

Governor Gavin Newsom
1303 10th Street, Suite 1173,
Sacramento, CA 95814

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

June 21, 2021

Dear Governor Gavin Newsom and CalHR Director Eraina Ortega,

I writing to document what is occurring at my Commission as a consequence of the pay inequity between engineer union (PECG/BU9) positions and the scientist union (CAPS/BU10) positions at the Commission. I have been with the California Energy Commission for almost fifteen years.

Previously, it was of little consequence which positions were represented by PECG or CAPS. Staff often moved between positions represented by PECG and those represented by CAPS. The work was interchangeable, and salaries were similar. That has not been true for several years. The work is still interchangeable, but the salaries are not. Resentment continues to build year after year knowing the others in the same office are being paid much more to do the same level of work and no one seems to care. We feel abandoned. This inequity is a fluke of history due to the recall of Governor Davis.

Specifically, the ELECTRIC GENERATION SYSTEM SPECIALIST I pays \$7,671.00 - \$9,490.00 per Month, whereas, ENERGY COMMISSION SPECIALIST I (TECH EVALUATION AND DEVELOPMENT) pays \$6,050.00 - \$7,519.00 per Month. (Please see the table below for Rank and File (R) and Supervisory (S) positions.

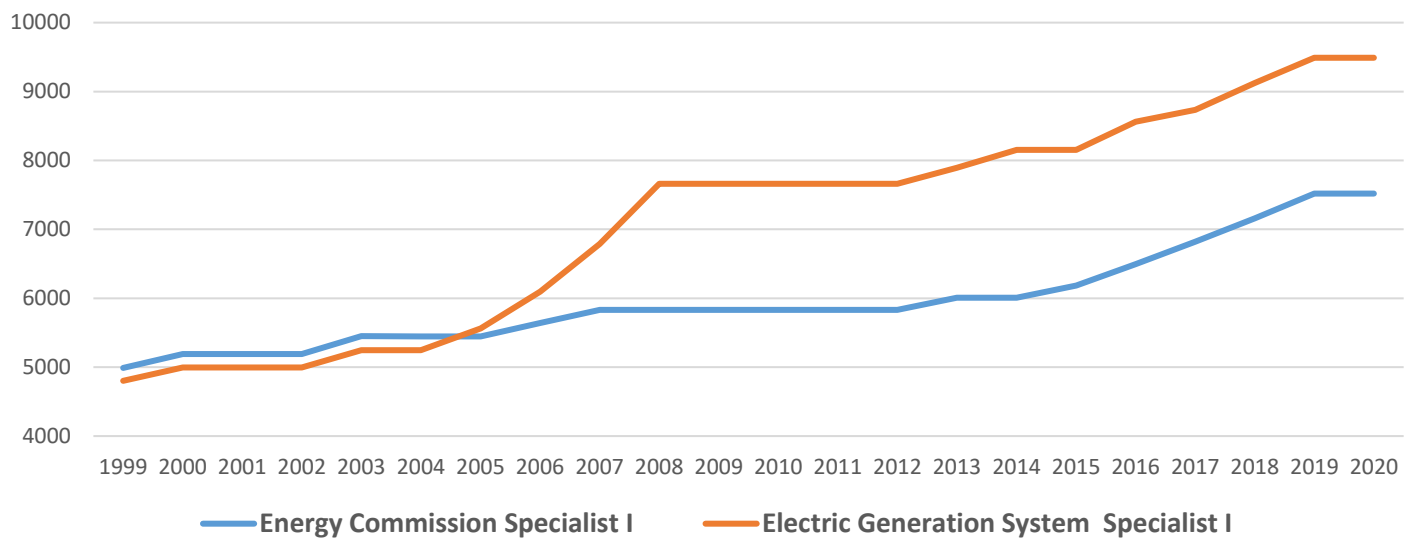
LPLW Lawsuit Classification (S09)	LPLW Lawsuit Classification (S10):
Electric Generation System Specialist III	Energy Commission Supervisor II
\$8,675.00 - \$10,862.00	\$8,260.00 - \$10,264.00
Rank and File Equivalent (R09)	Rank and File Equivalent (R10):
Electric Generation System Specialist I	Energy Commission Specialist I
\$7,671.00 - \$9,490.00	\$6,050.00 - \$7,519.00

