

Comments Provided:

1. Equal pay for scientist vs. engineers who do same work.
2. Senior Environmental Scientist (Specialist)
3. Thank you for considering pay equality for the scientists who work to protect public and environmental health in California.
4. Scientist gave up more in 2020 than other unions because we had to forfeit our 5% raise that we fought for.
5. During these trying times, it has shown how valuable and necessary state scientists are. We should be compensated accordingly.
6. Please resolve!
7. Like pay for like work!
8. The pay differentials between Unit 10 supervisors and staff are egregious, unfair and corrosive. Please act to rectify this situation.
9. Add me to the list for the following petition:
It urges Secretary Blumenfeld to work with Governor Newsom to resolve State Scientists' longstanding pay inequity.
10. Let's make Cal EPA the best - by recruiting the best!
11. Please compare salaries with comparable government agencies.
12. We work with these engineers. Going to the same meeting. Working on same documents, and most of the time our works are more complex.
13. I believe us Environmental Scientist are more diverse, so helping us is help for the diversity in the work place.
14. Please give us just something close to equal.
15. NA.
16. Please help us!
17. Scientists deserve pay equity
18. Please, help to resolve this terrible pay inequity so I can continue to go out into the field and protect the public from hazardous chemicals.
19. We would appreciate any advocacy you could lend here. It would show a considerable vote of confidence.
20. 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.
21. Scientists have been underpaid for far too long. Every time we are asked to give something up, we do, and never recover it, the most recent example being our loss of the 5% increase that was taken back July 2020, on top of the Furlough losses. Please show support for the science, and scientists, constantly being held up as so important.
22. I used to work at the water boards and I did the same exact job as the engineers on my team, but I made anywhere from 30-60K less than them per year!
23. I am a licensed engineer, State employee, member of PECG, who supports CAPS members pay equity with non-licensed engineer pay scale
24. Please pay our state scientists commensurate with their value to our state. Thank you

25. Pay the scientists what they deserve and encourage people to go into the sciences.
26. It is very important for all on the team to be paid equitably. Scientists will leave and this will be. Detrimental.
27. It is very important for all on the team to be paid equitably. Scientists will leave and this will be. Detrimental.
28. equal pay for equal work!
29. Log over due!
30. Thank you!
31. Thank you for the opportunity to support this petition!
32. We work hard to meet the needs of communities in our State so it's appropriate that our salaries make it possible to retain dedicated and experienced staff to meet the needs required of our positions.
33. Please work with the governor to increase the salaries of state scientists. I recently left industry to help protect the people of California, but now I am having trouble supporting my family. I don't want to have to choose between helping the People and raising my children.
34. 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!
35. Please support Scientist
36. Please do what is ethically and morally correct. Thank you.
37. I am a pest prevention assistant doing comparable work to environmental scientist have even trained my coworkers environmental scientist for substantially less pay
38. I am an WRSCE and support like work for like pay. The ES pay scale has been subpar for far too long.
39. Equal Pay for Equal Work
40. Please do what's right and establish our fair pay once and for all.
41. Keep California safe by attracting and maintaining quality scientists.
42. Time to reinstate their pre covid salary.
43. There is no moral, ethical, or legal reason to continue this salary disparity. Science and engineering go hand in hand in environmental protection and deserve equal compensation for similar or identical work.
44. How can my supervisor make 50% more than me and I am just one step below them? This is lopsided and unfair to the people protecting the environment.
45. 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.
46. Equity now! Please advocate on our behalf to the Governor about pay equity for state scientists.
47. Mr. Blumenfeld - please correct the pay disparity that presently exists between technical level staff at the Water Boards. My counterparts in the Engineering and Geologist class, with whom I work closely to complete identical tasks, receive as much as 40% more pay

than I. Their quality of life and retirement prospects are significantly better than mine. I am a MS level scientist and must work two jobs to support my family while my Engineering and Geologist colleagues are significantly better compensated and thus can work less. Please help CA State Scientists!

