

Comments Provided:

1. Scientists should have equal pay for equal work vs, engineers.
2. Support science ! Keep scientists working for the public good.
3. Thank you.
4. Thank you for considering improved pay equality for the scientists who work to protect public and environmental health in California.
5. Environmental Planners should be included as well
6. Scientists took a bigger hit in the pandemic because, in addition to the pay cut, we lost our 5% raise that we fought long and hard for.
7. With being a champion of the Cutting Green Tape initiative, you clearly recognize the importance of environmental science (climate change issues, preservation of natural spaces, etc). Environmental scientists (including specialists) are the staff that are working hard on these issues; dedicating our lives to to understanding and attempting to resolve issues concerning the health of our environment. You can further show your dedication to environmental science by advocating for equal pay for equal work so that the state has the ability to attract and retain the knowledge and talent needed to accomplish Cutting Green Tape.
8. During these trying times, it has shown how valuable and necessary state scientists are. We should be compensated accordingly.
9. Please support the resolution of this issues asap!
10. Like pay for like work!
11. The pay differentials between supervisors and staff scientists are egregious, unfair and corrosive. Please act to rectify this situation.
12. Add me to the following petition:
It urges Secretary Crowfoot to also work with Governor Newsom to resolve State Scientists' longstanding pay inequity.
13. Please compare salaries with comparable government agencies.
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.
14. NA.
15. Please help us.
16. Scientists deserve pay equity
17. 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.
18. This pay inequity has a real effect on our lives as state scientists. Please make this right, we do the job even when we are forgotten every year.
19. 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!

20. I am a licensed engineer, State employee, member of PEGC, who supports CAPS members pay equity with non-licensed engineer pay scale
21. Please pay our estate scientist the commensurate to the value of their work to our state.
Thank you
22. I love the work that I do, but the compensation is no longer competitive enough to attract and retain staff.
23. Please pay the scientists and make CA a beacon to rest of the world.
24. We do not want to lose our scientists but with this pay scale we most certainly will.
25. This reconciliation would cause a seismic shift toward resilience and loud Voices for California's natural resources.
26. equal pay for equal work!
27. 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.
28. Thank you!
29. Like work for like pay NOW!
30. Thank you for the opportunity to support this petition!
31. More and more you've shown your dedication to science and scientists in your words. Please help us retain knowledgeable and dedicated scientists by providing salary that compensates them accordingly to meet the increasingly challenging demands of managing our state's valuable resources.
32. Please Secretary Crowfoot, work with the governor to bring equity to 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.
33. 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!
34. Please support Scientist
35. Please do what is ethically and morally correct. Thank you.
36. In support of CAPS bargaining team.
37. I am an WRSCE and support like work for like pay. The ES pay scale has been subpar for far too long.
38. Equal Pay for Equal Work
39. Please do what's right and establish our fair pay once and for all.
40. Keep California safe by attracting and maintaining quality scientists.
41. Time to reinstate their pre covid salary.
42. Hello! We are grossly behind in pay and I've been topped out for years at this point and am doing work that is fairly high level at times. The supervisor position that I can LATERAL into, makes \$38,000 MORE a year than I do and is the same exam and the same list.

Can you please encourage the Governor to fix this? We're going to lose all our scientific expertise as folks are going into supervising to make more money. Thanks!

43. 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.
44. 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.
45. Equity now! Please advocate on our behalf to the Governor about pay equity for state scientists.
46. Like pay for like work! State scientists have been underpaid for too long!
47. Please pay our scientists an equitable wage!
48. Like pay for like work!
49. 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.
50. Senior Environmental Scientist (Specialist), CDFW
51. I'm an Environmental Scientist with CPUC's Wildfire Safety Division which will transition to CNRA's new OEIS in July 1, 2021.
52. Please do everything you can to honor and respect the scientists that do such good work for you. You frequently say you value our work, but the pay inequities that have persisted for many years without significant remedy indicate otherwise. Respect our work for the agency as much as we do your vision for it. We know money isn't everything (which is why, because we share your vision, we continue to work at below-equity wages). But time for you to return the favor. Support us as we support you. Thank you.
53. 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.
54. Please don't forget about Research Scientists. We need advanced degrees to be in our classification, while Senior Environmental Supervisors and EPMs do not.
55. NA
56. It is important to show scientist, who work along side engineers on projects, that you value our work. Like work should equal like pay.
57. I am an ES and worked for DWR previously. It is unfair to work along side engineers doing essentially the same work and to get paid so much less. Please right this wrong!
58. Please Support for Resolving the State Scientists' Pay Inequity Issue.

