

CAPS PROPOSAL

Bargaining Unit: 10

Date: February
24, 2022;
10:31AM

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.18 – NEW - Recruitment and Retention Differential: High-Cost Areas

Effective the first day of the pay period following ratification, but no later than July 1, 2022, the following differential shall be provided to current and new employees who meet the following criteria:

- A. Employees appointed to positions in the following eligible counties shall receive a ten percent (10%) pay differential.
 - 1. Eligible Counties: San Mateo, San Francisco, Santa Clara, Marin, Alameda, Santa Cruz, and Orange
- B. Employees appointed to positions in the following eligible counties shall receive a seven and a half percent (7.5%) pay differential.
 - 1. Eligible Counties: Santa Barbara, Napa, Contra Costa, Monterey, Ventura, San Diego, San Luis Obispo, Los Angeles, San Benito and Sonoma
- C. If an employee transfers out of an eligible location the differential shall be rescinded the start of the pay period following the transfer.

CAPS Counterproposal*
December 14, 2022
Pass time 1:15pm

CAPS PROPOSAL

Bargaining Unit: 10

Date:

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.20 CalHR Total Compensation Report

The parties agree to form a Joint Labor Management Committee (JLMC) who will meet to determine the components including the criteria and comparators, and discuss the methodology to be utilized for Unit 10 in the CalHR Total Compensation Report to be released 6 months prior to the expiration of this contract, created pursuant to California Government Code section 19826(c). These determinations will be jointly recorded in written format and progress shall be reported to appropriate Administration management and CAPS monthly. The result of the Committee determinations shall cause the CalHR Total Compensation Report section on Unit 10 to be modified as indicated in the written progress reports.

The Joint Labor Management Committee will be comprised of at least ten (10) CAPS representatives, ten departmental representatives, one from each of the top ten departments who employ the most scientists, and CalHR and appropriate departmental representatives. The first meeting of the Joint Labor Management Committee will occur no later than six (6) months after commencement of the current MOU. The JLMC shall complete their determinations 12 months prior to the expiration of this contract.

CAPS PROPOSAL

Bargaining Unit: 10

Date:

Exclusive Representative: CAPS

Article: 17

Subject: Classification

17.3 Internal Class Promotional Study

As a result of the long-standing vertical and horizontal pay disruptions in Unit 10, the parties agree to form a Joint Labor Management Committee (JLMC) who will meet to examine the promotional pathway and promotional relationships for the following classification series: Environmental Scientist, Seismologist, Integrated Waste Management Specialist, Industrial Hygienist, Energy Commission Specialist, Geologist, and Toxicologist. Promotional pathways shall be adjusted to ensure that professional scientific classifications have a standard, appropriate, and uniform, stepwise salary track while advancing their career in state service within their series. Both parties agree that improving promotional salary relationships and ensuring both an equally attractive technical and administrative track to recognize scientific knowledge, is a top priority and will enable California to compete for, and retain, scientific expertise they require while minimizing the costs associated with high employee turnover and low morale. The result of the Committee examinations shall cause the Unit 10 promotional salaries to be adjusted, as identified, within the timeline of this contract. This study shall be controlling when considering any other audits, surveys or studies related to salary adjustments.

The Joint Labor Management Committee will be comprised of at least seven (7) CAPS representatives, one from each of the classification series and CalHR and their appropriate departmental counterparts. The first meeting of the Joint Labor Management group will occur no later than sixty (60) days after ratification of the current MOU. The study shall be completed no later than June 1, 2023.

Unit 10 salaries shall not be decreased as a result of this study.

CAPS COUNTER PROPOSAL

Bargaining Unit: 10

Date: June 23 at
1034am

Exclusive Representative: CAPS

Article: 2

Subject: Salaries

2.XX Longevity Pay

Effective January 1, 2022, all BU 10 employees who meet the service criteria listed below will be eligible for a longevity pay differential based on the following:

- A. All BU 10 employees with 18 or more years of state service will be eligible to receive two (2) percent of base salary.
- B. All BU 10 employees with 19 or more years of state service will be eligible to receive three (3) percent of base salary.
- C. All BU 10 employees with 20 or more years of state service will be eligible to receive four (4) percent of base salary.
- D. All BU 10 employees with 21 or more years of state service will be eligible to receive five and one half (5.5) percent of base salary.

The above percentages are non-cumulative (i.e. an employee who has 21 years of state service is only eligible for four (4) percent, not the cumulative total of 19, 20, and 21 years). The amounts above shall be subject to retirement contributions.