

S10 Meet & Confer – June 24, 2019

S10 EMPLOYEES CLASS COUNT SORTED BY MINIMUM QUALIFICATONS AND SALARY RANGES

The classifications in blue font are those classifications that received the Like Pay Like Work salary increases with the August 20, 2014 Pay Letter. Note that all classifications that received the Like Pay Like Work increases only require a Bachelor's degree per their Minimum Qualifications. The classes in black font did not receive the LPLW increases. This list accounts for current S10 classes with incumbents or the recently vacated.

CLASS TITLE	CLASS CODE	ALT RNG	EMP COUNT	EDUCATION LEVEL PER MQs
FISH AND WILDLIFE INTERPRETER III	1919		1	Bachelor's
ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY)	4058		2	Bachelor's
ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	4940		4	Bachelor's
ENERGY COMMISSION SUPERVISOR II (FORECASTING)	4599		0	Bachelor's
SENIOR SEISMOLOGIST	3749		1	Bachelor's
SENIOR HEALTH PHYSICIST	3802		17	Bachelor's
SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)	0764		399	Bachelor's
SUPERVISING CHEMIST	8070		3	Bachelor's
SENIOR STATE ARCHEOLOGIST	2795		6	Bachelor's
STATE HISTORIAN III	2799		2	Bachelor's
SENIOR LAND AND WATER USE SCIENTIST	3081		3	Bachelor's
RESEARCH SPECIALIST II (VARIOUS STUDIES)	7860	A, S	1	Bachelor's + 1 Year Post Grad
PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR (VIROLOGY)	7952		2	Bachelor's + CERT
PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR	7951		0	Bachelor's + CERT
SENIOR INDUSTRIAL HYGIENIST	3852		10	Bachelor's + Certificate
SUPERVISING PUBLIC HEALTH BIOLOGIST	7962		3	Bachelor's
ENERGY RESOURCE SPECIALIST III SUPERVISOR	4813		30	Bachelor's
RESEARCH SPECIALIST III (VARIOUS STUDIES)	7867	A, S	1	Bachelor's + 1 Year Post Grad
SUPERVISOR, CULTURAL RESOURCES PROGRAM	7563		5	Bachelor's
SUPERVISING INDUSTRIAL HYGIENIST	3841		1	Bachelor's + Certificate
ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	0756		190	Bachelor's
LAND AND WATER USE PROGRAM MANAGER I	3062		1	Bachelor's
SUPERVISING HEALTH PHYSICIST	3801		4	Bachelor's
RESEARCH SCIENTIST SUPERVISOR I (EPIDEMIOLOGY/BIOST	5643		23	Master's
RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES	5638		16	Master's
RESEARCH SCIENTIST SUPERVISOR I (MICROBIOLOGICAL S	5645		8	Master's
RESEARCH SCIENTIST SUPERVISOR I (SOCIAL/BEHAVIORAL	5647		4	Master's
RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEER	5646		0	Master's
SENIOR PLANT TAXONOMIST	0486	A-C	1	Master's
SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SUPERVISOR)	1220	A-C	5	Master's

