

Dear Eraina Ortega,

**We are the rank-and-file state scientists of Bargaining Unit 10 of the California Department of Fish and Wildlife (CDFW).** We are closely monitoring the bargaining process between our union – the California Association of Professional Scientists (CAPS) – and the State, because the outcome will factor into our future employment decisions. CalHR's response will clearly communicate whether this administration values scientists and our work.

**CDFW rank-and-file scientists are highly educated, represent the State, and perform the specialized labor needed to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend for their ecological values, and for their use and enjoyment by the public.** Some of the key areas we provide scientific expertise for include:

- Conservation of biodiversity through the management of habitat, threatened and endangered species, invasive species, and game species for hunting and fishing;
- Habitat conservation planning, marine protection, and land management, including planning for wildlife connectivity and climate change resilience;
- Sustainable groundwater management, including technical review of groundwater management plans and drought response activities;
- Wildfire response, restoration, coordination with CALFIRE on vegetation management, fuels reduction, and fire preparation planning and recovery;
- Advise agency board members, commissioners, and leadership on matters related to tribal affairs, and liaise with California's 180+ tribal governments;
- Represent the State as subject matter experts on advisory bodies. For example, the federal Pacific Fishery Management Council for management of federal stocks critical to California's ecosystems and economy;
- Support law enforcement actions of wildlife officers (e.g. cannabis, poaching, pollution, species identification, and wildlife trafficking), including wildlife forensic analyses utilizing CDFW's genetics lab;
- Submit, review, and implement regulation changes before the Fish and Game Commission. Develop statewide policies and procedures, review legislation and draft legislative bill analysis. Ensure programs carry out legislative priorities;
- Conduct analysis to recommend listing of species under the California Endangered Species Act (CESA). Review petitions to list species under CESA;
- Environmental and permitting compliance review and monitoring of private and public sector development projects, including all scales of

infrastructure (transportation, power utilities and communication), through implementation of the California Environmental Quality Act (CEQA), the California Endangered Species Act (CESA), and the Fish and Game Code;

- Participation in Cutting The Green Tape Initiatives;
- Design monitoring programs for plant, terrestrial, and marine species, including statistical analysis, peer review, and publishing reports;
- Administer grant programs that fund local agencies and organizations for habitat conservation and restoration, scientific research, and recreation;
- Disease investigations, population health monitoring, and other field and laboratory research activities;
- Spill prevention, preparedness, and response, including remediation and damage assessment. Chemical analysis of deleterious substances for the protection of state waters, fish, and wildlife;
- Oversee permitting and facility operations of the 86 wildlife rehabilitation centers across the State and provide guidance and expertise on public safety, no harm/no foul, and injured/sick wildlife for the public, CDFW, and other state and federal agencies.

**State scientists and state engineers perform comparable duties and responsibilities, and historically earned similar salaries for decades, but state engineer salaries increased approximately 40% in 2005.** The Like Pay for Like Work (LPLW) case corrected the discrepancy for state scientific supervisors with engineering-equivalent classes in 2014, increasing their salaries more than 40%. A similar special salary adjustment was given to Toxicologist supervisors in 2018. For over a decade rank-and-file scientists at CDFW remain left behind.

**There is no distinction between duties assigned to CDFW scientists before 2005 and today, except our responsibilities have only increased.** It is demoralizing for Environmental Scientists, Senior Environmental Scientists (Specialist) and other state scientists tasked with these responsibilities to earn 30-40 percent less than engineers/supervisors for the same work that was previously valued equitably.

**Without prompt action to address our pay inequity, we anticipate additional adverse impacts to our programs in terms of hiring, morale, and retention.** Due to the salary inequity, the State is struggling to recruit and retain competent and skilled scientists. CDFW programs are struggling from high turnover and difficulties in recruiting, which drains resources and hinders performance and output. The cost of living is skyrocketing across the State without adequate compensation rank-and-file continue to be further demoralized. These salary inequities also hinder CDFW's stated goal to diversify its workforce.

**The solution is to restore the historical 5-10% horizontal and vertical salary relationship between scientists and engineers/supervisors to comply with CalHR policies.** CDFW must provide equitable compensation to attract and retain the

diverse and innovative scientists needed to lead the nation in CDFW's mission and goals.

**We urge the Newsom Administration to close the gap in vertical and horizontal salary differentials during bargaining in 2021.** During a time of historically high budget surplus, this is an opportunity for the State to demonstrate commitment to those who work hard to ensure that California excels in scientific leadership and stewardship of our natural resources for future generations.

