

Dear CalHR:

I am a new Environmental Scientist with DTSC and when I joined the Department back in December I felt a strong sense of pride. When I accepted this position to help protect the environment in California, I was not aware of all the political problems associated with the pay scales for Environmental Scientists. Making the change from the private to public sector, however, was a difficult decision considering the 27% pay reduction I was faced with. Additionally, I am a registered professional geologist with years of technical knowledge and expertise I was looking forward to sharing with the Department. I am working very hard to serve the public and carry out the mission and deliverables of my program.

I have learned that there are government code sections that mandate that I be paid equitably compared to other State employees. These government codes are short, straightforward, and have been applied to many thousands of other State employees. The problem is still not fixed since I do not currently have pay equity. Especially in my case, I am able and have served the Department in a technical role as a licensed geologist, yet my compensation pales in comparison to other classifications while doing the same assignments. This is the definition of pay inequity.

I request that CalHR apply the same government code sections and policies for equitable pay to me and my colleagues so that I can fully focus on my work for the State. I chose to work for the State in order to use the best science available to protect California's citizens – not to spend many months following complicated bargaining arguments and subjective political developments that currently rule the fate of my paycheck. I hope to remain in state service and hope that this pay inequity is addressed so I do not have to return to the private industry to obtain a fair wage!

Thanks,
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