

Salary Equity Now For CDFW Bay Delta Region Scientists May 2015

To: Charles Bonham, Director, California Department of Fish and Wildlife (CDFW)
 Cc: Resources Agency Secretary, John Laird; Secretary@resources.ca.gov
 Cal HR Director, Richard Gillihan; Richard.Gillihan@dof.ca.gov
 Governor Jerry Brown

We, the undersigned CDFW Bay Delta Region employees, are dedicated to protecting California's natural resources. In this common interest, we respectfully request your support in the current Unit 10 (CAPS) effort to accomplish pay equity for state Scientists. Please convey to Secretary Laird, Governor Brown, and Director Gillihan at Cal HR your support for a timely and fair state scientist salary adjustment consistent with those granted to supervisory scientists, managers and executives this past year. Although the court ruled for a salary rectification for all classes years ago, only the upper salary levels have been adjusted to date, and negotiations for the rank and file are not yielding results after ten months. Issues related to recruitment, retention and pay equity of scientists are well documented, such as the *Key Issues for Delta Science* memo by the Delta Independent Science Board (March 2012; http://deltacouncil.ca.gov/sites/default/files/documents/files/DISB_memo_long_key_issues_031512.pdf.) and CalHR Environmental Scientist salary survey (July 2013; <http://capsscientists.org/bargaining/salary-survey-results/>). During this extended period of pay inequity and low morale, committed CDFW Environmental Scientists have remained cooperative, professional, and exceedingly patient.

The Environmental Scientist classification provides the institutional knowledge and multidisciplinary skills that drive our Department's mission. Staff continue to face new and advancing interdisciplinary challenges that address critical biological and economic processes. Examples include unprecedented drought, water delivery, renewable energy, review of safety improvements to infrastructure and mitigation banking. However, it is unreasonable to expect this level of sustained commitment without commensurate compensation. The state is anticipating a growing budget surplus, and the cost of living in many portions of the Bay Delta Region is once again untenable for Department scientists (<http://www.sfgate.com/news/article/Report-Basic-cost-of-living-soars-in-Bay-Area-2328452.php>). Now is the time for management to secure the future of the Department as a respected leader in science policy and practice.

We look forward to your support and an increased level of communication about this matter within our Department.

Please see attached signature page(s).

Print Name	Signature	Classification	Years of State Service