

July 20, 2022

Dear Eraina Ortega,

California State Scientists deserve pay equity now.

We are the rank-and-file State Scientists in Bargaining Unit 10 at the State of California. We have been closely monitoring the bargaining process between our Union, the California Association of Professional Scientists (CAPS) and the State of California. On June 9th, 2022, CAPS received a counter offer from the State that would only give Environmental Scientists an 8% raise over the next 3 years.¹ The counter offer that has been provided to CAPS is simply unacceptable and does not address the pay inequality that state scientists have faced since 2005, let alone inflation.

The Consumer Price Index (CPI) has increased 9.1 percent over the past 12 months ending in June; the largest 12-month increase since December 1981.² Inflation is at an all time high and has been chipping away at our wages. **Without at least a 9.1 percent raise this year alone, State Scientists will be taking a pay cut.** CAPS originally proposed a general salary increase (GSI) across all classifications in BU10 tied to the total percent change in the CPI from July 2021 to July 2022. This is necessary to prevent members of BU10 from taking what can be equated to a paycut.

The State also needs to address the pay inequality that State Scientists have faced since 2005. Prior to 2005, State Scientists and State Engineers were paid equitably. In 2003, the maximum salary for a Range C Environmental Scientist was \$5,336 while the pay for a Range C Water Resource Control Engineer was \$5,632 . This equated to only a 5.5% difference in pay between engineers and scientists. In 2005, Water Resource Control Engineers received the first of many salary increases. By 2008, the engineer's wages increased to \$7,885 while the scientist's wages fell behind at \$5,711.³ This equated to a massive pay difference of 38% between engineers and scientists that has persisted to this day. As of 2022, the pay

¹ [Summary-Document-of-Counter-Proposal.pdf \(capsscientists.org\)](#)

² [Consumer Price Index Summary - 2022 M05 Results \(bls.gov\)](#)

³ <https://eservices.calhr.ca.gov/EnterpriseHRPublic/payscales/payscalesearch>

difference between scientists and engineers still lies at 30% which is a far cry from the 5.5% difference in pay that existed prior to 2005.

Fiscal Year	Environmental Scientist Range C Maximum Salary	Water Resource Control Engineer Range C Maximum Salary	Percent Difference in Pay
2003	\$5,336	\$5,632	5.5%
2005	\$5,336	\$5,925	11%
2008	\$5,711	\$7,885	38%
2021	\$7,926	\$10,311	30%

Figure 1: Pay Scales- Environmental Scientists Compared to Water Resource Control Engineers

Shortly after this pay gap was created, the Department of Personnel Administration (the precursor to CalHR) acknowledged the issue they created by stating “ the State now has severe retention problems in the scientist classes where the duties, responsibilities, and knowledge overlap the engineer classes. State Scientists have been moving into equivalent but higher-paying engineer positions.”⁴ State Engineers and Scientists with the State of California perform similar duties and have similar responsibilities yet scientists still receive compensation that is 30% less than their peers. **It is time to fix this pay inequality.**

California Government Code 19826 states that “like salaries shall be paid for comparable duties and responsibilities.”⁵ In 2008, CAPS prevailed on a Like Pay for Like Work (LPLW) case. The legal ruling corrected the discrepancy for State scientific supervisors with engineering-equivalent classes. These classes received a one-time pay increase between 18% and 43% in July of 2014.⁶ Unfortunately, this ruling did not extend to rank and file employees. The inaction of the State to fix this pay discrepancy has lowered the morale of State Scientists and has given the

⁴<http://web.archive.org/web/20100105124332/http://www.dpa.ca.gov/tcs2006/occupational-differences.htm>

⁵ https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=19826&lawCode=GOV

⁶ <https://capsscscientists.org/wp-content/uploads/2020/10/2020SalaryChart.pdf>

impression that the State simply does not value its scientists. **Like work deserves like pay and this should be extended to rank and file employees.**

As of 2022, California has seen its largest budget surplus in state history at 97.5 billion dollars.⁷ Scientists deserve to have this pay inequality fixed once and for all with a portion of this historic surplus. If the State of California is unwilling to fix this issue now with the largest surplus in State history, there is little hope it will ever be fixed. Without pay equity, the State of California will find it increasingly difficult to attract and retain a scientific workforce that can afford to work and live in the State.⁸

We urge the Newsom Administration to close the gap in vertical and horizontal salary differentials during bargaining in 2022. During a time of historically high budget surplus, this is an opportunity for the State to demonstrate commitment to those who work hard to ensure that California excels in scientific leadership and stewardship of our natural resources for future generations to come.⁹

