

Dear Eraina Ortega,

We are the rank-and-file state scientists of Bargaining Unit 10 of the California Department of Fish and Wildlife (CDFW). We are closely monitoring the bargaining process between our union – the California Association of Professional Scientists (CAPS) – and the State, because the outcome will factor into our future employment decisions. CalHR's response will clearly communicate whether this administration values scientists and our work.

CDFW rank-and-file scientists are highly educated, represent the State, and perform the specialized labor needed to manage California's diverse fish, wildlife, and plant resources, and the habitats upon which they depend for their ecological values, and for their use and enjoyment by the public. Some of the key areas we provide scientific expertise for include:

- Conservation of biodiversity through the management of habitat, threatened and endangered species, invasive species, and game species for hunting and fishing;
- Habitat conservation planning, marine protection, and land management, including planning for wildlife connectivity and climate change resilience;
- Sustainable groundwater management, including technical review of groundwater management plans and drought response activities;
- Wildfire response, restoration, coordination with CALFIRE on vegetation management, fuels reduction, and fire preparation planning and recovery;
- Advise agency board members, commissioners, and leadership on matters related to tribal affairs, and liaise with California's 180+ tribal governments;
- Represent the State as subject matter experts on advisory bodies. For example, the federal Pacific Fishery Management Council for management of federal stocks critical to California's ecosystems and economy;
- Support law enforcement actions of wildlife officers (e.g. cannabis, poaching, pollution, species identification, and wildlife trafficking), including wildlife forensic analyses utilizing CDFW's genetics lab;
- Submit, review, and implement regulation changes before the Fish and Game Commission. Develop statewide policies and procedures, review legislation and draft legislative bill analysis. Ensure programs carry out legislative priorities;
- Conduct analysis to recommend listing of species under the California Endangered Species Act (CESA). Review petitions to list species under CESA;
- Environmental and permitting compliance review and monitoring of private and public sector development projects, including all scales of

infrastructure (transportation, power utilities and communication), through implementation of the California Environmental Quality Act (CEQA), the California Endangered Species Act (CESA), and the Fish and Game Code;

- Participation in Cutting The Green Tape Initiatives;
- Design monitoring programs for plant, terrestrial, and marine species, including statistical analysis, peer review, and publishing reports;
- Administer grant programs that fund local agencies and organizations for habitat conservation and restoration, scientific research, and recreation;
- Disease investigations, population health monitoring, and other field and laboratory research activities;
- Spill prevention, preparedness, and response, including remediation and damage assessment. Chemical analysis of deleterious substances for the protection of state waters, fish, and wildlife;
- Oversee permitting and facility operations of the 86 wildlife rehabilitation centers across the State and provide guidance and expertise on public safety, no harm/no foul, and injured/sick wildlife for the public, CDFW, and other state and federal agencies.

State scientists and state engineers perform comparable duties and responsibilities, and historically earned similar salaries for decades, but state engineer salaries increased approximately 40% in 2005. The Like Pay for Like Work (LPLW) case corrected the discrepancy for state scientific supervisors with engineering-equivalent classes in 2014, increasing their salaries more than 40%. A similar special salary adjustment was given to Toxicologist supervisors in 2018. For over a decade rank-and-file scientists at CDFW remain left behind.

There is no distinction between duties assigned to CDFW scientists before 2005 and today, except our responsibilities have only increased. It is demoralizing for Environmental Scientists, Senior Environmental Scientists (Specialist) and other state scientists tasked with these responsibilities to earn 30-40 percent less than engineers/supervisors for the same work that was previously valued equitably.

Without prompt action to address our pay inequity, we anticipate additional adverse impacts to our programs in terms of hiring, morale, and retention. Due to the salary inequity, the State is struggling to recruit and retain competent and skilled scientists. CDFW programs are struggling from high turnover and difficulties in recruiting, which drains resources and hinders performance and output. The cost of living is skyrocketing across the State without adequate compensation rank-and-file continue to be further demoralized. These salary inequities also hinder CDFW's stated goal to diversify its workforce.

