

**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,
CalHR Director Richard Gillihan; 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
REBECCA WALL	Rebecca Wall	IWMS
Benjamin Johnson	[Signature]	IWMS
ASHRAF BATAVIA	[Signature]	ES
KERRY WICKER	Kerry Wicker	ES
SUE INGLE	Sue Ingle	IWMS
EMILY LUCIC	Emily Lucic	ES
ELENA YATES	Elena Yates	IWMS
RAIANDA ANDRADE	Raianda Andrade	IWMS
Diana Rivera	Diana Rivera	IWMS
Jacqueline Allthaus	Jacqueline Allthaus	IWMS
Kyle Cockerham	Kyle Cockerham	ES
Justin Vlach	Justin Vlach	ES
Eileen Nathaniel	Eileen Nathaniel	IWMS
Jean Whalen	Jean Whalen	IWMS
Wendy Dunlap	Wendy Dunlap ^{via email}	ES
Jason Smyth	Jason Smyth	Sr. ES
ANTHONY ANDREW SCHWAP	[Signature]	ES
Randy Friedlander	Randy Sullivan	ES
Diana Cozadd	Diana Cozadd	ES
Sue Chow	Sue Chow	IWMS
Ivan Palenyy	Ivan Palenyy	ES
Terry Smith	Terry Smith	ES
Elizabeth Randolph	Elizabeth Randolph ^{via email}	ES

NAME (PRINT)	SIGNATURE	CLASSIFICATION
Billy Yos		ES
Carla Repucci		E.S.
Rebecca Botta	Rebecca Botta	IWMS
PAULINO LUNA		Sr. ES (Spec.)
Crystal Reutchen		Sr. ES (Spec.)
BOXING CHENG		ES
Laura Tombrell		ES
	Jennifer Caldwell	Sr. IWMS
Cindi Rumenapp	Cindi Rumenapp	IWMS
Tracy Webb		IWMS
Karla Miller		ES
Ashlee Yee		ES
Arlene Miller		ES
Catherine McDonald		ES
Jill Larner		ES
John Duke		IWMS
Rachelle Turner		ES
Kin Dalley		IWMS
Paul BRAININ	Paul Brainin	ES
Jill Fitch		ES
Curie Campbell		ES
Susan Mueller	Susan Mueller	ES

NAME (PRINT)	SIGNATURE	CLASSIFICATION
Barbara Heinsch	B. Heinsch ^{by Jan}	ES
ANTHONY Rodriguez	Anthony Rodriguez	ES
Sam Ferrero	Sam Ferrero	ES
Shasha Holland	SASHA HOLLAND	ES
JOHAN JASCHKE	JOHAN JASCHKE	ES
Tracey M Harper	Tracey M Harper	IWINS
Alex Souza	Alex H. Souza	ES
April Gomez	April Gomez	ES
SUSAN O'HEARY	Susan O'Heary	Senior ES (23+ years)
ALAN KUSORIO	Alan Kusorio	ES
BRIET BIKING	Briet Biking	ES
Barbara Baker	Barbara Baker	ES
Fareed Ferhuit	Fareed Ferhuit	ES
Nicole Castagneto	Nicole Castagneto	ES
Elizabeth wagner	Elizabeth Wagner	ES
Ashley Harley	Ashley Harley	ES
Jacob SOZA	Jacob Soza ^{via email}	ES
MATHEW VIPOND	Matthew Vipond	ES
Johan Stevas	Johan Stevas	ES
Kathleen Strickley	Kathleen Strickley	ES
Dawn Plutz	Dawn Plutz	ES
Nai Tarrn	Nai Tarrn	ES
Patu Snider	Patu Snider	ES

NAME (PRINT)

SIGNATURE via email

CLASSIFICATION

Frank Severson

Frank Severson

Pr. ES

DIANE VLACH

Diane Vlach

SR. E.S.

Fran Bean

Francis X Bean

ES

NAME (PRINT)

SIGNATURE

CLASSIFICATION

Peder Krysti

Peder Krysti

ES

Robert Baumann

Robert Baumann

IWMS

Heather Beckner

Heather Beckner

ES

Christine Karl

Christy Karl

E.S.

Apollo Fraidany

Apollo Fraidany

E.S.

via email