

June 6, 2022

To: CalHR

From: Allison Saldana

Re: Salaries

Dear CalHR Representatives:

How many more letters, articles, rallies, presentations from CAPS (and its members) do you need to appropriately align our salaries? What are you waiting for? This unfair labor practice you are imposing on us is simply shameful and inexcusable. I have been a dedicated Environmental Scientist for the Department of Toxic Substances for over 21 years and entered this job directly from college with enthusiasm, gratitude, and conviction to serve my home state of California in the field of human and environmental protection.

I have seen and continue to witness the unnecessary & avoidable destruction of staff morale, constant turn over and our lack of performing critical functions of the state simply because our human resources department refuses to pay us modern day wages.

I cannot stress how debilitating your lack of action is now for so many programs across the state for human and environmental protection progress.

Make this the last letter you will read about this issue. You are already losing a tremendous degree of talented, highly educated, creative, and motivated individuals who will choose not to apply for these positions or retain them after they read the salary and compare it to the job qualifications and duty statements. They are simply incompatible, especially in the most economically wealthy state in the nation.

On behalf of all the professional scientists I implore you to do the right thing ASAP!

Thank you!

*Allison Saldana*

Sincerely,

Allison Saldana, Sr. Environmental Scientist Specialist

DTSC/Hazardous Waste Management Program