59. My experience at the CNRA and the CalEPA has shown me that pay inequity between Scientist and Engineers negatively affects team morale and the ability to retain scientists. Please resolve this inequity. Thank you for your time.
60. Environmental Scientists conduct important work that impacts the health and safety of our future generations. They deserve better pay wages!
61. Equal work deserves equal pay!
62. I hope you will finally take action on our behalf regarding the continuing pay inequity.
63. The Federal Government pays scientists and engineers, at the same level, exactly the same pay. For example, a GS-11 biologist has exactly the same pay scale as a GS-11 engineer. So why doesn't CA do the same? If CNRA thinks STEM fields and is committed to increasing diversity in its workforce, then why aren't biologists paid the same as engineers, just like in the federal government?
64. Please help our California employees fight for fair compensation
65. The pay gap is outrageous!
66. Please support state scientists so that the state can retain high quality scientific professionals!
67. Please provide us our raise and remove the monthly required furlough. Our roles as environment scientists are already under staffed and you are not making science a priority in our state by not providing fair and equal pay. Please show that you care about our state scientists by funding our raise and removing the furloughs being placed on our pay.
68. It is difficult to stay with the State when there are more lucrative opportunities for PhD scientists, like myself. I stay because I am committed to the CDFW mission but the financial stress is felt by my family.
69. 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.
70. [REDACTED]
71. I am a PhD with 10+ years of energy efficiency experience in a senior technical position being paid less than entry level engineers!
72. I support CAPS with this petition. I am an Environmental Scientist Range C.
73. The pay inequity problem is a chronic issue that will only lead to the state losing more of the best and the brightest that science has to offer. It must stop now.
74. [PECG member in support of CAPS petition](#)
75. 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!
76. We just lost an Environmental Scientist on my team (at CDFW) due to non-competitive pay - we need to resolve these salary issues so that we can attract and retain employees to be able to effectively carry out our mission. Thank you for your consideration!
77. The work that I do as an environmental scientist for the Department of Water Resources is considered essential, yet I am paid less than others with the same level of education

and the same level of knowledge and skill. Pay equity for unit 10 is essential for recruiting and keeping the best state scientists working on tough environmental issues that will only get tougher in the future. Do what's right and correct state scientist wage inequities now.

78. Environmental Scientist, Range C

79. Secretary Crowfoot, we need your help to stop a 15-year debilitating atmosphere at our agency. Because scientists lead in protecting resources along side engineers, how is it possible to have this weakening effect not permeate throughout the agencies and affect others. Help us be effective in protecting the environment.

80. Equal pay for equal work should be a foundation of our state compensation system. We love and support the work that you do to protect our natural resources in our diverse and beautiful state. Thank you!

81. 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.

82. The technical skills required to conduct engineering tasks are no more complex than those needed by State scientists. The disparity in pay scales between the two professions is egregiously large and, to my knowledge, stems mainly from the greater size and influence of the engineers' union. If true, this is not a fair basis on which to assess employee contributions and, therefore, compensation.

83. 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 Crowfoot please ask Governor Newsom and CalHR to do the right thing and pay state scientists equitably now.

84. I work so much harder than the engineers in my office and they get paid much higher salaries than an ES. How fair is that?

85. Please value your State Scientists!

Thank you -

86. Differential pay by region would also be appropriate. Assignment to the bay area or Los Angeles has inherently higher cost of living.

87. Please resolve the pay inequity issue impacting rank-and-file level scientists in Bargaining Unit 10.

88. Please support negotiations to restore pay equity and to institute the pay increase previously negotiated but that was deferred.

89. 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.

90. Please and Thank you.

Equal pay for equal work.

91. Like work deserves like pay, especially when the under paid are the positions such as Veterinarians that require a higher degree of education (that costs FAR more) as a minimum to even qualify for the position they hold and execute for the state of California.
92. The most senior engineer in my office - at the top of his pay scale - cannot write a coherent staff report, and admits he doesn't care, because he's not held accountable for his performance.
93. 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 colleagues.
94. Dear Mr. Crowfoot,
95. I appreciate the continued support for pay parity for state scientists. This pandemic has highlighted how passionately us scientists work in the face of adversity to provide service and protection to the public. I love my job- I am having trouble providing for my new son with my meager salary. Pay parity will show the state scientists that they are supported in their mission, and that the State of California will honor its own "like pay for like work" laws. Please do the right thing, we are counting on you!
96. State scientists are crucial to completing the Governor's priorities. This pay disparity significantly contributes to retention issues.
97. 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!
98. During a time that science matters, scientists also matter.
99. 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.
100. 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.
101. 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.
102. I have worked for the California Coastal Commission for over 20 years. I am dedicated to coastal protection and the work I do for the public. But pay equity has been out of what since 2004, and state employees have taken the brunt of the state's financial difficulties for many years. Please tell Governor Newsome that it is time to act to resolve the pay inequities that have grown over the past 16 years.
103. 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.
104. 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.
105. Thank you for your consideration.

106. Please act now to address this unfair matter. Thanks.
107. Scientists should not suffer from bad and economic policies that widen the equity gap. They do the same work and should be paid appropriately.
108. 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
109. Professional scientists deserve equal pay for equal work!
110. "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."
111. 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.
112. I am currently employed as a Senior Environmental Scientist Specialist.
113. Pay Equity Now!
114. 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.
115. 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!
116. 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.
117. 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. Thank you.
118. This has been an ongoing issue for Environmental Scientists in the State of California. Please help us receive equal pay.
119. 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.