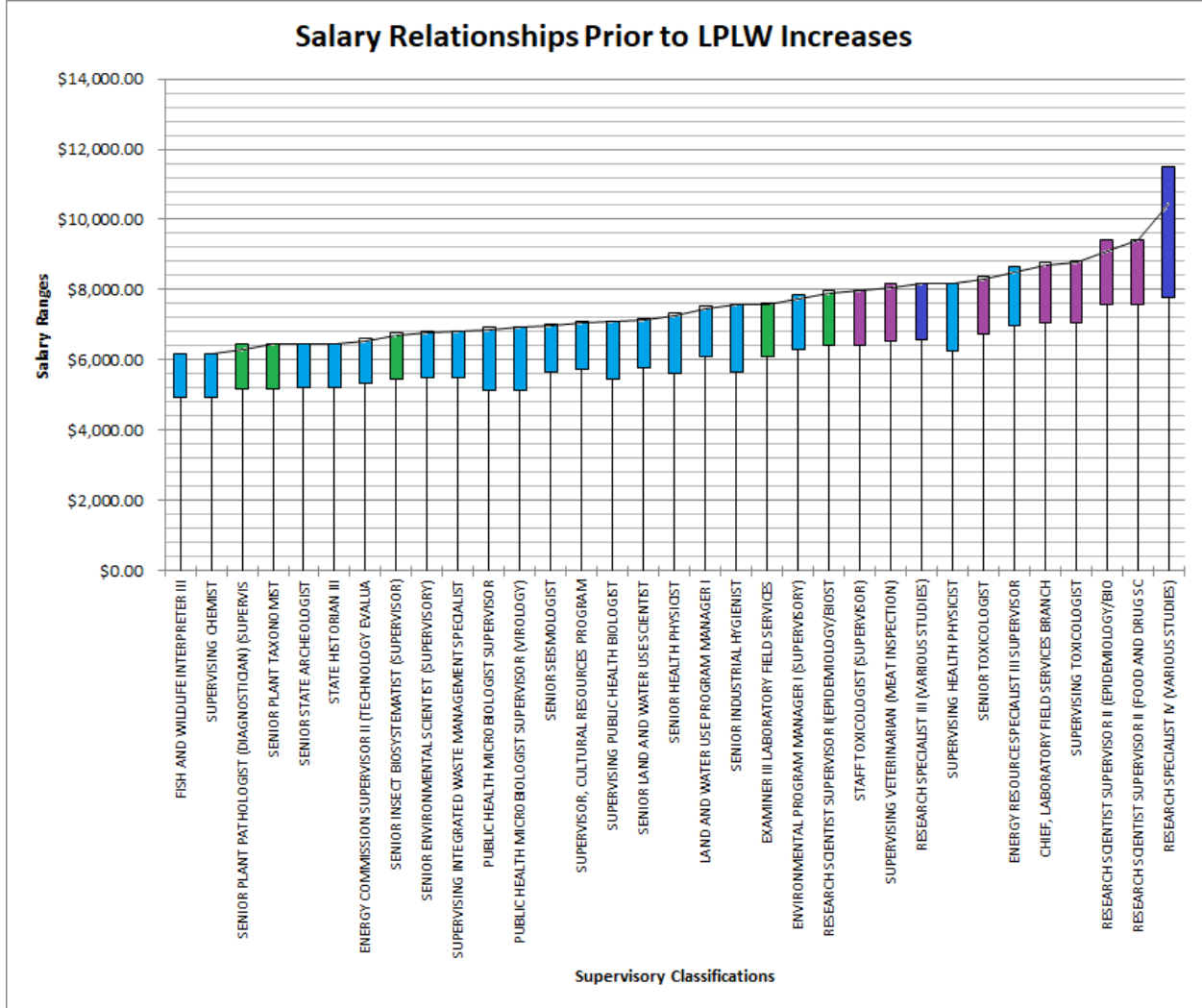
SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)	0525	A-C	0	Master's
RESEARCH SPECIALIST IV (VARIOUS STUDIES)	7859	A-C	3	Bachelor's + 1 Year Post Grad
EXAMINER III LABORATORY FIELD SERVICES	7947		4	Master's + License
CHIEF, LABORATORY FIELD SERVICES BRANCH	7758		1	Master's + License
STAFF TOXICOLOGIST (SUPERVISOR)	7942		1	PhD
SUPERVISING VETERINARIAN (MEAT INSPECTION)	0179		0	PhD
SENIOR TOXICOLOGIST	7943		19	PHD
RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIO	5651		14	PhD
RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCE	5650		8	PhD
RESEARCH SCIENTIST SUPERVISOR II (MICROBIOLOGICAL	5654		8	PhD
RESEARCH SCIENTIST SUPERVISOR II (SOCIAL/BEHAVIORA	5656		3	PhD
RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEE	5655		1	PhD
RESEARCH SCIENTIST SUPERVISOR II (FOOD AND DRUG SC	5652		0	PhD
RESEARCH SCIENTIST SUPERVISOR II (VETERINARY SCIEN	5660		2	PhD
SUPERVISING TOXICOLOGIST	7944		1	PhD
SUPERVISING VETERINARIAN (GENERAL)	0175		6	LICENSE & PhD

