

# Salaries Explainer

The Salaries section in our total tentative agreement guarantees every Rank and File Scientist three raises via [Special Salary Adjustments \(SSAs\)](#) in July 2024, July 2025, and July 2026. All Rank and File State Scientist will receive an SSA, including those at the maximum (or “top”) of their range and those not at the maximum of their respective ranges. This is in addition to the [Merit Salary Adjustments \(MSAs\)](#) for those who are eligible to receive them.

For more information on the SSAs and Salary Scales, check out this [Total Tentative Agreement SSAs and Salary Scales spreadsheet](#).

## Special Salary Adjustments (SSAs)

An SSA is a raise that only applies to a specific classification or subset of employees within a bargaining unit. The Salaries section in our total tentative agreement contain SSAs for everyone in the bargaining unit. There are two types of SSAs in the Salaries section: “top-step SSAs” for Scientists who are at the maximum of their respective range, and “non-top-step SSAs” for Scientists who are not at the top of their range. The minimum salaries for every classification will be raised by the same amount as the non-top step SSAs.

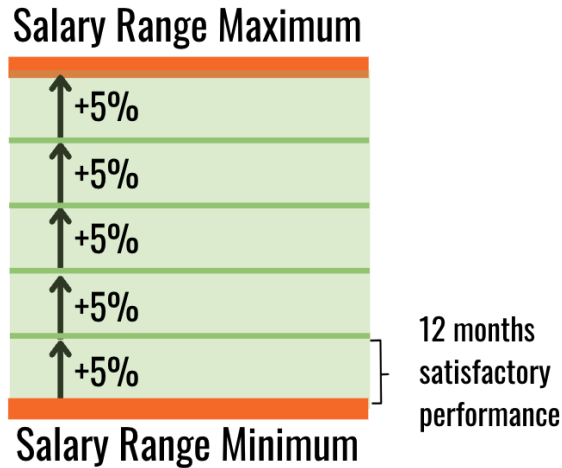
### What does “top of the range” mean?

Some classifications, such as the Environmental Scientist class, have multiple ranges: A, B, and C. Other classifications, such as Pest Prevention Assistant III, only have one range.

<b>Classification</b>	<b>Range</b>
ENVIRONMENTAL SCIENTIST	A
ENVIRONMENTAL SCIENTIST	B
ENVIRONMENTAL SCIENTIST	C
PEST PREVENTION ASSISTANT III (VARIOUS PROJECTS)	

## Merit Salary Adjustments (MSAs)

The 5% salary increase that Scientists earn every 12 months of satisfactory service. Scientists are eligible for the 5% annual MSA until they reach the maximum salary for their classification, at that time they are at “top-step” of the salary range for their entire classification.



## Scenarios of a typical Scientist:

*\*Please note that these scenarios are meant to be examples of the different types of SSAs and do not include all possible situations and differentials that these hypothetical scientists may qualify for receiving.*

Ann Seal is an Environmental Scientist with an anniversary date of December 1. Ann is not at the top of the Range C and therefore is eligible for merit salary adjustments. Ann's current salary is \$7,380. Ann's salary would increase:

- Retroactive to July 1, 2024: to \$7,601/month (3% SSA in 2024)
- On December 1, 2024: to \$7,981/month (5% MSA)
- On July 1, 2025: to \$8,221/month (3% SSA in 2025)
- On December 1, 2025: to \$8,632/month (5% MSA)
- On July 1, 2026: to \$8,891/month (3% SSA in 2026)
- December 1, 2026: to \$9,335/month (5% MSA)

**Over the term of the contract, Ann's salary would increase by more than 26%.**

Peter Falcon is a Senior Environmental Scientist (Specialist) at the California Department of Water Resources with 9 years of State Service. Peter is at the top of the salary range and therefore is not eligible for merit salary adjustments. Peter's current salary is \$9,126. Peter's salary would increase:

- Retroactive to July 1, 2024: to \$10,221/month (12% SSA in 2024)
- On July 1, 2025: to \$10,732/month (5% SSA in 2025)
- On July 1, 2026: to \$11,269/month (5% SSA in 2026)

