

## SCOTT BAUER FOR CAPS SUPERVISORY DIRECTOR

My name is Scott Bauer and I am running for the CAPS Supervisory Director position. I'm a Senior Environmental Scientist Supervisor with the Department of Fish and Wildlife, and I've been a civil servant and union member for more than 20 years. I currently work in CDFW's Watershed Enforcement Team where I supervise a group of environmental scientists working to protect California's natural resources from illicit segment of the cannabis industry.

I've served on the CAPS Board over the years as a District Director, Secretary, and most recently as Vice President. I served on the Government Affairs and Political Action committees, participated in bargaining, worked to make our Union go green and operate sustainably, and helped push for a more robust media outreach program. I currently serve on the CAPS Supervisor Committee. I spent my years on the board working to make our union more democratic, safeguard our hard-earned retirement and health benefits, and above all trying to get pay parity for all hard-working state scientists.

As your Supervisory Director, I will work tirelessly to strengthen our union, fight to ensure hard work and advanced education and skills are rewarded with commensurate pay and benefits, and increase the ranks of supervisor membership.

If elected, I will work in collaboration with our Board of Directors and staff to pursue the following priorities:

- Work with Governor Newsom and his appointees to finish the job former Governor Brown incrementally work towards during his tenure: **pay parity**. CAPS should work with agencies employing state scientists to find the money within their budgets for pay raises. If the money isn't there, we should sponsor legislation to increase agency special funds to cover it.
- Maintain and further secure our **pensions**. CalPERS is doing well now, but the next recession is always just around the corner. Governor Newsom put several billion in the budget to augment CalPERS, and we all applaud him for that. However, we must be vigilant and be prepared to spend time and resources (real money) championing the greatest pension plan in the US.
- Stop the ever-increasing **paycheck deductions!** Every raise we get seems to get gobbled up by increasing health care costs, retirement deductions, and post retirement health care. We've done enough already. Future cost increases related to health care and retirement should be picked up by the state and not state employees.
- Build a more **democratic union**. The CAPS Board continues to improve democracy and transparency within the union. There is more to do, and I will pursue new policies and bylaws that strengthen member inclusiveness and participation.
- Make **climate change** a CAPS priority! Some don't think this is a union issue, but I disagree. Climate change is upending society and will undoubtedly affect every aspect of our personal and professional lives. On a practical level, a government can't provide for its' employee's health and well-being if it must spend all its resources fighting fires and floods. CAPS and its scientists should take the lead and show this states' citizens a green society is a healthy society. We have a huge role in turning things around, and I'll do my best to push CAPS to the forefront of the biggest issue facing humanity.

There are many issues for us to work on and accomplish during this next two-year term of the CAPS Board. If elected, I promise to do my part and provide the leadership our organization needs to improve the pay, working conditions, and health of our planet. Thank you for your time!