48. Like pay for like work!
49. Jared, It is vital that we retain top notch scientists in California and to pay them an equitable wage! Thank you, Eileen
50. 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.
51. State scientists have respected state budget priorities of the past by accepting salary cuts or deferments. Our acceptance of salary cuts in the past does NOT mean we no longer see the inequities that have persisted for many years now. Please respect US by paying us what we're truly worth. Thank you.
52. Please listen to our arguments for equal pay. We are working alongside Engineers and we are conducting the same level of work, from staff level to senior specialist level. Staff Engineers make significantly more money than Senior Scientists Specialists. This pay inequity must be resolved. It is extremely demoralizing and has caused many scientists to pursue engineering degrees in order to acquire higher paying engineer positions.
53. Please don't forget about Research Scientists. We need advanced degrees to be in our classification, while Senior Environmental Supervisors and EPMs do not.
54. NA
55. It is so important to show scientists working along side engineers that their work is valued. Especially when they are working on the same projects doing similar work.
56. Secretary Blumenfeld, I am a state environmental scientist and have worked for the state for almost 14 years. When I first started, engineers had just received a massive pay increase that was not replicated for scientists. I have a Ph.D. in Ecology, but I still am paid much less than engineers with bachelor degrees. This is not right.
57. Please Support for Resolving the State Scientists' Pay Inequity Issue.
58. Environmental Scientists conduct important work that impacts the health and safety of our future generations. They deserve better pay wages!
59. Equal work deserves equal pay!
60. California is supposed to be leading the world in environmental protection, but we are paying our scientists comparatively low wages. This needs to change.
61. I hope you will finally acknowledge, and take action, on this item. We have been working with this disparity for years. This would go a long ways to stopping the constant attrition of employees.
62. The pay gap is outrageous!
63. Please support state scientists so that the state can retain high quality scientific professionals!

64. We have reached the time in Bargaining where member action and support is crucial. The Governor is having conversations with his Agency Secretaries right now regarding the budget and, relatedly, employee compensation. It is imperative that we clearly demonstrate to the Administration that the CAPS membership is united and active in our quest to resolve our salary issues. Please sign all of the below petitions, and share with all your colleagues immediately. If the Secretaries advocate on our behalf to the Governor the Bargaining Team's chances of convincing CalHR to provide fair pay to all State Scientists will be increased. We are aiming for 1,500 signatures by the end of March, so the petitions can be sent on April 1.
65. This year more than ever has demonstrated the importance of equity as well as the need for environmental scientists that can help the state address crises related to climate change and biodiversity loss. I urge you to consider the changes advocated for in this petition.
66. 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.
67. Environmental Scientist- CDFW
68. I am a PhD with 10+ years of energy efficiency experience in a senior technical position being paid less than entry level engineers!
69. Dear Secretary Blumenfeld,
I have been at the Water Boards for nine years. Over this last (near) decade, I have done equivalent work as engineers in my own unit, as well as shouldered some of the managerial work for my supervisors. I have been paid about 60% of their salaries the entire time. There are limited supervisory positions, and I have no other options for better pay other than to leave or to spend thousands of dollars and dozens of months obtaining a new degree. Morale is low, and has been low for almost twenty years--and despite this, the scientists continue to produce quality work and hold the line against looming environmental disasters. As with the climate crisis, we cannot go on like this much longer.
- Jacob Iversen, Environmental Scientist
70. I support CAPS and this petition. I am an Environmental Scientist, Range C.
71. I support my scientist colleagues in their petition for pay equity and classification series upgrades and modernization to recognize the advanced work we all do to support the citizens of California and contribute to world knowledge in the scientific disciplines.
72. The pay inequity issue has been a chronic problem and will only lead to more qualified scientists leaving state service. Is this what the governor wants?
73. PECG member in support of CAPS petition
74. 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!
75. I am a caps unit 10 environmental scientist, and until I receive the same pay for the same work, I am being discriminated against through my wages and benefits.
76. Environmental Scientist, Range C

77. Secretary Blumenfeld, we need your help to stop a 15-year debilitating atmosphere at our agency. Because scientists lead in enforcement, cleanups, and regulating products along side engineers, how is it possible to have this weakening effect not permeate throughout the agencies and affect others. Fee-restructuring and creating a board will only be a temporary band aid. Help us to be effective in protecting health and the environment.
78. Equal pay for equal work should be a foundation of our state compensation system
79. The wage inequities amongst employees doing the same work is unjust and unfair. If California truly values its scientists, provide adequate compensation for equal work.
80. 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. Secretary Blumenfeld please ask Governor Newsom and CalHR to do the right thing and pay state scientists equitably now.
81. Considering how much more work the Environmental Scientists do compared to the engineers, it's disheartening to be paid so much less, even when doing like work. In projects, as an ES, I'm having to tell the engineers, who are usually the project managers, what to do. How fair is that?
82. Please value your State Scientists !
Thank you -
83. Differential pay would also be appropriate. Assignment to counties in the bay area and Los Angeles have inherently higher costs of living.
84. Please resolve the pay inequity issue impacting rank-and-file level scientists in Bargaining Unit 10.
85. 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.
86. Please help state scientists.
87. Please and Thank You.
Equal pay for equal work.
88. The pay gap for professional scientist is absolutely unacceptable. Some of the highest paid and most crucial specialty positions that continue to be grossly underpaid and in turn impossible to keep positions filled or attract new hires for the needed positions.
89. 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.
90. Thank you for finally addressing this issue. I have continued to work passionately as an essential worker protecting public resources. I have a new son, and it is very stressful trying to provide for my family on my meager salary. Pay parity a legal and moral obligation to fulfill to help our state scientists complete their missions! do the right thing! thank you!

