



**CAPS
SUPERVISORS'
MEET & CONFER**

JUNE 24, 2019



Proposal 1:

COMPETITIVE COMPENSATION PACKAGE

Balance Salary Levels for all S10 Classes

Honor Like Pay for Like Work Ruling

Correct 2015 Like Pay for Like Work
Discrepancy

Geographic Pay Differential for High Cost
Areas

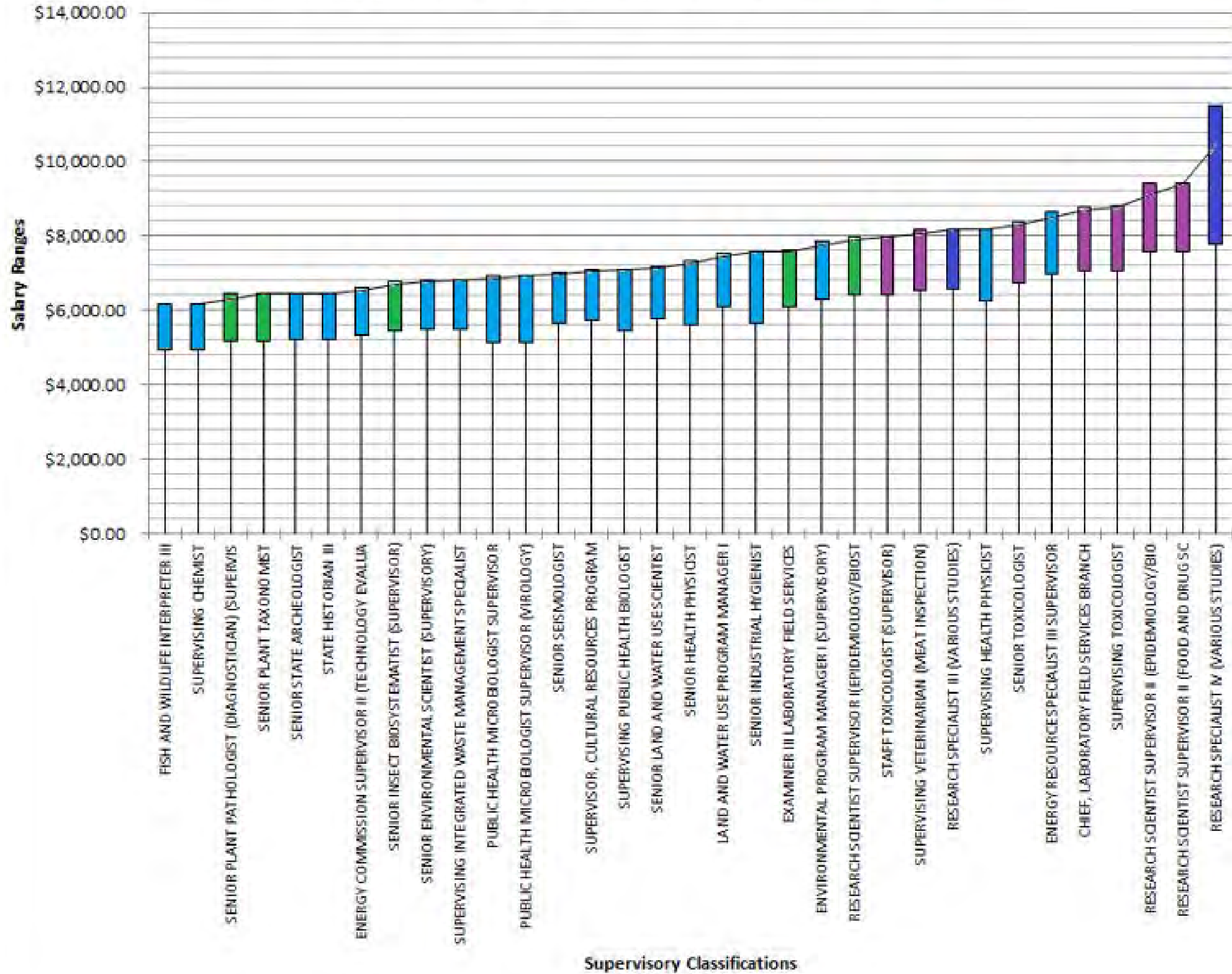
Longevity Pay

Balance Salary Levels for All S10 Classes

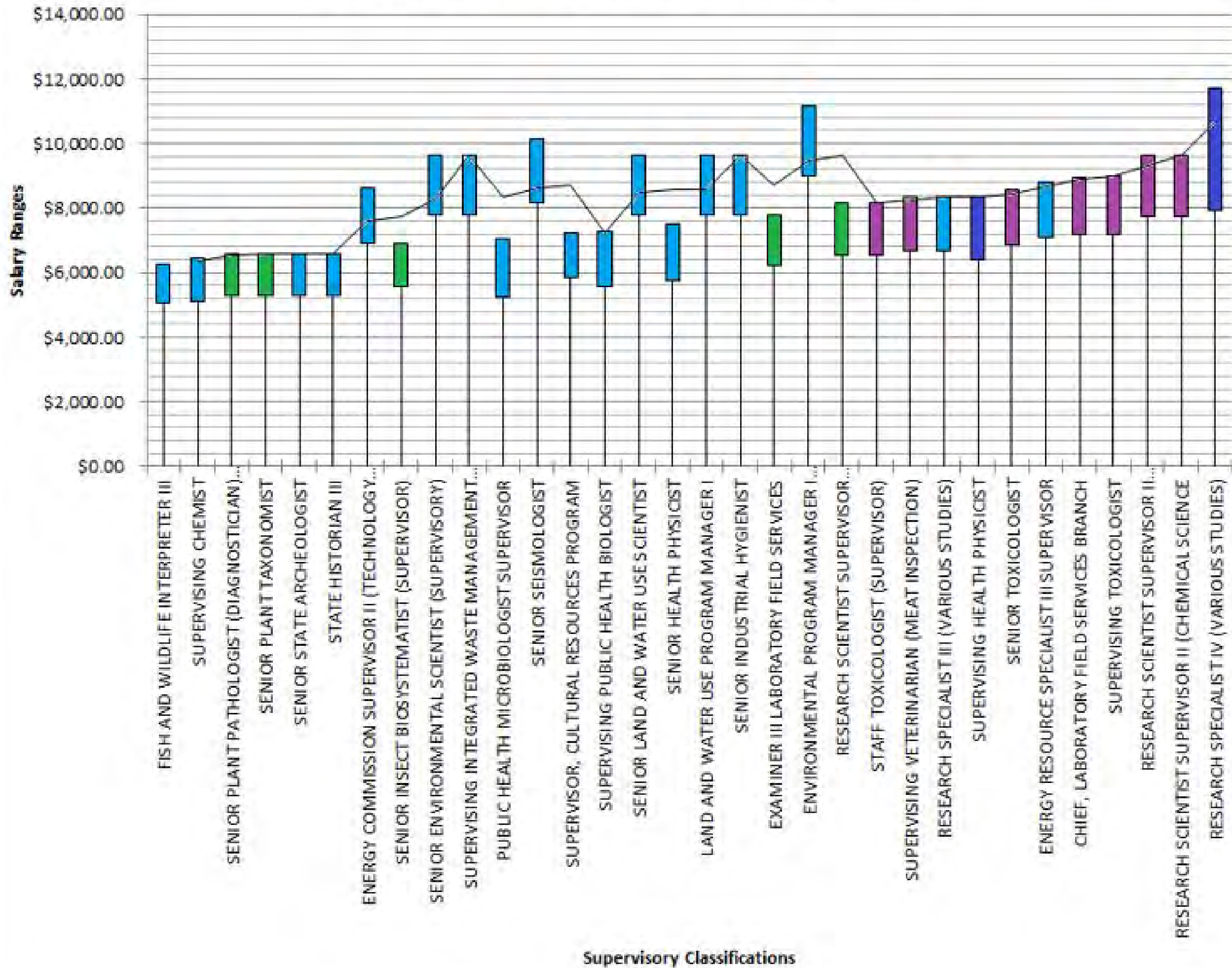
182

As of June 15, only 182 S10 employees would be affected by this salary correction.