The total S10 employee count as of June 15, 2019 is 813. Out of the 813, only 203 scientists are in classes that were not affected by the pay raise in the August 20, 2014 pay letter. This means only 25% of S10 salaries would be provided commensurate increases to address the pay discrepancy. As 80% of scientist positions are funded out of Special Funds, the overall cost to state General Fund is minuscule. The State would see a huge economic return on this investment in their employees via improved morale; improved productivity; and greater ability to recruit and retain highly trained and specialized scientists as supervisors and managers.

SUPERVISORY CLASSIFICATION SALARIES IN UNIT 10 PRIOR TO THE AUGUST 20, 2014 PAY LETTER.

Prior to August 20, 2014 the Supervisory salaries trended in an upward slope due to the minimum qualifications.

Figure 1:



THE AFFECT OF THE LIKE PAY LIKE WORK INCREASES ON RELATIONSHIPS BETWEEN UNIT 10 SUPERVISORY CLASSES

The Pay Letter increases from the Like Pay Like Work affected approximately 75% of the Supervisors at the time of its issue. The Supervisory Classifications no longer have the same trending upward relationship as was present prior to the increases. In Figure 2 you can see the LPLW classifications suddenly had markedly different (higher) salaries in comparison to the other classifications, which visually demonstrates that the former general trend of increasing salaries as degree requirements and experience requirements increase has been markedly affected; and have remained so (Figure 3). Since the LPLW raises, in 2018, two supervisory classifications received Special Salary Adjustments (SSAs) effectively providing commensurate raises to their LPLW colleagues, further skewing the upward trend that should be tied to degree level and experience (Figure 3).

Figure 2:

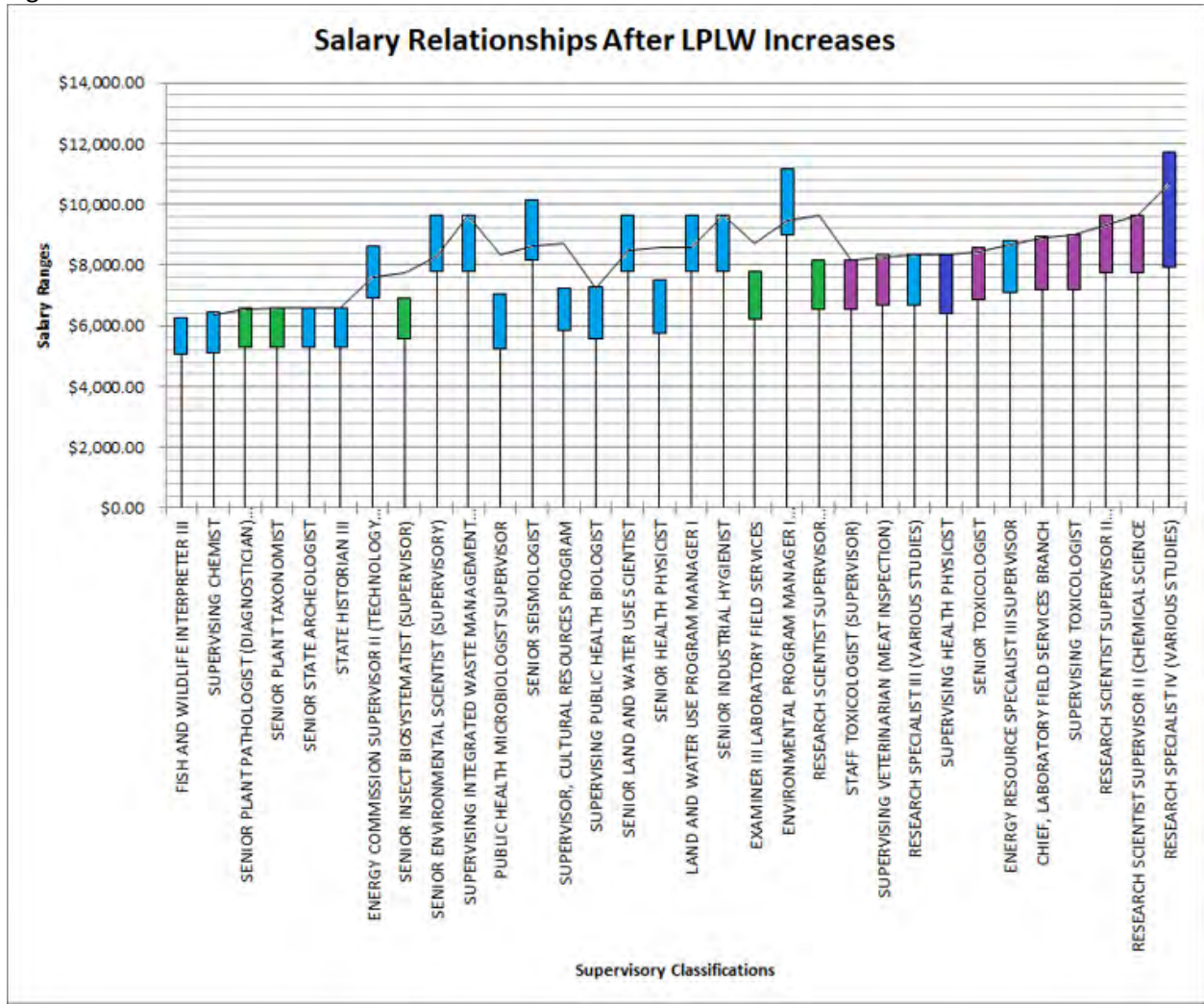
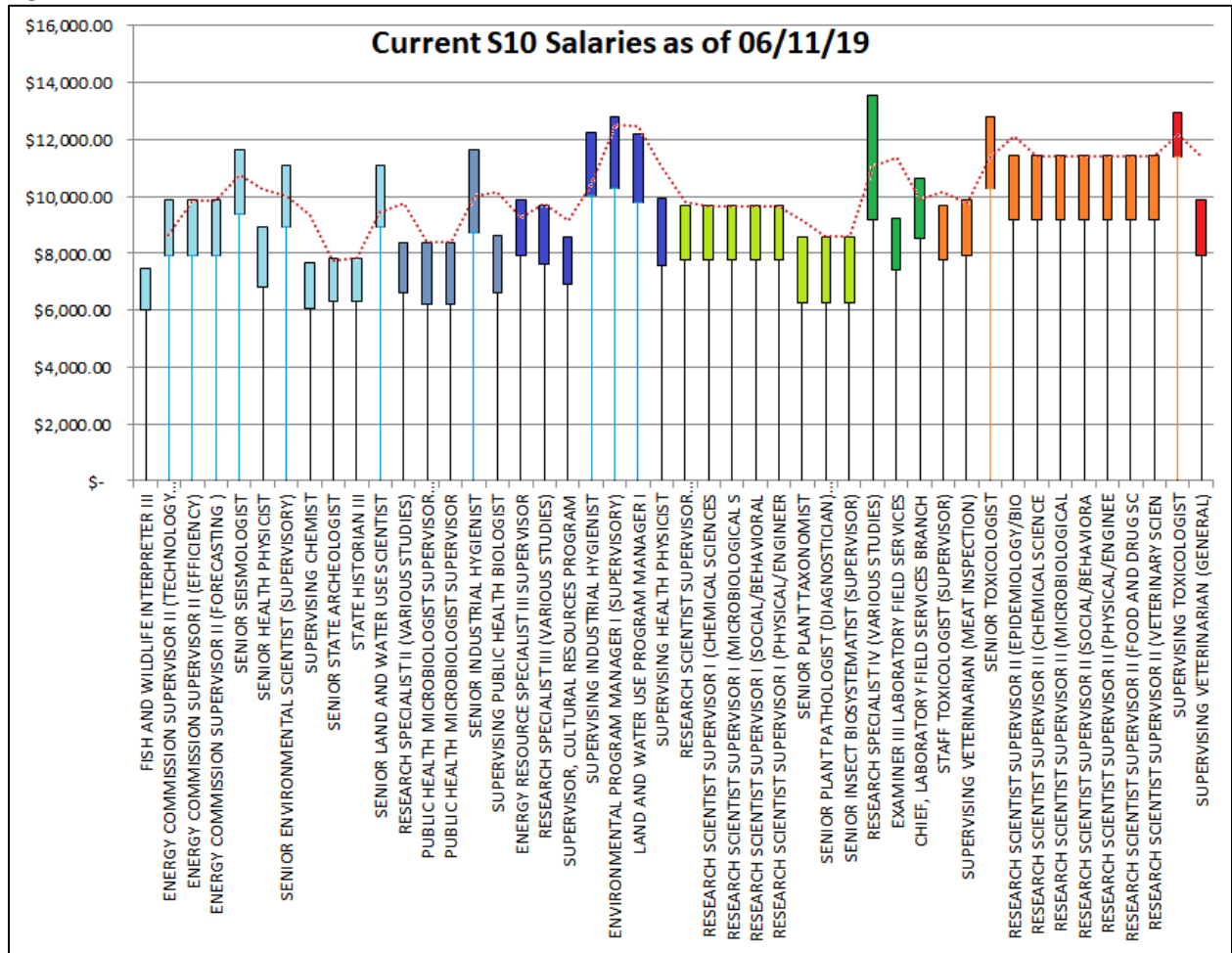


