

## Comments Provided:

1. Scientist and engineers doing similar work should be compensated similarly.
2. Pay for lower level state scientists is ridiculous, especially as you need a degree to secure most positions.
3. Thank you for considering pay equality for the scientists who work to protect public and environmental health in California.
4. Enough is enough veterinarians in the public sector should wake up now, we have been under-scored. No vets no ?.
5. Scientist gave up more in 2020 than other unions because we had to forfeit our 5% raise that we fought for.
6. If covid has taught us anything, it is that our scientist should be paid more.
7. During these trying times, it has shown how valuable and necessary state scientists are. We should be compensated accordingly.
8. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
9. Please compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. Many of the previous actions have not addressed every group in an equitable. Please fix the salary issue now. Thank you.
10. The pay differentials between Unit 10 supervisors and staff are egregious, unfair and corrosive. Please rectify this issue.
11. Like pay for like work!
12. Governor Newsom, I respectfully request that you reinstate pay equity for Senior Environmental Scientist (Specialist) this year. It has been years of inequity, it needs to be corrected.
13. Add me to the list "like work deserves like pay" today!
14. Let's make Cal EPA the best - by recruiting the best!
15. Veterinarians are researcher, scientists, epidemiologist and have advanced medical training in different species and aspects of human and health. Despite their extremely extensive education the state of California is not compensating the profession appropriately and is disrespecting us by undervaluing us. It is time that this will be changed and appropriate financial compensation for researchers and scientist is provided.
16. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
17. We study longer than engineers and work just as hard. We deserve equal pay
18. Please compare salaries with comparable government agencies.
19. We work with these engineers. Going to the same meeting. Working on same documents, and most of the time our works are more complex. I believe us Environmental Scientist are

more diverse, so helping us is help for the diversity in the work place. Please give us just something close to equal.

20.NA.

21.In support of all CAPS member

22.Please help us!

23.Scientists deserve pay equity

24.Like Pay for Like Work Laws and Policies to Resolve State Scientists' Pay Inequity

25.I am an Environmental Scientist, Range C. Please help me stay in my job and continue to go out into the field and protect the public. I need this salary issue resolved.

26.Environmental justice. Human health. We would so appreciate seeing the equity we strive for in science and regulation applied to our salary structures. Thank you.

27.Pay levels for State Scientists have reached such a low level that seasoned scientists are choosing to leave State Service or take other better paying jobs in State Service. The State will pay a dear price for its neglect of State Scientists and its scientific programs resulting in loss of resources and lost economic opportunities far outweighing any salary savings.

28.Governor Newsom

For many years State Scientist salaries have been allowed to lag even as law makers, including yourself, claim how important science is. Scientists have always given up what they were asked to to support the State and have continually not been made whole when conditions improved. We not only took the furlough cuts, we had a contracted 5% increase taken back in July 2020, making our salary reduction closer to 15%. We will never make back the cumulative losses associated with that. It is time the State support the scientists that are so important.

Thank you.

29.This pay inequity has a real effect on our lives as state scientists. Please make this right, we still do the job even when we are forgotten every year.

30.I used to work at the water boards doing the exact same job as the engineers on my team.... but I made anywhere from 30-60k less than them per year!

31.I am a licensed engineer, State employee, member of PECG, who supports CAPS members pay equity with non-licensed engineer pay scale

32.Please pay our State Scientists commensurate with their value to our state.

33.Pay the scientists fairly! Investing in good science is critical for our future, and attracting/keeping talent is needed.

34.It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.

35.It is very important for scientists to be on the team and share in equitable pay with other experts.

36.This reconciliation would cause a seismic shift toward equity and immeasurable resilience for Californians.

37.equal pay for equal work please!

38.Hold M.Sc., Ph.d., M.B.A.

Have been working with DTSC for last 18 years as junior environmental scientist (ES).

Had 10 years of managerial/executive managerial experience before joining DTSC.

At DTSC performed as acting supervisor for one year and excellent performance throughout these years.

Due to present HR system and pay parity still stuck for this ES job and receiving the lowest salary.

39. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
40. Thank you for the opportunity to support this petition!
41. We are pleased to see the budget looks better than expected, and we hope to continue to be a part of a thriving state economy. We are tasked with managing our state's many valuable resources and it's appropriate our salary reflects that work to enable us to retain knowledgeable and dedicated scientists. We have challenging work ahead of us and we need these folks to reach the goals you've laid out.
42. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
43. Thank you for your consideration Governor Newsome.
44. Please raise the salaries of the Scientists so they can afford to start families.
45. I would like to request that the Governor direct CalHR to follow the intent of Government Code 19826 stating that "like work deserves like pay." Thanks!
46. Please provide equitable rates for Scientist
47. Dear Governor Newsom,  
Please seriously consider implementing the like pay for like work, we love our jobs but we should be compensated fairly. Thank you.
48. Please do what is ethically and morally correct. Thank you.
49. I'm a Pest prevention assistant and I do like work as the ES positions I work with for substantially less pay
50. In support of CAPS bargaining team.
51. I am an WRSCE and support like work for like pay. The ES pay scale has been subpar for far too long.
52. Governor Newsom, our organization has worked closely with Water Board staff for over 30 years. You already know that the scientific staff are some of the most dedicated to their jobs of anyone in government. But the pay discrepancy between engineers and scientists creates an unnecessary and unproductive divide among Water Board and other staff, and must be rectified. There is already a 'silver tsunami' as staff retire throughout all parts of the water sector--without salary parity, the Water Board will have a difficult time attracting and retaining the high quality, dedicated staff needed to protect our California water quality. Please take the steps necessary to bring scientific staff to parity with their peers. Thank you so much for your time.
53. Equal Pay for Equal Work
54. Please do what's right and establish our fair pay once and for all.

