

Dear CalHR:

I am a new Environmental Scientist for DTSC. When I accepted this position to help protect the environment in California, I was not aware of all the political problems associated with how much I get paid.

I am working very hard to serve the public and carry out the mission and deliverables of my program. But, every week my colleagues or my union inform me of well-documented mistakes that CalHR has made in the past regarding how my work is compensated, and how these mistakes have impacted my own department. These issues are very distracting to my work.

The good news appears to be that the leaders who made these mistakes no longer represent CalHR. The bad news is that the problem is still not fixed since I do not have pay equity.

I have learned that there are government code sections that mandate that I be paid equitably compared to other State employees. These government codes are short, straightforward, and have been applied to many thousands of other State employees.

I request that CalHR apply the same government code sections and policies for equitable pay to me and my colleagues so that I can fully focus on my work for the State. I chose to work for the State in order to use the best science available to protect California's citizens – not to spend many months following complicated bargaining arguments and subjective political developments that currently rule the fate of my paycheck.

Sincerely,

*Anthony Rosas*  
**Environmental Scientist,**

**Project Manager**

*Department of Toxic Substances Control*

*Office of Brownfields*

*Cypress Cleanup Branch*

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