

Dear CalHR,

I am an Environmental Scientist for the Forest Practice Unit at the Central Valley Regional Water Quality Control Board. In our unit, there are four Engineering Geologist positions and two Environmental Scientist positions, working under the Senior Environmental Scientist. As is the case with several other state agencies, there is a pay disparity in our agency between Environmental Scientists and Engineering Geologists. This disparity bears no connection to a dissimilarity in work, as everyone in our unit is held to the same standard of skill, effort, and responsibility, performed under similar working conditions. The “substantial similarity” of the work performed by individuals holding different titles is best laid out in our duty statements. I have attached a copy of my duty statement, as an Environmental Scientist, and a copy of an Engineering Geologist’s (in the same unit) duty statement to this letter so that our expected duties may be compared. You will notice that the work expected from me and my colleague is nearly identical. And, indeed, our roles are interchangeable.

It is hard to dispute the equivalence of staff’s roles in our office, and also hard to understand how this differential treatment has persisted for so long. Environmental Scientists across all state agencies are equally important as those staff holding alternate titles, especially because the only difference among these staff are the titles they hold.

If the State of California is indeed a proponent of the “equal pay for equal work” philosophy, I urge you to act on this matter and uphold this important principle. In doing so, you will help advance equity in the workplace, boost worker morale, and provide diligent workers with the quality of life they deserve.

Thank you,

Jackie Carry
Environmental Scientist
Central Valley Regional Water Quality Control Board

DUTY STATEMENT

ORGANIZATION (DIVISION/REGION/BOARD) CVRWB – Region 5 Redding	UNIT Forest Activities	POSITION # [REDACTED]	DATE 28 October 2019
NAME OF EMPLOYEE (IF APPLICABLE) [REDACTED]			
CURRENT CLASSIFICATION Engineering Geologist		PROPOSED CLASSIFICATION (IF APPLICABLE)	
NAME OF SUPERVISOR [REDACTED]			
CURRENT CLASSIFICATION OF SUPERVISOR Senior Environmental Scientist (Supervisor)		REVIEWED AND APPROVED BY SIGNATURE	
SUPERVISION EXERCISED (IF APPLICABLE)			
1. DIRECTLY SUPERVISED		2. INDIRECTLY SUPERVISED	
NO. OF EMPLOYEES	CLASS TITLE	NO. OF EMPLOYEES	CLASS TITLE
DESCRIPTION OF DUTIES: SUMMARIZE THE REGULARLY ASSIGNED DUTIES OF THE POSITION, EXPLAIN MOST IMPORTANT DUTIES FIRST. LIST THE PORTION OF TIME BY PERCENTAGE IN LEFTHAND COLUMN, EXTRA SHEETS MAY BE ATTACHED.			
% OF TIME	DUTIES		
35%	<p>Under the close supervision of the Senior Environmental Scientist (Supervisor), and consistent with good customer service practices and the goals of the State and Regional Boards Strategic Plan, the incumbent is expected to be courteous and provide timely responses to internal/external customers, follow through on commitments, and to solicit and consider internal/external customer input when completing work assignments. Excellent verbal and written communication skills are essential. This position requires a working knowledge of timber harvest practices, soil/landscape disturbance, best management practices related to slope stability, effects of land management on erosion rates, forest hydrology, and watershed analysis of multiple land use projects and their impacts on the forest, fisheries, water supply and compliance with the Regional Board's policies. The position requires the ability to traverse steep terrain during inclement weather and adverse conditions, this includes traversing slopes in excess of 65% and navigating through thick vegetation. Inspection hours exceeding a normal 8-hour work day may be required to complete inspection objectives.</p> <p>Essential duties will focus on water quality effects resulting from timberland/forestland management activities and use of best management practices. Perform and evaluate technical and policy work within the Redding Unit of the Forest Activities Program (FAP). Using reasonable and sound geologic principles, oversee the implementation of timberland management activities within the Redding area sub-region of the Central Valley Region. Responsibilities include: 1) serve as a liaison to numerous individual dischargers; 2) perform technical assessment of plans and reports to evaluate projects implementing construction/reconstruction/maintenance and use of erosion controls related to roads and watercourse crossings for water quality protection; 3) evaluate monitoring results and water quality data to assess timberland management practices for potential water quality degradation resulting from activities; 4) evaluate effectiveness of management practice implementation including potential for negative cumulative effects; and 5) conduct environmental and geologic investigations of timberland management activities and operations to evaluate compliance with the California Water Code and Water Boards' plans and policies, including Waste Discharge Requirements and Monitoring and Reporting Program requirements.</p>		