55. I'm an Engineering Geologist for the State Water Board and support my colleagues in this effort who should receive equal pay for equal work.
56. Keep California safe by attracting and maintaining quality scientists.
57. Veterinary professionals in public health provide critical medical service that protects BOTH humans and animals. Their medical expertise should be compensated adequately if we expect to continue to benefit from their efforts.
58. Veterinary professionals in public health provide critical medical service that protects BOTH humans and animals. Their medical expertise should be compensated adequately if we expect to continue to benefit from their efforts.
59. Time to reinstate their pre covid salary.
60. Please follow the law and like work for like pay! I've been topped out and doing high level work and my pay hasn't really moved accordingly. Thank you!
61. For almost two years I performed job duties equivalent to my engineering coworkers but was getting paid less than half of what they were making at Range A. As a newer employee to the state, and with the cost of living in LA, it is very difficult to have a healthy lifestyle and keep motivated to continue working with the kind of pay we are receiving. Please keep us in mind.
62. Equity now! Please correct this long-standing pay disparity issue. Like work deserves like pay. State scientists have been underpaid for too long.
63. It is past time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages, a global pandemic that started with a virus jumping from animals to humans, increased attention to maintaining and improving our food safety and security, and stiff competition from the private sector. The value of veterinarians, in addition to climate scientists, toxicologists, and other professional scientists, is clear now, more than ever. We need to fix the salary issue now, after years of this being kicked down the road.
64. We need to retain top notch scientists in California!
65. Like pay for like work!
66. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
67. Pay equity shouldn't be impaired by "not enough money"; inequity in every form should be addressed by the budget surplus and ongoing planning the DOF and Administration has for this year's budget and beyond. CAPS has a higher percentage of women than PECCG, as well, so this is a gender issue as much as it is an equal-pay-for-equal-work issue.
68. Senior Environmental Scientist (Specialist), CDFW
69. Please help support your state scientists! Just because we have respected your budget priorities by "rolling" with all the salary cuts or deferments of the past does NOT mean that we're not deserving of your respect NOW making sure we finally meet the long-outstanding pay equity goals.
70. We have met your goals. Please meet ours. Thank you!
71. This would be helpful to all State Scientists. We appreciate your consideration for this request.

72. We, state scientist, deserve equal pay for equal work. At the State Water Resources Control Board we work alongside Engineers doing the same tasks every day and are paid a significantly less money. Please listen to us in our fight for pay equality.
73. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
74. State Scientists are keenly aware of your passion and commitment to equity and fairness. For these reasons, we are relying on you to intervene now to correct this pay issue that is compromising California's environmental and public health future and your own values and priorities.
75. NA
76. I work with engineers who make almost twice what I make doing the exact same work. It doesn't make sense and it is demoralizing to know that your work is valued less.
77. Reaffirm your commitment to equity, fair pay, and zero tolerance for wage discrimination.
78. I have the same amount of graduate school education as environmental engineers and I perform equal work and yet I'm paid 15% less as a senior environmental scientist. I am the sole provider for my family. I need to be compensated fairly and if this isn't fixed I will have to leave state service.
79. I am a state environmental scientist who is currently redirected as a Case Investigator/Contact tracer for Tehama County. A colleague at my agency, who is an engineer is also doing contact tracing work but he is getting paid two thousand dollars a month more than I am due to the pay disparity. Many times in my work for the Water Boards, I do work equivalent to the work done by engineers with substantially lower pay. That needs to change!
80. Please Support and Implement The State's Like Pay for Like Work Laws and Policies to Resolve State Scientists' Pay Inequity.
81. Pay fairness is needed and long ignored.
82. My experience at the CNRA and the CalEPA has shown me that pay inequity between scientists and engineers negatively affects team morale and the ability to retain scientists. Please resolve this inequity. Thank you for your time.
83. Yes, I feel poor and I am a Scientist!
84. Environmental Scientists conduct important work that impacts the health and safety of our future generations. They deserve better pay wages!
85. Just as CDPH has lost many top medical officers to the allure of higher salaries offered at county health agencies, so too have public health veterinarians at CDPH been devalued. For example, the Chief Veterinarian in the Los Angeles County Department of Public Health's Veterinary Public Health Unit had (2019) reported total annual pay and benefits of \$311,600. In contrast, the State Public Health Veterinarian at CDPH had a reported salary and benefits of \$167,500. The ongoing pandemic cries out for the need to have skilled and knowledgeable veterinarians contributing their unique perspective to our state public health workforce.
86. As a UC alumnus with 5 years experience protecting California's water resources, <\$20/hr of specialized work is SHAMEFUL and INEXCUSABLE. I am a first-gen American and first in my family to graduate, I have \$100k in student loan debt and live in the SF Bay Area, this is NOT the American dream.
87. equal work deserves equal pay!