We also know that this inequity is a fluke of political history of Governor Gray Davis's recall. PECG received a special salary increase to comport with other government engineers. Before that could happen with CAPS, Davis was recalled. How could this debilitating inequity be allowed to continue for over fifteen years? The table and figure below displays how this inequity has grown since the recall.

Year	Electric Generation System Specialist I (R09)	Energy Commission Specialist I (R10)
2000	\$ 4,111 - 4,994	\$ 4,301 - 5,189
2020	\$7,671 - \$9,490	\$6,050 - \$7,519

As shown in the table above and figure below, the Electric Generation Specialist I made about 4% less than the Energy Commission Specialist I (Technology, Evaluation and Development) in 2000 but 26% more than the Energy Commission Specialist I in 2019/2020. That is a 30% increase in the pay gap between comparable Unit 10 and Unit 9 Classifications.

Top Step Salaries for Comparable Positions at the Energy Commission - Energy Commission Specialist I (Technology, Evaluation and Development) (R10) and Electric Generation System Specialist I (R09)



In the early 2000s the Energy Commission Specialist I (R10) made about \$200 more than the Electric Generation Specialist I (R09). Now the Energy Commission Specialist (R10) makes \$1971 less than the Electric Generation Specialist I per month

In addition, the Electric Generation Program Specialist I made 6% more than the Energy Commission Specialist I in 1999/2000 but 44% more than the Energy Commission Specialist I in 2019/2020. That is a 38% increase in the pay gap between these Unit 9 and Unit 10 classifications.

It is also very difficult to transfer from ENERGY COMMISSION SPECIALIST to ELECTRIC GENERATION SYSTEM SPECIALIST. My experience has been that when applying for an ELECTRIC GENERATION SYSTEM SPECIALIST there is always an energy analyst, that already works in that unit on that specific project. That person is known and liked by their supervisor and deserving of a promotion and will, of course be more familiar with that particular project or program. Application for these positions appears to be more of the need to fulfill a requirement to show that the promotion process was “competitive”. It is frustrating and breeds more resentment.

This pay inequity is further exacerbated by the fact that staff cannot promote in place from an ECS I to an ECSII even though it was recently recommended that these positions be combined into two levels in the same classification.

Additionally, retirement is based on a three consecutive year average of highest salary for CAPS Scientists hired since January 1, 2007. Whereas for PECG positions, the three year average salary rule does not apply for those that started before January 15, 2011. This is not equitable.

General Salary Increases do not address the need for a Special Salary Increase to answer the need for pay equity for state scientists. How long must the CAPS members shoulder this burden alone?

This pay inequity deteriorates morale, which can't help but affect job performance, retention of existing personnel and attraction of the best candidates for new employees.

Management seems unwilling or unable to do anything about this and Supervisors are not allowed to talk freely although some have quietly voiced their frustration that their staff can't promote. This resentment permeates the Commission. There is no rationale as to why one group is paid so much less than the other.

I believe that if the State Bargaining Team can agree that CAPS has been under-paid for years and deserves pay equity, that the funds can be found. The cost for Pay equity for state scientists is relatively minor compared to so many other efforts being undertaken by the current administration.

A majority of Californians will support pay equity for State scientists compared to federal, university, city and county scientists. There will be little political cost to do the right thing.

Please consider these issues when developing the next MOU for BU10.

Respectfully,

Ron Yasny - Energy Commission Specialist I

Bruce Helft - Energy Commission Specialist II

Amir Ehyai - Energy Commission Specialist II

Monica Rudman - Energy Commission Specialist II

Karen Perrin - Energy Commission Specialist II



CC:

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