Review proposed timber harvest activities including timber harvest plans, timber emergencies, exemptions, conversions, post-fire salvage, vegetation management and activities on USFS lands. Review technical reports for potential impacts to surface waters from erosion. Conduct inspections to evaluate field conditions/compliance of timber harvest activities and other forestland uses. Evaluate management methods and erosion potential of areas to be disturbed, road building and watercourse crossing installation. Evaluation includes that of potential sediment production, hillslope stability, and mass soil movement as well as runoff and erosion control for roads and watercourse crossings.

30% Compile project inspection, compliance and enforcement data into program systems. Prepare documentation of policy and regulations interpretation for the state timber harvest CEQA review process and the federal NEPA process. Prepare professional inspection reports, correspondence, technical reviews, work summaries, and progress reports related to monitoring and assessment of timberland management activities. Develop site-specific recommendations to prevent erosion and sediment related water quality impacts. Provide support to other program staff including interpretation of slope stability, erosion potential, design of erosion and runoff best management practices.

15% Conduct and participate in various monitoring efforts designed to assess the effectiveness of BMPs used during timberland management activities for protection of water quality. Monitoring is both quantitative and qualitative. Conduct investigations of timberland management to ascertain compliance with prescribed waste discharge requirements and the state's non-point source implementation policy to ensure that water quality objectives and permit conditions are met. Conduct site inspections, collect field water quality measurements, collect samples of water, soil, and waste for analyses, and gather information and substantiating data for enforcement actions. Prepare communications to dischargers for non-compliance, engage in settlement negotiations, and bring enforcement orders to the Water Board. Work with the State Water Board's Office of Enforcement, the District Attorney's office, or Attorney General's office in the development of administrative enforcement and/or other formal enforcement actions associated with activities conducted in the forests of the region. Provide expert testimony to the Central Valley Water Board and/or in court.

10% Carry out the mission of the Board, including, but not limited to, participating in public meetings, external stakeholder groups, and technical committees. Present information to Water Board(s), state and federal agencies, industry and the public, as needed. Use communication skills, knowledge of geologic processes and professional judgment to clarify and/or interpret Board policy, water quality standards, and Board objectives. Present oral reports to the Board or other governing or regulatory boards and the public as directed. Prepare maps, graphs, and other visual aids for presentations as appropriate. Compile program information into appropriate databases in a timely and organized manner.

10% Performs other assigned duties.

Employee Signature: _____



Date Signed: _____

10/28/19

DUTY STATEMENT

ORGANIZATION (DIVISION/REGION/BOARD) CVWRQCB - Region 5 Redding	UNIT Forest Activities Unit	POSITION # [REDACTED]	DATE October 1, 2020
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NAME OF EMPLOYEE (IF APPLICABLE)
[REDACTED]

CURRENT CLASSIFICATION Environmental Scientist	PROPOSED CLASSIFICATION (IF APPLICABLE)
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NAME OF SUPERVISOR
[REDACTED]

CURRENT CLASSIFICATION OF SUPERVISOR Senior Environmental Scientist	REVIEWED AND APPROVED BY SIGNATURE
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SUPERVISION EXERCISED (IF APPLICABLE)			
1. DIRECTLY SUPERVISED		2. INDIRECTLY SUPERVISED	
NO. OF EMPLOYEES	CLASS TITLE	NO. OF EMPLOYEES	CLASS TITLE

DESCRIPTION OF DUTIES: SUMMARIZE THE REGULARLY ASSIGNED DUTIES OF THE POSITION, EXPLAIN MOST IMPORTANT DUTIES FIRST. LIST THE PORTION OF TIME BY PERCENTAGE IN LEFTHAND COLUMN, EXTRA SHEETS MAY BE ATTACHED.