- 88.If the Governor truly cares about the State's environment and how it benefits the Public, then the Governor should agree that Environmental Scientists should be paid at a level that reflects the importance of their work.
- 89.We have been petitioning this for years yet the State unfortunately does not value our work. I hope you will put an end to this and to the resulting attrition we face.
- 90.Veterinarians, Epidemiologist, and Public Health professionals are ESSENTIAL for our safe future!COVID came from animals to humans and science was ignored as it spread across the world. But California is a leader in the science and expertise needed to prevent the next pandemic. Please pay these experts the money they deserve- they are as trained as a human physician yet get paid so little in comparison. Equal pay for equal work!
- 91.It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.
- 92.The Federal Government pays Scientist and Engineers, at the same level, exactly the same pay. For example, a GS-11 Biologist gets paid exactly the same salary as a GS-11 Engineer by the US Government. If CA and the Governor are truly committed to promoting STEM fields, then why doesn't CA do the same thing as the feds and pay scientists and engineers the same pay?
- 93.Please help our California employees
- 94.For fair compensation
- 95.Science matters! Like Pay for Like Work!
- 96.Please support state scientists so that the state can retain high quality scientific professionals!
- 97.Please grant the environmental scientists their pay raises and remove the furloughs. You are sending a message that environmental scientists work in the State of California is not important. State scientists are already working with a work load that is unmanageable and now we are not being granted the pay raises in which we bargained for. You have received federal assistance to help with this matter. Show that you care about science and approve our pay raises, removing the furlough and pay parity for all.
- 98.This year more than any other has shown us both that equity is crucial and that environmental scientists are more necessary than ever to help the state solve crises like climate change and biodiversity loss.
- 99.Pay equity now! Although I am a manager of attorneys, scientists, and engineers, I can hardly afford to live in my own apartment within commuting distance of our Berkeley office. That should be an embarrassment to the Administration.
- 100.Environmental Scientist- CDFW
- 101.I am a PhD with 10+ years of energy efficiency experience in a senior technical position being paid less than entry level engineers!
- 102.I work alongside engineers and geologists to protect the quality of California's waters for people and the environment. Yet I am paid about 35% less for this work. The pay gap is demoralizing and hurts morale. Please at now to eliminate the pay gap and restore fairness.
- 103.I support CAPS in this petition. I am an ES, range C.
- 104.Please support the State's Like Pay for Like Work Laws for State Scientists.
- 105.Please consider modernizing all the State Scientist classifications so we can be fairly compensated for highly technical work that manages complex programs, but not people, by

adding a Senior Specialist (non-supervising) level to all classifications in Unit 10 that don't currently have one. Keeping seasoned professionals on staff benefits the programs and the public and saves tax dollars by having staff who know when, where and how to streamline processes.

106. I fully support the elimination of pay inequity for state scientists in California!
107. PECG member in support of CAPS petition
108. Please swiftly correct the egregious pay inequity for both discrepancies of Environmental Scientists and Water Resource Control Engineers as well as Environmental Scientists/Specialists with Environmental Scientist Supervisors. Thank you very much!
109. All scientists: HEALTH PHYSICISTS too!
110. We just lost an Environmental Scientist on my team (at CDFW) because of non-competitive pay. We need to resolve these salary issues so we are able to attract and retain employees to carry out the important work we do. Thank you for your consideration!
111. Just like other scientists and engineers, I went to the same schools, earned the same level degrees, but now I earn less than them because I am an environmental scientist. Why? Is the work that I do not as valuable?
112. Environmental Scientist, Range C
113. Fixing 15 years of pay inequity with a salary difference between scientists and engineers now at 50% needs to be done now to allow agencies like Cal-EPA to perform our mandated duties to lead in protecting communities and the environment. Debilitating scientists for years is truly ineffective in meeting the state's missions. Additionally, implementing AB1 without providing equity will be a temporary band aid to a festering problem.
114. Equal pay for equal work should be a foundation of our state compensation system
115. The wage inequities among Environmental Scientists and other higher-paid employees doing the same work is unjust and unfair. If California truly values its scientists and equity within its workforce, provide adequate compensation for equal work.
116. The lack of pay equity for state scientists harms morale and the state workforce. It is so bad, that Toxicologists with required Doctorate degrees are paid far less than many Engineers with only a required Bachelors. California needs to pay it's scientists equitably to recruit and retain the most highly qualified scientists needed to protect the people, agriculture, and environment of California from threats including toxic chemicals, climate change and diseases. Governor Newsom, please do the right thing and pay your scientists equitably now.
117. It is absolutely disheartening seeing engineers who do so little work in my office get paid so much more when I feel that I need to clone myself as I need to get more work done. What's awful is that I end up having to do the engineers work for them because they don't know what or how to do what is required of them in a project.
118. Please value your State Scientists ! Thank you
119. Differential pay by region would also be appropriate. Assignment to counties in the bay area or Los Angeles has a higher cost of living associated.
120. Please resolve the pay inequity issue impacting rank-and-file level scientists in Bargaining Unit 10.
121. Please support union negotiations to restore pay equity in a new bargaining agreement and to institute the pay increase previously approved in the last bargaining agreement but that was deferred.
122. I have ES coworkers who are underpaid.
123. Please make wages for the hard working California State Scientist fair and comparable to the pay of State Engineers and State Geologists who do the same work and assignments as we do. Thank you.

