

Petition to Approve the CAPS Proposed Unit 10 Salary Ranges August 1, 2015

We, the undersigned, support the California Association of Professional Scientists' (CAPS) 2015 proposed Unit 10 Salary increase for Environmental Scientists (see attachment 1, CAPS' Proposed Unit 10 Salary Ranges August 1, 2015 (www.capsscienists.org)).

The work performed at the Regional Water Board by Environmental Scientists as well as their engineering and geology counterparts is essential, valuable and equivalent. We work in multi-disciplinary teams that result in success in protecting natural resources in the San Francisco Bay region. Environmental Scientists are paid approximately 35% less than their engineering and geology counterparts but the work is equivalent (see attachment 2, State Scientist v State Engineer Salary Inequity State Water Resources Control Board Like Pay for Like Work: Range C, June 2013 (www.capsscienist.org)).

In addition, the State of California Environmental Scientists are paid an average of nearly 16% below the minimum monthly base salary and an average of nearly 33% below the maximum monthly base salary other Environmental Scientist working for various other local and federal agencies within California (see attachment 3, 2013 Unit 10, Professional Scientist Salary Survey, Environmental Scientist, Range C (www.capsscienist.org)).

These facts were recognized during the summer of 2014 when Senior/Supervisory Environmental Scientist received a salary increase in excess of 40%. If it is good enough for the Senior/Supervisory Environmental Scientists it is good for all State of California Environmental Scientists.

We request your immediate and effective action to ensure pay equity for all Environmental Scientists within the State of California.

ES: Environmental Scientist; WRCE: Water Resources Control Engineer; EG: Engineering Geologist

	Print Name	Signature	Classification (ES, WRCE, EG)	Years at the S.F. Bay Regional Water Board
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	Print Name	Signature	Classification (ES, WRCE, EG)	Years at the S.F. Bay Regional Water Board
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	Print Name	Signature	Classification (ES, WRCE, EG)	Years at the S.F. Bay Regional Water Board
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	Print Name	Signature	Classification (ES, WRCE, EG)	Years at the S.F. Bay Regional Water Board
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