

May 4, 2021

Ms. Eraina Ortega
Director, California Department of Human Resources
1515 S Street, North Building, Suite 500
Sacramento, California 9581-7258

Ms. Ortega,

I am an Environmental Scientist at the San Francisco Regional Water Quality Control Board. I am sending this letter to convey to you the financial hardship I continue to suffer through during the 7 years working for the State of California. First, I would like to tell you that what I do at the Water Board is extremely important to me and to the state of California. I love the work that I do, and I cannot see myself working anyplace else.

The pay inequity and the loss of pay due to the Side letter, that resulted in a 10% pay cut and a loss of the 5% pay increase due to scientist last July 2020, has created an enormous undue financial hardship. The cost of living in the Bay Area is astronomical. I pay a significant portion of my paycheck just to the cost of living every month. I literally do not have any money for the last week of each month. The financial hardship caused by the pay inequity for State scientists and the Side Letter creates undue stress and incredibly low morale.

I know Unit 10 is negotiating with CalHR to resolve the long-standing pay inequity problem for state scientists and to end the Side Letter. However, CalHR continues to claim that the State does not have sufficient funds to resolve these issues. This claim is not true, unprofessional, and unethical. It has been well documented that the state of California has a surplus of funds. Furthermore, the pay inequity is inconsistent with CalHR policies related to like pay for like work and maintaining horizontal and vertical salary relationships.

It is unfathomable that CalHR finds it acceptable to underpay scientists.

The time is now to end the Side Letter pay cut, implement the 5% pay increases retroactive to July 2020, resolve the pay inequity that State scientists have faced for 15 years, and include geographical pay in the Unit 10 contract, which was given to Unit 9.

CalHR, do the right thing, consistent with your own policies, and show you do value the scientists that work hard to protect human health and the environment, your environment.

Sincerely,

Maggie Teicher