124. Please help state scientists.
125. Please and Thank You. Equal Pay for our work.
126. It is unacceptable and disappointing to see how professional scientists are grossly underpaid. Some of the highest educated and most specialty positions that are crucial to the overall success of California can't be filled or even attract new hires because the grossly underpaid position does not appeal to the qualified candidates.
127. My daughter works as an Environmental Scientist for the state. She cannot afford to rent a decent apartment, and buying a house is just out of the question. I urge her to work for private industry. She could easily double her salary. But she likes her job! Do you want to retain quality workers in state government or not? Underpaying by 50% only entices the persons who cannot find work elsewhere to stay. You need to pay a FAIR wage, and one that allows sons and daughters of long-term California residents to be able to afford to live and stay in California, to afford to work for the state, and to afford a decent lifestyle (30+ year olds should not have to live with roommates in order to work for the state of California!) PLEASE OPEN YOUR EYES TO THE REALITIES OF TODAY'S COLLEGE GRADUATES. They are not living in the world YOU lived in.
128. This is an incredibly important issue. I work as an engineering geologist at the State Water Board and I support equitable pay for my environmental scientist colleague.
129. In the San Francisco Bay area we are having problems even finding seasonal personnel. Everyone is paying better, with the local ordinances for "living wage".
130. Thank you Governor Newsom for making the right decision. Pay parity has been a long time coming, and I look forward to serving the Californian Public, proudly, and for years to come.
131. State scientists are crucial to completing the Governor's priorities. This pay disparity significantly contributes to retention issues.
132. Salary equity is essential for us to recruit and retain talent. My scientific staff are incredible, and do important work to help the State conserve our natural resources. Please help me keep great people from leaving my team!
133. Science matters and Scientists put the important work into action.
134. It is critical that scientists get fair pay for the work that they are doing. I've seen many scientists leave state jobs so that they can make a reasonable living.
135. I am a state archaeologist. Though we are scientists and members of the CAPS union, we are not recognized in discussions of pay inequality. I am petitioning for salary equity for ALL state scientists.
136. Equitable pay for State scientists is essential to retain highly skilled staff. We need State scientists to effectively do our work at the Regional Water Quality Control Board, not only to appropriately implement regulations but also to develop policy.
137. I've worked as a State Scientist resolving complex water quality problems on the central coast for over 25 years.
138. I have struggled for many years as a ES in the top of Range C. I will retire in this level. There are no avenues available to me in my department for upward mobility. We have needed pay equity for years but we seem to only get furloughs.
139. I have been working for the California Coastal Commission for over 20 years. Since I was hired, I have been an Environmental Scientist Range C the entire time. It has been demoralizing to see that our work has not had the same salary increase that the Senior Water Resource and Senior Environmental Scientist had back in 2004 and 2013 respectively. And the salary relationship that existed prior to 2004 have been progressively worsened over time. Makes me feel like I made a bad choice for my financial future in working for the state, when I compare to friends working in equivalent positions for local government.



140. The pay differential between an environmental scientist and an engineer amounts to nearly a 1 million dollar difference in lifetime earning potential, even though they do the EXACT SAME JOB.
141. Environmental Scientists are critical to the success of CalEPA and other agencies, and there must be like pay for like work! I say this as a California-licensed geologist and engineering geologist who wants to make sure our best and brightest are properly compensated for their expertise and commitment to State service.
142. Veterinarians whom have earned their Doctorate of Veterinary Medicine have historically been undervalued and under represented. The quality of work and level of expertise that are brought forth with this group needs to be recognized and have an appropriate salary. In order to retain and recruit the best candidates, the Governor needs to take immediate action.
143. Thank you for your consideration.
144. Please act now to address this unfair matter. Thanks.
145. Do you really value science less than engineering?
146. Scientists should not suffer from bad and economic policies that widen the equity gap. They do the same work and should be paid appropriately.
147. Thank you for working to support science in California
148. To: Governor Gavin Newsom

We, the undersigned State Scientists, very respectfully urge you to take the following two actions: 1) Direct CalHR to work with the California Association of Professional Scientists to immediately resolve the pay inequity issue impacting rank-and-file level scientists in Bargaining Unit 10; and

2) Reaffirm your commitment to equity, fair pay, and zero tolerance for wage discrimination. The State is currently not following the intent of Government Code 19826, which states salary ranges shall be based on the principle that like salaries shall be paid for comparable duties and responsibilities, nor the State's obligation of maintaining horizontal and vertical relationships that apply to employee compensation. In 2005 and 2014, the State took actions that disrupted the internal pay relationships that had existed in Bargaining Unit 10 since 1981. To comply with the intent of the State's laws and policies governing employee compensation, State Scientists are requesting that you direct CalHR to resolve this long-standing pay disparity issue.

State Scientists have confidence that, upon realizing the serious nature of this issue and how it is impacting Californians across the state, you will act swiftly to remedy it. Your own Natural Resources and Environmental Protection Agency Secretaries have already concluded that the egregious pay issue is compromising their Agencies' ability to accomplish their missions. Yet, so far, their requests that CalHR fix the pay issues have gone unanswered.

State Scientists are keenly aware of your passion and commitment to equity and fairness. For these reasons, we are relying on you to intervene now to correct this pay issue that is compromising California's environmental and public health future and your own values and priorities.

We are sensitive to these fiscally challenging times, but State Scientists are not asking for special treatment – just fair and equitable treatment. State Scientists also want to ensure that the State is prepared to handle the unprecedented environmental and public health challenges on the horizon that pose a threat to all Californians. It is imperative that the State provide competitive pay to recruit and retain State Scientists to address these impending challenges. Pay has lacked for years. In the past year it has become abundantly clear how important state scientists are in response to the COVID crisis. Currently any of us could take a 40% pay increase by working for the private sector and the only reason we stay is a sense of public

service but that will eventually come to an end when we can't afford to live where we work or support our families. Short sighted budgets hurt everyone in the long run when you drive out the best people because you refuse to pay them

149. Professional scientists deserve equal pay for equal work!

150. Equal pay for equal work and education!

151. "For decades, scientist and engineers were compensated at equitable rates. However, in 2004, that relationship was broken... We are sensitive to these fiscally challenging times, but State Scientists are not asking for special treatment – just fair and equitable treatment. State Scientists also want to ensure that the State is prepared to handle the unprecedented environmental and public health challenges on the horizon that pose a threat to all Californians. It is imperative that the State provide competitive pay to recruit and retain State Scientists to address these impending challenges."