Sincerely,

Anthony Southwood, SWRCB, DWR , 8 months of service

Dorena Goding, SWRCB, Sr. ES, 21 years of service to this great state

Lisa Jensen, MSc, DDW SAFER, 7 years of service

Timothy Walcott, NCRWQCB, 22 years of service

Michael Thomas, NCRWQCB, 1 year 3 months of service

Richard Ramirez, SWRCB, 3 years of service

Jason Freshwater, PhD, SARWQCB, 6.5 years of service

Devin Jokerst, SWRCB, 7 months of service

Michelle Robbins MSc, SWRCB, 1 year of service

Angineh Shahnazarian, LARWQCB, 7 years of service

Carina Grove, SWRCB, 9 years of service

Lydia Kim, LARWQCB, 3 years of service

⁷ <https://calmatters.org/politics/2022/05/newsom-budget-spending/>

⁸ <https://capsscscientists.org/wp-content/uploads/2022/06/Waterboards-041922-Letter.pdf>

⁹ <https://capsscscientists.org/wp-content/uploads/2021/08/Member-Letter-CDFW-Scientists-August-11-2021.pdf>

Erum Razzak, LARWQCB, 9 years of service
Lora Lyons, SWRCB, DDW, 14 years of service
Michael Head, SWRCB, OE, 3 years of service
Mollie Preijers, SWRCB, 1 year of service
Leslie Hart, SWRCB, 3 years of service
Abbygayle Britton, SWRCB, 3 years of service
Susan Stewart, NCRWQCB, 11 years of service
Patricia Cubanski, MSc., SWRCB, 1 year of service
Judith Chiginsky, MS, California Department of Pesticide Regulation, 6 months of service
Keara Tusso, SWRCB, 1.5 years of service

[REDACTED]

Ezekiel Lebron, SWRCB, 2.5 years of service
Melissa Daugherty, CCRWQCB, 6 years of service
Darin Clark, SWRCB, 15 years of service
Katie Fong, SWRCB, 3.5 years of service
My Nai, SWRCB, 3 years of service
Jillian Flavin, CCRWQCB, 1 year of service
Phillip Zoucha, SWRCB, 2 years of service
Michael Hanks, SWRCB, 10 years of service
Elizabeth Reece, SWRCB, 3 years of service
Alyssa Campbell, SWRCB, DWR, 3.5 years of service
Carol Perkins, MSc, SWRCB-ORPP, 2.5+ years of service
Ashley Hernandez, CVRWQCB 3 years of service
Devin Darrow, SARWCB, 1 year of service
Phillip Carter, CVWQCB, 3 years of service
Jordan Hensley, CVWB, 5 years of service
Jonathan Pham, SWRCB, DWR, 3 years of service
Zachary Zwahlen, SWRCB, DWR, 4 years of service
Adam Henriques, LRWQCB, 2.5 years of service
Hope Sexton, LARWQCB, 1 year of service
Nicholas Kehrlein, SWRCB, 1.5 years of service
Shawn Agarwal, CVWB, 9 months of service
Celene Udasco, SWRCB, 3.5 years of service
Maria Davydova-Flores, CRBRWQCB, 9 years of service
Alyssa Anenberg MSc, SWRCB, DWR, 1.5 years of service

[REDACTED]

Manomita Patra Bhowmik, PhD., DPR, 11 months of service
Gurbinder Dhaliwal, CVRWQCB, MS, 8 years of service
Leah Jones, CVRWQCB, 1.5 years of service
Jennifer McClaren, SWRCB, 2 years of service
Michael Macon, SWRCB, 3 years of service
True Khang, CVRWQCB, 7 years of service
Jennifer Callahan, R6SLTRCB, 1 year of service
Christine Rico, SWRCB, 13 years of service
Nirmal Sandhar, SWRCB, 16 years of service
Hossein Shahrokhnia, SARWQCB, 6 months of service
Andrea Sellers, SWRCB, 3 Years of Service
Sarah Ries, SWRCB, 5 years of service
Ella Golovey, SWRCB, DWQ, 2.75 years of service
Robert Contreras, CalRecycle, 5 years of service
Britney Newby, SWRCB, DWR, 4 months of service
Naira Ghukasyan, SWRCB-DDW, 15 years of service
Paul Levy, SWRCB, DWQ, 7 years of service
Keith Yaeger, SDRWQCB, 5 years of service
Genevieve Safi, PhD, CCRWB, 9 months of service
Melissa Thaw, PhD, R6SLTRCB, 5 months of service
SueAnn Neal, SARWQCB, 4 years of service
Sara Saelee, SWRCB, 2 years of service
Alyssa Bucci, CCRWQCB, 4 years of service
Steven Gonzales, SWRCB, 3.5 years of service
Claudia Bucheli, SWRCB, 3 months of service
Molly Williams, SWRCB-OPP, 1.25 years of service
Tim Brandt, CalEPA - Agency, 2.5 years of service

