

August 8, 2015

The Honorable Jerry Brown
Governor of California
c/o State Capitol, Suite 1173
Sacramento, CA 95814

Dear Governor Brown,

I am currently employed as a Chemist with the California Department of Water Resources (DWR), Division of Environmental Services. I started my permanent State career as a Laboratory Technician (Chemical Analyses) with the Department of Fish and Game (DFG), completed my Bachelor's degree at California State University, Sacramento in June of 2000 while working full time, and shortly thereafter promoted into my current classification. I transferred to DWR in 2009, and in October of this year, I will have twenty-four years of State service.

Throughout my career at both DFG and DWR, I've had the privilege of working with State scientists representing many different classifications involved with numerous projects. In my current position at DWR, I have served as a Chemist working on projects involved with water quality throughout the State. Moreover, we are currently seeing the focus shift to projects involved with the Bay Delta Conservation Plan (BDCP), now replaced by California EcoRestore and California WaterFix. As you are acutely aware, both of these projects have been identified by your administration to be of the utmost importance to the restoration and protection of habitat in the Sacramento-San Joaquin Delta and repair of California's aging water delivery system respectively.

For quite some time now, we have seen an increase in our workload without staffing increases as numerous projects focused on Delta restoration come on-line. By far and away, the majority of State scientists working on these projects are represented by the California Association of Professional Scientists (CAPS). They represent individuals from various classifications, but without a doubt, they are driven by their connection to their work. In all of my years of State service, I have noted that my co-workers are drawn to work for the State of California because they take great pride and place great value in contributing to projects of such importance to the future of the Golden State.

The issue of salary inequity for State scientists represented by CAPS has been thoroughly examined and well documented for a long period of time now. The quest of Like Pay for Like Work seeks an equitable resolution for all State scientists affected. In my classification, salary disparity is seen within State service itself. State employees in a different bargaining unit performing the same kind of work have been working at a substantially higher salary for a significant period of time. The disparity in other classifications is also well documented.

The Honorable Jerry Brown
August 8, 2015
Page Two

At the current time, CAPS is seeking an equitable resolution to the issue of Like Pay for Like Work through the collective bargaining process. The CAPS bargaining team has presented re-classification/salary proposals that have been thoroughly studied, well documented, accurate in their content, and resolve the long standing problem of salary inequity for all State scientists. All of us represented by CAPS stand united in achieving our goal of Like Pay for Like Work for all State scientists.

State scientists who value the importance of their work have always contributed to some of the largest and most important projects in the State's history. We will continue to do so moving forward. Salary equity is crucial to hiring and retaining current and future generations of State scientists; furthermore, the stability of scientific programs is heavily dependant on current scientists training and contributing their knowledge to future generations. I propose for your consideration the importance of retaining and recruiting the best and brightest scientists to State service. At this crucial time in the collective bargaining process, I ask that you recognize our contribution and resolve the issue of salary disparity for all State scientists during this collective bargaining cycle.

Respectively,

Gary A. Muñoz
Chemist
California Department of Water Resources
Division of Environmental Services

cc: Richard Gillihan
Cal HR
1515 S Street, Suite 500
Sacramento, CA 95811-7258