

To: Governor Edmund G. Brown, Jr.

**SALARY EQUITY FOR ALL CALIFORNIA STATE SCIENTISTS
Important Work Deserves Recognition and Fair Pay!**

California government was once known for its cutting edge environmental and public health programs, for sound science as the basis for decision-making, for making California's quality of life second to none, and for being the destination of choice for the best and the brightest scientists. Sadly, California state government has lost ground in its role as a leader in science policy and practice. Program erosion, compensation cuts and inequities with professional colleagues have caused scientists to look elsewhere for career opportunities, where there is enough money to support their families and earn genuine respect for their contributions. Consequently, the state's role in protecting public health and the environment has suffered.

Your budget proposal for the 2014-2015 Fiscal Year is a critical first step in restoring the prominence of California state government as a leader in science. It proposes salary inequity increases for state scientist supervisors and managers. That is a good start. We encourage you to follow through with full funding for this proposal effective July 1, 2014.

The next critically important step is to make the same increases effective for Rank-and-File state scientists. That, as you know, must be accomplished via the bargaining process with CAPS.

It is essential to build and maintain the state's scientific intellectual capital. To do so, there must be salary equity and respect for state scientists' critical contributions to the public welfare. Please implement salary equity for ALL California state scientists. **Important Work Deserves Recognition and Fair Pay!**