Sincerely,

The undersigned rank-and-file scientists of CDFW

| <b>First Name</b> | <b>Last Name</b> | <b>Classification</b>                       | <b>Branch/Region</b>                         |
|-------------------|------------------|---|--|
| Danielle          | Elledge          | Environmental Scientist                     | Water Branch                                 |
| Dylan             | Inskeep          | Environmental Scientist                     | Watershed Restoration Grants Branch (WRGB)   |
| Matthew           | Toenies          | Environmental Scientist                     | Wildlife Branch/HQ                           |
| Helen             | Thompson         | Senior Environmental Scientist              | Watershed Restoration Grants Branch (WRGB)   |
| Stefanie          | Komar            | Environmental Scientist                     | WRGB   |
| Mia               | Roberts          | Environmental Scientist                     | Office of Spill Prevention and Response      |
| Lindsey           | Rich             | Senior Environmental Scientist              | Wildlife Branch                              |
| Ami               | Olson            | Senior Environmental Scientist              | Habitat Conservation Planning Branch         |
| Lucy              | Haworth          | Environmental Scientist                     | Habitat Conservation Planning Branch         |
| Andrew            | Amacher          | Senior Environmental Scientist              | Habitat Conservation Planning Branch         |
| Olivia            | Willis           | Senior Environmental Scientist              | Watershed Restoration Grants Branch (WRGB)   |
| Craig             | Zeff             | Environmental Scientist                     | Watershed Restoration Grants Branch (WRGB)   |
| Madeleine         | Wieland          | Environmental Scientist                     | Habitat Conservation Planning Branch         |
| Cara              | Allen            | Senior Environmental Scientist (Specialist) | Wildlife Conservation Board                  |
| Madison           | Boynnton         | Environmental Scientist                     | Office of Spill Prevention and Response/Kern |
| Cherilyn          | Burton           | Senior Environmental Scientist (Specialist) | Habitat Conservation Planning Branch         |
| Cristin           | Walters          | Environmental Scientist                     | Habitat Conservation Planning Branch         |
| Nicole            | Gephart          | Environmental Scientist                     | Water Branch                                 |
| Vanessa           | Kollmar          | Environmental Scientist                     | Water Branch                                 |
| Alyssa            | Obester          | Environmental Scientist                     | Water Branch                                 |
| Lanette           | Richardson       | Environmental Scientist                     | Water Branch                                 |

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|-----------|-------------|---|--|
| Cory      | Saltsman    | Senior Environmental Scientist (Specialist) | Watershed Restoration Grants Branch (WRGB) |
| Lauren    | McNabb      | Environmental Scientist                     | Water Branch                               |
| Jennifer  | Garrison    | Senior Environmental Scientist (Specialist) | Region 1 - HabCon - CCP                    |
| Matt      | Erickson    | Environmental Scientist                     | Bay/Delta Region (R3)                      |
| Barry     | Miller      | Environmental Scientist                     | Bay/Delta Region (R3)                      |
| Chester   | Lindley     | Environmental Scientist                     | Fisheries Branch                           |
| Sean      | Hoobler     | Environmental Scientist                     | Region 2 - HabCon-Water                    |
| Mitsuko   | Grube       | Environmental Scientist                     | Bay/Delta Region (R3)                      |
| Desiree   | Dela Vega   | Environmental Scientist                     | Bay/Delta Region (R3)                      |
| Andrew    | Hampton     | Environmental Scientist                     | Fisheries Branch                           |
| Colby     | Hause       | Environmental Scientist                     | Fisheries Branch                           |
| Lee       | Scheffler   | Environmental Scientist                     | Fisheries Branch                           |
| Margaret  | Mantor      | Senior Environmental Scientist (Specialist) | Habitat Conservation Planning Branch       |
| Robin     | Shin        | Senior Environmental Scientist (Specialist) | Water Branch                               |
| Jennifer  | Olson       | Senior Environmental Scientist (Specialist) | Region 1 Coastal Conservation Planning     |
| Michael   | Stuhldreher | Environmental Scientist                     | Bay/Delta Region (R3)                      |
| John      | Downs       | Senior Environmental Scientist (Specialist) | Watershed Restoration Grants Branch (WRGB) |
| Sean      | Windell     | Senior Environmental Scientist (Specialist) | Water Branch                               |
| Christian | Romberger   | Environmental Scientist                     | FRGP/WRGB                                  |
| Kyle      | Evans       | Environmental Scientist                     | R5 - Coastal Monitoring Program            |
| Angela    | Llaban      | Senior Environmental Scientist (Specialist) | Water Branch                               |
| Laura     | Patterson   | Senior Environmental Scientist (Specialist) | Wildlife Branch                            |
| Janelle   | Deshais     | Environmental Scientist                     | Region 1 Timberland Conservation Planning  |
| Esther    | Burkett     | Senior Environmental Scientist (Specialist) | Wildlife Branch                            |
| Amy       | Kennedy     | Senior Environmental Scientist, Specialist  | Region 2 Timberland Conservation Program   |
| Stephanie | Buss        | Senior Environmental Scientist (Specialist) | Region 2 HabCon                            |
| Victoria  | Barr        | Environmental Scientist                     | Wildlife Branch                            |
| Terris    | Kasteen     | Environmental Scientist                     | R3 Wildlife Management and Unstaffed Lands |
| Rachel    | Roberts     | Senior Environmental Scientist (Specialist) | Wildlife Branch                            |
| Tara      | Kerss       | Senior Environmental Scientist (Specialist) | Bay/Delta Region (R3)                      |

