

CAPS-UAW  
EXCLUDED EMPLOYEE  
MEET & CONFER

May 30, 2024

SUBJECT: **SALARIES**

# *LIKE PAY for LIKE WORK*

- On November 3, 2006, CAPS sent DPA (now CalHR) a letter alleging that DPA lacked authority to set salaries in a manner that contravened the Like Pay for Like Work (LPLW) principle found in Government Code 19826
- In that letter, CAPS requested that DPA hold a hearing to make a factual determination of comparability between fourteen supervisory scientific and twenty-two supervisory engineering classifications
- The fourteen supervisory scientific classifications were as follows:
  - Supervising Hazardous Substances Scientist I, Supervising Hazardous Substances Scientist II, Senior Industrial Hygienist, Senior Geologist (Supervisor), Senior Seismologist, Senior Environmental Scientist (Supervisory), Senior Land and Water Use Scientist, Environmental Program Manager I (Supervisory), Land and Water Program Manager I, Energy Commission Supervisor II (Efficiency), Energy Commission Supervisor II (Forecasting), Energy Commission Supervisor II (Technology Evaluation and Development), Supervising Integrated Waste Management Specialist I, Supervising Integrated Waste Management Specialist II
- In an April 2008 administrative decision issued by DPA, **CAPS prevailed in full.**

- On June 27, 2008, CAPS filed a *Verified Petition for Writ of Mandate and Complaint for Declaratory Relief* in Sacramento Superior Court seeking a court order compelling the State of California to comply with the Like Pay for Like Work mandate, and DPA's quasi-legislative salary determination
- Though the Superior Court granted partial relief in 2009, the Court of Appeal reversed on technical separation-of-power grounds in 2011. However, at no time did either court disturb DPA's factual finding of comparability between the specified supervisory scientific and engineering classifications
- Then, in August 2014, after years of constant advocacy by CAPS and its members, CalHR released *Pay Letter 14-17*

- Pay Letter 14-17 substantially increased the salaries of the fourteen LPLW classifications included in the LPLW decision, along with a few additional related supervisory and managerial classifications
- The salary increases ranged from 18 to 43 percent
- This was a tremendous step towards salary equity and compliance with the LPLW statute
- However, 33 supervisory scientific classifications were left behind, ***and remain left behind to this day***
- Those classifications are:

FISH AND WILDLIFE INTERPRETER III, SENIOR HEALTH PHYSICIST, SUPERVISING CHEMIST, SENIOR STATE ARCHAEOLOGIST, STATE HISTORIAN III, RESEARCH SPECIALIST II (VARIOUS STUDIES), PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR (VIROLOGY), PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR, SUPERVISING PUBLIC HEALTH BIOLOGIST, RESEARCH SPECIALIST III (VARIOUS STUDIES), SUPERVISOR, CULTURAL RESOURCES PROGRAM, SUPERVISING HEALTH PHYSICIST, RESEARCH SCIENTIST SUPERVISOR, I (EPIDEMIOLOGY/BIOSYSTEMATIST), RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR I (MICROBIOLOGICAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR I (SOCIAL/BEHAVIORAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEERING SCIENCES), SENIOR PLANT TAXONOMIST, SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SUPERVISOR), SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR), RESEARCH SPECIALIST IV (VARIOUS STUDIES), EXAMINER III LABORATORY FIELD SERVICES, CHIEF, LABORATORY FIELD SERVICES BRANCH, STAFF TOXICOLOGIST (SUPERVISOR), SUPERVISING VETERINARIAN (MEAT INSPECTION), RESEARCH SCIENTIST SUPERVISOR II, (EPIDEMIOLOGY/BIOSTATISTICS), RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR II (MICROBIOLOGICAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR II (SOCIAL/BEHAVIORAL SCIENCES), RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEERING SCIENCES), RESEARCH SCIENTIST SUPERVISOR II (FOOD AND DRUG SCIENCES), RESEARCH SCIENTIST SUPERVISOR II (VETERINARY SCIENCES), SUPERVISING VETERINARIAN (GENERAL)

## Proposal 1:

Increase the salaries of all supervisory employees  
in the 33 left-behind classifications in order to  
restore horizontal salary relationships between  
ALL S10 Supervisors

## Proposal 2:

CAPS-UAW requests that CalHR initiate a fact-finding hearing to make a determination of comparability between the 33 supervisory scientific classifications not covered by Pay Letter 14-17, and the S10 supervisory scientific classes that were covered and received Special Salary Adjustments

## STAFFING RATIOS

- As it currently stands, there is no maximum number of direct reports a State Scientist Supervisor can be assigned. This means several supervisors have reported to CAPS-UAW they've been assigned FORTY (40) or more direct reports
- This leads to supervisors being overworked
- Being overworked can quickly lead to stress
- Stress can quickly lead to burnout
- And burnout can quickly lead to injury and retention issues



### Proposal 3:

Establish a cap on the number of direct reports an S10 Supervisor can supervise, utilizing peer-reviewed research and established best-practices

## Proposal 4:

Increase the number of EAP sessions available to S10 Supervisors from three per year, to 12 per year, to help those who need it better manage their stress and other mental difficulties