Toni Marshall, SWRCB-OIMA, 15 years of service
Jenna Hartman, SWRCB, 4 months of service
Marc Lorentzen, CalRecycle, 7 years of service
Ken Emanuel, SWRCB, 25 years of service
Marielle Rhodeiro, SWRCB-ORPP, 2.5 years of service
Paola Gonzalez, SWRCB-ORPP, 2.5 years of service
Justin Fitt, NCRWQCB, 4 years of service
Christopher Hyun, SWRCB, 1.6 years of service

Esther Burkett, CDFW, 38 years of service
Nicholas Peterson, CDFW, 15 years of service
Jamie Pratt, CCRWQCB, 3 years of service
Julia Coates, CDFW, 8 years of service
Cara Allen, Wildlife Conservation Board, 14 years of service
Jaime Ratchford, CDFW, 4 years of service
Laura Patterson, CDFW, 25 years of service
Mitsuko Grube, CDFW, 15 years of service
Nicole Gephart, CDFW, 6 years of service
Victoria Barr, CDFW, 21 years of service
Tara Kerss, CDFW, 10 years of service



Kelley Nelson, CDFW, 23 years of service
Cody Massing, CDFW, 10 years of service
Patrick Moeszinger, CDFW, 17 years of service
Chester Lindley, CDFW, 3 years of service
Lauren Briggs, CRBRWQCB, 9 months of service
Angela Baker, CDFW, 4 years of service
Mark Cassady, CCRWQCB, 5 years of service
Tim Dodson, CDFW, 11 years of service
Monty Larson, CDFW, 8 years of Service
Stacy Martinelli, CDFW, 24 years of service
Katherine Osborn, CDFW, 3 years 7 months of service
Christian Romberger, CDFW, 3 years of service
Danielle Elledge, CDFW, 11 years of service
Cooper Wall, CDFW, 4 years of service
Angela Nguyen-Tan, CVFPB 13 years of service
Kim Sanders, CCWQCB, 16 years of service
Lisa Gymer, CDFW, 21 years of service
Amanda Canepa, CDFW, 3 years of service
Heather Rodriguez, CDFW, 4 years of service
Lucy Haworth, CDFW, 2 years of service
Cory Saltsman, CDFW, 10 years of service
Colby Hause, CDFW, 2 years of service
Gregory Hendricks, CVFPB, 5.5 years of service
John Nettles, CDFW, 1.5 years of service

Heather Perry, PhD, CDFW, 3.5 years of service
Colleen Young, CDFW, 11 years of service
Rachel Fabian, PhD, CDFW, 5.5 years of service
Stefanie Komar, CDFW, 4.5 years of service
Christopher Baimas, DWR, 1.5 Years of service
Marcia Grefsrud, CDFW, 25 years of service
Kaylee Vanni, CDFW, 6 years of service
Shadee Kohan, CDFW, 2.5 years of service



Madeleine Wieland, CDFW, 5 years of service
Olivia Willis, CDFW, 22 years of service
Robin Shin, CDFW, 5 years of service
Jenny Hofmeister, 4 years of service
Carlee Cockrum, CDFW, 2 years of service
Grace Myers, 2.5 years of service
Miles Claret, DWR, 4 years of service
Gail Cho, CDFW, 11 years of service.
Elizabeth Hellmers, CDFW, 9.5 years of service
Kari McClanahan, CDFW 5.5 years of service
Trisha Velasquez, CDFW
Helen Thompson PhD, CDFW, 5 years of service
Ami Olson, CDFW, 5 years of service
Andrew Wilkens, CDFW, 3 years of service
Trevor Lucas, CDFW, 2.5 years of service
Levi Souza, CDFW, 14 years of service
James Hansen, CDFW, 5 years of service
Maureen Doyle, Caltrans, 15 years of service
Gregory Saiyo, Caltrans, 6 years of service
Lauren Miele, CDFW, DWR, 7 years of service
James Phillips, CDFW, 15 years of service
Evangelina Chavez, CDFW, 1 year of service
Matt Erickson, CDFW, 27 years of service
Karen Atkins PhD, CVRWQCB, 1 year of service
Joanne Heraty, CDFW,DOC, 1 year of service
Tim Ryan, CDFW, 2.5 years of service
Ashley Kammet, CDFW, 2.5 Years of service