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|----------|---------------|---|--|
| John     | Nettles       | Environmental Scientist   | Wildlife Branch                                |
| Scott    | Osborn        | Senior Environmental Scientist (Specialist)                                 | Wildlife Branch                                |
| James    | Phillips      | Senior Environmental Scientist (Specialist)                                 | Bay/ Delta Region                              |
| Mary     | Olswang       | Environmental Scientist   | Region 3 (Bay Delta)                           |
| Andrew   | Weltz         | Environmental Scientist   | Marine Region                                  |
| Edgar    | Roberts       | Environmental Scientist   | Marine Region                                  |
| Tim      | Ryan          | Environmental Scientist   | Habitat Conservation Planning Branch           |
| Michael  | Prall         | Environmental Scientist   | Marine Region                                  |
| James    | Hansen        | Environmental Scientist   | R3 HabCon                                      |
| Levi     | Souza         | Senior Environmental Scientist (Specialist)                                 | Wildlife Branch                                |
| Sean     | Cochran       | Environmental Scientist   | Bay/Delta Region (R3)                          |
| Michael  | Sturkie       | Environmental Scientist   | Inland Deserts Region (R6)                     |
| Kelsey   | Vella         | Senior Environmental Scientist (Specialist)                                 | Region 2 HabCon                                |
| Rose     | Sanchez       | Environmental Scientist   | Region 2 HabCon                                |
| Lori     | Bono          | Senior Environmental Scientist (Specialist)                                 | Region 4                                       |
| Kelley   | Nelson        | Environmental Scientist   | Region 4                                       |
| Heather  | Rodriguez     | Senior Environmental Scientist (Specialist)                                 | Region 4                                       |
| Michelle | Battaglia     | Senior Environmental Scientist (Specialist)<br>Cannabis Enforcement Program | Region 3                                       |
| Ben      | Waitman       | Senior Environmental Scientist (Specialist)                                 | Habitat Conservation Planning Branch/HQ        |
| Virginia | O'Rourke      | Senior Environmental Scientist (Specialist)                                 | Habitat Conservation Planning Branch/ Region 1 |
| Jennifer | Nelson        | Environmental Scientist   | Region 3                                       |
| Regina   | Vu            | Environmental Scientist   | Wildlife Branch                                |
| Richard  | Ianniello     | Environmental Scientist   | Region 6 Wildlife                              |
| Laura    | Peterson-Diaz | Senior Environmental Scientist (Specialist)                                 | Region 4 HabCon                                |
| Paige    | Prentice      | Environmental Scientist   | Region 6 Wildlife                              |
| Shannon  | Forshee       | Environmental Scientist   | Region 6 Wildlife                              |
| Dan      | Hansen        | Environmental Scientist   | Region 1 Habcon                                |
| Kim      | Tenggardjaja  | Senior Environmental Scientist (Specialist)                                 | Science Institute                              |
| Rachel   | Fabian        | Senior Environmental Scientist (Specialist)                                 | Office of Spill Prevention and Response        |
| Harvest  | Vieira        | Senior Environmental Scientist (Specialist)                                 | Habitat Conservation Planning Branch/HQ        |
| Erin     | Tennant       | Environmental Scientist   | Region 4 Lands                                 |
| Dustin   | Pearce        | Environmental Scientist   | Region 5 Wildlife                              |

