

Barbara A. Lee, Director
California Department of Toxic Substances Control
1001 I Street
P.O. Box 806
Sacramento, CA 95812-0806

May 5, 2015

Dear Director Lee:

I respectfully submit this letter to further your understanding of the impact salary inequity has on the morale and commitment of your DTSC scientists. While I have no doubt that DTSC scientists rise to their ultimate responsibility of protecting human health and the environment, I find it difficult to stay loyal to an organization that systematically marginalizes the scientists in our workforce.

Train people well enough so they can leave, treat them well enough so they don't want to. Today, DTSC does neither. Early in my career as a site risk assessor, I embraced DTSC's noble mission, and experienced professional growth through the Department's support of staff training and external engagement. I am grateful to DTSC for backing my Board certification in toxicology and my past involvement with the Interstate Technology and Regulatory Council (ITRC). I find today rank-and-file staff are being punished for the mistakes of the few, wherein an unforeseen and substantial budget shortfall has impacted travel and training on the behalf of the Department. Salary inequity for DTSC scientists only adds insult to this injury of late.

Undercompensated scientists are paying out-of-pocket for training opportunities that support their core job duties for the very Department that imposed a moratorium on such activity. What's worse, we engage professionals at these trainings who are fairly compensated for comparable work AND reimbursed for training undergone on their agency's behalf. We have become lesser-class professionals. In recognition of my diminished pay scale coupled with limited professional development, I wonder how much longer I have with DTSC before my salary falls behind the cost of living and my expertise becomes obsolete. My fellow DTSC scientists wonder how much of their income they should budget to stay relevant in their respective fields and save face on behalf of the Department. Civil service for the public welfare shouldn't force these considerations.

Several of us entered the public workforce for a level of certainty and security, aware of a tradeoff of moderate pay for incurring moderate risk. The risk to our future at that of the Department is greater than previously realized. Until a resolution to salary inequity is found, the Department should continue to consider the prospect of losing talent to more lucrative positions elsewhere, and losing recruiting power for competent scientists. It has come to a point that I caution

interested applicants against coming to the Department for **the** relative lack of compensation and professional development.

I implore you to push for salary equity for your scientific staff. Do it *in* the interest of salvaging the Department's future. More so, do *it* in **the** interest of fairness.

Many thanks for your time and service.

Sincerely,

Signed and Submitted by 33 State Scientists

CC:

Ma - R riquez, Secretary
Environmental Protection Agency -
Street
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presented
@ Bargaining
2/27/14

From: Raphael, Debbie@DTSC
Sent: Thursday, February 27, 2014 11:57 AM
To: Raphael, Debbie@DTSC
Subject: Senior Environmental Scientist (Specialist) Examination

Dear Colleagues:

I understand the importance of upward mobility and am committed to finding impartial, fair and proactive ways to have our employees promote throughout DTSC. I understand that many of you wish to make a career at DTSC and I want you to succeed. You are our most valuable resource and we want you to be able to pursue promotional opportunities in your career. With that in mind, I wanted to share with you the status of the Senior Environmental Scientist (Specialist) examination.

The Department's Senior Hazardous Substances Scientist examination list expired on September 30, 2013. DTSC now uses the Senior Environmental Scientist classification along with many other Departments. We have a need to fill some promotional positions. In order to facilitate eligibility for those interested, I am happy to report that we have found an immediate solution.

In cooperation with Department of Human Resources (Cal HR) and the State Water Resources Control Board (Water Board), DTSC now has the ability to utilize the Water Board's Open Senior Environmental Scientist (Specialist) examination list. This means that for those of you who meet the minimum qualifications of the Senior Environmental Scientist classification, you can take this open exam and be placed on the list. This examination is offered as continuous testing and updated on a monthly basis.

This examination allows candidates to submit their application, the supplemental examination, and photocopies of both degree and official transcripts at any time during this continuous testing period. This examination is a self-assessment based on knowledge, training and experience as a scientist. Candidates should include all of their pertinent knowledge, training and experience since this exam is not limited to the principles of water science. In addition, state employees with permanent civil service will receive three career credits (points) added to their final test score. Although the examination is administered by the Water Board, the skill sets, education, and experience are comparable to those of scientists who work here at DTSC.

Once again, I strongly encourage you to take the Water Board's open examination. Until the statewide exam for Senior Environmental Scientist (Specialist) is completed, DTSC will be utilizing this list for promotional opportunities. Please take the time to apply for this examination if you have any interest in a promotion to a Senior Environmental Scientist (Specialist) position.

I am also happy to report that DTSC, in cooperation with other state agencies, is participating in the development of a CalHR statewide Environmental Scientist series exam. Many of you may have participated as Subject Matter Experts (SMEs) and I appreciate your contribution to this process. When this process is complete, we will have another viable way for our employees to promote into the classification.

Again, I recognize and value the contributions our scientists make every day in ensuring the success of DTSC. I also recognize the importance of assisting staff to grow professionally through promotional opportunities. It is my hope that these efforts will be beneficial for all of you.

Best Regards,
Debbie