**Over the term of the contract, Peter's salary would increase by more than 23%.**

Mary Cricket is a Research Scientist III (Epidemiology/Biostatistics) at the California Office of Environmental Health Hazard Assessment with 14 years of State Service. Mary is at the top of their salary range, and their classification does not include any alternate ranges and therefore is not eligible for merit salary adjustments. Mary is currently making \$9,777/month. If the total tentative agreement is ratified, Mary’s salary would increase:

- Retroactive to July 1, 2024: to \$10,364/month (6% SSA in 2024)
- On July 1, 2025: to \$10,778/month (4% SSA in 2025)
- On July 1, 2026: to \$11,317/month (5% SSA in 2026)

**Over the term of the contract, Mary’s salary would increase by more than 16%.**

Riley Otter is a Senior Insect Biosystematist (Specialist) 22 years of State Service. Riley is at the top of Range A, currently making \$8,692/month. This classification is subject to Alternate Range Criteria, therefore they are ineligible to receive merit salary adjustments at the top of range A, unless specific circumstances arise. If the total tentative agreement is ratified, Riley would receive salary increases according to the example below:

- Retroactive to July 1, 2024: to \$9,735/month (12% SSA in 2024)
- On July 1, 2025: to \$10,222/month (5% SSA in 2025)
- On July 1, 2026: to \$10,733/month (5% SSA in 2026)

**Over the term of the contract, Riley’s salary would increase by more than 23%.**

## Longevity Pay Differential Explainer

The Longevity Pay Differential in the total tentative agreement would provide a monthly differential to rank-and-file State Scientists with 17 years of experience, or more. The differential is phased in over time. Effective July 1, 2024, State Scientists with 17 years of State Service will receive a 2% differential, and State Scientists with 18 years or more of State Service will receive a 3% differential. Starting July 1, 2025, State Scientists with 19 years or more of State Service will receive a 4% differential, and starting July 1, 2026, State Scientists with 20 years or more of State Service will receive a 5.5% differential.

	<b>17 years of State Service</b>	<b>18 years or more of State Service</b>	<b>19 years or more of State Service</b>	<b>20 years or more of State Service</b>
<b>Effective July 1, 2024</b>	2%	3%		
<b>Effective July 1, 2025</b>	2%	3%	4%	

<b>Effective July 1, 2026</b>	2%	3%	4%	5.5%
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## Scenario of a typical Scientist:

*\*Please note that these scenarios are meant to be examples of Longevity Pay and do not include all possible situations and differentials that these hypothetical scientists may qualify for receiving.*

David Murrelet is a Veterinarian (Meat Inspection) at the California Department of Food and Agriculture with 23 years of State Service. David is at the top of their salary range, and is not eligible for merit salary adjustments. David is currently making \$10,513/month. If the total tentative agree is ratified, David's monthly income would increase:

- Retroactive to July 1, 2024: to \$12,128/month (12% SSA and 3% Longevity Pay in 2024)
- On July 1, 2025: to \$12,858/month (5% SSA and 4% Longevity Pay in 2025)
- On July 1, 2026: to \$13,695/month (5% SSA and 5.5% Longevity Pay in 2026)

**Over the term of the contract, David's salary would increase by more than 30.2%.**

Dana Dudleya is an Associate Toxicologist at DTSC, with 19 years of State Service. Dana is at the top of their salary range, and is not eligible for merit salary adjustments. Dana is currently making \$8,889/month. Dana's anniversary date is December 1. If the total tentative agreement is ratified, Sally's monthly income would increase:

- Retroactive to July 1, 2024: to \$9,705/month (6% SSA and 3% Longevity Pay in 2024)
- December 1, 2024: Dana reaches 20 year of State Service
- On July 1, 2025: to \$10,191/month (4% SSA and 4% Longevity Pay in 2025)
- On July 1, 2026: to \$10,855/month (5% SSA and 5.5% Longevity Pay in 2026)

**Over the term of the contract, Dana's salary would increase by more than 22%.**