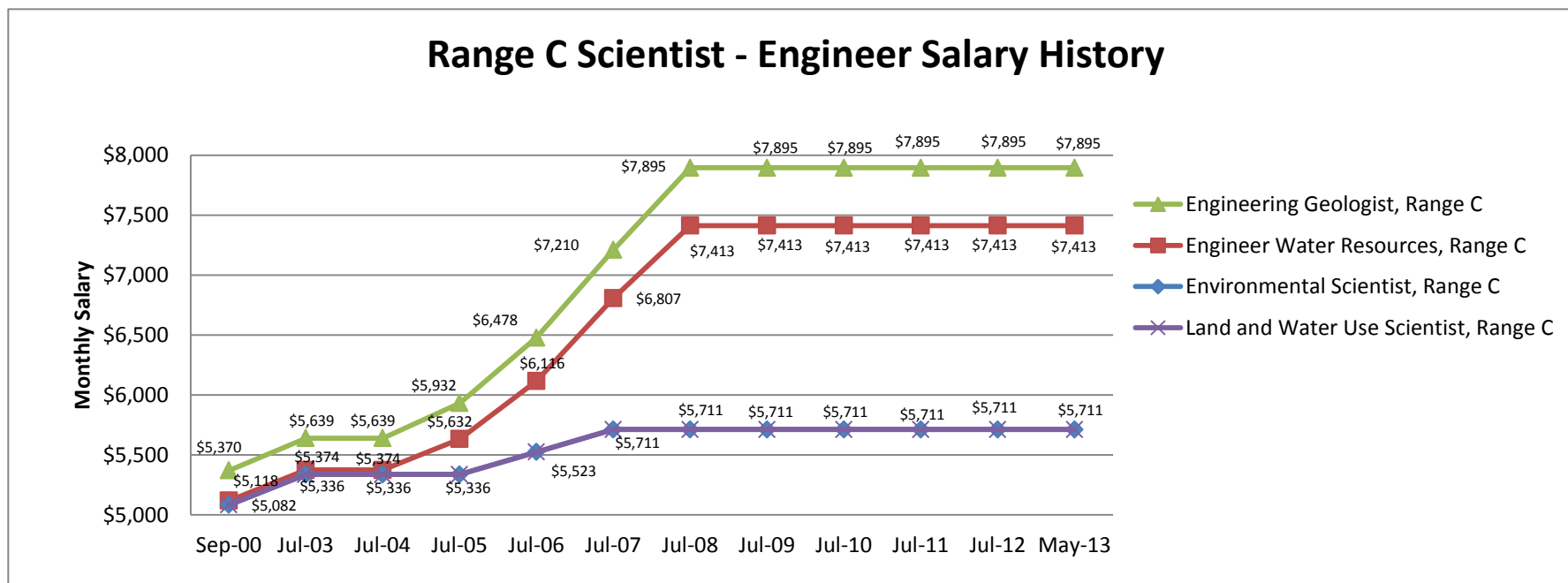


State Scientist v State Engineer Salary Inequity Department of Water Resources Like Pay for Like Work: Range C June 2013

Problem: The salary differential between Department of Water Resources Scientists and DWR Engineers doing similar or identical work is now 38%. In 2004, the differential between Range C Scientists and Range C Engineers was between 4.9% and 5.6%. That differential was no greater than 5.6%.

Solution: Restore the historic salary relationship between DWR state scientists and state engineers: **increase salaries by up to 33%.**

Background: For California state scientists, salary equivalence with state employed engineers was a decades-long reality. Since 2005, the working relationships have remained close, but the salary relationship has not. Over several years, state engineers received sizeable salary increases, while scientists working alongside them often received no increase at all. The result is a salary inequity that disrupts working relationships and adversely affects productivity and morale. A 2008 DPA administrative decision supports the need to raise scientists' salaries and close this gap.



State Scientist v State Engineer Salary Inequity Department of Water Resources Like Pay for Like Work: Senior Scientist June 2013

Problem: The salary differential between DWR Senior Scientists and Department of Water Resources Senior Geologists doing similar or identical work is now approximately 50%! In 2004, the differential between senior scientists and senior engineering geologists was just under 6%. There is no comparable Water Resource Engineer classification at this level.

Solution: Restore the historic salary relationship between DWR state scientists and state engineers: **increase salaries 34%.**

Background: For California state scientists, salary equivalence with state employed engineers was a decades-long reality. Since 2005, the working relationships have remained close, but the salary relationship has not. Over several years, state engineers received sizeable salary increases, while scientists working alongside them often received no increase at all. The result is a salary inequity that disrupts working relationships and adversely affects productivity and morale. A 2008 DPA administrative decision supports the need to raise scientists' salaries and close this gap.

