



**CAPS-UAW Excluded Employee Proposals (June 2024)**

**1. Special Salary Adjustments**

- a. Effective July 1, 2023, employees in the following S10/M10 classifications shall receive SSAs as follows:

<b>Class Code</b>	<b>Classification</b>	<b>SSA</b>
7942	STAFF TOXICOLOGIST (SUPERVISOR)	5.00%
7943	SENIOR TOXICOLOGIST	5.00%
7944	SUPERVISING TOXICOLOGIST	5.00%
7859	RESEARCH SPECIALIST IV -VARIOUS STUDIES-	5.00%
7945	SUPERVISING TOXICOLOGIST (MANAGERIAL)	5.00%
5661	RESEARCH SCIENTIST MANAGER (CHEMICAL SERVICES)	16.75%
5662	RESEARCH SCIENTIST MANAGER (EPIDEMIOLOGY/BIOSTATISTICS)	16.75%
5667	RESEARCH SCIENTIST MANAGER (FOOD AND DRUG SCIENCES)	16.75%
5669	RESEARCH SCIENTIST MANAGER (MICROBIOLOGICAL SCIENCES)	16.75%
5670	RESEARCH SCIENTIST MANAGER (PHYSICAL/ENGINEERING SCIENCES)	16.75%
5671	RESEARCH SCIENTIST MANAGER (SOCIAL/BEHAVIORAL SCIENCES)	16.75%
5675	RESEARCH SCIENTIST MANAGER (VETERINARY SCIENCES)	16.75%
5638	RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES)	19.02%
5644	RESEARCH SCIENTIST SUPERVISOR I (FOOD AND DRUG SCIENCES)	19.02%
5645	RESEARCH SCIENTIST SUPERVISOR I (MICROBIOLOGICAL SCIENCES)	19.02%
5646	RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEERING SCIENCES)	19.02%
5647	RESEARCH SCIENTIST SUPERVISOR I (SOCIAL/BEHAVIORAL SCIENCES)	19.02%
5649	RESEARCH SCIENTIST SUPERVISOR I (VETERINARY SCIENCES)	19.02%
5643	RESEARCH SCIENTIST SUPERVISOR I (EPIDEMIOLOGY/BIOSTATISTICS)	19.02%
5650	RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES)	19.02%
5651	RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIOSTATISTICS)	19.02%
5652	RESEARCH SCIENTIST SUPERVISOR II (FOOD AND DRUG SCIENCES)	19.02%
5654	RESEARCH SCIENTIST SUPERVISOR II (MICROBIOLOGICAL SCIENCES)	19.02%
5655	RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEERING SCIENCES)	19.02%
5656	RESEARCH SCIENTIST SUPERVISOR II (SOCIAL/BEHAVIORAL SCIENCES)	19.02%
5660	RESEARCH SCIENTIST SUPERVISOR II (VETERINARY SCIENCES)	19.02%
7947	EXAMINER III LABORATORY FIELD SERVICES	22.74%

3801	SUPERVISING HEALTH PHYSICIST	26.10%
0174	MANAGING VETERINARIAN (GENERAL)	26.38%
0178	MANAGING VETERINARIAN (MEAT INSPECTION)	26.38%
7758	CHIEF, LABORATORY FIELD SERVICES BRANCH	27.86%
0175	SUPERVISING VETERINARIAN (GENERAL)	28.11%
0179	SUPERVISING VETERINARIAN (MEAT INSPECTION)	28.11%
0100	PRINCIPAL STATE METEOROLOGIST	30.32%
7962	SUPERVISING PUBLIC HEALTH BIOLOGIST	31.37%
7563	SUPERVISOR, CULTURAL RESOURCES PROGRAM	31.54%
3802	SENIOR HEALTH PHYSICIST	33.76%
8044	CHIEF BRANCH PUBLIC HEALTH LABORATORY	34.06%
7951	PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR	35.02%
7952	PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR (VIROLOGY)	35.02%
0546	SENIOR ECONOMIC ENTOMOLOGIST (SUPERVISOR)	38.13%
2795	SENIOR STATE ARCHEOLOGIST	44.56%
2799	STATE HISTORIAN III	44.56%
8070	SUPERVISING CHEMIST	47.64%
1919	FISH AND WILDLIFE INTERPRETER III	51.76%
3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	52.40%
0525	SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)	58.17%
0509	SENIOR PLANT NEMATOLOGIST (SUPERVISOR)	58.17%
1220	SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SUPERVISOR)	58.17%
0486	SENIOR PLANT TAXONOMIST	58.17%
0498	SENIOR SEED BOTANIST (SUPERVISOR)	58.17%

- b. Effective July 1, 2024, all employees in S10/M10 classifications shall receive a 15% GSI. The 15% GSI shall be in addition to the SSAs listed above.

## **2. Longevity differential**

Effective July 1, 2024, all S10/M10 employees who meet the service criteria listed below will be eligible for a longevity pay differential based on the following schedule:

- a. Employees with 17 years of state service will be eligible to receive two (2) percent of base salary. This amount shall be subject to retirement contributions.
- b. Employees with 18 years of state service will be eligible to receive three (3) percent of base salary. This amount shall be subject to retirement contributions.

- c. Employees with 19 years of state service will be eligible to receive four (4) percent of base salary. This amount shall be subject to retirement contributions.
- d. Employees with 20 or more years of state service will be eligible to receive five and one half (5.5) percent of base salary. This amount shall be subject to retirement contributions.
- e. The above percentages are non-cumulative; i.e. an employee who has 19 years of state service is only eligible for four (4) percent, not the cumulative total of 17, 18 and 19 years.

**3. Geographic Pay**

- a. Effective July 1, 2024, all S10/M10 employees whose worksite is located in Alameda, Contra Costa, Marin, San Mateo, San Francisco or Santa Clara counties shall receive a differential equal to two pay steps. This differential shall not be considered as compensation for purposes of retirement contributions. Employees on IDL shall continue to receive this differential.
- b. Effective July 1, 2024, all S10/M10 employees whose worksite is located in Santa Barbara, Napa, Monterey, Santa Cruz, Ventura, San Diego, Orange, San Luis Obispo, Los Angeles, San Benito, and Sonoma counties shall receive a differential equal to one and a half pay steps. This differential shall not be considered as compensation for purposes of retirement contributions. Employees on IDL shall continue to receive this differential.
- c. In the event a worksite is relocated from the counties listed above this differential shall cease at the end of the month the relocation occurs.

**4. Cap on Direct Reports of Rank-and-File Staff for S10 Supervisors**

- a. Effective December 31, 2024, an S10 supervisor shall not have more than 10 rank-and-file direct reports at any one time.

**5. Increased Employee Assistance Program (EAP) Sessions**

- a. S10/M10 employees shall be authorized up to twelve (12) EAP sessions per calendar year.
- b. In an effort to keep records concerning an employee's referral and/or treatment for substance-use disorder or stress-related problems confidential, such records shall not be included in an employee's personnel file.

**6. S10/M10 Optional Assigned Cubicles/Workspaces**

Recognizing the unique needs of supervisory staff, S10/M10 employees shall be permitted, at their option, of having dedicated cubicles/workspaces at their assigned office locations. This is intended to eliminate the need to reserve a workspace on an ad hoc basis.