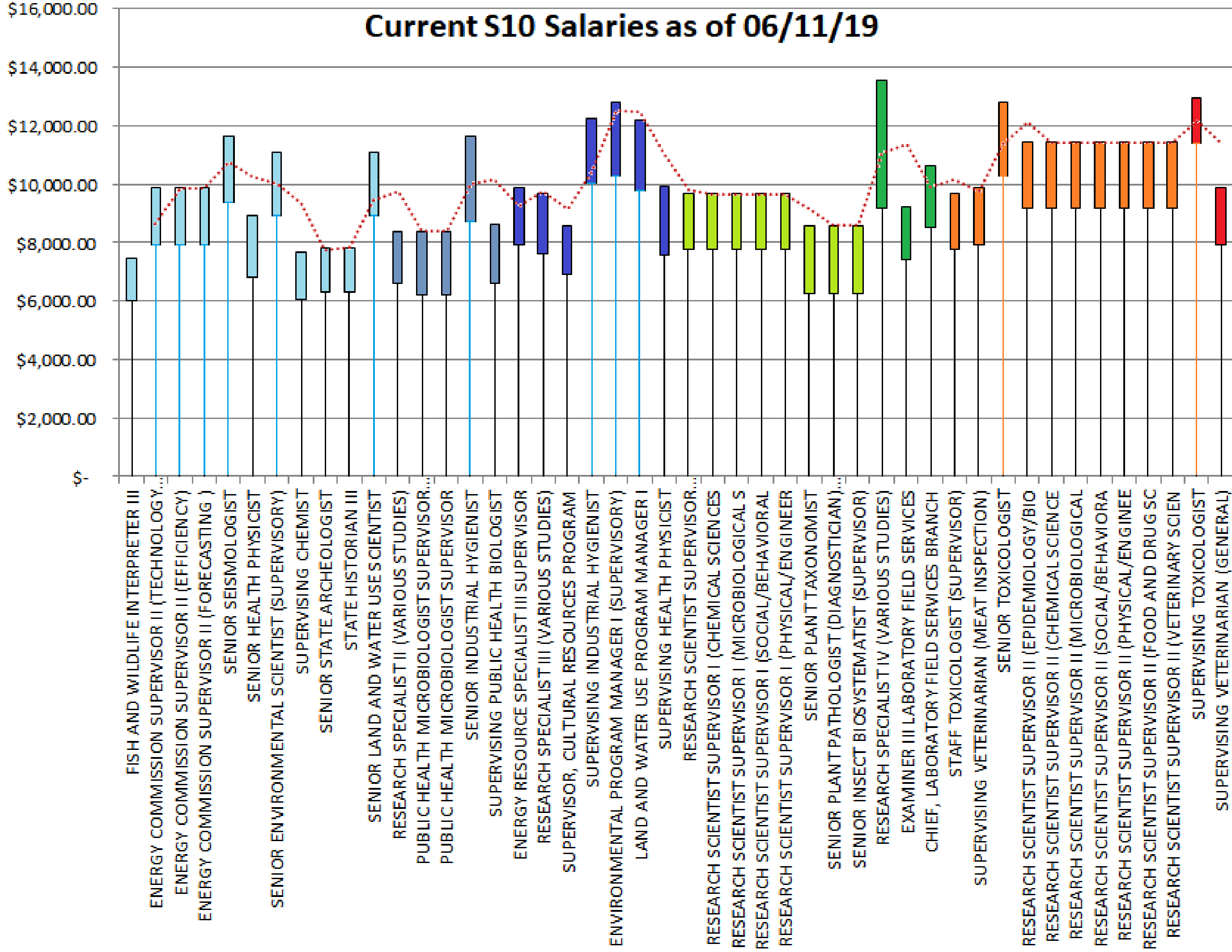
Salary Relationships Prior to LPLW Increases