Karen Converse, CDFW, 14 years of service
Maxwell Odland, CAL FIRE, 0.5 Years of Service
Ben Waitman, PhD, CDFW, 2.5 Years of Service
Jeffret Kohl, CDFW, 2.5 years of service
Emma Mendonsa, 5 years of service
Anne Hilborn, CDFW, 0.5 years of service
Carly Nilson, SWRCB, 14 years of service
Christina Burdi, CDFW, 7 years of service
Julia Dyer, CCRWQCB, 22 years of service
Michael Stuhldreher, CDFW, 2 years of service
Andrew Amacher, PhD, CDFW, 4.5 years of service
Carrie Swanberg, CDFW, 20 years state service
Gabriel Singer, PhD, CDFW, 2 years of service
Mary Dunne, CDFW, 30 years of service
Lee Scheffler, CDFW, 4 years of service
Ekaterina Morozova, CDFW, 6 months of service
Loc Nguyen, CDFW
Derek Acomb, CDFW, 22 years of service
Linda Candelaria PhD, SARWQCB, 23 years of service
Dylan Inskeep, CDFW, 6 years of service
Cindy Au-Yeung, CVRWQCB, 8 years of service
Lauren McNabb, CDFW, 3 years of service
Scott D. Osborn, Ph.D., CDFW, 23 years of service
Megan McWayne, CDFW, 2 years of service
Joe LaCalle, CDFW, 7 years of service
Angie Montalvo, CDFW, 25.6 years of service.
Desiree Ramirez, DWR, 6 years of service
Barry Miller, CDFW, 10.5 years of service
David Lyons, CDFW, 10.5 years of service
Grace Easterbrook, CDFW, 2.5 years of service
Audrey Dean, CDFW, 2.5 years of service
Ian Pritchard, CDFW, 1.5 years of service
Morgan Ivens-Duran, CDFW, 6 years of service
Vanessa Kollmar, CDFW 12 years of service
Ian Ralston, CDFW, 5 years of service
Eric Anspach CDPR, 2 years of service

Mariel Boldis, CDFW, 2 years of service
Kristen Elsmore, CDFW, 1 year of service
Tracy Grimes, MSc, CDFW 2 years of service
Amanda Blackwell, SWRCB, 3 years of service
Emma Lantz, CDFW, 2 years of service
Corianna Flannery, CDFW, 2 years of service
Jay Staton , CDFW, 6 months of service
Jennifer Hemmert, CDFW, 10 years of service
Heather Brashear, CDFW, 2.5 years of service
Jacob Skaggs, CDFW, 1.5 years of service
Rudolph Mena, CDFW, 5 years of service
John Dempsey, CDFW, 1 year of service
Graham Meese, CDFW, 6 months of service
Richard Ianniello, 1 year of service
Ken Sankary, CDFW, 3.5 years of service
Laura Cockrell, MS, CDFW 10 years 5 months service
Mayra Molina, MS, CDFW, 5 years of service
Rose Banks, CDFW, 9 years of service
Harvest Vieira, CDFW, 9.5 years of service
Mike Harris, CDFW-OSPR, 30 years of service
Brian Hatfield, CDFW, 10 years of service
Jeffrey Shu, CDFW, 16 years of service
Lisa Cardoso, CDFW, 8 Months of Service
Wendy Campbell, CDFW, 25 years of service
Breanna Machuca, CDFW, 1 year of service
Erin Aquino-Carhart, Wildlife Conservation Board, 13 years of service
Dan Waligora, CDFW-OSPR, 18 years of service
Laura Peterson-Diaz, CDFW, 15 years of service
Katie Greenwald, CDFW, 6 years of service
Ryan Peat, CDFW, 5.5 Years of service
Dan Hansen, CDFW, 5 years of service
Rachel Prat, NCRWQCB, 23.7 years of service
Cerasela Gadberry CDFW Staff Chemist 5.4 years of service
Sean Cochran, CDFW, 5 years of service
Eric Haney, CDFW, 24 years of service
Christopher Loomis, CDFW, 3 years of service

