

CAPS May 9, 2023, Salary Proposals

On May 9, 2023 CAPS passed five (5) proposals that would potentially affect one (1) section of the successor agreement and create four (4) new sections. These proposals were passed after three Subject Matter Experts (SMEs) from the membership presented on compensation issues in Unit 10. The videos of the presentations made by these members will be made available later in May. The proposals interact with each other and are meant to build upon one another. Please read this document in its entirety to understand the proposals fully. If you have any questions, please reach out to CAPS (caps@capsscintists.org).

Each proposal is directly linked below for convenience. Follow all proposals and their status in the **Status Chart** here: <https://capsscintists.org/caps-bargaining/proposals-and-status/>

2.1 Salaries

This proposal would enact a General Salary Increase (GSI), per year of the proposed length of the agreement, that would be provided to all rank-and-file scientists in Unit 10, back dated to July 1, 2022.

https://capsscintists.org/wp-content/uploads/2023/05/2023_0509_-2.1-Salaries-1.1C.pdf

NEW 2.20 - Historical Reinstatement for Unit 10

This proposal would put in place New Salary Ranges (NSR) for the classifications listed that ensure those classifications will have reporting relationships and promotional pathways that are standard and acknowledge the pay structures which were established with the series. These classifications have experienced disruptions in pay with comparator classes and in reporting relationships. The NSRs are set to be effective on the first day of the pay period following ratification of the entire agreement.

https://capsscintists.org/wp-content/uploads/2023/05/2023_0509-NEW-2.20-Historical-Reinstatement-U10-1.1C.pdf

NEW 2.21 - Special Salary Adjustments for Unit 10

This proposal would provide Special Salary Adjustments (SSAs) for the classifications listed, effective the first day of the pay period following ratification. Each section addresses specific classification needs - whether that be recruitment, retention, helping to recognize the minimum qualifications, level of responsibility or expertise of the class. For example, some classes require a certification or licensure, and their current pay doesn't recognize that. Other classes have fallen behind seasonal classes (those that are only hired for a season) that promote to become new state scientists. All these issues are addressed and contemplated for each class in the percentages listed.

https://capsscintists.org/wp-content/uploads/2023/05/2023_0509-NEW-2.21-Special-Salary-Adjustments-1.1C.pdf

NEW 2.22 - Classification and Consolidation Joint Labor Management Committee(s)

This proposal would establish Joint Labor Management Committee(s) (JLMC) and provide acknowledgement that there is a great need in Unit 10 to update and adjust classifications. There are

classes that have outdated scopes that could be combined into a more relevant, widely used class, for example. The classes listed in the language are not listed in any particular order. These Committee(s) would begin meeting January 1, 2024, with full ratification and must have recommendations to the State Personnel Board (SPB) 12 months after ratification of the agreement.

https://capsscientists.org/wp-content/uploads/2023/05/2023_0509-NEW-2.22-Classification-and-Consolidation-JLMCs-1.1C.pdf

NEW Section 2.23 - Promotional Review Joint Labor Management Committee

This proposal would establish a JLMC that would be charged with reviewing the list of classifications, their promotional pathways, and recommend adjustments, as necessary. That may mean that exams are made to be continuous, classes are deep classed (classifications with alternate ranges, such as “Range A” or “Range B” are referred to as deep classes), or their scopes need updating. This review would be completed 12 months prior to the expiration of the agreement. Once again, the classes are listed in no particular order.

https://capsscientists.org/wp-content/uploads/2023/05/2023_0509-NEW-2.23-Promotional-Review-JLMC-1.1C.pdf