

**SALARY EQUITY FOR ENVIRONMENTAL SCIENTISTS  
AND INTEGRATED WASTE MANAGEMENT SPECIALISTS**

**May 2015**

**To:** Caroll Mortensen  
Director, Department of Resources Recycling and Recovery

**Re:** Competitive Salaries for CalRecycle Scientists

**CC:** CalEPA Secretary Matthew Rodriquez; [Matthew.Rodriquez@calepa.ca.gov](mailto:Matthew.Rodriquez@calepa.ca.gov),  
CalHR Director Richard Gillihan; [Richard.Gillihan@dof.ca.gov](mailto:Richard.Gillihan@dof.ca.gov) ,  
Governor Jerry Brown; c/o State Capitol, Suite 1173, Sacramento, CA 95814

**From:** CalRecycle Environmental Scientists and Integrated Waste Management Specialists

We, the undersigned Environmental Scientists and Integrated Waste Management Specialists at CalRecycle, respectfully request CalRecycle management immediately take actions to convey to Secretary Rodriquez, Governor Brown and Director Gillihan at Cal HR your support for rank and file state scientists to receive salary increases comparable to what supervisory scientists received this past year.

Achieving these much needed salary increases will take a coordinated effort between CalRecycle management, CalRecycle scientists, and CAPS.

CalRecycle staff are dedicated to furthering our mission to use less, recycle more, and take resource conservation to a higher level as well as protecting public health and the environment of California. Our work here at CalRecycle keeps obsolete electronics and hazardous waste out of landfills and used oil, tires and pharmaceuticals from polluting our soil and waterways. Our work improves waste collection and disposal methods. We also foster innovative technologies and programs to help better our environment to create a more sustainable California. Many of us have dedicated our entire careers towards these goals. In return, the State of California has an obligation to compensate its scientists fairly for their hard work, and to attract and retain highly qualified scientists. Unfortunately, the State is failing on this obligation.

The CalHR 2013 California State Employee Total Compensation Report finds that **the gap between salaries of state scientists and other government scientists is as great as 40%**. <http://capsscientists.org/bargaining/salary-survey-results/>. It is essential to build and maintain the state's scientific intellectual capital, more so now than ever. Low salaries prevent CalRecycle from attracting talent and also contributes to poor staff morale.

PLEASE help us remedy the situation. Urge Governor Brown and his CalHR to close the salary gap, as identified in CalHR's own report. Salary equity for CalRecycle scientists is long overdue!

**NAME (PRINT)**

**SIGNATURE**

**CLASSIFICATION**