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| Erin      | Aquino-Carhart | Senior Environmental Scientist (Specialist) | Wildlife Conservation Board  |
| Cody      | Massing        | Environmental Scientist                     | Region 6 Wildlife  |
| Reagen    | O'Leary        | Environmental Scientist                     | Region 4 Lands   |
| Julia     | Runcie         | Environmental Scientist                     | Region 6 Wildlife  |
| Carlee    | Cockrum        | Environmental Scientist                     | Region 2 HabCon  |
| Sarah     | Lose           | Senior Environmental Scientist (Specialist) | Region 2 HabCon  |
| Jackie    | Douglas        | Environmental Scientist                     | HQ Fisheries Branch  |
| Robin     | Fallscheer     | Environmental Scientist                     | Region 1 Timberland Conservation                                       |
| Heather   | Perry          | Environmental Scientist                     | Fisheries Branch HQ  |
| Corinne   | Gibble         | Environmental Scientist                     | Office of Spill Prevention and Response                                |
| Peter     | Boucher        | Senior Environmental Scientist (Specialist) | Office of Spill Prevention and Response                                |
| Kim       | Penttila       | Senior Environmental Scientist (Specialist) | Office of Spill Prevention and Response                                |
| Carolyn   | Buesch         | Environmental Scientist                     | Region 1 Timberland Conservation Program                               |
| Merissa   | Hanisko        | Environmental Scientist                     | Region 1 Timberland Conservation Program                               |
| Jennifer  | Gold           | Senior Environmental Scientist (Specialist) | Office of Spill Prevention and Response                                |
| Suzanne   | DeLeon         | Senior Environmental Scientist (Specialist) | Region 4 Prop 1 Grants Program   |
| David     | Lyons          | Environmental Scientist                     | Office of Spill Prevention and Response                                |
| Andrea    | Boertien       | Environmental Scientist                     | Bay/Delta Region (R3)  |
| Elizabeth | Brusati        | Senior Environmental Scientist (Specialist) | Fisheries Branch, Invasive Species Program                             |
| Jeb       | Bjerke         | Senior Environmental Scientist (Specialist) | Habitat Conservation Planning Branch, Native Plant Program             |
| Arn       | Aarreberg      | Environmental Scientist                     | Marine Region  |
| Alice     | Nash           | Environmental Scientist                     | Environmental Response Branch, Office of Spill Prevention and Response |
| Russell   | Barabe         | Environmental Scientist                     | Region 5 Fisheries   |
| Cooper    | Wall           | Environmental Scientist                     | R5 Steelhead Program   |
| Derek     | Acomb          | Environmental Scientist                     | R3 Bay Delta Region - Fisheries  |
| Raffica   | La Rosa        | Environmental Scientist                     | Habitat Conservation Planning Branch, Native Plant Program             |

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| Kristi           | Lazar       | Environmental Scientist                        | Biogeographic Data Branch,<br>California Natural Diversity<br>Database |
| Joe              | LaCalle     | Staff Chemist                                  | Office of Spill Prevention<br>and Response, Laboratory<br>Program      |
| Max              | Fish        | Environmental Scientist                        | Fisheries Branch   |
| Jessica (Flower) | Moye        | Environmental Scientist                        | Fisheries Branch   |
| Carrie           | Swanberg    | Senior Environmental Scientist<br>(Specialist) | R4 Habitat Conservation,<br>Renewable Energy                           |
| Gabriel          | Singer      | Environmental Scientist                        | Fisheries Branch   |
| Ian              | Kelmartin   | Environmental Scientist                        | Marine Region  |
| Morgan           | Ivens-Duran | Environmental Scientist                        | Marine Region  |
| Katie            | Grady       | Environmental Scientist                        | Marine Region  |
| Derek            | Stein       | Environmental Scientist                        | Marine Region  |
| Corianna         | Flannery    | Environmental Scientist                        | Marine Region  |
| David            | Hernandez   | Environmental Scientist                        | Marine Region  |
| Amanda           | Canepa      | Environmental Scientist                        | Marine Region  |
| Jacqueline       | Matthews    | Senior Environmental Scientist<br>Specialist   | Region 1, Cannabis<br>Enforcement Program                              |
| Jereme           | Gaeta       | Senior Environmental Scientist -<br>Specialist | Region 3   |
| Sheena           | Holley      | Senior Environmental Scientist<br>Specialist   | Water Branch   |
| Bianca           | Hayashi     | Environmental Scientist                        | R1 Timberland<br>Conservation Program                                  |
| Christine        | Joab        | Senior Environmental Scientist-<br>Specialist  | Region 3, Interagency<br>Ecological Program                            |
| Sonia            | Torres      | Senior Environmental Scientist<br>(Specialist) | Office of Spill Prevention<br>and Response                             |
| Christy          | Juhasz      | Environmental Scientist                        | Marine Region  |
| Steve            | Rienecke    | Environmental Scientist                        | Marine Region  |
| Christina        | Burdi       | Environmental Scientist                        | Bay-Delta Region (3)   |
| Trung            | Nguyen      | Environmental Scientist                        | Marine Region  |
| Eric             | Haney       | Senior Environmental Scientist-<br>Specialist  | R1 - Cannabis Lands Staff -<br>Wildlife Program                        |
| James            | White       | Environmental Scientist                        | Region 3   |
| Jennifer         | Hofmeister  | Environmental Scientist                        | Marine Region  |
| Kaitlin          | Bushell     | Environmental Scientist                        | Region 1   |
| Julia            | Coates      | Senior Environmental Scientist<br>Specialist   | Marine Region  |
| Melissa          | Kroninger   | Environmental Scientist                        | Office of Spill Prevention<br>and Response                             |
| Cerasela         | Gadberry    | Staff Chemist                                  | Office of Spill Prevention<br>and Response                             |