Figure 3:

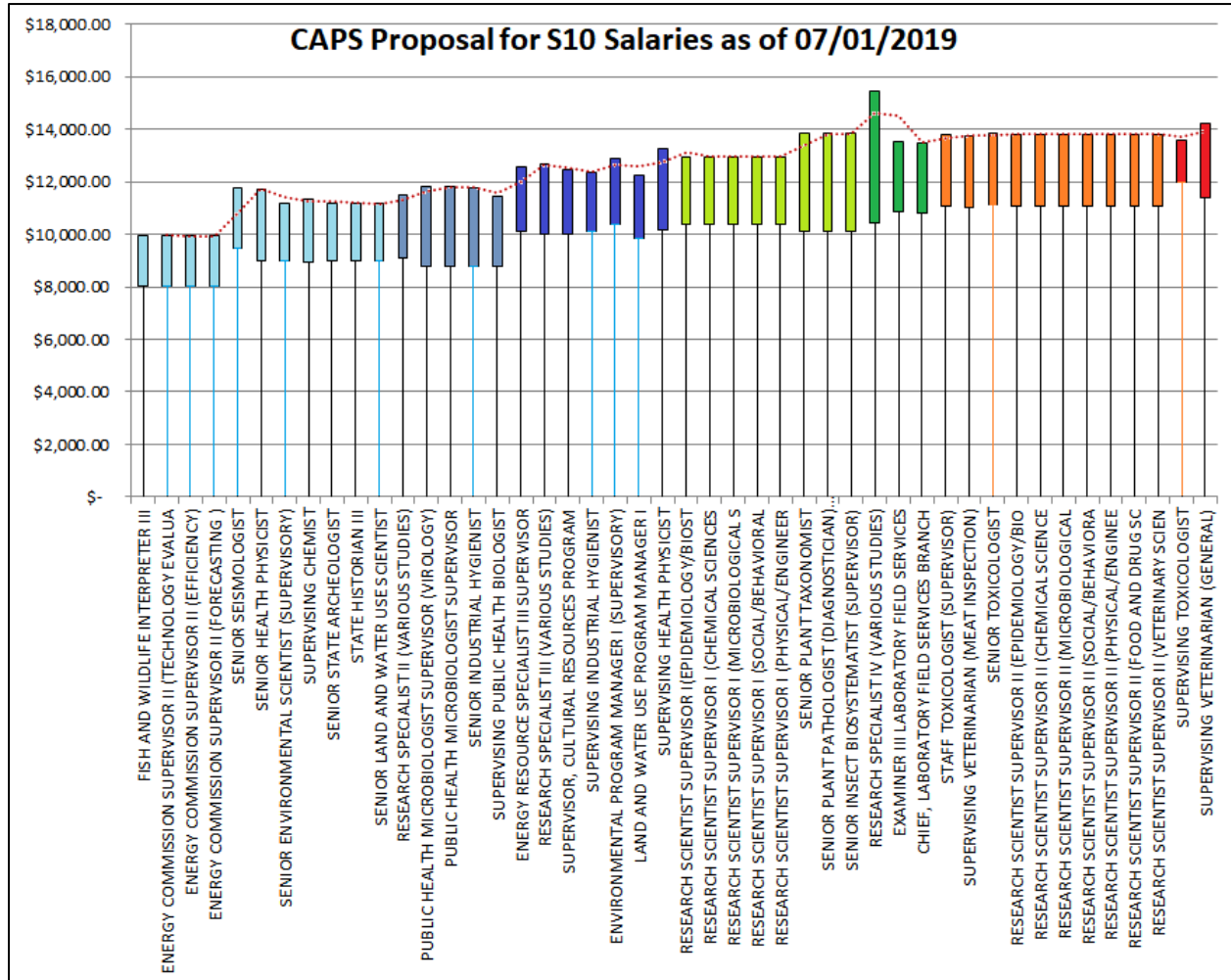


CAPS SUPERVISOR COMPENSATION PROPOSAL

CAPS proposes that salary levels be increased for those classes that did not receive the LPLW increases to reestablish the upward trend. With the inclusion of the SSA for the Toxicologist classifications, this would now amount to 182 professional scientists, currently 22.3% of S10 employees.

This proposal would approximately amount to the following chart (Figure 4) and as a result the upward trend would be restored, and S10 employee salaries would return to a trend that fairly compensates employees for degrees and experience earned.

Figure 4:



CLASS TITLE	CLASS CODE	ALT RNG	EMP COUNT	EDUCATION LEVEL PER MQs	Proposed Percent Increase	PROPOSED MINIMUM SALARY	PROPOSED MAXIMUM SALARY
FISH AND WILDLIFE INTERPRETER III	1919		1	Bachelor's	34%	\$ 8,005.54	\$ 9,954.81
ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUA	4058		2	Bachelor's	0.8%	\$ 8,005.54	\$ 9,947.95
ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	4940		4	Bachelor's	0.8%	\$ 8,005.54	\$ 9,947.95
ENERGY COMMISSION SUPERVISOR II (FORECASTING)	4599		0	Bachelor's	0.8%	\$ 8,005.54	\$ 9,947.95
SENIOR SEISMOLOGIST	3749		1	Bachelor's	0.8%	\$ 9,456.05	\$ 11,755.30
SENIOR HEALTH PHYSICIST	3802		17	Bachelor's	32%	\$ 8,983.30	\$ 11,724.79
SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)	0764		399	Bachelor's	0.8%	\$ 8,983.30	\$ 11,167.63
SUPERVISING CHEMIST	8070		3	Bachelor's	48%	\$ 8,949.56	\$ 11,336.80
SENIOR STATE ARCHEOLOGIST	2795		6	Bachelor's	43%	\$ 8,998.99	\$ 11,186.89
STATE HISTORIAN III	2799		2	Bachelor's	43%	\$ 8,998.99	\$ 11,186.89