120. Our intention is to continue providing the state with the best scientific guidance in critical decisions that we make. Pay parity is necessary to enable us to stay in our positions and maintain a competitive salary so we are not forced to move out in order to move up. Thank you sincerely for your consideration of this.
121. Make sure you fix this pay disparity or there won't be any entry level scientists!
122. 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.
123. We need you support to reach a fair solution for like work, like pay...

Thanks...

Sr. Haz Mat Specialist

CDCR

124. I'm in support of this. Workers should not have to petition to have an equitable workplace.
125. Environmental Scientist, Central Coast Regional Water Quality Control Board
126. Please help correct this pay inequality.
127. ES, WRCE and EG staff salaries were always comparable until Caltrans (who actually needs certified PEs and RGs), pushed their salaries up statewide. IT IS UNFAIR. At the waterboards, these 3 classifications do the SAME WORK. Any differences are based on experience, not certifications.
- ES, WRCE and EG staff salaries should be comparable again!
128. Compensate our scientists fairly for all the good work they do
129. It's time.
130. Please read CalHR's Internal Salary Relationship policy. It is applied unfairly to CAPS staff, but not other classifications, Why?
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 preform the same job but ES staff get paid significantly less.
132. Please pay scientists fairly for the important and difficult work that they do.
133. Please help make salary more equitable for state scientists. I do the same work as my fellow peers and should be paid similarly. Thanks for your time and for your 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. Please take action on this disparity. I have been proud to work on progressive issues as an environmental scientist in California but also have had a continual disappointment in the value California places on that work by a seemingly institutionalized lack of concern on basic salary equity.
137. 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 of 6 Scientists that got cancer in their 50s. Please help them and their families survive.

138. I support salary equity for California scientists.
139. 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.
140. As a scientist and attorney, equal pay is necessary for achieving quality employees and diversity in our areas. Both of these classification are lagging compared to other local government entities. Please do the right thing and compensate us for our true value.
141. Secretary Crowfoot: 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 the open yet focused approach you've taken as Secretary of Natural Resources. As you know, the Governor leans heavily on state scientists to analyze implement his initiatives (e.g., delta restoration, biodiversity, 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 commensurate with the work that we do and the training and education we have! 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 the 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. Please resolve the BU 10 pay inequity issues.
147. Do the right thing! Our pay should be commensurate with our responsibilities, our training, and our experience. Thanks...
148. 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.

149. I love my work and I work hard to achieve my goals and love for public service , but feel very unappreciated when it comes to my pay. I do the work of same complexity as geologist or engineers, but not able to meet my expenses with the salary I make. I have an advance degree but feel very low of myself when I talk with my peer geologists or engineers. I might be able to change my job and go somewhere else, but this pay disparity will cause bigger damage than we all can think of. Future generations and people planning for the subject major in college would certainly pick a subject which is more respected and rewarded. I thank you in advance for your time and consideration to help with this long standing issue of pay disparity!!
150. 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.
151. As an engineer at the state, I work with California scientists every day! They are tasked with many of the same responsibilities as engineers. Show your support for them, a pay raise is LONG overdue
152. Graph makes the issue very clear
153. Equal work equal pay!
154. we deserve equity
155. I use science learned getting my PhD more than the engineers I work with use their engineering learned getting their P.E. stamp, yet they get paid way more than I do. Why is that?
156. The state should lead the way in providing 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 for state scientists.
159. People doing the same work should be paid the same.
160. I need Like Pay Like Work to help care for my amputee dad
161. Environmental Scientist, Range B
162. I support CAPS.
163. As a state scientist for 11 years, I request consideration of like pay for like work.
164. This is way overdue so please pay our environmental scientists the same as our WRCEs and our EGs...Thanks!
165. Please correct the the pay rate inequity for scientists.
166. 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.
167. It's time.

168. 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.
169. We have been waiting for relief from Jerry for 8 years, and CAPS accepted his last offer confident that a Newsom administration would finally set things straight. We still have hope. Thank you
170. The environment is important. Please pay these scientists fairly for protecting our environment!
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. Equal pay for equal work.
178. Environmental Scientists in California, whether CalEPA or DWR or other agencies need major pay raises and equity.
179. 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.
180. 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 Supervisory Senior Environmental Scientist. The pay discrepancy must be rectified.
181. Thank you for your considerations to seek pay equality for CA State Scientists so we can focus on serving the State of CA's 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 impacting 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.

183. As we hit the one year mark of the pandemic and in the midst of droughts and wildfires, the Natural Resources Agency 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 work hard and deserve pay equity!

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.

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. Secretary Crowfoot,

Pay 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.

189. As a state employee, I support state scientists in their fight for pay equity.

190. 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?