

March 23, 2021

To: Ms. Eraina Ortega
Director, California Department of Human Resources
1515 S Street, North Building, Suite 500
Sacramento, California 95811-7258

From: Matthew McCarron, M.S.
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Dear Director Ortega,

I have been a State scientist since 1991, and a Senior Environmental Scientist (Specialist) since 1997. I was a supervisor at CalEPA from 2000-2. During the course of my career, I have enjoyed the project work that I have been fortunate enough to work on including several statewide projects. I have had to direct staff efforts in other regions for these various projects. I have represented the Department at International, National, Statewide conferences and on local Environment Justice/Equity projects.

I gained experience at CalEPA from 1997-2002 and on-loan to the Governor's office for Economic Development in 2010-11. In this role, I had the opportunity to work with almost every state agency on assisting business with their permits, licenses and facilitating business development in California. Each state agency has laws, permits, licenses to administer, along with accompanying policies to help implement and address application of their responsibilities. Over time each agency develops a culture based on experiences with the regulated communities, new laws, new direction from Governors and their appointees to assist the Governor's plans. The culture formed from these experiences is based on fundamentals of constitutional laws, state laws, contract laws and guiding policies. The policies that stand the test of time pass through different administrations and provide consistency and fairness to the affected communities being regulated and managed.

Organizational reporting structures have changed in recent years. I was attached to a Branch Chief or CEA for the organizational charts. Around 2011, we were moved to be attached to Sr. ES (Supervisors). I made \$3.00 per month less than my supervisor, yet needed similar skill sets to manage statewide or other multi state collaborations. After the funding of the Sr. ES (Supervisors) in 2014, that salary gap moved to over \$3,000.00+ per month difference.

I work in a diverse workforce. Many of the scientists have advanced degrees over the minimum qualifications. The projects, laws, and policies that my fellow scientists work on are vital to protecting the state's resources and public health into the future. Some of these colleagues are the top people in their respective fields in the US. My colleagues and I address the concerns of diverse communities. We treat everyone the same and provide extra effort to those that have been in disadvantaged situations over time. This is part of my agency's culture as well.

I have reviewed CalHR's various guiding policies. These policies are used to guide bargaining and provide assistance to the various departments that need guidance. I am sure that these memos, policies, and laws that guide CalHR are part of your culture as well. Your guidance on Internal Salary Relationships has been around for decades. It states that the salary differentials between classes of rank and file and supervisory classifications is generally 10%.

It appears that the target 10% differential is being maintained for every other classification in state service, including the classifications that CalHR uses for their own. Why don't the CAPS represented employees merit the same 10% differential?

One thing I have learned over time is that there is always money available when needed. The current budget projection is not an impediment to making the needed adjustment. There was no reconciliation of class structure in 2014. There was a promise to review the classifications during the next contract negotiation, but it was not completed. The lack of effort to address the disparity by CalHR seems discriminatory at the very least.

Apparently, you do not think we deserve an increase and are willing to treat this small but vital group of employees as a different class of employees, why is that? If there is a cultural bias against the CAPS represented employees, then that is a serious issue of inherent discrimination. We are only asking for fair treatment under your basic processes. Please, rectify the Internal Salary Relationship to bring credibility to your efforts.