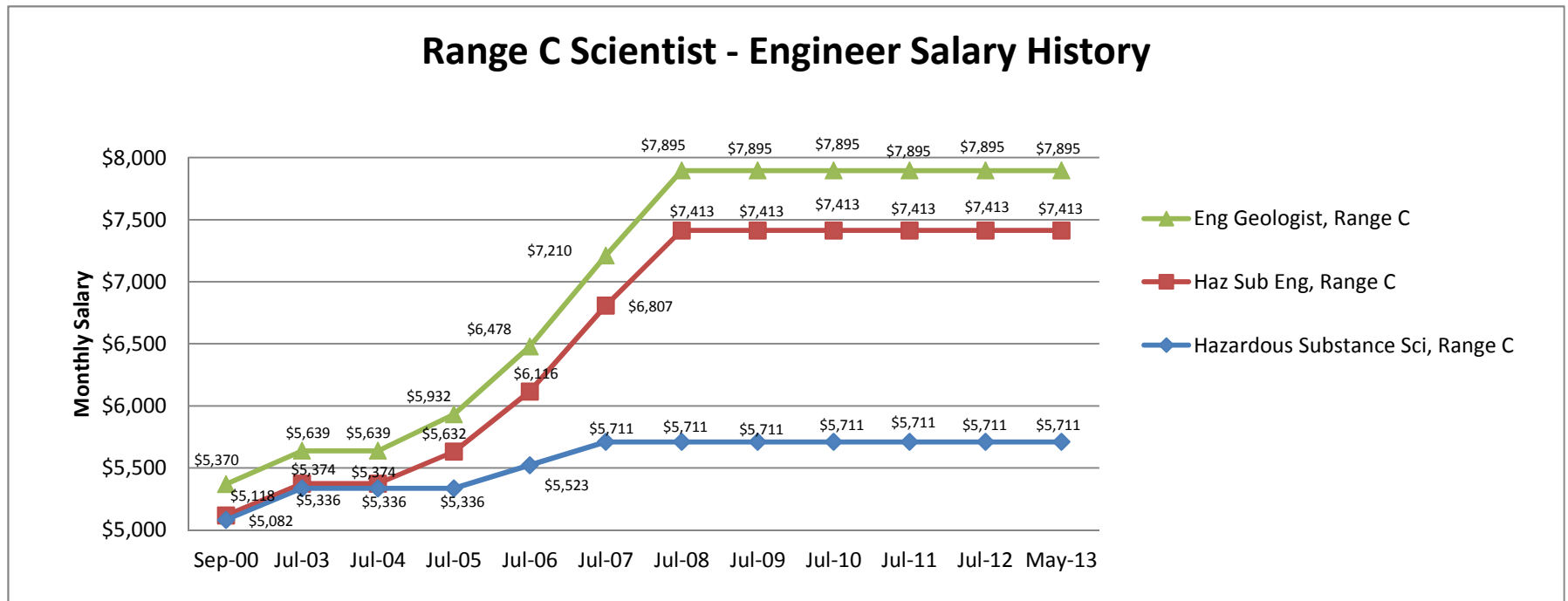


State Scientist v State Engineer Salary Inequity Department of Toxic Substances Control Like Pay for Like Work: Range C June 2013

Problem: The salary differential between DTSC Range C Scientists and DTSC Range C Engineers doing similar or identical work is now 30%. In 2004, the differential between Range C Scientists and Range C Engineers was under 1%.

Solution: Restore the historic salary relationship between state scientists and state engineers: **increase salaries 29%.**

Background: For California state scientists, salary equivalence with state employed engineers was a decades-long reality. Since 2005, the working relationships have remained close, but the salary relationship has not. Over several years, state engineers received sizeable salary increases, while scientists working alongside them often received no increase at all. The result is a salary inequity that disrupts working relationships and adversely affects productivity and morale. A 2008 DPA administrative decision supports the need to raise scientists' salaries and close this gap.



State Scientist v State Engineer Salary Inequity Department of Toxic Substances Control Like Pay for Like Work: Senior Scientists June 2013

Problem: The salary differential between DTSC senior scientists and DTSC senior engineers and geologists doing similar or identical work is now approximately 50%! In 2004, the differential between senior scientists and senior engineers was just under 6%.

Solution: Restore the historic salary relationship between state scientists and state engineers: **increase salaries 34%.**

Background: For California state scientists, salary equivalence with state employed engineers was a decades-long reality. Since 2005, the working relationships have remained close, but the salary relationship has not. Over several years, state engineers received sizeable salary increases, while scientists working alongside them often received no increase at all. The result is a salary inequity that disrupts working relationships and adversely affects productivity and morale. A 2008 DPA administrative decision supports the need to raise scientists' salaries and close this gap.

