

CAPS-UAW Excluded Employee Proposals (October 7, 2024)

1. Special Salary Adjustments

- a. Effective July 1, 2024, employees in the following S10/M10 classifications shall receive SSAs as follows:

Class Code	Classification	SSA
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%

Class Code	Classification	SSA
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 3% GSI.

2. Longevity Pay Differential

Effective July 1, 2024:

17 years of state service 2% of base salary

18 years or more of state service 3% of base salary

Effective July 1, 2025:

- 17 years of state service 2% of base salary
- 18 years of state service 3% of base salary
- 19 years or more of state service 4% of base salary

Effective July 1, 2026:

- 17 years of state service 2% of base salary
- 18 years of state service 3% of base salary
- 19 years of state service 4% of base salary
- 20 or more years of state service 5.5% of base salary

All time spent in state service shall count, as long as the employee is in a BU 10 classification at the time of eligibility for the pay differential.

The above percentages are non-cumulative; i.e., an employee who has been in state service for twenty (20) years is eligible for a pay differential of five and one-half percent (5.5%) above base salary, not the cumulative total of years 17, 18, 19 and 20 years.

This pay differential shall be considered compensation for the purposes of retirement.

3. Geographic Pay

- a. Employees whose designated reporting office is located in Alameda, Contra Costa, Marin, San Mateo, San Francisco, or Santa Clara County receive a monthly \$250 differential.
- b. Employees on IDL shall continue this differential.
- c. The differential is subject to an employee working a qualifying pay period.
- d. This differential shall not be considered compensation for the purposes of retirement contributions.
- e. In the event the designated reporting office is relocated out of one of the counties listed above, this differential shall cease at the end of the month the relocation occurs.
- f. If an employee transfers out of the designated reporting office located in one of the counties listed above, the differential shall cease at the end of the month the transfer 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. Beginning January 1, 2025 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.

7. Dental Insurance

Provide PPO dental insurance plans other than the current provider (Delta Dental). Improve and expand Delta Dental's network of dental care providers through constructive engagement with Delta Dental, especially in California, especially rural areas.

8. Safety Footwear

Reimbursement for fireline safety footwear for CalFIRE and State Parks employees who are fireline qualified.

9. Fire Mission Pay Differential

A one step pay increase during fire season for fireline workers as CalFIRE.

10. Bilingual Pay Differential

A pay differential of \$200 per month for employees whose work requires them to use their bilingual skills.

11. Night Shift Pay Differential

A pay differential of \$1.50 per hour of work during a night shift. A night shift is any shift with 4 or more hours worked between 6pm and 6am.