To: BRIAN LEAHY, DIRECTOR, CALIFORNIA DEPARTMENT OF PESTICIDE REGULATION

RE: **COMPETITIVE SALARIES FOR CDPR SCIENTISTS**

Date: MAY 2015

Cc: GOVERNOR JERRY BROWN, CALEPA SECRETARY MATTHEW RODRIQUEZ, CALHR DIRECTOR RICHARD GILLIHAN

We the undersigned California Department of Pesticide Regulation (DPR) scientists are dedicated to furthering DPR's mission "to protect human health and the environment by regulating pesticide sales and use, and by fostering reduced-risk pest management". We know that you care about the hard work we do to protect California's workers, the environment and the safety of our food. We request your support in the current CAPS effort to negotiate fair pay for our important work. Please 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.

The California Department of Pesticide Regulation is known for having the best pesticide program in the United States and probably the world. Our pesticide program has been used by USEPA and other state Departments of Agriculture as models for their own programs. Working as a scientist for the state of California is a coveted career position for scientists. However, over the course of the last few years, salaries for state scientists have not remained competitive with the salaries of non-governmental jobs.

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/

The reason we have the best and most respected pesticide program in the Nation, is 100% due to the quality and dedication of our scientists. To keep our pesticide program respected as the best, we need to be competitive enough to hire and keep the best scientists, and to do that, we need to have salary equity showing that the scientists working for DPR are the best and most respected in their field.

Please do your part to help remedy the salary inequity situation. Urge Governor Brown and his CalHR to implement the salary proposal from CAPs to provide long overdue salary equity to DPR's scientists.

PRINTED NAME	SIGNATURE	CLASSIFICATION