



## **CAPS Supervisory Committee Proposals Meet & Confer: June 24, 2019**

### **Competitive Compensation Package:**

#### *Balance Salary Levels for all S10 Classes*

Increase salary levels for all Supervisory classifications that were not included in the August 20, 2014 Pay Letter based upon current Like Pay for Like Work salary comparisons.

#### *Honor Like Pay for Like Work Ruling*

Ensure that the classifications listed in the August 20, 2014 Pay Letter that perform like work remain equal in salary.

#### *Correct 2015 Like Pay for Like Work Discrepancy*

On July 7, 2015, Pay Letter 15-15 provided a 3.3% General Salary Increase for S09 classifications and a 2.5% General Salary Increase for S10 classifications. This skewed the Like Pay for Like Work relationship between S09 and S10 classifications contained in the August 20, 2014 Pay Letter. This 0.8% should be corrected for all LPLW S10 classes with the 2018 General Salary Increase to be provided.

#### *Geographic Pay Differential for High Cost Areas*

California is recognized by the Federal Government as a region with the most Locality Pay Differentials per county for any one State across the nation. High cost areas, especially counties in the Bay Area and in Southern California should be compensated with at least a 5% differential on top of base salary.

#### *Longevity Pay*

To aid in California's succession planning goals – provide supervisory scientist employees who have 21 or more years of state service with a 3% longevity pay differential.

### **Leave Programs and Benefits Adjustments:**

#### *Voluntary Personal Leave Program (VPLP)*

For the purposes of taking time off for medical issues or family care while maintaining and preserving health care benefits, all CAPS supervisors shall have the ability to elect three days per month and ability to change enrollment status on a quarterly basis, consistent with Rank and File. Currently S10 designated scientists are limited to two VPLP days per month and annual modifications once enrolled.

According to HR Manual Section 2114, "VPLP was implemented to serve as a cost savings tool that would also permit employees to have more time for personal pursuits." Additionally,

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Government Code 19996.3 states that regulations “shall ensure that the program for employee’s subject to this section is generally equitable and is consistent with the personal leave program provided to employees covered by memoranda of understanding.” Thus, as R10 classes are allowed up to 3 total days of VPLP, so should their Supervisory and Managerial counterparts.

#### *Supervisory Scientist Emergency Response Compensation*

CAPS supervisors are increasingly required to respond to emergencies without additional compensation. CAPS proposes that when a scientist supervisor is required to respond to an emergency involving the establishment of incident command structure (ICS) they shall switch to Work Week Group 2 (WWG2) for the duration of the incident. Unit 10 R&F receive this per CAPS MOU, Section 7.7.

This kind of compensation was enacted for other Emergencies, specifically in Pay Differential 421 regarding the Oroville Dam emergency. Department of Water Resources employees, including S10 and M10, were provided compensation above and beyond their typically compensation in recognition of the nature of the work and the level of hours committed. Many S10 and M10 classification work on emergency situations and have yet to be recognized equitably via compensation.

#### *Increase in Uniform Allowance*

Provide all S10 classifications that are required to wear a uniform as a condition of employment and do not receive such a uniform from the State, a uniform replacement allowance based upon actual costs for an amount to be determined by the State but not to exceed \$670 per year for full-time employees, and not to exceed \$335.00 a year for part-time employees.

#### *Safety Footwear Reimbursement*

Provide all S10 classifications the eligibility to be reimbursed up to \$275 every two years for the purchase of specific safety or protective footwear required to be worn, but not provided by the employer. Unit 10 Rank-and-File classes currently are allowed \$275 every two years for many classifications. From this, it can be deduced that if a Rank-and-File employee needs safety footwear reimbursed due to extensive field work that their supervisor should also be provided the same reimbursement allowance.

### **Professional Development Increases:**

#### *Professional Development Days Increase*

Provide all S10 classifications up to 5 days of Professional Development Days for activities such as, continuing education training, professional association activities, professional development seminars, etc., to promote professional growth, enhance professional goals, and maintain the ability to achieve program goals and objectives.

#### *Professional Conference Reimbursement*

Provide all S10 classification up to \$1,000 per year to cover Professional Conferences that satisfy the requirements for Continuing Education and/or Professional Development. The \$1,000 shall be used to cover the costs for tuition and/or registration fees, course related

books, and training materials, transportation or mileage expenses, toll and parking fees, sustenance expenses, and all other work-related expenses for courses directly related to Continuing Education and/or Professional Development.