

CAPS Proposal
October 31, 2008

17.3 Salary Survey

~~In the six months prior to the expiration of this contract, DPA and CAPS will jointly survey 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. 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~~

In the six months prior to the expiration of this contract, DPA and CAPS will jointly survey the salaries for the comparable classes listed below and take into consideration the information contained in these reports during the course of salary negotiations.

The state's scientific work force shall be represented in the survey by the classifications listed below. This joint survey will be performed by a labor/management committee. It will have three members each from CAPS and DPA. Committee members will serve with no loss in compensation. This committee will agree on survey methodology and the benchmark classes to be surveyed from the most appropriate employers. These shall include California cities and counties, the University of California, the California State University System, the federal government, California water districts, other highly populated states and private sector organizations that compete with the state of California's for scientific talent.

Environmental Scientist

Associate Toxicologist

Staff Toxicologist