SENIOR LAND AND WATER USE SCIENTIST	3081		3	Bachelor's	0.8%	\$ 8,984.30	\$ 11,167.63
RESEARCH SPECIALIST II (VARIOUS STUDIES)	7860	A, S	1	Bachelor's + 1 Year Post Grad	37%	\$ 9,084.47	\$ 11,486.08
PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR (VIROLOGY)	7952		2	Bachelor's + CERT	41%	\$ 8,767.38	\$ 11,808.75
PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR	7951		0	Bachelor's + CERT	41%	\$ 8,767.38	\$ 11,808.75
SENIOR INDUSTRIAL HYGIENIST	3852		10	Bachelor's + Certificate	0.8%	\$ 8,797.82	\$ 11,755.30
SUPERVISING PUBLIC HEALTH BIOLOGIST	7962		3	Bachelor's	33%	\$ 8,772.68	\$ 11,449.97
ENERGY RESOURCE SPECIALIST III SUPERVISOR	4813		30	Bachelor's	28%	\$ 10,126.05	\$ 12,582.98
RESEARCH SPECIALIST III (VARIOUS STUDIES)	7867	A, S	1	Bachelor's + 1 Year Post Grad	31%	\$ 10,003.16	\$ 12,662.46
SUPERVISOR, CULTURAL RESOURCES PROGRAM	7563		5	Bachelor's	45%	\$ 10,029.65	\$ 12,465.65
SUPERVISING INDUSTRIAL HYGIENIST	3841		1	Bachelor's + Certificate	0.8%	\$ 10,127.38	\$ 12,342.96
ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	0756		190	Bachelor's	0.8%	\$ 10,387.44	\$ 12,913.49
LAND AND WATER USE PROGRAM MANAGER I	3062		1	Bachelor's	0.8%	\$ 9,867.31	\$ 12,268.37
SUPERVISING HEALTH PHYSICIST	3801		4	Bachelor's	34%	\$ 10,161.22	\$ 13,282.08
RESEARCH SCIENTIST SUPERVISOR I(EPIDEMIOLOGY/BIOST	5643		23	Master's	34%	\$ 10,393.04	\$ 12,952.44
RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES	5638		16	Master's	34%	\$ 10,393.04	\$ 12,952.44
RESEARCH SCIENTIST SUPERVISOR I (MICROBIOLOGICAL S	5645		8	Master's	34%	\$ 10,393.04	\$ 12,952.44
RESEARCH SCIENTIST SUPERVISOR I (SOCIAL/BEHAVIORAL	5647		4	Master's	34%	\$ 10,393.04	\$ 12,952.44

RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEER)	5646		0	Master's	34%	\$ 10,393.04	\$ 12,952.44
SENIOR PLANT TAXONOMIST	0486	A-C	1	Master's	61%	\$ 10,114.02	\$ 13,829.90
SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SUPERVISOR)	1220	A-C	5	Master's	61%	\$ 10,114.02	\$ 13,829.90
SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)	0525	A-C	0	Master's	61%	\$ 10,114.02	\$ 13,829.90
RESEARCH SPECIALIST IV (VARIOUS STUDIES)	7859	A-C	3	Bachelor's + 1 Year Post Grad	14%	\$ 10,446.96	\$ 15,457.26
EXAMINER III LABORATORY FIELD SERVICES	7947		4	Master's + License	47%	\$ 10,878.00	\$ 13,544.58
CHIEF, LABORATORY FIELD SERVICES BRANCH	7758		1	Master's + License	27%	\$ 10,831.83	\$ 13,497.56
STAFF TOXICOLOGIST (SUPERVISOR)	7942		1	PhD	43%	\$ 11,091.08	\$ 13,822.38
SUPERVISING VETERINARIAN (MEAT INSPECTION)	0179		0	PhD	39%	\$ 11,028.48	\$ 13,754.99
SENIOR TOXICOLOGIST	7943		19	PHD	8%	\$ 11,129.40	\$ 13,835.88
RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIO)	5651		14	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCE)	5650		8	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (MICROBIOLOGICAL)	5654		8	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (SOCIAL/BEHAVIORA)	5656		3	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEE)	5655		1	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (FOOD AND DRUG SC)	5652		0	PhD	21%	\$ 11,088.44	\$ 13,813.36
RESEARCH SCIENTIST SUPERVISOR II (VETERINARY SCIEN)	5660		2	PhD	21%	\$ 11,088.44	\$ 13,813.36
SUPERVISING TOXICOLOGIST	7944		1	PhD	5%	\$ 11,964.75	\$ 13,587.00
SUPERVISING VETERINARIAN (GENERAL)	0175		6	LICENSE & PhD	44%	\$ 11,410.56	\$ 14,231.52

The proposal restores the salary trend to one that fairly compensates degrees and experience; and corrects the imbalance between S09 and S10 commensurate classifications that was caused by a 0.8% difference in compensation as a result of Pay Letter 15-15.