

CAPS PROPOSAL

Bargaining Unit: 10
Exclusive Representative: CAPS
Article: 2
Subject: Salaries

Date: August 10, 2022 @ 3:12pm

2.1 Salaries

A. Effective January 1, 2022, the State agrees to resume compensating Unit 10 scientists at rates that reflect a logical and appropriate salary structure that was established by the State when Unit 10 was created. To resume compensating Unit 10 rank-and-file scientists at rates that reflect the appropriate and logical vertical and horizontal salary relationships originally established by the State, the Unit 10 salary structure will be adjusted in the following ways:

1. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty percent (30%) increase to reinstate the historical 15% vertical salary relationship.

Class Code	Classification
0762	Environmental Scientist
0757	Integrated Waste Management Specialist

2. The salary range of CAPS represented employees in the following classifications shall receive a special salary adjustment of a thirty-three percent (33%) increase to reinstate the historical 0.61% peer parenthetical salary relationship.

Class Code	Classification
0765	Senior Environmental Scientist (Specialist)
3931	Senior Geologist (Specialist)
1989	Senior Integrated Waste Management Specialist

3. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-three percent (33%) increase to reinstate the historical 14% vertical salary relationship.

Class Code	Classification
3755	Associate Seismologist

4. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-two percent (32%) increase to reinstate the historical 6% vertical salary relationship.

Class Code	Classification
3824	Junior Industrial Hygienist

3855	Assistant Industrial Hygienist
3856	Associate Industrial Hygienist
6230	Junior Industrial Hygiene Specialist, SCIF
9322	Assistant Industrial Hygiene Specialist, SCIF
9359	Associate Industrial Hygiene Specialist, SCIF
9360	Assistant Ergonomic Specialist, SCIF
9361	Associate Ergonomic Specialist, SCIF
3779	Assistant Health Physicist
3781	Junior Health Physicist
3803	Associate Heal Physicist

5. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a twenty-five percent (25%) increase to reinstate the historical 7% vertical salary relationship.

Class Code	Classification
5837	Energy Analyst
4056	Associate Energy Specialist (Technology Evaluation and Development)
4184	Energy Commission Specialist I (TED)
4185	Energy Commission Specialist II (TED)
4186	Energy Commission Specialist III (TED)
4598	Associate Energy Specialist (Forecasting)
4947	Energy Commission Specialist I (F)
4948	Energy Commission Specialist II (F)
4949	Energy Commission Specialist III (F)
4807	Energy Resources Specialist I
4806	Energy Resources Specialist II
4938	Associate Energy Specialist (Efficiency)
4935	Energy Commission Specialist I (Efficiency)
4936	Energy Commission Specialist II (E)
4937	Energy Commission Specialist III (E)
7941	Associate Toxicologist
7978	Staff Toxicologist (Specialist)
5576	Research Scientist I (Chemical Sciences)
5577	Research Scientist I (Epidemiology/Biostatistics)
5578	Research Scientist I (Microbiological Sciences)
5579	Research Scientist I (Physical/Engineering Sciences)
5580	Research Scientist I (Social/Behavioral Sciences)
5581	Research Scientist II (CS)
5582	Research Scientist II (E/B)
5585	Research Scientist II (Food and Drug Sciences)
5587	Research Scientist II (MS)
5588	Research Scientist II (P/ES)
5590	Research Scientist II (S/BS)
5591	Research Scientist III (CS)

