

# Roger Bruce Kintz

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Eraina Ortega, CalHR Director  
1515 S Street, North Building, Suite 500  
Sacramento, California 95811-7258

Dear Director Ortega and CalHR Representatives:

I have been an Environmental Scientist for the California Environmental Protection Agency (Cal/EPA) since 2001, and a Senior Environmental Scientist since 2002. I have dedicated over 30 years of my life to protect California's environment and the health of all Californians. The purpose of my letter is to inform you personally of the impacts of decades of ineffective negotiations on pay equity, and how I and my fellow state scientists have been left behind financially, are unable to receive a current living wage, and cannot afford to be of service under the current salary conditions. State Scientists are requesting CalHR to negotiate in good faith to provide the deserved salary increases and pay equity now.

California State Scientists are professionals doing what needs to be done to protect and serve their communities. As evidenced by the high level of participation of state scientists being of service during the current historic pandemic, scientists ensure that all Californians are protected, have access to resources and information, ensure our water is safe to drink, our air is safe to breathe, and that our natural resources, public lands, and environs are protected.

State Scientists are professionals that have undertaken significant educational and training expenses to be able to provide their expertise for the public good. They are a different breed of professional. These are people who willingly serve the public day in and day out, sometimes through difficult and challenging circumstances. These are people not interested in becoming rich but making an honorable wage while they are doing a meaningful and important job. We should applaud their service and try to support them with competitive pay and benefits, and an opportunity to support their families while doing work that makes a difference.

I personally cannot afford housing, food, and basic living expenses on my current state salary. I must rent out rooms in my home to afford my mortgage, utilities, and insurance. I cannot afford the \$20 a day it costs me to go to work every day. I cannot afford to retire in the future given my current salary.

I ask you to support state scientists with significant and meaningful pay equity and a living salary so that we can afford to continue being of service to the people of California.

Best regards,

A handwritten signature in cursive script that reads "Roger Kintz".

Roger Kintz