

Summary Document of the State’s Secondary Counter Proposal and Outstanding Economic Items, as of 9/1/2023:

State of California's Second 2.1 Salaries Proposal: SSAs in Table + GSI, as passed on 8/29/2023 and held to in response to CAPS' counterproposal to Section 2.1 Salaries passed on 8/31/2023.*

**See all of the proposals your CAPS Bargaining Team has passed as well as all of the sections that have been tentatively agreed to here: <https://capsscientists.org/caps-bargaining/proposals-and-status/>*

Special Salary Adjustments (SSA)		
Year 1 (upon ratification)	Year 2 (effective July 1, 2024)	Year 3 (effective July 1, 2025)
List of classes (List A, below) receives: 5% SSA for any BU10 at top step* 3% SSA for any BU10 not at top step**	List of classes (List A, below) receives: 5% SSA for any BU10 at top step* 2% SSA for any BU10 not at top step**	List of classes (List A, below) receives: 5% SSA for all BU10 in listed classes
List of classes (List B, below) receives: 10% SSA for all BU10 in listed classes	List of classes (List B, below) receives: 2% SSA for all BU10 in listed classes	List of classes (List B, below) receives: 2% SSA for all BU10 in listed classes
List of classes (List C, below) receives: 3% SSA for all BU10 in listed classes	List of classes (List C, below) receives: 3% SSA for all BU10 in listed classes	List of classes (List C, below) receives: 3% SSA for all BU10 in listed classes

**Note: Top step means that you have reached the final step in the salary range for your classification (i.e. you are no longer eligible for Merit Salary Adjustments).*

***Note: Current state scientists will receive the percentage increase listed, but the bottom step for the range doesn't adjust. Bottom step means the minimum of the salary range for the classification.*

AND

A one percent (1%) General Salary Increase (GSI) on July 1, 2025, should the Director of the Department of Finance determine the State revenue is sufficient to fully fund all existing statutory and constitutional obligations and existing fiscal policy. Should funding not be available the State and CAPS will meet and confer.

Other Outstanding Economics

Section Number and Name	Summary of CAPS' Proposal*	Summary of State's Response
NEW 2.18 – Recruitment & Retention Differential: High-Cost Areas (previously called Geographical Pay Differential)	Effective July 1, 2023, \$800 monthly Pay Differential for BU10 employees working in San Mateo, San Francisco, Santa Clara, Marin, Alameda, Santa Cruz, and Orange; \$550 monthly Pay Differential for BU10 employees working in Santa Barbara, Napa, Contra Costa, Monterey, Ventura, San Diego, San Luis Obispo, Los Angeles, San Benito and Sonoma	Rejection
NEW 2.19 – Longevity Pay Differential	Beginning July 1, 2023, a 2% differential for scientists with 15 years, a 3% for 16 years, a 4% for 17 years, a 5.5% for 18 or more years. Percentages non-cumulative.	Rejection
NEW 2.25 – Emergency Response Recruitment and Retention: One-Time Benefit (previously called Emergency Response Recognition Bonus)	A \$1,250 one-time benefit for BU10 at CalFIRE in recognition of heavy fire seasons, and BU10 at CDPH for public health work.	Rejection
5.1 – Health Dental and Vision	Increase employer health benefits contributions to 85/80 from 80/80 formula	Rejection

***See all of the proposals your CAPS Bargaining Team has passed as well as all of the sections that have been tentatively agreed to here: <https://capsscientists.org/caps-bargaining/proposals-and-status/>**

LIST A

0757	INTEGRATED WASTE MANAGEMENT SPECIALIST
0762	ENVIRONMENTAL SCIENTIST
0765	SENIOR ENVIRONMENTAL SCIENTIST (SPECIALIST)
1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST
3755	ASSOCIATE SEISMOLOGIST
3824	JUNIOR INDUSTRIAL HYGIENIST
3855	ASSISTANT INDUSTRIAL HYGIENIST
3856	ASSOCIATE INDUSTRIAL HYGIENIST
3931	SENIOR GEOLOGIST (SPECIALIST)
4056	ASSOCIATE ENERGY SPECIALIST (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)
4598	ASSOCIATE ENERGY SPECIALIST (FORECASTING)
4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)
4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)
4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)
4938	ASSOCIATE ENERGY SPECIALIST (EFFICIENCY)
4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)
4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)
4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)
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 (CHEMICAL SCIENCES)
5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTICS)
5585	RESEARCH SCIENTIST II (FOOD AND DRUG SCIENCES)
5587	RESEARCH SCIENTIST II (MICROBIOLOGICAL SCIENCES)
5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)
5590	RESEARCH SCIENTIST II (SOCIAL/BEHAVIORAL SCIENCES)
5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)
5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATISTICS)
5596	RESEARCH SCIENTIST III (FOOD AND DRUG SCIENCES)
5599	RESEARCH SCIENTIST III (MICROBIOLOGICAL SCIENCES)
5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)