The solution is to restore the historical 5-10% horizontal and vertical salary relationship between scientists and engineers/supervisors to comply with CalHR policies. CDFW must provide equitable compensation to attract and retain the

diverse and innovative scientists needed to lead the nation in CDFW's mission and goals.

We urge the Newsom Administration to close the gap in vertical and horizontal salary differentials during bargaining in 2021. 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.

Sincerely,

The undersigned rank-and-file scientists of CDFW

First Name	Last Name	Classification	Branch/Region
Danielle	Elledge	Environmental Scientist	Water Branch
Dylan	Inskeep	Environmental Scientist	Watershed Restoration Grants Branch (WRGB)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Helen	Thompson	Senior Environmental Scientist	Watershed Restoration Grants Branch (WRGB)
Stefanie	Komar	Environmental Scientist	WRGB
Mia	Roberts	Environmental Scientist	Office of Spill Prevention and Response
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Ami	Olson	Senior Environmental Scientist	Habitat Conservation Planning Branch
Lucy	Haworth	Environmental Scientist	Habitat Conservation Planning Branch
Andrew	Amacher	Senior Environmental Scientist	Habitat Conservation Planning Branch
Olivia	Willis	Senior Environmental Scientist	Watershed Restoration Grants Branch (WRGB)
Craig	Zeff	Environmental Scientist	Watershed Restoration Grants Branch (WRGB)
Madeleine	Wieland	Environmental Scientist	Habitat Conservation Planning Branch
Cara	Allen	Senior Environmental Scientist (Specialist)	Wildlife Conservation Board
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Cherilyn	Burton	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch
Cristin	Walters	Environmental Scientist	Habitat Conservation Planning Branch
Nicole	Gephart	Environmental Scientist	Water Branch
Vanessa	Kollmar	Environmental Scientist	Water Branch
Alyssa	Obester	Environmental Scientist	Water Branch
Lanette	Richardson	Environmental Scientist	Water Branch

Cory	Saltsman	Senior Environmental Scientist (Specialist)	Watershed Restoration Grants Branch (WRGB)
Lauren	McNabb	Environmental Scientist	Water Branch
Jennifer	Garrison	Senior Environmental Scientist (Specialist)	Region 1 - HabCon - CCP
Matt	Erickson	Environmental Scientist	Bay/Delta Region (R3)
Barry	Miller	Environmental Scientist	Bay/Delta Region (R3)
Chester	Lindley	Environmental Scientist	Fisheries Branch
Sean	Hoobler	Environmental Scientist	Region 2 - HabCon-Water
Mitsuko	Grube	Environmental Scientist	Bay/Delta Region (R3)
Desiree	Dela Vega	Environmental Scientist	Bay/Delta Region (R3)
Andrew	Hampton	Environmental Scientist	Fisheries Branch
Colby	Hause	Environmental Scientist	Fisheries Branch
Lee	Scheffler	Environmental Scientist	Fisheries Branch
Margaret	Mantor	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch
Robin	Shin	Senior Environmental Scientist (Specialist)	Water Branch
Jennifer	Olson	Senior Environmental Scientist (Specialist)	Region 1 Coastal Conservation Planning
Michael	Stuhldreher	Environmental Scientist	Bay/Delta Region (R3)
John	Downs	Senior Environmental Scientist (Specialist)	Watershed Restoration Grants Branch (WRGB)
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Christian	Romberger	Environmental Scientist	FRGP/WRGB
Kyle	Evans	Environmental Scientist	R5 - Coastal Monitoring Program
Angela	Llaban	Senior Environmental Scientist (Specialist)	Water Branch
Laura	Patterson	Senior Environmental Scientist (Specialist)	Wildlife Branch
Janelle	Deshais	Environmental Scientist	Region 1 Timberland Conservation Planning
Esther	Burkett	Senior Environmental Scientist (Specialist)	Wildlife Branch
████	████	████████████████████	████████████████
Stephanie	Buss	Senior Environmental Scientist (Specialist)	Region 2 HabCon
Victoria	Barr	Environmental Scientist	Wildlife Branch
Terris	Kasteen	Environmental Scientist	R3 Wildlife Management and Unstaffed Lands
Rachel	Roberts	Senior Environmental Scientist (Specialist)	Wildlife Branch
Tara	Kerss	Senior Environmental Scientist (Specialist)	Bay/Delta Region (R3)

