

# Rank and File Senior State Scientist and Senior State Engineer Salary Relationships

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**Background:** Prior to 2005, state scientists and state engineers earned the same or equivalent salaries and performed similar duties. Since then, the work has not changed but the salaries have.

**Issue:** In 2004, the pay difference between state scientist and state engineer salaries at the Senior level was 5.3%. A discrepancy began in 2005 as the result of an annual formula-based salary increase for state engineers only. This resulted in a 39% salary difference between state scientists and state engineers by 2015.

The 2015-2018 Memoranda of Understanding provide an overall 15% increase for state scientists and a 7% increase for state engineers. The effect of these contracts will reduce the gap somewhat; however, the disparity will remain - totaling 28.3% as of July 1, 2018.

**Resolution:** Re-establish salary equivalency between state scientific and state engineering professionals.