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| Robyn     | Bilski         | Senior Environmental Scientist<br>Specialist   | Fisheries Branch                              |
| Elizabeth | Hellmers       | Senior Environmental Scientist<br>(Specialist) | Marine Region                                 |
| Ellen     | Faurot-Daniels | Senior Environmental Scientist<br>(Specialist) | Office of Spill Prevention<br>and Response    |
| Ange      | Baker          | Senior Environmental Scientist<br>(Specialist) | Habitat Conservation<br>Planning Branch       |
| Lindsey   | Saum           | Senior Environmental Scientist<br>(Specialist) | Office of Spill Prevention<br>and Response    |
| Alexander | Milward        | Environmental Scientist                        | Water Branch                                  |
| Karen     | Converse       | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch                               |
| Brian     | Owens          | Senior Environmental Scientist<br>(Specialist) | Marine Region                                 |
| Brian     | Acord          | Environmental Scientist                        | Biogeographic Data Branch                     |
| Jaime     | Rudd           | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch<br>Wildlife Health Laboratory |
| Chris     | Stermer        | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch                               |
| Sharon    | Keeney         | Environmental Scientist                        | Region 6 Salton Sea                           |
| Katrina   | Smith          | Senior Environmental Scientist<br>(Specialist) | Habitat Conservation<br>Planning Branch       |
| Karen     | Carpio         | Senior Environmental Scientist<br>(Specialist) | Habitat Conservation<br>Planning Branch       |
| Jeff      | Kohl           | Environmental Scientist                        | Wildlife Branch                               |
| Isaac     | Chellman       | Environmental Scientist                        | R2 Fisheries                                  |
| Jeffrey   | Shu            | Environmental Scientist                        | Wildlife Branch                               |
| Matthew   | Meshriy        | Environmental Scientist                        | Wildlife Branch                               |
| Kristin   | Cripe          | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch                               |
| Justin    | Dellinger      | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch                               |
| Stacy     | Martinelli     | Environmental Scientist                        | Region 3 Wildlife & Lands                     |
| Todd      | Carlin         | Environmental Scientist                        | Water Branch                                  |
| Laura     | Cockrell       | Environmental Scientist                        | Region 2 Staffed Lands                        |
| Michael   | Mamola         | Environmental Scientist                        | Fisheries Branch                              |
| Kelsey    | Navarre        | Environmental Scientist                        | Wildlife Branch                               |
| Laudon    | Kent           | Senior Environmental Scientist<br>(Specialist) | Region 2 Wildlife                             |