5605	RESEARCH SCIENTIST III (SOCIAL/BEHAVIORAL SCIENCES)
5606	RESEARCH SCIENTIST III (VETERINARY SCIENCES)
5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)
5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)
5611	RESEARCH SCIENTIST IV (FOOD AND DRUG SCIENCES)
5612	RESEARCH SCIENTIST IV (MICROBIOLOGICAL SCIENCES)
5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)
5622	RESEARCH SCIENTIST IV (SOCIAL/BEHAVIORAL SCIENCES)
5625	RESEARCH SCIENTIST IV (VETERINARY SCIENCES)
5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)
5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)
5631	RESEARCH SCIENTIST V (FOOD AND DRUG SCIENCES)
5634	RESEARCH SCIENTIST V (MICROBIOLOGICAL SCIENCES)
5635	RESEARCH SCIENTIST V (PHYSICAL/ENGINEERING SCIENCE)
5636	RESEARCH SCIENTIST V (SOCIAL/BEHAVIORAL SCIENCES)
5637	RESEARCH SCIENTIST V (VETERINARY SCIENCES)
7858	RESEARCH SPECIALIST V -VARIOUS STUDIES-
7859	RESEARCH SPECIALIST IV -VARIOUS STUDIES-
7867	RESEARCH SPECIALIST III -VARIOUS STUDIES-
7860	RESEARCH SPECIALIST II -VARIOUS STUDIES-
7861	RESEARCH SPECIALIST I -VARIOUS STUDIES-
3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)
3528	ASSOCIATE HAZARDOUS MATERIALS SPECIALIST
3529	HAZARDOUS MATERIALS SPECIALIST
4807	ENERGY RESOURCES SPECIALIST I
4806	ENERGY RESOURCES SPECIALIST II
6230	JUNIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND
9322	ASSISTANT INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND
9359	JUNIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
9360	ASSISTANT ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
9361	ASSOCIATE ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND
5837	ENERGY ANALYST
3779	ASSISTANT HEALTH PHYSICIST
3781	JUNIOR HEALTH PHYSICIST
3803	ASSOCIATE HEALTH PHYSICIST

LIST B

<u>0181</u>	<u>VETERINARIAN (MEAT INSPECTION)</u>
<u>0177</u>	<u>VETERINARIAN (GENERAL)</u>
<u>0176</u>	<u>VETERINARIAN SPECIALIST (GENERAL)</u>
<u>0180</u>	<u>VETERINARIAN SPECIALIST (MEAT INSPECTION)</u>
<u>0492</u>	<u>SENIOR SEED BOTANIST (SPECIALIST)</u>
<u>0493</u>	<u>ASSOCIATE SEED BOTANIST</u>
<u>0495</u>	<u>SEED BOTANIST</u>
<u>0501</u>	<u>SENIOR PLANT NEMATOLOGIST (SPECIALIST)</u>
<u>0512</u>	<u>ASSOCIATE PLANT NEMATOLOGIST</u>
<u>0531</u>	<u>SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)</u>
<u>0534</u>	<u>ASSOCIATE INSECT BIOSYSTEMATIST</u>
<u>0537</u>	<u>INSECT BIOSYSTEMATIST</u>
<u>1273</u>	<u>ASSOCIATE PLANT PATHOLOGIST (DIAGNOSTICIAN)</u>
<u>1274</u>	<u>SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SPECIALIST)</u>
<u>1272</u>	<u>PLANT PATHOLOGIST (DIAGNOSTICIAN)</u>

LIST C

0490	PEST PREVENTION ASSISTANT I (VARIOUS PROJECTS)
0491	PEST PREVENTION ASSISTANT II (VARIOUS PROJECTS)
0494	PEST PREVENTION ASSISTANT III (VARIOUS PROJECTS)
0530	ECONOMIC ENTOMOLOGIST
0549	ASSOCIATE ECONOMIC ENTOMOLOGIST
0563	SENIOR PUBLIC HEALTH BIOLOGIST
0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST
0565	ASSISTANT PUBLIC HEALTH BIOLOGIST
0751	ASSOCIATE AGRICULTURAL BIOLOGIST
0841	SENIOR WILDLIFE FORENSIC SPECIALIST
0842	WILDLIFE FORENSIC SPECIALIST
1917	FISH AND WILDLIFE INTERPRETER I
1918	FISH AND WILDLIFE INTERPRETER II
2714	ASSISTANT STATE ARCHEOLOGIST
2809	ASSOCIATE STATE ARCHEOLOGIST
3057	SENIOR METEOROLOGIST WATER RESOURCES
3121	OCEANOGRAPHER
7910	CYTOTECHNOLOGIST, LABORATORY FIELD SERVICES
7939	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST (VIROLOGY)
7940	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST
7946	EXAMINER II LABORATORY FIELD SERVICES
7948	PUBLIC HEALTH MICROBIOLOGIST II
7949	EXAMINER I LABORATORY FIELD SERVICES
7950	PUBLIC HEALTH MICROBIOLOGIST II -VIROLOGY-
7954	PUBLIC HEALTH MICROBIOLOGIST I
7956	MICROBIOLOGIST INTERN
8057	SPECTROSCOPIST
8060	CHEMIST
8068	STAFF CHEMIST