

## **DAVID MILLER FOR CAPS Director at Large!**

I am asking for your vote because I believe that now, more than ever, CAPS needs strong, experienced, and sensible leaders. As your Director at Large, I will continue the fight to improve your compensation, protect your pension and health benefits, and ensure that your work environment is safe, respectful and fair. I will ensure transparency, accountability, and results to provide the best professional representation with the lowest possible dues. I am a CAPS worksite representative, as a Senior Environmental Scientist at DTSC in Sacramento, with over 25 years of state service. I am proud of my decades of continuous service as a worksite representative, Board member, and Officer. I am also an elected member of the CalPERS Board of Administration, where my sole focus is protecting and enhancing our benefits.

I am the most qualified candidate, in terms of education and experience. In addition to my BS in Biochemistry, I hold an MBA, and I am a certified professional mediator. My experience as a CAPS board member includes collective bargaining with every Governor since Deukmejian. I was elected to the CalPERS Board with the active support of nearly every significant public employee labor organization in California, and was endorsed by elected officials including the State Treasurer and Controller as well as sitting CalPERS Board members. I have developed strong working relationships throughout the labor, civil rights and environmental communities, and at all levels of state government. I have also cultivated my skills and built my professional network through community service as a court mediator, Board Member for the California Council for Excellence, and Board President for the NorCal STEM Fair.

Beyond my academic and professional credentials, I have demonstrated an even more critical set of personal characteristics that my opponents cannot match: Commitment, Perseverance, Depth of Understanding, and Integrity. I have dedicated myself to serving my fellow scientists, through CAPS, for my entire career with the state. I have never relented in the face of disappointments and setbacks nor have I been satisfied with incremental victories that did not achieve our ultimate objectives. I have developed a very nuanced, in-depth understanding of labor relations in state government, especially collective bargaining and the political nature of the process that is the key to forward progress. Finally, I have always conducted myself in a forthright, open and accountable fashion. I owe you no less.

After many challenging years we are now at a critical point where deliberate, disciplined and resolute action by CAPS Leaders will have a direct impact on our collective future. We must maintain a firm, consistent and credible presence in our dealings with Governor Newsome and his administration. This is not the time to waver, behave rashly, or hand the reins to the inexperienced. I will focus on the most critical issues that REALLY matter to State Scientists, and these are:

**SALARY EQUITY** for ALL state scientists. This means salary parity for state scientists who work with state engineers. This means restoring the historical salary relationships between scientists and supervisors.

**PROTECT RETIREMENT AND HEALTH BENEFITS!** We MUST and we WILL receive the retirement and health benefits we were promised.

**GEOGRAPHIC EQUITY!** I will fight for geographic differentials that recognize where the cost-of-living is measurably higher, such as in the Bay Area and Southern California.