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| Jeff     | McFarland     | Environmental Scientist                        | Region 2 Wildlife  |
| Hideaki  | Kubo          | Environmental Scientist                        | Region 2 Fisheries   |
| Sara     | Taylor        | Environmental Scientist                        | Bay Delta Region (Region 3)  |
| Sharon   | Taylor        | Environmental Scientist                        | Wildlife Branch  |
| Megan    | Crane         | Environmental Scientist                        | Wildlife Branch  |
| Beth     | Parvis        | Environmental Scientist                        | Wildlife Branch  |
| Lindsay  | Orsini        | Environmental Scientist                        | Marine Region  |
| Shelly   | Blair         | Environmental Scientist                        | Region 2 Wildlife  |
| Emma     | Lantz         | Veterinarian (General)                         | Wildlife Branch<br>Wildlife Health Lab   |
| Samantha | Przeklasa     | Environmental Scientist                        | Salton Sea Program (Reg 6)   |
| Roy      | Kim           | Environmental Scientist                        | Office of Spill Prevention<br>and Response                                     |
| Neil     | Clipperton    | Senior Environmental Scientist<br>(Specialist) | Wildlife Branch  |
| Colleen  | Young         | Environmental Scientist                        | Office of Spill Prevention<br>and Response                                     |
| Melissa  | Miller        | Veterinarian (Specialist)                      | Office of Spill Prevention<br>and Response                                     |
| Mike     | Harris        | Senior Environmental Scientist<br>(Specialist) | Office of Spill Prevention<br>and Response                                     |
| Rhonda   | Paiste        | Environmental Scientist                        | Bay-Delta Region   |
| Serge    | Glushkoff     | Senior Environmental Scientist<br>(Specialist) | Bay Delta Region Habitat<br>Conservation                                       |
| Robert   | Stanley       | Senior Environmental Scientist<br>(Specialist) | Bay Delta Region Habitat<br>Conservation                                       |
| Marcia   | Grefsrud      | Environmental Scientist                        | Bay-Delta Region   |
| Chuck    | Striplen, PhD | Senior Environmental Scientist<br>(Specialist) | Fish and Game Commission   |
| Betsy    | Bultema, MS   | Environmental Scientist                        | Biogeographic Data Branch,<br>Vegetation Classification<br>and Mapping Program |
| Donald   | Baldwin       | Environmental Scientist                        | Region 4   |
| Jaime    | Ratchford     | Environmental Scientist                        | Biogeographic Data Branch,<br>Vegetation Classification<br>and Mapping program |

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|-----------|--------------|---|---|
| Stephanie | Holstege     | Environmental Scientist                     | Bay-Delta Region Habitat Conservation   |
| Kelly     | Schmoker, MS | Senior Environmental Scientist (Specialist) | South Coast Region (5) Habitat Conservation Los Angeles/Ventura/Santa Barbara |
| Arn       | Aarreberg    | Environmental Scientist                     | Marine Region   |
| Patrick   | Moeszinger   | Senior Environmental Scientist (Specialist) | North Central Region, HabCon Program  |
| Zachary   | Kearns       | Environmental Scientist                     | North Central Region, HabCon Program  |
| Leilani   | Birch        | Environmental Scientist                     | Office of Spill Prevention and Response                                       |
| Tracie    | Nelson       | Environmental Scientist                     | South Coast Region, Lands Program   |
| Katie     | Ferguson     | Environmental Scientist                     | Biogeographic Data Branch, California Natural Diversity Database              |
| Jessie    | Maxfield     | Senior Environmental Scientist (Specialist) | Bay Delta Region Habitat Conservation   |
| Annie     | Chang        | Environmental Scientist                     | Biogeographic Data Branch, California Natural Diversity Database              |
| Rachelle  | Boul         | Senior Environmental Scientist (Specialist) | Biogeographic Data Branch, Vegetation Classification and Mapping program      |
| Hillary   | Sardiñas     | Senior Environmental Scientist (Specialist) | Wildlife Branch   |
| Allen     | Tsao         | Associate Toxicologist                      | Office of Spill Prevention and Response                                       |
| Timothy   | Dodson       | Senior Environmental Scientist (Specialist) | Bay Delta Region  |
| Gail      | Cho          | Staff Chemist                               | Office of Spill Prevention and Response Lab Program                           |
| Nicholas  | Peterson     | Senior Environmental Scientist (Specialist) | Region 6, Habitat Conservation  |
| Diana     | Grosso       | Senior Environmental Scientist (Specialist) | Office of Spill Prevention and Response                                       |
| Dan       | Waligora     | Environmental Scientist                     | Office of Spill Prevention and Response                                       |
| Lisa      | Gymer        | Senior Environmental Scientist (Specialist) | Region 5, Habitat Conservation, Mitigation Banking                            |
| Craig     | Haffner      | Senior Environmental Scientist (Specialist) | Office of Spill Prevention and Response                                       |