John	Nettles	Environmental Scientist	Wildlife Branch
Scott	Osborn	Senior Environmental Scientist (Specialist)	Wildlife Branch
James	Phillips	Senior Environmental Scientist (Specialist)	Bay/ Delta Region
Mary	Olswang	Environmental Scientist	Region 3 (Bay Delta)
Andrew	Weltz	Environmental Scientist	Marine Region
Edgar	Roberts	Environmental Scientist	Marine Region
Tim	Ryan	Environmental Scientist	Habitat Conservation Planning Branch
Michael	Prall	Environmental Scientist	Marine Region
James	Hansen	Environmental Scientist	R3 HabCon
Levi	Souza	Senior Environmental Scientist (Specialist)	Wildlife Branch
Sean	Cochran	Environmental Scientist	Bay/Delta Region (R3)
Michael	Sturkie	Environmental Scientist	Inland Deserts Region (R6)
Kelsey	Vella	Senior Environmental Scientist (Specialist)	Region 2 HabCon
Rose	Sanchez	Environmental Scientist	Region 2 HabCon
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Kelley	Nelson	Environmental Scientist	Region 4
Heather	Rodriguez	Senior Environmental Scientist (Specialist)	Region 4
Michelle	Battaglia	Senior Environmental Scientist (Specialist) Cannabis Enforcement Program	Region 3
Ben	Waitman	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch/HQ
Virginia	O'Rourke	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch/ Region 1
Jennifer	Nelson	Environmental Scientist	Region 3
Regina	Vu	Environmental Scientist	Wildlife Branch
Richard	Ianniello	Environmental Scientist	Region 6 Wildlife
Laura	Peterson-Diaz	Senior Environmental Scientist (Specialist)	Region 4 HabCon
Paige	Prentice	Environmental Scientist	Region 6 Wildlife
Shannon	Forshee	Environmental Scientist	Region 6 Wildlife
Dan	Hansen	Environmental Scientist	Region 1 Habcon
Kim	Tenggardjaja	Senior Environmental Scientist (Specialist)	Science Institute
Rachel	Fabian	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Harvest	Vieira	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch/HQ
Erin	Tennant	Environmental Scientist	Region 4 Lands
Dustin	Pearce	Environmental Scientist	Region 5 Wildlife

Erin	Aquino-Carhart	Senior Environmental Scientist (Specialist)	Wildlife Conservation Board
Cody	Massing	Environmental Scientist	Region 6 Wildlife
Reagen	O'Leary	Environmental Scientist	Region 4 Lands
Julia	Runcie	Environmental Scientist	Region 6 Wildlife
Carlee	Cockrum	Environmental Scientist	Region 2 HabCon
Sarah	Lose	Senior Environmental Scientist (Specialist)	Region 2 HabCon
Jackie	Douglas	Environmental Scientist	HQ Fisheries Branch
Robin	Fallscheer	Environmental Scientist	Region 1 Timberland Conservation
Heather	Perry	Environmental Scientist	Fisheries Branch HQ
Corinne	Gibble	Environmental Scientist	Office of Spill Prevention and Response
Peter	Boucher	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Kim	Penttila	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Carolyn	Buesch	Environmental Scientist	Region 1 Timberland Conservation Program
Merissa	Hanisko	Environmental Scientist	Region 1 Timberland Conservation Program
Jennifer	Gold	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Suzanne	DeLeon	Senior Environmental Scientist (Specialist)	Region 4 Prop 1 Grants Program
David	Lyons	Environmental Scientist	Office of Spill Prevention and Response
Andrea	Boertien	Environmental Scientist	Bay/Delta Region (R3)
Elizabeth	Brusati	Senior Environmental Scientist (Specialist)	Fisheries Branch, Invasive Species Program
Jeb	Bjerke	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch, Native Plant Program
Arn	Aarreberg	Environmental Scientist	Marine Region
Alice	Nash	Environmental Scientist	Environmental Response Branch, Office of Spill Prevention and Response
Cooper	Wall	Environmental Scientist	R5 Steelhead Program
Derek	Acomb	Environmental Scientist	R3 Bay Delta Region - Fisheries
Raffica	La Rosa	Environmental Scientist	Habitat Conservation Planning Branch, Native Plant Program

