

Summary Document of CAPS' Initial Proposal and the State's June 9 Proposal:
CAPS Initial Proposal **State's Counter Proposal**

<p align="center"><i>Salary</i></p>	<p>Year 1: Adjust the Unit 10 compensation structure to recognize minimum qualifications, level of responsibility and experience.</p> <p>See Salary Explainer Document</p>	<p>Year 1: 10% SSA for Veterinarians and Plant Lab classifications</p> <p>4% for 83% of the Unit, including Environmental Scientists, Research Scientists, Industrial Hygienists, Health Physicists, Energy Classes, IWMS, Toxicologists, Geologists, Ergo Specialists, Industrial Hygiene Specialists, Research Specialists</p> <p>2.5% SSA for all other Unit classes</p>
<p align="center"><i>GSI's for all Unit 10 Employees</i></p>	<p>Year 2: Equal to the total percent change in the Consumer Price Index (CPI) for the 12-month period from July 2021 – July 2022 (no less than 2.0% or more than 10%)</p>	<p>Year 2: 2% Year 3: 2%</p>
<p align="center"><i>Longevity Pay</i></p>	<p>Longevity adjustments added to base pay, starting at 2% for 20 years of service, 3% for 21 years of service, 4% for 22 years of service, and 5.5% for 23 or more, backdated to July 1, 2020.</p>	<p>The State rejected longevity pay and stated they are not interested in expanding longevity pay, demonstrating they are not interested in retaining State Scientists.</p>
<p align="center"><i>Recruitment and Retention Differentials: High-Cost Areas</i></p>	<p>Counties receiving 10% differential: San Mateo, San Francisco, Santa Clara, Marin, Alameda, Santa Cruz, and Orange</p> <p>Counties receiving 7.5% differential: Santa Barbara, Napa, Contra Costa, Monterey, Ventura, San Diego, San Luis Obispo, Los Angeles, San Benito and Sonoma</p>	<p>\$250/month for employees whose worksite is located in: Alameda, Marin, San Mateo, Santa Clara or San Francisco County</p>

*Educational Pay
Differential*

Roll the current educational pay differential amounts into base pay:

- 2% for classes that require a master's degree
- 3% for classes that require a doctoral degree or a degree of a Doctor of Medicine.

Corrects identified list of Unit 10 employees:

- Who work in identified classifications and have a master's degree: monthly 2% differential
- Who work in identified classifications and have a doctoral degree or a degree of Doctor of Medicine as an MQ: monthly 3% differential

AR 40

Remove AR 40 from the Associate Hazardous Materials Specialist class and Senior Technical who work in facilities at CDCR and move all those at Range A to Range B with the expectation that they will supervisor inmates/wards should it be necessary.

DIR Differential

2% differential for obtaining a CAIH, or 3% differential for obtaining a CIH for Industrial Hygienists at DIR.

*Transportation
Incentives*

Increase the maximum allowable discount to \$100 and \$135, respectively.

Increase to a 100% discount on passes up to the monthly exclusion amount provided by the Internal Revenue Service (IRS).