

CAPS Proposal October 31, 2008

2.1 Salary Parity for Unit 10 (New)

- A. It shall be the policy of the state of California to pay state scientists competitive salaries in order to recruit and retain high quality scientists. By July 1, 2011, all employees in Unit 10 classifications shall be paid no less than the average salary received by their counterparts at other public and private sector employers deemed appropriate matches by CAPS and the Department of Personnel Administration (DPA) as reflected by the most recent joint CAPS/DPA survey dated March 2008. The determination of the average comparable salary shall be based upon the Unit 10 benchmark classes of Chemist, Industrial Hygienist, Health Physicist, and Research Scientist IV (Epidemiology/Biostatistics). The agencies and classifications to which state scientist classifications are compared may be changed only upon agreement between DPA and CAPS.
- B. The calculation of the salary lead or lag for Unit 10 employees shall be based upon the average salaries of employees in the classification in those surveyed jurisdictions.
- C. All steps in each salary range shall be increased by the same percentage. The salary for intermediate classifications in ranges between the entry and supervisory levels shall be based on prorating or interpolating the salaries.
- D. All salary increases shall be rounded to the nearest dollar. In no event shall salaries be reduced as a result of this provision. DPA and CAPS may negotiate salaries above the minimum level on any general, regional, specialty, classification, department, or other basis they choose to agree upon.
- E. Salaries for Unit 10 employees shall be increased as appropriate to correspond to the timing of the salaries received by public agency employees included in the survey, with adjustments in the Unit 10 salaries occurring no less than once every 12 months, as follows:
1. Effective July 1, 2008, the salary increase for all Unit 10 employees shall be no less than 33% of the lag calculated from the March 2008 survey.
 2. Effective July 1, 2009, the salary increase for all Unit 10 employees shall be no less than 66% of the lag calculated from the survey dated January 2009 or later.
 3. Effective July 1, 2010, the salary increase for all Unit 10 employees shall be no less than 100% of the lag calculated from the survey dated January 2010 or later.
 4. Effective July 1, 2011, and thereafter, the salaries for all Unit 10 employees shall be such that any lag calculated from the January 2011 or later DPA/CAPS survey shall be entirely eliminated.
- F. Notwithstanding the above, employees in a limited number of Unit 10 classifications have been proven to be performing work equivalent to a classification in state Bargaining Unit 9, engineering. These Unit 10 employees shall receive the same percentage increases as in Section E above, except that the classifications against

which the salary comparisons will be drawn shall be for the equivalent Unit 9 classification. The Unit 10 classifications covered by this section, and the equivalent Unit 9 classifications, are as follows:

(Unit 10 Classes Here)

(Equivalent Unit 9 Classes Here)

CAPS

DPA