

From: Radke, Laura@DTSC

Sent: Friday, April 23, 2021 11:29 AM

To: caps@capsscientists.org

Subject: FW: Employee support

In case CAPS wants to share.

From: Radke, Laura@DTSC

Sent: Friday, April 23, 2021 10:55 AM

To: SectyBlumenfeld@calepa.ca.gov

Cc: meredith.williams@dtsc.ca.gov

Subject: Employee support

Good morning,

I hesitated writing this email, but over the past four years I've been working with the State of California, I've begun to feel like a victim. It has become clear that for my mental health, I need to speak up. You mentioned in our All-Staff meeting April 21, 2021 that you wanted to provide support to individual staff, so I'm taking the opportunity to share my story.

I was unaware of the significant pay discrepancy between Project Manager Environmental Scientists and Project Manager Engineering Geologists within the DTSC Site Mitigation and Restoration Program when I accepted a position in late 2016. I came to DTSC to join the mission of protecting human health and environment, and the salary was a secondary thought. In my personal case, this issue has recently come to a head because my coworker is retiring next month and I've been working with him and support staff to seamlessly take over Project Management of 40% of his sites. I'm taking over his work, to do the exact same job, with a salary ceiling 42% less than him. These two classifications hold the same responsibilities, same expectations, and attend the same mandatory training in our Program. The salary difference, though, is mind boggling.

I know you've been hearing about this issue from a multitude of staff, but I needed to let you know how it has been affecting me personally. Thank you for taking the time to read this email.

Laura Radke
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