



## CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

February 23, 2017

State Personnel Board  
Attn: Suzanne Ambrose  
801 Capitol Mall  
Sacramento, CA 95814

RE: Rule 90 Class Abolishment Recommendations for April 6 Board Meeting

Dear Ms. Ambrose,

While CAPS appreciates the time the State Personnel Board has devoted in assessing and reviewing the Unit 10 classifications in question, many of the classes on the docket for the April 6 Board meeting illustrate a deeper issue: **scientific classifications have routinely been converted to engineering classes in order to fill positions with qualified candidates as a result of the pay discrepancy.**

As evidence, many of the classes that were retained during the February 2 meeting are now recommended for abolishment by staff due to the “user departments have transitioned to using the Engineering” series. The reason for this transition is omitted. Specialized scientific classes and engineering classes are not interchangeable and the duties that are handled by scientists typically require additional certification or educational requirements.

As an example, the entire Ergonomic Specialist, SCIF series is proposed for abolishment in the latest iteration of the Board’s recommendations. The Board reports that “SCIF is now using the Associate Safety Engineer class to do this work.” During CAPS’ consolidation and pay effort, the Ergonomic Specialists advocated to remain a class apart, that would not be consolidated due to their specialization. The State Compensation Insurance Fund is using a higher paid, less specialized class to complete the work. Similarly, the Department of Industrial Relations approached CAPS recently requesting that the union arrange a way to recruit more Industrial Hygienists because the Safety Engineers could not perform the same duties as they did not have the same education or certifications. SCIF may find itself in the same predicament soon.

This process retreats from what was once a bilateral discussion involving subject matter experts from both state management and the CAPS membership. All reclassification issues must involve CAPS representatives from the outset. Furthermore, the discussion should be much broader and should address more important issues such as the reasoning behind why Unit 10 classes are routinely converted to Unit 9 classes.

### HEADQUARTERS

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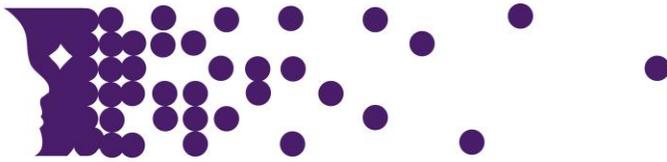
We would be happy to meet with you or your representatives to discuss our concerns further. Should the Board wish to proceed with these recommendations, CAPS requests to be heard before the State Personal Board at the April 6 Hearing.

Sincerely,

A handwritten signature in blue ink, appearing to read "C. Voight".

Christopher J. Voight  
Staff Director

CC: Steve Satake, CalHR LRO  
Dave Rechs, Governmental Operations Agency



## CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS

November 29, 2016

Pam Manwiller  
Deputy Director of Labor Relations  
California Department of Human Resources  
1515 S Street, North Bldg., Suite 500  
Sacramento, CA 95811-7258

RE: Classification Abolishment

Dear Ms. Manwiller:

This responds to your letters dated November 10 which propose to abolish several state scientific classifications. You provided 30 days for comment in accordance with California Code of Regulations, Title 2, Section 90. I respectfully submit these comments on behalf of the nearly 3,000 rank-and-file scientists represented by CAPS, as well as the several hundred state scientific supervisors and managers who are CAPS members and depend on us for representation regarding employment and professional issues. We'd like to meet and discuss.

We oppose abolishing any Unit 10 classification, or any state scientific classification related to Unit 10 (that includes any S10 and M10 classifications), unless the abolishment process includes two things: a comprehensive review of the classification series it's in, and direct involvement by CAPS representatives during the review process. Here's why:

**A 24 month vacancy in a state scientific classification isn't by itself reason enough to abolish the classification.** If there are other reasons, your letters don't list them. So we took the time to put each of these classifications into context within their class series. As you can see from the attached lists, abolishing certain classes would appear to interrupt class progression and promotional patterns.

**"Cherry picking" classifications to abolish – especially within a classification series – may have unintended consequences.** Abolishing mid-series classifications may hinder succession planning for those classes. It may make it more difficult to hire younger scientists who are at the beginning of their career. Furthermore, the classification may have been left vacant for legitimate workforce and/or budgetary reasons. The better approach, we think, would be to evaluate all classifications in the series concurrently, even if it includes supervisory and managerial classifications.

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**CAPS previously registered objections to some of this.** In past meetings regarding reclassification, we specifically objected to having the “V” level Research Scientist classifications abolished. Even though currently vacant, they represent an important promotional opportunity for many lower-level Research Scientists. Such promotional opportunities are few and far between for career rank-and-file state scientists. They represent a significant career capping opportunity for accomplished state scientists who may wish to continue their scientific work instead of supervising. If it is indeed necessary to abolish these classes, we suggest replacing them with a more useful equivalent.

**What was once a bilateral process is now unilateral.** This process retreats from what was once a bilateral discussion involving subject matter experts from both state management and the CAPS membership. All such reclassification issues must involve CAPS representatives from the outset. Furthermore, the discussion should be much broader and should address more important issues than simply vacant classifications. That means making the state classification program – working classifications and class series that *ARE* still in use – more functional and accurate, more accessible to those seeking state employment, more conducive to those seeking promotional opportunities in the state civil service and more useful to the state departments that hire into them.

Again, we would be happy to meet with you or your representatives to discuss our concerns. Should you proceed with this proposal without a meeting, we request to be heard before the State Personnel Board.

Sincerely,

Christopher J. Voight  
Staff Director

Enclosure

cc: Steve Satake, CalHR LRO  
Dave Rechs, Governmental Operations Agency  
Suzanne Ambrose, State Personnel Board