

CV/B-25
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May 8, 2015

Governor Jerry Brown
c/o State Capitol, Suite 1173
Sacramento, CA 95814

SUBJECT: Petition to Support, Approve, and/or Adopt Proposed Bargaining Unit 10
Salary Ranges to Take Effect August 1, 2015

Dear Governor Brown:

We, the undersigned, request your immediate action to ensure pay equity for all State scientists by approving the California Association of Professional Scientists' (CAPS) proposed competitive salary adjustment and reclassification changes currently under consideration.

The work performed by dedicated State scientists is extremely valuable--at times essential--and often equivalent to that of other technical classifications receiving significantly higher pay. In particular, State scientists often work directly alongside State engineers and geologists in protecting vital California natural resources, including surface and ground waters, public health, and environmental quality, while ensuring timely and safe design and approval of critical projects. State scientists bring a unique range of expertise that is essential for public health, resource protection and capitol development projects. Yet State scientists are paid at least 35% less than their engineer and geology counterparts even though their work is frequently equivalent in technical complexity. Similarly, State scientists are paid on average up to 33% below salaries of equivalent scientist classifications in local and federal agencies within California.

These pay inequities actually cost California money over the long term. They significantly hurt State scientist staff retention and replacement. Over time, the State is losing the competition to attract and retain good scientists. This will hurt State efforts to tackle such vital problems as the drought, Bay Delta Conservation Plan, alternative energy, high-speed transport, timely approval of major infrastructure projects, and other critical topics.

In partial recognition and acceptance of these facts, State scientist supervisors and managers in 2014 received a 40 percent salary increase, by court order. The same principle applies to rank-and-file State scientist salary classifications. The time is now to complete that recognition, fulfil the State's obligation to ensure pay equity, and improve its competitiveness in the scientist job market by providing the remaining State scientists with fair and adequate salary increases.

State scientists demand SALARY EQUITY for ONE and ALL State scientists!

Respectfully Signed,

Name	Class	Department	County	Signature
Theresa Kimsley	ES	SWRCB-RB7	Riverside	<i>Theresa Kimsley</i>
Logan Raub	ES	SWRCB-RB7	Riverside	<i>Logan Raub</i>
FRANCISCO COSA	ES	SWRCB-RB7	RIVERSIDE	<i>Francisco Cosa</i>
Maria Davydova	SA	SWRCB-RB7	Riverside	<i>Maria Davydova</i>