable buckets - in relation to a series listed in A4b.</p>																																																			
<p>B. In addition to the structure adjustments provided above, effective the first day of the pay period following ratification, the salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of 3 percent (3%).</p>	<p>This section is intended to provide recognition to the scientific classes that require more extensive minimum qualifications at the level of PhD or above.</p>																																																			
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<p>C. In addition to the structure adjustments provided above, effective the first day of the pay period following ratification, the salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of 2 percent (2%).</p>	<p>This section is intended to provide recognition to the scientific classes that require more extensive minimum qualifications at the level of Masters.</p>																																																			

Schematic Code	Class Code	Classification	
BC51	0495	Seed Botanist	
BF60	0537	Insect Biosystematist	
BF50	0534	Associate Insect Biosystematist	
BE40	0512	Associate Plant Nematologist	
BE45	1273	Associate Plant Pathologist (Diagnostician)	
BC41	0493	Associate Seed Botanist	
SW75	7946	Examiner II, Laboratory Field Services	
LR06 – LR11	5581-5590	Research Scientist II (All Parentheticals)	
<p>D. Effective July 1, 2022, the State agrees to provide a General Salary Increase to all Unit 10 classifications as follows:</p> <ol style="list-style-type: none"> <li>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.)</li> <li>The adjustment shall not be less than 2.0% or more than 10.0% (e.g. if the cost of living for the year, as determined in #1 above increases less than 2.0%, the adjustment shall be established at 2.0%. 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 2.0% and 10.0%, the employees shall receive the specific cost of living increase rounded to the nearest tenth).</li> <li>The parties recognize that the actual salary increase for each classification may vary slightly due to rounding.</li> </ol>			<p>This section is intended to provide a General Salary Increase (GSI) to all Unit 10 on July 1, 2022.</p>

GLOSSARY OF TERMS: Some of the terms used in this document may be unfamiliar to some members. Please see below for brief explanations of these terms.

**Top-Step:** The highest salary rate possible within a classification's given range.

**Scalable Buckets:** Classification series with similar minimum qualifications, education requirements, level of responsibility, and experience which can be grouped together to receive the same or similar salaries and can increase at all levels within each classification commensurate with the overall increase.

**Journey Level/First-Line Supervisor/Advanced Journey Level/Second-Line Supervisor:** Look to your classification scope to find how each individual classification series defines these terms and at which level.