

Dear CalHR,

I hope you read this letter and understand why state scientists like myself feel demoralized and uninspired working for the state. I am classified as a Senior Environmental Scientist (Specialist) in BU 10 and I report to my supervisor who is an Environmental Program Manager I (Supervisor). From the CalHR Civil Service Payscale (updated on 1/20/21), you can see the huge pay disparity between staff and supervisor:

SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)
\$6,816.00 - \$8,479.00

ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)
\$10,717.00 - \$13,323.00

No other classifications within civil service have this HUGE pay gap. From the same CalHR Civil Service Payscale (updated on 1/20/21), you can see the much smaller pay differences between staff and supervisor for other classifications:

WATER RESOURCE CONTROL ENGINEER
A \$5,540.00 - \$6,606.00
B \$6,344.00 - \$7,937.00
C \$7,803.00 - \$9,766.00
D \$8,293.00 - \$10,377.00

SENIOR WATER RESOURCE CONTROL ENGINEER
A \$9,766.00 - \$12,223.00
S \$9,766.00 - \$12,223.00

ASSOCIATE GOVERNMENTAL PROGRAM ANALYST
A \$5,149.00 - \$6,446.00
L \$5,304.00 - \$6,640.00

STAFF SERVICES MANAGER I
\$6,124.00 - \$7,608.00

By looking at this, it is easy to see why I and other scientists feel singled out. Based on last week's news reports, it appears that this year's state budget has sufficient funds (extra \$76 billion to spend this year) to correct the HUGE pay disparity. I hope CalHR takes this opportunity to provide basic fairness to state scientists that other classifications already have.

Sincerely,

Calvin Yang
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