152. This financial and dis-equity disaster has gone on way too long. Return Technical senior's salary to the Supervisor's and Engineer's salary level as it had been for decades.

153. I am currently employed as a Senior Environmental Scientist Specialist.

154. It is imperative we provide appropriate compensation for our State's Doctors of Veterinary Medicine for the high levels of education and experience they bring to serve the public. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.

155. Pay Equity Now!

156. As a PhD technical specialist with a young family based in the Bay Area, it is a true financial challenge and sacrifice to work where I do. But I am here serving as one of only three individuals in my role on behalf of the State because I believe in the importance of our mission and in contributing to a better future for all Californians. Please help support fair compensation for the many scientists who are often underappreciated in so many ways, including financially. California relies on us to navigate a resilient future and we need to be able to reasonably live where we work, as our peers in engineering do, without the constant stress of affording the job.

157. I have been working as an engineer/geologist for almost ten years now. Being in this industry has shown me the huge inequity exhibited between these professions and scientists. It's disturbing based on the huge importance scientists lend for our future as a species. Please consider this petition seriously. Our future depends on it!

158. I wholeheartedly support this effort. Please recognize the real and sustained commitment of state scientists, and pay us fairly for the hard work we do.

159. Environmental Scientists continue to perform the same duties as Water Resource Control Engineers and Engineering Geologists in many programs at the State Water Boards with a very wide pay gap. It's long past time to correct this disparity. Please take action.

160. This has been an ongoing issue for Environmental Scientists in the State of California. Please help us receive equal pay.

161. State scientists deserve fair pay across the board. The discrepancy in salary between state scientists is considerable and should be scaled accordingly. Our environment is our state's top priority and retaining a quality workforce starts with fair pay.

162. Dear Governor Newsom,

Having watched your career in social justice since you first became the Mayor of my hometown, I am confident this inequity will be something you want to address. Scientists have achieved no less on their educational journey than engineers and many of us hold one, or more, advanced degrees and certificates.

The inequity sometimes creates the misperception that scientists are somehow "less" than engineers. Personally, I tutored engineering students throughout my undergrad and ensured their graduation. It's disheartening to see scientists are not being valued for their talent and contribution.

regards,

163. The environmental scientists and air/water quality/hazardous substances engineers do similar work. Therefore, all should get similar pay.

164. Make sure you fix this pay disparity or there won't be any entry level scientists!

165. We are counting on you to hold onto your word that you are a proponent of equity, not just the idea of it but the practice of it. Please affirm this by fixing the pay gap for state scientists.

166. We waited too long for the Equity in Pay, around more than 15 Years...

It time to resolve that issue...

Thanks...

Sr. Haz Mat Specialist

CDCR

167. I'm fully in support. You shouldn't have to petition to achieve an equitable workplace!

168. Governor Newsom: This pay inequity is affecting the good work done by state scientists like myself. How much longer do state scientists have to carry the workload of an engineer only to be paid 40% less. I am a committed state scientist that has been approached by the private sector numerous times to be poached with a dangling carrot. However, I believe in my agencies mission and vision and the future of the state of California that I have declined all of the higher paying positions.

Its time for the State to make like pay - like work a reality.

169. 1124. Mara Irby (ZIP code: 95818)

170. In my position in the State Water Resources Control Board Division of Water Rights, I witness the ongoing impact to morale and retention of environmental scientists engaged in the same work as their engineering colleagues but receiving vastly lesser compensation. The resulting loss of scientific expertise has a significant negative impact on the Board's mission given the scientific nature of many of the most serious issues the Board faces, particularly setting scientifically and biologically valid environmental flows in California's waterways. A recent open-ended division survey (i.e., not multiple choice), found that the most commonly cited frustration among staff was related to opportunities for upward mobility and pay. It found that 62% of the respondents had considered applying for a new job in the past year -- most were seeking promotion or increased pay. High turnover in the Division of Water Rights, which is a field that often requires years in which to develop solid expertise, creates negative impacts upon all employees, including engineers, in areas such as workload distribution and the speed at which work can be completed to reduce existing backlogs, which were also cited as frustrations among staff and management. Please direct CalHR to work with CAPS to immediately resolve this long-standing inequity harming state scientists, state engineers, state tax and fee payers, and the priceless environment we share.

171. We are having a difficult time attracting PhD level talent to our pool of researchers that protect CA agriculture from plant pests. Furthermore, our supervisors, some with lesser degrees earn ca. 40% more than we do and our technical support that requires a bachelor's degree earn what our starting researchers do. Please bring our salaries more in line with those with comparable jobs in CA so we can continue to hire the best and brightest.

172. State veterinarians and scientists play an important role protecting California's agriculture. Time to compensate them accordingly.

173. Scientists often perform the same tasks as their engineering counterparts. They should receive the same pay.

174. When doing like work the scientists deserve to receive equal pay. Seems to me that although some progress is being made in terms of gender representation within the engineering classification, it seems engineers make more money because they are a male dominated field in contrast to their fellow scientists which has many more females.

