

To: Charles Bonham; [Director@wildlife.ca.gov](mailto:Director@wildlife.ca.gov)  
Director, California Department of Fish and Wildlife (CDFW)  
Re: Competitive Salaries for CDFW Scientists  
Date: May 2015  
Cc: Resources Agency Secretary, John Laird; [scc1.cla.lva.csources.ca.gov](http://scc1.cla.lva.csources.ca.gov)  
Cal HR Director, Richard Gillihan; [Richard.gillihan@rl.dof.ca.gov](mailto:Richard.gillihan@rl.dof.ca.gov)  
Governor Jerry Brown; c/o State Capitol, Suite 1173, Sacramento, CA 95814

We, undersigned CDFW scientists, are dedicated to protecting California's natural resources. And, it is evident that as our Director, you care about the preservation and sustainability of California's natural resources and believe in our Department's mission. So, in the common interest of the work we do, we request your support in the current CAPS effort to negotiate fair pay for our important work. Please convey to Secretary Laird, Governor Brown, and Director Gillihan at Cal HR your support for rank & file state scientists to receive salary increases comparable to what supervisory scientists received this past year.

In the past, California government was once known for its cutting edge environmental programs, for sound science as the basis for decision-making, and for being an outstanding place for scientists to work. Sadly, California state service is no longer the destination of choice for the best and the brightest scientists. California state government has lost ground in its role as a leader in science policy and practice. CDFW's role in protecting the environment has suffered.

Issues related to recruitment and retention of the best scientists was even noted in a memo by the Delta Independent Science Board (DISB) in March 2012, in a memo titled "Key Issues for Delta Science: A Report of the Delta Independent Science Board." In the report, the DISB stated: "To use the best available science, Delta management agencies must have the scientific capability and other resources to do so. Delta science programs, particularly those in state agencies, have difficulty retaining their best scientists, hiring new scientists, and providing support for science. Improved access to the scientific literature, greater participation in scientific conferences, and more opportunities to upgrade skills are needed in state agencies." The full report can be found online, at:

[http://deltacom.il.ca.gov/sites/default/files/documents/files/DISB\\_memo\\_long\\_key\\_issues\\_0\\_512.pdf](http://deltacom.il.ca.gov/sites/default/files/documents/files/DISB_memo_long_key_issues_0_512.pdf)

It is essential to build and maintain the state's scientific intellectual capital, more so now than ever. To do so, there must be salary equity and respect for scientists' contributions to the state. So, we need your help. Please show support for our efforts to implement salary equity for ALL California state scientists. Important work deserves fair pay. CAPS, and its members, would greatly appreciate it if you would convey your support to Secretary Laird, and Governor Brown.

Please see attached signature page(s).

**Signed and Submitted by 317 State Scientists**