

SALARY EQUITY FOR TOXICS SCIENTISTS NOW!
May 2015

To: Barbara Lee; Barbara.Lee@dtsc.ca.gov
Director, Department of Toxic Substances Control
Re: Competitive Salaries for All State Scientists
Date: May 2015
CC: CalEPA Secretary Matthew Rodriguez; Matthew.Rodriguez@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: DTSC Scientists

We the undersigned are Environmental Scientists and Toxicologists and other scientists working at DTSC. We request DTSC immediately take any and all required actions to persuade the controlling personnel and fiscal agents of the state to remedy a critical pay equity situation, including strongly advocating immediate implementation of competitive salaries for Unit 10 scientists who are currently engaged in salary negotiations with CalHR.

Achieving these much needed salary increases will take a coordinated effort between DTSC management, DTSC scientists, and CAPS. Much more needs to be done to achieve and maintain salary equity.

Our work allows brownfields to be cleaned up and returned to productive use, generating much needed tax revenue for local governments and the state. Our inspectors ensure hazardous waste is handled appropriately, from "cradle to grave". Our investigators pursue criminal violations of our state's environmental laws. We work in multidisciplinary teams with Hazardous Substances Engineers and Engineering Geologists.

DTSC scientists are dedicated to protecting public health and the environment of California. 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/>

Low salaries prevent DTSC from attracting new talent and result in poor staff morale, which in turn affects retention and work performance. The CalHR Report finds that the Federal Government recognizes the higher cost of living in urban areas, and reflects that in its pay scales. But the state of California does not.

PLEASE do your part to help remedy the situation. Urge Governor Brown and his CalHR to remedy the salary gap identified in CalHR's own report. Salary equity for DTSC scientists is long overdue.