% OF TIME	DUTIES
30%	<p>The Water Boards' value diversity at all levels of the organization and are committed to fostering an environment in which employees from a variety of backgrounds, cultures and personal experience are welcomed and can thrive. We believe the diversity of our employees and their unique ideas inspire innovative solutions to further our mission to preserve, enhance and restore the quality of California's water resources.</p> <p>Under the close supervision of the Senior Environmental Scientist (Supervisor), and consistent with good customer service practices and the goals of the State and Regional Boards Strategic Plan, the incumbent is expected to be courteous and provide timely responses to internal/external customers, follow through on commitments, and to solicit and consider internal/external customer input when completing work assignments. Excellent verbal and written communication skills are essential. This position requires a working knowledge of timber harvest practices, soil/landscape disturbance, best management practices related to slope stability, effects of land management on erosion rates, forest hydrology, and watershed analysis of multiple land use projects and their impacts on the forest, fisheries, water supply and compliance with the Regional Board's policies. The incumbent is expected to maintain the ability to traverse steep terrain during inclement weather and adverse conditions. Traversing slopes in excess of 65% and navigating through thick vegetation in all climates are expected. Inspection hours exceeding a normal 8-hour workday may be required to complete inspection objectives.</p> <p>Essential duties will focus on water quality effects resulting from timberland/forestland management activities and use of best management practices. Responsibilities include performing and evaluating technical and policy work within the Redding Unit of the Forest Activities Program (FAP). Specific duties include:</p> <p>Review proposed timber harvest activities including timber harvest plans, timber emergencies, exemptions, conversions, post-fire salvage, vegetation management and activities on USFS lands. Review technical reports for potential impacts to surface waters from erosion. Conduct inspections to evaluate field conditions/compliance of timber harvest activities and other forestland uses. Evaluate management methods and erosion potential of areas to be disturbed, road building and watercourse crossing</p>

	<p>installation. Evaluation includes that of potential sediment production, hillslope stability, and mass soil movement as well as runoff and erosion control for roads and watercourse crossings. Incumbent shall be responsible to compile project inspection, compliance and enforcement information into program databases for the purpose of project tracking and documentation. Provide documentation for participation in the state timber harvest CEQA review process and the federal NEPA. Prepare professional inspection reports, correspondence, technical reviews, work summaries, and progress reports related to monitoring and assessment of timberland management activities.</p>
25%	<p>When necessary, develop site-specific recommendations to prevent erosion and sediment related water quality impacts. Provide support to other program staff including interpretation of slope stability, erosion potential, design of erosion and runoff best management practices.</p>
25%	<p>Using reasonable and sound environmental principles, oversee the implementation of timberland management activities within the Redding area sub-region of the Central Valley Region. Serve as a liaison to numerous individual dischargers. Perform technical assessment of plans and reports to evaluate projects implementing construction/reconstruction/maintenance and use of erosion controls related to roads and watercourse crossings for water quality protection. Evaluate monitoring results and water quality data to assess timberland management practices for potential water quality degradation resulting from activities. Evaluate effectiveness of management practice implementation including potential for negative cumulative effects. Conduct environmental and geologic investigations of timberland management activities and operations to evaluate compliance with the California Water Code and Water Boards' plans and policies, including Waste Discharge Requirements and Monitoring and Reporting Program requirements.</p>
20%	<p>Conduct and participate in various quantitative and qualitative monitoring efforts designed to assess the effectiveness of BMPs used during timberland management activities for protection of water quality. Conduct investigations of timberland management to ascertain compliance with prescribed waste discharge requirements and the state's non-point source implementation policy to ensure that water quality objectives and permit conditions are met. Conduct site inspections, collect field water quality measurements, collect samples of water, soil, and waste for analyses, and gather information and substantiating data for enforcement actions. Prepare communications to dischargers for non-compliance, engage in settlement negotiations, and bring enforcement orders to the Water Board, as necessary. Work with the State Water Board's Office of Enforcement, the District Attorney's office, or Attorney General's office in the development of administrative enforcement and/or other formal enforcement actions associated with activities conducted in the forests of the region. Provide expert testimony to the Central Valley Water Board and/or in court as necessary.</p>
20%	<p>Perform other duties as required to carry out the mission of the Board, including, but not limited to, participating in public meetings, external stakeholder groups, and technical committees. Present information to Water Board(s), state and federal agencies, industry and the public, as needed. Use communication skills, knowledge of geologic processes and professional judgment to clarify and/or interpret Board policy, water quality standards, and Board objectives. Present oral reports to the Board or other governing or regulatory boards and the public as directed. Prepare maps, graphs, and other visual aids for presentations as appropriate. Compile program</p>