

January 20, 2022

Dear CalHR,

I am a Senior Environmental Scientist (Specialist) in the Department of Fish and Wildlife's Lands Unit. I am monitoring the bargaining process closely because the outcome will factor my future employment decisions. CalHR's response will show whether this administration values scientists and my work. I've also talked to my managers, who are likewise monitoring this negotiation because they recognize that its results will have implications for my entire program for years to come.

Without prompt action to address this pay inequity, I anticipate adverse impacts to my program in terms of hiring, morale, and retention. I urge the Newsom Administration to correct this pay disparity as soon as possible.

Within my program, there is no distinction between responsibility assigned to the Unit 10 Senior Environmental Scientist (Specialists) and Unit 10 Senior Environmental Scientists (Supervisor) series. Years ago, we were considered equals, just one was more administrative. Yet, our pay difference recently parted significantly only because of a technicality allowing the Supervisors to successfully litigate. Staff from both are distributed across all teams and participate in a mix of technical and policy-based work without regard to classification. Specialists lead workgroups with equal frequency. It is demoralizing for Specialists tasked with these responsibilities to earn significantly less than Supervisors (that were never supposed to supervise Specialists) for the same work.

This is an opportunity for the Newsom Administration to demonstrate its commitment to those who work hard every day to ensure that California excels in scientific leadership and environmental protection. I am enthusiastic about CDFW's many successes to date and know that more equitable compensation will help CDFW attract and retain diverse and innovative scientists.

Sincerely,

Richard Brody, MS, Professional Wetland Scientist (PWS)