Jennifer Olson, CDFW, 8 years of service
Yared Kebede, CVRWQCB, 8 years of service
Jason Hwan, CDFW, 7 years of service
Sam Plemons, CDFW, 15 years of service
Kaitlin Diaz, SARWQCB, 5 years of service
Jennifer Garrison, CDFW, 8.5 years of service
Matthew Mitchell, CDFW, 5 years of service
David Kajtaniak, CDFW, 12 years of service
Kristin Garrison, CDFW 15 years of service
Greg O'Connell, CDFW, 4 years of service
Adam Hutchins, CDFW, 8 years of service
Serge Glushkoff, CDFW, 23 years of service
Eric Chan, CDFW, 6.5 years of service
Mary Claire Kier, CDFW, 25 years of service
Daniel Harrington, CDFW, 5 years of service
Carolyn Buesch, CDFW 2 years of service
Daydre Roser, CDFW 6.4 years of service
Mia Roberts, CDFW, 7 years of service
Allegra Davis, CDFW, 3 years of service
Erin Schaeffer, CDFW, 3 years of service
Lanette Richardson, CDFW, 8 years of service
Nicholas Simpson, CDFW, 9 years of service
Francesca Batac, CDFW, 17 years of service
Kenneth Lindke, CDFW-R1, 5 years of service
[REDACTED]
Harihar Nepal, RWQCB R-5 Redding, 4 years of service
Priyanka Talanki, CalRecycle, 7 years of service
[REDACTED]
Michael Crook, Caltrans, 4 years of service
Sabrina Rice, RWQCB, 3.5 years of service
Shelby Thomas, CDFW, 5 years of service
Rob Stanley, CDFW-R3, 10 years of service
Erin Tennant, CDFW, 15 years of service
Andy Rockriver, CDFW, 30 years of service
Arn Aarreberg, CDFW, 11 years of service
Clint Garman, CDFW, 30.5 years of service

Samantha Przeklasa, CDFW, 9 years of service
Alicia Bird, CDFW, 2 months of service
Suzanne DeLeon, CDFW, 29 years of Service
Robynn Swan, CDFW, 14 years of Service
Will Kanz, CDFW, 1.5 years of Service
Janelle Deshais, CDFW, 10 years of service
Marina Barton, CDFW, 2 years of service
Alex Magliano, CDPR, 3 years of service
Caitlyn Oswalt, CDFW, 4 years of service
Edgar W. Roberts III CDFW, 22 years of service
Michelle Dewey, CalRecycle, 4.5 years of service
Ashley Rosales, CDFW, 3 years of service
Adam Henderson, CDWR, 22 years of service
Alanna Misico LRWQCB, 7 years of service
Christopher Cook, DWR, 10 years of service
Danielle Osborne, CalRecycle, 2.5 years of service
Austin Sturkie, CDFW, 3 years of service
Kevin Moncrief, DWR, 8.5 years of service
Andrew Orahoske, CDFW, 4 years of service
Deborah Woodward, Ph.D, SDRWQCB, 20 years of service
Reagen O'Leary, CDFW, 11 years of service
[REDACTED]
Sierra Sullivan, SWRCB, 4 months of service
Jared Worland, CDFW, 6 years of service
Chad Hirano, CDFW
Steve Camacho, SWRCB, 15.5 years of service
Patrick Jarrett, DWR, 6.5 years of service
Mike Memeo, DWR, 3 years of service
Sara M. Taylor, CDFW, 1.5 years of service
Monica Oey, CDFW, 6 years of service
Allison Kunz, Caltrans, 15 years of service
Hannah Guiles, CDFW, 2.5 years service
Kyle Hartwigsen, DWR, 14 years of service
Marcus Hubbell, Dept. Parks and Recreation, 5 years of service
Nikolas Storm, CDPH, 4 years of service
Krystle Mache, DWR, 15 years of service

Ian Kelmartin, CDFW, 3.5 years of service

Jereme Gaeta, CDFW, 3 years of service

Desiree Dela Vega, CDFW, 5 years of service

Regina Vu, CDFW, 14 years of service

Angel Fong, CalRecycle, 5 years of service

Terris Kasteen, CDFW, 14 years of service

Jason Duda, DWR, 4 years of service

Ted Daum, DWR, 10 years of service

Katie Grady, CDFW, 4 years of service

Kevin Francis, CDFW, 3 years of service

[REDACTED]

Corinne Gible, CDFW, 6 years of service

Alejandra Espinoza, R5WBS, 2.5 years of service

Rach Pitts, DPR, 1 year of service