175. Environmental Scientist, Central Coast Regional Water Quality Control Board

176. Please help correct this pay inequality.

I have worked for the State for over 25 years in the Environmental Scientist classification series. For over 5 years, as a senior ES supervisor, I was paid significantly LESS than the WRCEs and EGs that I supervised. That inequity was finally addressed. The inequity of ES's being paid less than WRCE's and EG's for often THE EXACT SAME WORK is patently unfair! How would you feel if your salary was only 1/2 of the traditional CA governor's salary because you only had a B.S. (which is all I have, BTW) and you hadn't passed the bar?

177. Stanford Law School, Class of 1966

178. It's time.

179. Please see CalHR's internal pay relationship policy. Why is the policy good for CalHR and other union employees and not CAPS employees? This is a discriminatory application of policy, due to years of deferred action.

180. It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band-aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road.

181. Dear Governor Newsom,

182. I have worked for the State of California in the Environmental Scientist Classification since 2006. Since I began working for the State I have been paid less than my co-workers in the Engineering Classification even though we work on the same projects and provide expertise from our disciplines. We provide the same work but from different fields. To say engineers are more important, or have the more difficult job, is to completely misunderstand what we do for this great state. Please reestablish pay equality among your workers. Historically we were treated as equals. That equality needs to be brought back to State service. Everyday State scientists come to work we know the State does not think our work is important. We know our work is not valued. We know we are seen as disposable. Please implement Like Work for Like Pay.

183. Governor Newsom you should also know that when the Senior Environmental Scientist (SES) Class was developed to include Supervisor and Specialist classes, it was done with the intention we would be paid the same. Our work has different responsibilities but our expertise and the importance of our work product are the same. When State Departments were allowed to make SES Supervisors oversee Specialists the classification was distorted and again State Scientist

moral suffers. These classifications were intended to be equal. I have done both jobs. Both require specific skill sets and are equally important; they are different jobs that carry equal importance and knowledge. If they were restored to their intended roles it would be obvious they deserve the same level of respect and same pay. Please restore these classifications, and pay, to what they were intended to be.

Thank you for your time and understanding in this matter.

Sincerely,

184.I am an Engineering Geologist (P.G.) with the Water Board. The pay difference between the ES and ES Supervisor is stark and does not incentivize ES to stay at the State. Same pay same job!

185.In terms of salary, state DVMs in California have fallen far behind our colleagues in private practice, university, AND federal practice throughout California for many years. This includes many non-state DVMs that we work with on a daily basis who get paid thousands of dollars more than we do for very similar work. Please fix this! Thank you!

186.Please pay scientists fairly for the amazing and difficult work they do for our government.

187.I am an ES working with Engineers (HSEs) and do exactly same work therefore equal pay for like work is needed! Please support us! Thank you.

188.Competent state government requires fair pay. This may be unfortunate from a fiscal perspective, but it does not appear that unpaying people results in a competent work force.

189.Environmental Scientists are doing the same jobs as geologists and civil/environmental engineers in our agency. They should also have a professional licensure program and equal pay.

190.In solidarity

191.Equity and fairness for bargaining unit 10, our scientists deserve no less

192.Please make salary equity a priority. I am disgusted at the institutionalized unequal treatment of state environmental scientists. How do we expect to solve the urgent environmental problems facing our state if we can't even support salary equity to the dedicated employees doing that work!

193.Equal pay for equal work!

194.Please give Environmental Scientists the salary that is owed to them. They suffer financially everyday, yet still work to protect the public and environment. I know 6 Scientists that had cancer in their 50s. Please help them and their families survive.

195.I support salary adjustment for veterinarians

196.I support salary equity for California scientists.

197.It's time that scientists and engineers that do the same work, receive the same pay. Without this the state cannot effectively recruit new talent or maintain current talent.

198.IMHO, this is the issue at hand. The largely female and diverse environmental scientists in CA state employment lost pay parity with the CA state engineers under Gov. Schwarzenegger. They traditional had parity for decades and parity was restored for the scientists supervisor ranks about 4 years ago.

The rank and file scientists have not enjoyed this restoration of parity despite, equal work side by side with the rank and file engineers often on the same projects. I believe this is an injustice that needs to be corrected, both under equal pay for equal work and a restoration of past practices for these professionals.

199.As a scientist and a lawyer, equal pay is necessary for me to continue to have motivation and incentive to stay with State employment. Other local government entities pay both of these classifications much higher. Please equalize our compensation for justice and fairness.

200.Dear Governor Newsom,

201.I am eager to return to pre-pandemic salary levels as my family has been struggling with the reduction in pay via the mandated Personal Leave program. Even after, we must forge on

