

On July 30, 2021, **Governor Newsom** issued a Proclamation of a **State of Emergency** (Proclamation) in response to the significant and accelerating impacts of **climate change** in California that will help support the Governor's and the Commission's overall goals. This is an important proclamation that directs the California Energy Commission and the California Public Utilities Commission and the CAISO [California Independent System Operator].

California's has many State Scientists classifications who work at the California Energy Commission who will be involved in this important effort to accelerate the State's transition to carbon-free energy (energy efficiency rulemaking). Many hardworking state scientists who will be identifying actions to expedite clean energy project development **as soon as possible**, particularly for the Summers of 2022 and 2023, beginning June 1 of each year.

Please continue to support the CAPS Team request that salaries need to be addressed quickly, as the Governor realizes that the state of California is in a state of emergency and solutions require hard work and rapid changes. In addition, the State should be mindful that many agencies will need to hire new staff to help solve climate change issues, and many recent graduates interested in state service and the difficulty in being able to recruit and retain the highly educated and trained scientists needed to protect California.

Although CAPS Union members did receive a salary increase, please note that prior to this recent pay increases, the salaries of state scientists remained virtually stagnant with near zero growth over the prior 10 plus years, while the Engineers Union received frequent and robust pay increases. The recent pay increase does not make up for the dramatic pay differentials that continue. Please refer to previous State Scientist letter from CAPS member, Ron Peterson, who clearly outlined the decline of the State Scientist's salaries as compared the historical basis for comparisons between State Engineers and State Scientists. Although the recent pay increase was well appreciated however, it is still lacking. Please consider increased out of pocket costs for pre-funding retirement costs, health care increases and general costs of goods as a result decreased net pay.

The Governor's new ruling will put many State Scientists into an even more important role and in regards to finding solutions to lower **overall electricity load**, particularly in the peak and net peak hours; amongst many other on going, hard working efforts.

Best regards,

Karen Perrin
California Energy Commission

