

CAPS PROPOSAL

March 10, 2011

Article 17.3 Salary Survey

In the six months prior to the expiration of this contract, DPA and CAPS will jointly survey benchmark classifications that are appropriate to compare with classifications in other jurisdictions. This survey shall use classification matches based upon minimum education requirements for the class. The studies shall evaluate salary lags, if any. This information shall be considered when making salary recommendations for Unit 10 classifications. ~~the salaries for the comparable classes listed and take into consideration the information contained in these reports, prior to making salary recommendations to DPA for these employees.~~

~~This labor/management committee will have three members from CAPS and DPA. These members will serve on this committee with no loss in compensation.~~

A. CAPS and DPA agree to base the evaluation on the following classes: 1) Environmental Scientist, Range C, to represent all unit 10 classifications requiring a Bachelor's Degree, 2) Associate Toxicologist, Range B, representing all unit 10 classifications requiring a Master's Degree, and 3) Staff Toxicologist representing all unit 10 classifications requiring a PhD or DVM. Classification and public sector employer matches for each benchmark unit 10 class are as follows:

1. Environmental Scientist Range C:

- i. Sacramento County - Environmental Specialist
- ii. San Bernardino County - Ecological Resource Specialist
- iii. City and County of San Francisco - Biologist II
- iv. City of Los Angeles - Environmental Specialist II
- v. UC Lawrence Berkeley Labs - Environmental Scientist
- vi. Federal Government - GS11, Separate Salary Ranges for Sacramento, Bay and Los Angeles Area Salary Schedules
- vii. Metropolitan Water District of Southern California - Environmental Specialist

2. Associate Toxicologist Range B:

- i. Federal Government - GS 13, Separate Salary Ranges for Sacramento, Bay and Los Angeles Area Salary Schedules
- ii. State of Washington - Toxicologist 2
- iii. State of New York - Research Scientist 5
- iv. State of Massachusetts - Research Scientist 2

3. Staff Toxicologist:

- i. University of California - Research Professor levels I - V

3/17/11
2:19pm
DPA
Sam Manwiler

CAPS
3-17-11

CAPS
3:51pm
3/10/11

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- ii. Federal Government – GS 14, Separate Salary Ranges for Sacramento, Bay and Los Angeles Area Salary Schedules
- iii. State of Washington – Toxicologist 3
- iv. State of New York – Research Scientist 6
- v. State of New Jersey – Research Scientist 1
- vi. State of Connecticut – Toxicologist

B. A simple average of the top step salaries shall be calculated to determine the salary lag for each salary survey conducted.

~~This committee will agree on the methodology, benchmark classes in California cities and counties, UC, CSU, the federal government, and the private sector for the classes of:~~

~~Environmental Scientist/Biologist~~

~~Chemist~~

~~Geologist~~

~~Research Scientist~~

~~Industrial Hygienist~~

~~Health Physicist~~

CAPS

DPA

3/17/11
2:15 pm