- towards pay equity and ensuring regular COLA adjustments. We appreciate your prioritized environmental initiatives which require your administration to lean heavily on state scientists to analyze and implement (e.g., delta restoration, biodiversity, 30 by 30). We ask that you match your priorities by recognizing those scientists who make your visions happen. Thank you!
- 202.FOR IMPROVED PRODUCTIVITY.
- 203.Please make the pay for (Senior) Environmental Scientists commensurate with that of our colleagues, with our responsibilities and with our training/education. Thanks.
- 204.My family has suffered for years due to this disparity. Please rectify ASAP.
- 205.All CLIA Examiners are licensed by the California Board Clinical Laboratory Scientists. Many of us have MS degrees and PhDs. Our salaries are overdue for increase!
- 206.Our being lucky or thankful to at least have a job does not preclude your responsibility to treat employees fairly. We have suffered through furloughs, increased insurance costs and retirement responsibilities placed upon us, and other unfair practices where the unemployment office is used as a weapon to keep "us in line". We answered the call to address the COVID crisis when you asked us to. We should be your one of your highest priorities.
- 207.We do the same work that an engineer does for less pay. This has been the case for nearly two decades now. This is patently unfair and suggests perhaps that science is not valued as highly as engineering. I sincerely hope that is not the case.
- 208.Environmental Scientist and Engineers at DTSC do the EXACT same work in the permitting division.
- 209.Governor  
I am formally requesting Like Pay for Like Job from you because is both fair/ethical.  
Thank you for any consideration you may reserve for my request.
- 210.It's about time
- 211.Dear Governor Newsom, please address the BU 10 pay inequity issues.  
Thank you
- 212.Do the right thing! Our pay should be commensurate with our responsibilities, our training, and our experience. Thanks...
- 213.I have been working for 13 years now with colleagues, most of whom are in Unit 9 and earn more than I do, yet whose qualifications are inferior to mine. The corrosive impact on my morale is undeniable. Thanks.
- 214.Please consider Implementing The State's Like Pay for Like Work Laws and Policies to Resolve State Scientists' Pay Inequity
- 215.The pay raise for the Environmental Scientist and Specialist category is lagging for long and state might see a long term disadvantage by either not having enough qualified people interested in joining work in this group and in big picture there could be major shift from future generations choosing geological or engineering sciences major over environmental sciences to be able to live a decent life and feel pride in the work they do.
- 216.I have worked for CalEPA as a Senior Engineering Geologist and possess much evidence that same work is assigned to Environmental Scientists, Engineering Geologists, and Water Resources Control Engineers. The pay differential has unfairly expanded over past decade or more and creates many problems including poor morale, hiring limitations and retention of staff trained with agency funds.
- 217.I work with California scientists every day! They are tasked with many of the same responsibilities as engineers. Show your support for them!
- 218.from, a state scientist.
- 219.State Scientists are not asking for special treatment – just fair and equitable treatment. Pay disparities between State Scientist and engineer are huge.

- 220.Equal work equal pay!!
- 221.we deserve Equity
- 222.The state should lead the way in providing fair and equitable pay, not lag behind.
- 223.The problem with state scientist's compensation has gone on too long.
- 224.It is time to compensate Doctors of Veterinary Medicine and other state scientists for the high levels of education and experience they bring to state service. There have been too many band aids applied to state service which do not address every group in an equitable and logical way. We are facing record high vacancies in a time of general veterinary shortages and stiff competition from the private sector. We need to fix the salary issue now, after years of this being kicked down the road. It is imperative that Doctors in Veterinary Medicine get to the pay level of an Engineer at the very minimum.
- 225.People doing the same work should be paid the same.
- 226.I need Like Pay Like Work to afford out-of-pocket medical expenses and best care for my amputee dad
- 227.Like work deserves like pay!
- 228.Currently, I am on the verge of leaving my state employment for a different employer at a much higher salary. The pay inequality that we currently receive as an environmental scientist will continue to let state talent explore other employers.
- 229.Environmental Scientist, Range B
- 230.I am in PEGC and my colleague who does the same work is in CAPS. It is unfair that our pay is different. It creates a hostile work environment. Our team requires expertise in various scientific areas and we work together to support each other with our strengths. Please provide parity to continue strong scientific teams in CA government and enhance working relationships.
- 231.As a state scientist for 11 years, I request you consider paying us equitably for work performed that is similar to other state scientists who make substantially more than I do.
- 232.This is way overdue so please pay these people the same as our WRCEs and EGs..Thank!
- 233.Water Resource Control Engineer here--did not realize the significant pay gap between the scientists & the engineers. There is no difference in the work responsibilities between a scientist & an engineer (at least in my department), so this is a huge surprise.
- 234.Salary inequality between ES's and Engineers, whom education requirements and work duties are very similar, has resulted in morale issues. In addition, the compensation inequality between ES's and ES Supervisors has also generally resulted in poor morale for the ES class. Bridging the gap and rectifying the salary inequality would go a long-way for improving morale and work products for the ES class.
- 235.Its time.
- 236.This is so important, please consider this.
- 237.I appreciate your consideration.
- 238.I moved to Davis for a permanent scientist position just before the pay cut and had to take up a second job to make ends meet. No full-time state scientists should have to take up a second job so they can afford to live around Sacramento.
- 239.Equal pay for equal work should be a starting point. Pay all scientists fairly.
- 240.We trusted that we'd finally get the right deal with you. Please don't prove us wrong.
- 241.The environment is very important. These scientists deserve equal pay for their work protecting our environment!
- 242.I am for having the pay inequity resolved for State Scientists.
- 243.It's time for pay equity. As an ES I am relied upon to improve efficiency in the program I have dedicated my career to, restoring salmonid habitat. Working side by side with Senior supervisors and program managers. Doesn't make sense to have such a large pay difference between top