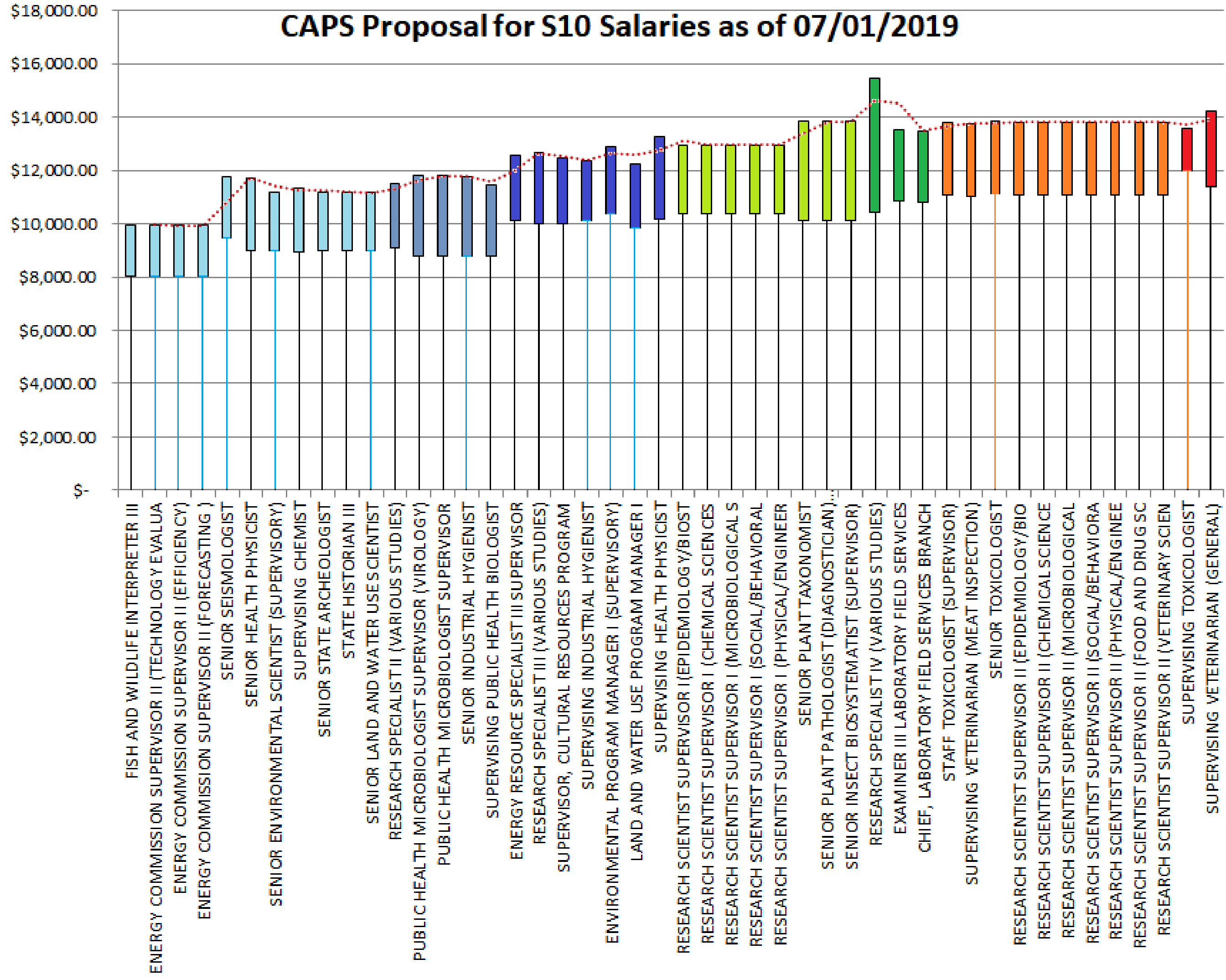
Salary Relationships After LPLW Increases



Current S10 Salaries as of 06/11/19



CAPS Proposal for S10 Salaries as of 07/01/2019



HONOR LIKE PAY FOR LIKE WORK RULING

Ensure that the supervisory classifications that perform work comparable to their engineering counterparts maintain commensurate raises to those engineering counterparts. This has been done so far in 2016, 2017, and rumor has it that it will again occur on July 1, 2019. Please confirm the raises for 2019.



Correct 2015 Discrepancy

On July 7, 2015, Pay Letter 15-15 provided a 3.3% General Salary Increase (GSI) for S09 classifications and a 2.5% GSI for S10 classifications, regardless of having been a part of the LPLW ruling or not. This affected the relationship between LPLW S10 classes and their engineering counterparts. This 0.8% must be corrected for all LPLW classes as soon as possible.

Pay Letter

15-15

PAY LETTER: 15-15
ISSUE DATE: July 7, 2015

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SECTION I

SUMMARY OF REVISIONS
TO THE CALIFORNIA STATE CIVIL SERVICE PAY SCALES
LOCATED ON CalHR'S PUBLIC WEB SITE
<http://www.calhr.ca.gov/state-hr-professionals/Pages/pay-scales.aspx>

For questions regarding Section I, personnel office designated liaisons should contact CalHR's Personnel Services Branch. Technical questions will be referred to the appropriate CalHR analyst.

The following changes are now updated on the electronic Pay Scales. Changes to the Alphabetical and Schematic Listings (Sections 15 and 17) will be updated within the first week of each month.

GENERAL SALARY INCREASES - RANK AND FILE AND EXCLUDED

RANK AND FILE

CLASSES

R01*, R02, R03, R04*, R11, R13, R14, R15, R17, R20, R21
U01, U02, U04, U15, (Rank and File Ranges Only)

Effective July 1, 2015, in compliance with an agreement between the State of California and the above bargaining units, the California Department of Human Resources has approved a 2.5 percent GENERAL SALARY INCREASE. Classes designated R01*, R02, R03, R04*, R11, R13, R14, R15, R17, R20, R21, and rank-and-file ranges in U01, U02, U04, U15 classes shall be increased by 2.5 percent.

EMPLOYEES

Effective July 1, 2015, rank-and-file, C01, C02, C04, C21, E01, E04, E11, E15, E17, and E97 employees in the above classes/ranges shall receive the 2.5 percent increase including employees who separated from state service prior to July 1, 2015 and have lump sum payments that extend beyond July 1, 2015. The lump sum payments shall be adjusted to reflect the above salary increase.