91. State scientists are crucial to completing the Governor's priorities. This pay disparity significantly contributes to retention issues.
92. 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!
93. 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.
94. Science matters. Scientists matter.
95. 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.
96. Same pay for same work!
97. We need equitable pay for State scientists to retain highly skilled and effective staff. State scientists are essential not only for effective implementation of regulations at the Regional Water Quality Control Board, but also for development of sound policy.
98. I have struggled for years financially due to being stagnated at the top of ES Range C. We have needed pay equity for so many years but only get higher levels of responsibility and furloughs. It is very dis-heartening to say the least.
99. I have been working for the California Coastal Commission for over 20 years. We have gone through many austere budget years, but we have worked in good faith thinking that salaries would be increased when the budget got back to health. We have been kept waiting, and the salary disparity has just gotten worse. Please help us solve the pay inequity issues that have been going on for years now. We need Governor Newsom to care enough to support Bargaining Unit 10 employees and to act now.
100. The pay differential between an environmental scientist and an engineer amounts to nearly a 1 million dollar difference in lifetime earnings, even though they do the EXACT SAME JOB.
101. 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.
102. Thank you for your consideration
103. It is time now for all Scientists to get fair compensation. Please act on this issue!
104. Scientists should not suffer from bad and economic policies that widen the equity gap. They do the same work and should be paid appropriately.
105. I love my work as an Environmental Scientist in the Emergency Management Program at the State Water Resources Control Board. The work in my program is very rewarding, and impactful. Water quality impacts from natural and manmade disasters, especially wildfires, can be severe. The work we do is fast-paced, high-stress, and we work at a very high level, but my pay does not reflect that. I do the same exact work as the geologists and engineers in my section, but get paid dramatically less than they do to conduct the exact same work. As a single mom living on one income, I struggle to make ends meet as in Environmental Scientist. I do this job because I love it, but the low pay

is becoming a serious issue for my ability to support my child. California is a very expensive state to live in, even outside the cities, and the low pay state scientists receive exacerbates that problem. My pay stays low, but my rent and utility bills keep increasing. It is critical that state scientists receive pay parity for the work that we do, or the state will see talent drain as staff search for better paying opportunities to better support ourselves and our families.

106. 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 20-40% 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
107. Professional scientists deserve equal pay for equal work!
108. "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."
109. 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.
110. I am currently employed as Senior Environmental Scientist Specialist.
111. Pay Parity Now!
112. 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 needs us to guide a resilient future and we need to be able to reasonably live where we work.
113. 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!
114. 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.
115. Environmental Scientists continue to perform the same duties as Water Resource Control Engineers and Engineering Geologists in many programs at the Water Boards. It is long past time to correct this disparity. Please take action now.
116. This has been an ongoing issue for Environmental Scientists in the State of California. Please help us receive equal pay.

117. 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.
118. Science is crucial
119. Please help state scientist get the pay they deserve and need.
120. Make sure you fix this pay disparity or there won't be any entry level scientists!
121. I would like to reiterate this part of the petition: "State Scientists should not have to negotiate pay equity when the State should simply comply with its own laws and policies that require the setting of salaries based on like pay for like work." We just need your support. Thank you.
122. It is time to find a fair solution for this long-standing unfairness... CDCR
123. I'm fully in support of this. Workers should not have to petition to have an equitable workplace!
124. 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 speak with Governor Newsom and urge him to 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.
125. Environmental Scientist, Central Coast Regional Water Quality Control Board
126. Please help correct this pay inequality.
127. At the waterboards, ES's, WRCE's and EG's do basically the same work and differences are based on experience, not degree or license. There is no call for the use of PE, CHG or other certifications. Salaries for staff should be the same! They were before, they should be the same again.
128. STANFORD LAW SCHOOL, Class of 1966
129. It's time.
130. CalHR is discriminating against a small union.
131. The pay difference between ES Range C and WRCE/EG Range C is stark and does not promote a positive work place. There are units (Storm Water and Timber) in which ES

and EG work side by side and perform the same job but ES staff get paid significantly less.

132. Please pay scientists fairly for the difficult and important work they do.
133. Please help to make salary more equitable at the state level. I do the same work as my fellow staff members and should get paid similarly. Thank you for your time and service.
134. I am an ES and work with Engineers (HSE) doing the same work. Therefore, like pay for like work is necessary. Please support us. Thank you.
135. Equal work deserves equal pay!
136. State scientists are doing professional work just as geologists and engineers. They should have a professional licensure program and equal pay for doing equally professional work.
137. Equal pay for equal work
138. Please give the Environmental Scientists the salary that is owed to them. They suffer financially everyday, yet still work to protect the public and environment. I know of 6 Scientists who got cancer in their 50s. Please help them and their families survive.
139. Thank you Secretary Blumenfeld for all your support!
140. 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 traditionally 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.
141. 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. The Governor leans heavily on state scientists to implement his initiatives (e.g., 30 by 30), so he needs to match his priorities with recognizing those scientists who make his visions happen. Thank you!
142. Please make our pay for (Senior) Environmental Scientists commensurate with our colleagues, with our responsibilities, and with our training/education. Thanks.
143. 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!
144. 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.
145. 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. Surely that cannot be the case.