5594	Research Scientist III (E/B)
5596	Research Scientist III (Food and Drug Sciences)
5599	Research Scientist III (MS)
5604	Research Scientist III (P/ES)
5605	Research Scientist III (S/BS)
5606	Research Scientist III (VS)
5608	Research Scientist IV (CS)
5609	Research Scientist IV (E/B)
5611	Research Scientist IV (FDS)
5612	Research Scientist IV (MS)
5613	Research Scientist IV (P/ES)
5622	Research Scientist IV (S/BS)
5625	Research Scientist IV (Veterinary Sciences)
5627	Research Scientist V (CS)
5629	Research Scientist V (E/B)
5631	Research Scientist V (Food and Drug Sciences)
5634	Research Scientist V (MS)
5635	Research Scientist V (P/ES)
5636	Research Scientist V (S/BS)
5637	Research Scientist V (VS)
7858	Research Specialist V – Various Studies
7867	Research Specialist III – Various Studies (U10)
7860	Research Specialist II – Various Studies (U10)
7861	Research Specialist I – Various Studies (U10)

6. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a twenty-nine percent (29%) increase to recognize the existing 17% horizontal salary relationship.

Class Code	Classification
0181	Veterinarian (Meat Inspection)
0177	Veterinarian (General)
0176	Veterinarian Specialist (General)
0180	Veterinarian Specialist (Meat Inspection)
0492	Senior Seed Botanist (Specialist)
0493	Associate Seed Botanist
0495	Seed Botanist
0501	Senior Plant Nematologist (Specialist)
0512	Associate Plant Nematologist
0531	Senior Insect Biosystematist (Specialist)
0534	Associate Insect Biosystematist
0537	Insect Biosystematist
1273	Associate Plant Pathologist (Diagnostician)
1274	Senior Plant Pathologist (Diagnostician) (Specialist)

7. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty percent (30%) increase to recognize the existing 7% horizontal salary relationship.

Class Code	Classification
1917	Fish and Wildlife Interpreter I
1918	Fish and Wildlife Interpreter II
2714	Assistant State Archeologist
2809	Associate State Archeologist

8. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-two percent (32%) increase to recognize the existing 1.9% horizontal salary relationship.

Class Code	Classification
7954	Public Health Microbiologist I
7948	Public Health Microbiologist II
7950	Public Health Microbiologist II – Virology
7940	Public Health Microbiologist Specialist
7939	Public Health Microbiologist Specialist (Virology)
7949	Examiner I Laboratory Field Services
7946	Examiner II Laboratory Field Services
7910	Cytotechnologist, Laboratory Field Services
8060	Chemist
8068	Staff Chemist
0565	Assistant Public Health Biologist
0564	Associate Public Health Biologist
0563	Senior Public Health Biologist
7956	Microbiologist Intern
8057	Spectroscopist

9. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a twenty-six percent (26%) increase to recognize the existing 5% horizontal salary relationship.

Class Code	Classification
0530	Economic Entomologist
0549	Associate Economic Entomologist
0751	Associate Agricultural Biologist

10. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-two percent (32%) increase to recognize the existing 5% horizontal salary relationship.

Class Code	Classification
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3529	Hazardous Materials Specialist
3528	Associate Hazardous Materials Specialist
3526	Senior Hazardous Materials Specialist

11. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a twenty-five percent (25%) increase to recognize the existing 2% horizontal salary relationship.

Class Code	Classification
0842	Wildlife Forensic Specialist
0841	Senior Wildlife Forensic Specialist

12. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-three percent (33%) increase to recognize the existing 2% horizontal salary relationship.

Class Code	Classification
3057	Senior Meteorologist Water Resources

13. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a thirty-three percent (33%) increase to recognize the existing 5% horizontal salary relationship.

Class Code	Classification
3121	Oceanographer

14. The salary ranges of CAPS represented employees within the following classifications shall receive a special salary adjustment of a twenty-nine percent (29%) increase to maintain relationships with the rest of the unit.

Class Code	Classification
0490	Pest Prevention Assistant I
0491	Pest Prevention Assistant II
0494	Pest Prevention Assistant III

- C. Effective July 1, 2022, all CAPS represented employees shall receive a General Salary Increase (GSI) of 5%.
- D. Effective July 1, 2023, all CAPS represented employees shall receive a General Salary Increase (GSI) of 5%.
- E. Effective July 1, 2024, all CAPS represented employees shall receive a General Salary Increase (GSI) of 5%.