

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

OFFICE OF THE DIRECTOR  
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SACRAMENTO, CA 95814-7243



June 27, 2008

Christopher J. Voight  
Staff Director  
California Association of Professional Scientists  
660 J Street, Suite 480  
Sacramento, CA 95814

Re: Scientist Supervisors Pay – Hearing Decision

Dear Mr. Voight,

The Department of Personnel Administration (DPA) received the California Association of Professional Scientists' (CAPS) May 2, 2008 letter outlining issues and points of clarification in the Director's Decision sent to you on April 28, 2008 regarding salary adjustments for State supervisor scientific classifications ("April 28 Decision").

**Funding the Recommendations**

Although CAPS stated appropriations are contained in the 9800 item of the State budget, DPA is not aware of any money the Department of Finance (DOF) has identified for this pay adjustment. As you know, when funds are unavailable for salary adjustments, expenditures must be approved by the Legislature.

**Three Potential Errors****CAPS has identified three "errors" in the April 28 Decision:**

Senior Industrial Hygienist: The comparator class identified on Page 21 of the decision cited "pay the same as the Senior Engineering Geologist". This was a clerical error.

The April 28 Decision is to compare the Senior Industrial Hygienist to the Senior Safety Engineer.

Environmental Program Manager I (Supervisory): The comparator class identified on Page 21 of the decision cited "pay the same as the Senior Engineering Geologist, Senior Engineer Water Resources, Senior Water Resources Control Engineer. This was a clerical error.

The April 28 Decision is to compare the Environmental Program Manager I (Supervisory) to the Supervisory Engineering Geologist, Supervisory Engineer, Water Resources and Supervisory Water Resources Control Engineer.

Energy Commission Supervisor II (Forecasting)  
Energy Commission Supervisor II (Technology Evaluation and Development)  
Energy Commission Supervisor II (Efficiency):

After a reexamination of the record, DPA has concluded the Electric Generation System Specialist III class is the more appropriate comparator class for the Energy Commission Supervisor II classes.

In CAPS' original claim dated November 3, 2006, the comparator class identified was the Electric Generation System Specialist II. In a subsequent letter dated May 18, 2007, CAPS corrected its initial claim to show the comparator class as the Electric Generation System Specialist III. The hearing testimony, and a comparison of level of supervisory duties and minimum qualifications of the Energy Commission Supervisor II classes and the Electric Generation System Specialist III and the pay history support this change. Therefore, the Energy Commission Supervisor II should be paid at the level of the Electric Generation Specialist III.

#### **Costing of the Director's Decision**

Attached is DPA's cost analysis to implement the April 28 Decision and the corrections addressed in this document.

Please attach this letter to the April 28 Decision as an amendment.

Sincerely,



David A. Gillb  
Director

DAG:lo

Enclosure

Department of Personnel Administration  
 Estimated Costs for paying specified Scientist Unit 10 Supervisor classes  
 comparable to specified Unit 9 Engineering Supervisor classes

CBID	Class Code	Class Title	FTEs	1% GF	1% OF	1% Total	% Increase	Annualized Costs		
								General Fund	Other Fund	Total
S10	3566	S HAZ SUBSTNC S I	29.79	4640	26792	31432	14.53%	\$67,434	\$389,376	\$456,810
S10	3567	S HAZ SUBSTNC S II	13.2	2364	13651	16015	22.92%	\$54,177	\$312,847	\$367,024
S10	0764	SR ENV SCIENTIST	122.77	46034	80361	126395	23.90%	\$1,100,113	\$1,920,454	\$3,020,568
S10	0756	ENV PROG MGR I/SUP	67.41	20599	58032	78631	29.93%	\$616,474	\$1,736,746	\$2,353,221
S10	0752	S I WST MNG SP II	12.82	4	14704	14708	23.74%	\$95	\$349,014	\$349,109
S10	0759	S I WST MNG SP I	30.93	0	31681	31681	23.90%	\$0	\$757,108	\$757,108
S10	4940	EN COM SUP II/E	6.56	0	6708	6708	27.77%	\$0	\$186,259	\$186,259
S10	4058	EN COM SUP II/TE&D	6.54	0	6631	6631	27.77%	\$0	\$184,121	\$184,121
S10	4599	EN COM SUP III/F	4.05	0	4130	4130	27.77%	\$0	\$114,677	\$114,677
S10	3062	LND&WTR USE P MGR	2.78	326	2878	3204	28.49%	\$9,286	\$81,981	\$91,267
S10	3081	SR LND&WTR USE S	10.73	1368	10502	11870	22.88%	\$31,306	\$240,331	\$271,636
S10	3749	SR SEISMOLOGIST	5.01	153	5249	5402	32.15%	\$4,919	\$168,751	\$173,670
S10	3852	SR IND HYGIENIST	19.31	5997	15682	21679	22.67%	\$135,975	\$355,570	\$491,545
			331.9			358486		\$2,019,779	\$6,797,235	\$8,817,014

Information pulled from the April 2008 SCO Table 183.  
 No FTEs for Class Code 3932 on the April 2008 SCO Table 183.  
 % Increase determined by Legal and CCD.  
 On average, the % increase for the above classes is 21.19%.

Class Code	ClassTitle	Max Salary	New Salary	% Increase	Engineering Class	Current Salary	New Difference
3566	S HAZ SUBSTNC S I	6578	7534	14.53%	S HAZ SUBSTNC ENG I	7534	Same
3567	S HAZ SUBSTNC S II	7575	9311	22.92%	S HAZ SUBSTNC ENG II	9311	Same
0764	SR ENV SCIENTIST	6578	8150	23.90%	SR ENG GEO & SR ENG, WTR	8965	10% less
0756	ENV PROG MGR I/SUP	7575	9842	29.93%	S ENG GEO & S ENG, WTR RES	9842	Same
0752	S I WST MNG SP II	7575	9373	23.74%	SR WASTE MGMT ENG	9842	5% less
0759	S I WST MNG SP I	6578	8150	23.90%	S WASTE MGMT ENG	8965	10% less
4940	EN COM SUP II/E	6409	8189	27.77%	ELEC GEN SYS SPEC III	8598	5% less
4058	EN COM SUP II/TE&D	6409	8189	27.77%	ELEC GEN SYS SPEC III	8598	5% less
4599	EN COM SUP II/F	6409	8189	27.77%	ELEC GEN SYS SPEC III	8598	5% less
3062	LND&WTR USE P MGR	7295	9373	28.49%	S ENG GEO & S ENG, WTR RES	9842	5% less
3081	SR LND&WTR USE S	6948	8538	22.88%	SR ENG GEO	8965	5% less
3749	SR SEISMOLOGIST	6784	8965	32.15%	SR ENG GEO	8965	Same
3852	SR IND HYGIENIST	7308	8965	22.67%	SR ENG GEO	8965	Same