

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

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.

State scientists provide a unique range of expertise in various scientific disciplines that are essential for the State to fulfill its obligation to protect public health and safety, conserve natural resources, and restore damaged ecosystems. The vital work performed by dedicated State scientists is equivalent in complexity to that of other technical classifications receiving significantly higher pay. In particular, State scientists often work directly alongside engineers and engineering geologists in protecting valuable California natural resources, including surface and ground waters, public health, and environmental quality, while ensuring timely and safe design and approval of critical projects.

Yet State scientists are paid at least **35% less** than their engineer and geologist counterparts even though their work is often identical. This disparity is in violation of Government Code 18500(c)(1) which requires that "positions involving comparable duties and responsibilities are similarly classified and compensated."

Similarly, State scientists are paid on average up to 33% below salaries of equivalent scientist classifications in local and federal agencies within California. The State is losing the competition to recruit and retain scientists, which continue to impair State efforts to tackle such vital problems as the drought, protection of public water supplies, implementation of the Bay Delta Conservation Plan, promotion of alternative energy development, planning and development of public high-speed transport systems, and the complexities of anticipating and delivering vital public services and infrastructure in response to on-going climate change.

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.

PLEASE do your part to help remedy the situation. State scientists deserve SALARY EQUITY for ONE and ALL State scientists!

Signature		Classification	Years of Service
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