Kristi	Lazar	Environmental Scientist	Biogeographic Data Branch, California Natural Diversity Database
Joe	LaCalle	Staff Chemist	Office of Spill Prevention and Response, Laboratory Program
Max	Fish	Environmental Scientist	Fisheries Branch
Jessica (Flower)	Moye	Environmental Scientist	Fisheries Branch
Carrie	Swanberg	Senior Environmental Scientist (Specialist)	R4 Habitat Conservation, Renewable Energy
Gabriel	Singer	Environmental Scientist	Fisheries Branch
Ian	Kelmartin	Environmental Scientist	Marine Region
Morgan	Ivens-Duran	Environmental Scientist	Marine Region
Katie	Grady	Environmental Scientist	Marine Region
Derek	Stein	Environmental Scientist	Marine Region
Corianna	Flannery	Environmental Scientist	Marine Region
David	Hernandez	Environmental Scientist	Marine Region
Amanda	Canepa	Environmental Scientist	Marine Region
Jacqueline	Matthews	Senior Environmental Scientist Specialist	Region 1, Cannabis Enforcement Program
Jereme	Gaeta	Senior Environmental Scientist - Specialist	Region 3
Sheena	Holley	Senior Environmental Scientist Specialist	Water Branch
Bianca	Hayashi	Environmental Scientist	R1 Timberland Conservation Program
Christine	Joab	Senior Environmental Scientist- Specialist	Region 3, Interagency Ecological Program
Sonia	Torres	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Christy	Juhasz	Environmental Scientist	Marine Region
Steve	Rienecke	Environmental Scientist	Marine Region
Christina	Burdi	Environmental Scientist	Bay-Delta Region (3)
Trung	Nguyen	Environmental Scientist	Marine Region
Eric	Haney	Senior Environmental Scientist- Specialist	R1 - Cannabis Lands Staff - Wildlife Program
James	White	Environmental Scientist	Region 3
Jennifer	Hofmeister	Environmental Scientist	Marine Region
Kaitlin	Bushell	Environmental Scientist	Region 1
Julia	Coates	Senior Environmental Scientist Specialist	Marine Region
Melissa	Kroninger	Environmental Scientist	Office of Spill Prevention and Response
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Elizabeth	Hellmers	Senior Environmental Scientist (Specialist)	Marine Region
Ellen	Faurot-Daniels	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Ange	Baker	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch
Lindsey	Saum	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Alexander	Milward	Environmental Scientist	Water Branch
Karen	Converse	Senior Environmental Scientist (Specialist)	Wildlife Branch
Brian	Owens	Senior Environmental Scientist (Specialist)	Marine Region
Brian	Acord	Environmental Scientist	Biogeographic Data Branch
Jaime	Rudd	Senior Environmental Scientist (Specialist)	Wildlife Branch Wildlife Health Laboratory
Chris	Stermer	Senior Environmental Scientist (Specialist)	Wildlife Branch
Sharon	Keeney	Environmental Scientist	Region 6 Salton Sea
Katrina	Smith	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch
Karen	Carpio	Senior Environmental Scientist (Specialist)	Habitat Conservation Planning Branch
Jeff	Kohl	Environmental Scientist	Wildlife Branch
Isaac	Chellman	Environmental Scientist	R2 Fisheries
Jeffrey	Shu	Environmental Scientist	Wildlife Branch
Matthew	Meshriy	Environmental Scientist	Wildlife Branch
Kristin	Cripe	Senior Environmental Scientist (Specialist)	Wildlife Branch
Justin	Dellinger	Senior Environmental Scientist (Specialist)	Wildlife Branch
Stacy	Martinelli	Environmental Scientist	Region 3 Wildlife & Lands
Todd	Carlin	Environmental Scientist	Water Branch
Laura	Cockrell	Environmental Scientist	Region 2 Staffed Lands
Michael	Mamola	Environmental Scientist	Fisheries Branch
Kelsey	Navarre	Environmental Scientist	Wildlife Branch
Laudon	Kent	Senior Environmental Scientist (Specialist)	Region 2 Wildlife