* The R01 class of Limited Examination and Appointment Program Candidate class code 4687 and R04 class of Seasonal Clerk will not receive the 2.5 percent increase. Refer to the "RANK AND FILE – EXCEPTION TO THE 2.5 PERCENT GENERAL SALARY INCREASE" section.

NOTE: See Rank and File - Special Salary Adjustments section for R19 classes following the Rank and File – Exception to the 2.5 percent General Salary Increase.

Geographic Pay Differential

RECOGNIZE CALIFORNIA'S HIGH COST OF LIVING WITH A 5% DIFFERENTIAL

- The Federal Government Recognizes a total of 47 areas in their Locality Pay, four in California that apply to 28 counties.
- The Federal Government provides a range of 24-38% for Locality Pay in California.
- Additionally, S09 began receiving Pay Differential 432 as of July 1, 2018 - GeoPay is not unprecedented in CA State Service

Pay Differential 432

**PAY DIFFERENTIAL 432
GEOGRAPHIC RECRUITMENT AND RETENTION
BARGAINING UNIT 09 AND EXCLUDED EMPLOYEES**

Established: 07/01/18

CLASS TITLE	CBID	RATE	EARNINGS ID	DEPARTMENT	
Rank and File:		\$250	8K10	All Departments	
All Classes	R09				
Excluded:					
All Classes	S09, M09			In the following counties: Alameda Marin San Francisco San Mateo Santa Clara	

CRITERIA

Employees in a R09, S09, or M09 class whose worksite is located in Alameda, Marin, San Mateo, Santa Clara or San Francisco counties shall receive a differential of \$250 per month.

In the event a worksite is relocated from the counties listed above this differential shall cease at the end of the month the relocation occurs.

Note: If an employee's CBID differs from the pay scale for an otherwise eligible class, the employee is eligible for the pay differential.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

*Retired Annuitants are not eligible unless appointed under Government Code section 21232.



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.

BU09 employees will receive a 3% differential for those with 21 or more years of state service as of July 1, 2019, according to Section 3.29 of their MOU. As such, this type of compensation is not unprecedented in CA State Service.



Proposal 2:

LEAVE PROGRAMS AND BENEFITS ADJUSTMENTS

Voluntary Personal Leave Program (VPLP)

Supervisory Scientist Emergency Response
Compensation

Increase in Uniform Allowance

Safety Footwear Reimbursement

Voluntary Personal Leave Program (VPLP)

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

Unit 10 Rank-and-File employees are entitled to up to 3 days of VPLP per month, pursuant to the CAPS MOU, Section 3.19.

Government Code section 19996.3 states, "shall ensure that the program for employees subject to this section is generally equitable and is consistent with the personal leave program provided to employees covered by memoranda of understanding."

As Rank-and-File Unit 10 employees have the opportunity to take 3 days of VPLP, S10 employees should be afforded the same opportunity.

*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) supervisors will switch to Work Week Group 2 (WWG2) for the duration of the incident. CAPS Rank-and-File Veterinarians and Toxicologists at CDFA and CDFW receive this per section 7.7 of the CAPS MOU.

This kind of compensation was enacted for other Emergencies, specifically in the case of Pay Differential 421 regarding the Oroville Dam emergency. Department of Water Resources employees, including S10 and M10, were provided compensation above and beyond their typical 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 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 Allowance

Many scientists employed in state service are required to wear specialty safety footwear due to the hazardous nature of the work they perform - many scientists' duties involve dealing with hot, corrosive, poisonous substances, falling objects, and or items that could lead to crushing injuries. While they are required to wear the footwear; they are not always provided this specialty footwear by the State. Unit 10 Rank-and-File employees are afforded up to \$275 every two years, per CAPS MOU, Section 6.7. It stands to reason that their supervisors whose duties often involve the same hazards should receive the same allowance.



Proposal 3:

PROFESSIONAL DEVELOPMENT INCREASES

Professional Development Days Increase

Professional Conference Reimbursement

Professional Development Days Increase

The CalHR Manual describes Professional Development Days (PDD) as an opportunity to attend activities such as professional association activities, professional and/or personal development seminars, etc. These days are to enhance and promote both professional and personal growth and goals.

Provide S10 employees with up to 5 days of PDD.





Professional Conference Reimbursement

Provide all S10 classifications up to \$1,000 per year to cover Professional Conferences that satisfy the requirements for Continuing Education and/or Professional Development.

Thank you!