146. Do the right thing! Our pay should be commensurate with our responsibilities, our training, and our experience. Thanks...
147. 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.
148. I love the work I do, but my pay does not make me feel appreciated. I have an advanced degree and can easily move to a different classification, but every time I think of that my love for my current work keeps me from doing it. My quality and responsibility for work is no less than a geologist or engineer, but my pay makes me feel way lower compared to both of those classifications. Along with emotional stress it also puts a financial stress on me since, my work location is in Bay Area and housing and other expenses in Bay Area can not be met with my current pay.
149. 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.
150. I work with California scientists every day! They are tasked with many of the same responsibilities as engineers. Show your support for them!
151. graph is makes the issue very clear
152. State Scientists are not asking for special treatment – just fair and equitable treatment.
153. Equal work equal pay!!
154. We should have equity
155. Please help change the pay difference / salary gap between science and engineering; please consider the large percentage of amazing women scientist affected by the difference.
156. Government should lead the way in supporting fair and equitable pay, not lag behind.
157. The problem with state scientist's compensation has gone on too long.
158. I support pay equity. We have been subjected to substandard pay for far too long. Working next to an engineer doing the same work as a scientist but getting paid far less, knowing the only difference is the title of their position is demeaning and degrading to all scientists working for the State of California.
159. People doing the same work should be paid the same.
160. I need Like Pay for Like Work in order to pay for the best care for my amputee dad
161. Environmental Scientist, Range B

162. My colleague in CAPS who does the same work I do, should be paid the same as I do. I am in PEEG. Our team requires multidisciplinary collaboration. We need each other to be effective individually but when we geologists and engineers are paid significantly more than the ecologists and biologists it creates a hostile workplace. My scientist colleagues are mostly female so the unfairness seems sexist too.
163. I support CAPS
164. As a state scientist for 11 years, I request consideration of like pay for like work.
165. This is way overdue so please pay our environmental scientists the same as our WRCEs and our EGs...Thanks!
166. Please correct the pay inequity for state scientist.
167. As a fellow Water Resource Control Engineer, the pay gap blows my mind. There is no difference in work responsibilities between me & a State Scientist (at least in my division), so this difference in pay makes no sense.
168. It's time.
169. 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.
170. Please pay these valuable environmental scientists what they are worth.
171. I am for having the pay inequity resolved for State Scientists.
172. 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.
173. I strongly support this petition.
174. 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.
175. As an outsider, I can sense that this is extremely unfair with significant underpayment to the environmental scientists who are doing very meaningful work to protect our environment.
176. 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.
177. Thank you.
178. Equal pay for equal work.
179. Environmental Scientists in California, whether CalEPA or DWR or other agencies need major pay raises and equity.
180. 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 Department(s) 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. Compensation for this level should be comparable to the supervisory Environmental Scientist.

181. Thank you for your considerations to seek pay equality for CA State Scientists so we can focus on serving the State of CA residents instead of needing to look for second or third job to support our livings because we are not earning enough at our main job.

182. 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" PEGC has received compensation while scientist pay lags. Pay equity for all needs to be provided and maintained.

183. As we hit the one year mark of the pandemic and in the midst of droughts and wildfires, CalEPA 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 agency risks high turnover and a reduced ability to provide long term security for the state of California.

184. Science Matters. Science saves lives. Please take steps to address this egregious inequity.

Thank you so much.

185. 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.

186. We are lagging behind. We need pay equity now more than ever.

187. As a Senior Environmental Scientist (Specialist) who has been in this positions for years, I am no longer able to get annual step-increases. This puts me in a very dark place as someone working for the State with no ability to keep my salary maintained at the basic rate of inflation, especially when the very small increases negotiated by my union are immediately absorbed by the large increases in health insurance premiums, something that private employers usually absorb, but not the State of California. And that's only when these negotiated increases aren't taken away by the Governor's office, which happen all too often.

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.

It's time to resolve this pay inequity before it too has an irreversible effect on the welfare of our State's environment, fish, and wildlife.

Thank you.

188. As a state employee, i support the scientists in their fight for pay equity.

189. Make it fair. Do what is right.

190. We must retain our scientists.

191. 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 the Governor has said that the state needs scientist and that we supply an essential service, why do you demean us with substantially less pay?