Jeff	McFarland	Environmental Scientist	Region 2 Wildlife
Hideaki	Kubo	Environmental Scientist	Region 2 Fisheries
Sara	Taylor	Environmental Scientist	Bay Delta Region (Region 3)
Sharon	Taylor	Environmental Scientist	Wildlife Branch
Megan	Crane	Environmental Scientist	Wildlife Branch
Beth	Parvis	Environmental Scientist	Wildlife Branch
Lindsay	Orsini	Environmental Scientist	Marine Region
Shelly	Blair	Environmental Scientist	Region 2 Wildlife
Emma	Lantz	Veterinarian (General)	Wildlife Branch Wildlife Health Lab
Samantha	Przeklasa	Environmental Scientist	Salton Sea Program (Reg 6)
Roy	Kim	Environmental Scientist	Office of Spill Prevention and Response
Neil	Clipperton	Senior Environmental Scientist (Specialist)	Wildlife Branch
Colleen	Young	Environmental Scientist	Office of Spill Prevention and Response
Melissa	Miller	Veterinarian (Specialist)	Office of Spill Prevention and Response
Mike	Harris	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Rhonda	Paiste	Environmental Scientist	Bay-Delta Region
Serge	Glushkoff	Senior Environmental Scientist (Specialist)	Bay Delta Region Habitat Conservation
Robert	Stanley	Senior Environmental Scientist (Specialist)	Bay Delta Region Habitat Conservation
Marcia	Grefsrud	Environmental Scientist	Bay-Delta Region
Chuck	Striplen, PhD	Senior Environmental Scientist (Specialist)	Fish and Game Commission
Betsy	Bultema, MS	Environmental Scientist	Biogeographic Data Branch, Vegetation Classification and Mapping Program
Donald	Baldwin	Environmental Scientist	Region 4
Jaime	Ratchford	Environmental Scientist	Biogeographic Data Branch, Vegetation Classification and Mapping program

Stephanie	Holstege	Environmental Scientist	Bay-Delta Region Habitat Conservation
Kelly	Schmoker, MS	Senior Environmental Scientist (Specialist)	South Coast Region (5) Habitat Conservation Los Angeles/Ventura/Santa Barbara
Arn	Aarreberg	Environmental Scientist	Marine Region
Patrick	Moeszinger	Senior Environmental Scientist (Specialist)	North Central Region, HabCon Program
Zachary	Kearns	Environmental Scientist	North Central Region, HabCon Program
Leilani	Birch	Environmental Scientist	Office of Spill Prevention and Response
Tracie	Nelson	Environmental Scientist	South Coast Region, Lands Program
Katie	Ferguson	Environmental Scientist	Biogeographic Data Branch, California Natural Diversity Database
Jessie	Maxfield	Senior Environmental Scientist (Specialist)	Bay Delta Region Habitat Conservation
Annie	Chang	Environmental Scientist	Biogeographic Data Branch, California Natural Diversity Database
Rachelle	Boul	Senior Environmental Scientist (Specialist)	Biogeographic Data Branch, Vegetation Classification and Mapping program
Hillary	Sardiñas	Senior Environmental Scientist (Specialist)	Wildlife Branch
Allen	Tsao	Associate Toxicologist	Office of Spill Prevention and Response
Timothy	Dodson	Senior Environmental Scientist (Specialist)	Bay Delta Region
Gail	Cho	Staff Chemist	Office of Spill Prevention and Response Lab Program
Nicholas	Peterson	Senior Environmental Scientist (Specialist)	Region 6, Habitat Conservation
Diana	Grosso	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response
Dan	Waligora	Environmental Scientist	Office of Spill Prevention and Response
Lisa	Gymer	Senior Environmental Scientist (Specialist)	Region 5, Habitat Conservation, Mitigation Banking
Craig	Haffner	Senior Environmental Scientist (Specialist)	Office of Spill Prevention and Response

