

CAPS BARGAINING PROPOSAL SUMMARY OCTOBER 31, 2008

2.1 Salaries would eliminate the Unit 10 salary lags over four years, using a formula driven by a salary survey done jointly by CAPS and DPA, with the baseline being the March 2008 survey. Unit 10 classes doing work equivalent to classes in Unit 9 will receive annual adjustments to achieve parity with those classes. **Appendix A** lists the equivalent Unit 10 and Unit 9 classes, and the current top step salary for each.

5.1 Health Benefits would revert the formula for employer contribution from 80/80 to 85/80; and eliminate the two-year vesting schedule for new employees.

5.7 FlexElect would establish the cash option at 75% of the employer contribution for those who opt out of health and dental.

5.11 AD&D would add archaeologists at Forestry and Fire Protection to the \$50k AD&D benefit

6.1 Bus and Travel increase reimbursement amounts for meals and lodging. It also increases the number of counties where the higher lodging rate can be claimed.

6.4 Uniform Replacement Allowance proposal would increase the amount and add employees at corrections and toxics to those who qualify.

7.6 Duty Officer-DTSC would improve the call back policy that applies to DTSC emergency response duty officers

7.8 On-Call policy would adjust the Unit 10 program to that of Unit 7.

15.8 Prof Society Dues would increase the optional ceiling to \$300, from \$100.

17.3 Salary Survey would redefine the CAPS/DPA survey to use Environmental Scientist, Research Scientist III, Associate Toxicologist and Staff Toxicologist as the Unit 10 benchmark classes, in the mold of the IBB process.

19.6 Transportation Incentives would increase the transit pass allotment and allow a \$20 subsidy to those who commute on a bike.

Alternate Retirement Program (New) would end the two year enrollment in the ARP program effective January 1, 2009.

CF Designation (New) would add the Correctional Facility designation to specified unit 10 classes, make them Range B classes, and thus automatically provide the one step increase.

Educational Incentive (New) would award a \$200 or \$300 bonus to scientists when they obtain a masters or doctorate not required by their classification.

Fire Mission Pay (New) would grant a two step increase to certain Unit 10 classes exposed to fire danger.

Fish and Game Transfer (New) would convert all DFG biologists to the Environmental Scientist classification.

Geographic Pay Differential (New) would establish a two step differential for Unit 10 employees who work in 16 counties.

Longevity Bonus (New) would add a salary incentive for scientists beginning with 18 years of state service.

Rollovers (New) would approve several articles and sections without changes.

Safety Retirement (New) would extend safety retirement to several Unit 10 classes.