

Supervisory State Scientist and Supervisory State Engineer Salary Relationships

Last Updated: January 25, 2017

Background: In 2004, the pay difference between state scientist and state engineer salaries was approximately 5%. Five consecutive annual formula-based salary increases for only state engineers resulted in a discrepancy that began in 2005 and grew to 39% by 2015. In 2008, CAPS prevailed on the Like Pay for Like Work (LPLW) case. The legal ruling corrected the discrepancy for state scientific supervisors with engineering-equivalent classes. These classes received a one-time pay increase of between 18% and 43% in July of 2014.

Issue: The salary increase that clearly corrects the discrepancy between state scientific and state engineering professionals has not been applied across the board between supervisory and rank and file classes. Not only does this continue to affect the relationship between state scientists and state engineers at the rank and file level, but also the relationships among supervisory classes.

Resolution: Re-establish salary equivalency between state scientific and state engineering professionals at the rank and file level.

