

SALARY EQUITY FOR PUBLIC HEALTH SCIENTISTS

May 2015

To: Dr. Karen Smith, Director, Health Officer
Department of Public Health

Re: Competitive Salaries for Department of Public Health Scientists

CC: Cal HR Director Richard Gillihan; Ric hart@hr.ca.gov,
Governor Jerry Brown; c/o State Capitol, Suite 1173, Sacramento, CA 95814

From: CDPH Scientists

We, the undersigned Scientists at California's Department of Public Health (CDPH), respectfully request CDPH management immediately take actions to convey to Governor Brown and Director Gillihan at Cal HR your support for rank and file state scientists to receive salary increases providing parity in accordance with previously accepted salary survey studies.

Achieving these much needed salary increases will likely require a coordinated effort between CDPH management, its scientists and CAPS, the representative union.

CDPH scientists are dedicated to furthering core values in the prevention of disease, disability, and premature death while reducing or eliminating health disparities. CDPH scientists are key to our mission to protect the public from unhealthy and unsafe environments and to prepare for and in the responding to public health emergencies. Our work at CDPH helps reduce risk from contaminants, adulterants and other toxic compounds that would otherwise negatively affect the health of Californian and American citizenry. Our work improves food safety, water safety and indirectly worker safety as well as reducing risk from contaminated cosmetics, utensils and unsafe medical devices. We are also involved with the proper disposal of medical waste and matters involving radioactive materials. We also foster innovative technologies and improvement to programs to help better the food production environment while working in cooperation with other federal and local agencies. Many of us have dedicated our entire careers towards the preservation of these noble goals. In return, the State of California has an obligation to compensate its scientists fairly for their hard work, and to attract and retain highly qualified scientists. Unfortunately, the State is currently failing on this obligation.

The CalHR 2013 California State Employee Total Compensation Report finds that the gap between salaries of state scientists and other government scientists ranged from 26 to 40%. <http://cjpsscscientists.org/bargaining/salary-survey-results/>. It is essential to build and maintain the state's scientific intellectual capital, more so now than ever. Institutional knowledge is frequently lost and the current, low salaries, prevent CDPH from attracting talent and also contributes to poor staff morale.

PU:ASE help us remedy the situation. Urge Governor Brown and his CalHR to close the salary gap, as identified in CalHR's own report. Salary equity for CDPH scientists is long overdue!

Use of state resources to disseminate CAPS material is consistent with CAPS (Bargaining Unit 10) Memorandum of Understanding (July 2, 2013 - June 30, 2015) sections 10.3 - 10.5.