- tier ES employees and Seniors. I challenge you to retain my knowledge, experience and dedication.
244. I strongly support this petition.
245. As a state attorney working on water issues, I work closely with and rely on the expertise of environmental scientists. They should be compensated in accordance with their valuable services to our state.
246. As an outsider, I can sense that this is extremely unfair with significant underpayment to the environmental scientists who are doing a very meaningful work to protect our environment.
247. Scientists are one of the most important classifications we have. They have been underpaid for a long time as engineering salaries soared. Please show them they are valued.
248. Thank you.
249. Equal pay for equal work.
250. Environmental Scientists in California, whether CalEPA or DWR or other agencies need major pay raises and equity.
251. The disparity between Senior ES Sups and Sr ES specialist classes as well as the difference between Sr. ES Sups and ESes is ridiculous and it needs to change. The state has the money and needs to show they value scientists or risk losing them to other agencies or private industry. The fact that the furloughs have continued despite having excess in the state's coffers is especially egregious and shows how little you value state employees
252. The pay gap is even worse for archaeologists, who receive less pay than Environmental Scientists
253. The actions of the State of California have been anti-union in the case of State of California Scientist. The labor movement has been under attack from corporations and in this case the State of California. An Environmental Scientist in many cities and counties qualify for low income housing. How can we attract the best and brightest when California Scientists are not respected or pay equitably.
254. The Senior Environmental Scientist (specialist) is an advanced journey level position. Incumbents independently identify problems, develop courses of action, and conduct critical and/or sensitive scientific investigations and studies and may prepare guidance, policy, planning, or regulatory documents and legislative proposals on issues of importance to the employer, and do other related work. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise; may act as a mentor to lower level staff; and may act as consultants to other technical staff, management, and other agencies in those matters. Duties are equal to the
255. Supervisory Senior Environmental Scientist. The pay discrepancy must be rectified.
256. Thank you for your considerations, Gov. Newsom for resolving state's scientists' pay inequity. This will really help elevate state scientists and engineers' standard of living and allows us to focus on doing our work to serve citizens of California with focus and dedication, without being distracted by needing to work second or third job.
257. Please provide pay equity for the California State Scientists.  
Thank you Sir.
258. Pay equity is not only needed for line staff it needs to be maintained for scientific supervisors and managers. Scientists and engineers are equal partners that work side-by-side to oversee and implement California's laws to protect our residents and the environment. These efforts include, but are not limited to directly impact California's efforts to reduce short-lived climate pollutants. Since the state's implementation of "like work for like pay" PEGG has received compensation while scientist pay lags. Pay equity for all needs to be provided and maintained.



- 259.As we hit the one year mark of the pandemic and in the midst of droughts and wildfires, the Newsom administration must recognize that the state scientists are the key to addressing future public health concerns and climate change risks. By not addressing pay parity, the administration risks high turnover and a reduced ability to provide long term security for the state of California.
- 260.Science Matters. Science saves lives. Please take the necessary steps to address this egregious inequity. Thank you so much.
- 261.I was an environmental scientist before and I was doing similar work to engineers. I believe there needs to be a pay increase.
- 262.The work that Scientists perform for the State is invaluable. Having been a Scientist, and now a manager of Scientists, I understand first hand how important it is to ensure the State has well qualified staff in these positions. Without pay parity, I see the quality of candidates for these positions declining. As a state on the forefront of green energy initiatives, multi-benefit project development, and other advancements that rely heavily on the work of scientists, we need to show all scientists that their work is valued. What better way to do this than to show that State Scientists are valued? Not just the managers, but the staff scientists carrying out the work on a daily basis.
- 263.It's been years, we could really use pay equity now more than ever!
- 264.As a Senior Environmental Scientist (Specialist) who has been in this positions for years, I am no longer able to get annual step-increases. Every few months I get emails from head-hunters asking why I'm wasting my time earning such low wages as a State-employee when I can earn so much more in private industry. It's time for the State to take seriously the gross pay inequities between the Senior Environmental Scientists "Specialists" and "Supervisors," two positions that had always been equals and had always meant to be equals. In fact, as a Specialist, I manage both programs and employees that work in my programs, and I believe I have more skills that value the State than a Supervisor. I must admit that after years of knowing people in the private sector and seeing what they earn for like-work, and seeing first-hand what my equals, the E.S. Supervisors earn, the wear and tear has me beginning to think about taking my advanced skills to a more appreciative employer if things don't change for the better, and soon.
- 265.As someone who has worked for the State of Florida where no benefits are offered to scientists, and no one stays in their agencies for more than a couple of years, at most, I have seen first-hand how this has devastated their environmental, fish and wildlife, and water management programs. We in California (and I'm a third-generation Californian) value our environment far too much to see this whimsical approach to governing our agencies and the staff that make ALL the difference! I brought my skills and abilities to State service because I believed in serving California. However, all I ask in return is to be treated ethically and equally. PLEASE DO WHAT IS RIGHT!
- 266.Governor Newsom, ay equality directly correlates to staff retention. Morale is low and we are deeply frustrated; we see our comparably-series ranked colleagues paid far more than us within state services and when we see how far our pay lags behind the private sector.
- 267.As a state employee, I support the scientists in civil service. Pay equity now.
- 268.I support unit 10 leaders for their effort to increase the salary of unit 10 members. we work as hared as our collages on the other units that compensated with much higher salary. We Ask for better pay and benefits.
- 269.We used to receive 5% less than an equivalent level engineer. When working for the Feds, all professional positions of the same level, regardless of the field, were on the same pay scale. Since you have said that the state needs scientist and that we supply an essential service, why do you demean us with substantially less pay?
270. Like work for like Pay NOW!
- 271.I support Equal Pay for like work.
- 272.Thank you Governor Newsom!
- 273.Thank goodness for our scientists!