

June 24, 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.<sup>1</sup> 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 8.6 percent over the past 12 months ending in May; the largest 12-month increase since December 1981.<sup>2</sup> Inflation is at an all time high and has been chipping away at our wages. **Without at least an 8.6 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.<sup>3</sup> This equated to a massive pay difference of 38% between engineers and scientists that has persisted to this day. As of 2022, the pay

---

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

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

<sup>3</sup> <https://eservices.calhr.ca.gov/EnterpriseHRPublic/payscale/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.”<sup>4</sup> 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.”<sup>5</sup> 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.<sup>6</sup> 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

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

<sup>5</sup> [https://leginfo.ca.gov/faces/codes\\_displaySection.xhtml?sectionNum=19826&lawCode=GOV](https://leginfo.ca.gov/faces/codes_displaySection.xhtml?sectionNum=19826&lawCode=GOV)

<sup>6</sup> <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.<sup>7</sup> 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.<sup>8</sup>

**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.<sup>9</sup>

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

---

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

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

<sup>9</sup> <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

Heather Boyd, SARWQCB, 17 years of service  
Savannah Downey, SWRCB, 4.5 years of service  
Katlin Bloom, SWRCB, 7 years of service  
Jaimie Huynh, CalEPA, 4.5 years of service  
Matthew Krause, CVRWQCB, 5.5 years of service  
Lillibeth Rodriguez, SWRCB, 1 year of service  
Matthew Metelitz, SWRCB, 3 years of service  
Nathan Cullen, CVRWQCB, 4.5 years of service  
Shaun Richards, SWRCB-ORPP, 2.5 years of service  
Nicole Damin, CVRWQCB, 3.5 years of service  
Kajol Gupta, SWRCB, 2 years of service  
Fernando Salcido, SWRCB, 2 months of service  
Maria Lourdes Mertens, SWRCB-DDW, 11.7 years of service  
Amelia Nishimura, SWRCB- ORPP, 3.5 years of service  
Jocelyn Arce, CalRecycle, 3.5 years of service  
Janet Hernandez, SWRCB, 5 yrs of service  
Morgan Williams , SFRWQCB, 8 months of service  
Larry M. Harlan, CCRWQCB, 22.7 years of service  
Elizabeth Pope, NCRWQCB  
Ryan Ham, SWRCB, 1 year of service  
Jessica Botsford, California Department of Pesticide Regulation, 7 years of service  
Karen Black, SWRCB, 10 years of service  
Kelsey Moore, SWRCB, 3.5 years of service  
Karina Herrera, SWRCB-ORPP, 2 years of service  
Amanda Rosenblum, LARWQCB, 4 years of service  
Mary Yang, SWRCB-ORPP, 4 years of service  
Naeem Ahmad, SWRCB, 8 years of service  
Candace Rojas, LARWQCB, 6 months of service  
Christian Martinez, SWRCB-ORPP, 9.5 years of service  
Catherine Woody, [REDACTED]  
Jessie Maxfield, CDFW-R3, 20 Years of service  
Francisco J.Costa, CRBRWQCB, 20 years of service  
Peter Meertens, CCRW6QCB, 16 years of service  
Andrew Ogden Chambers, CDFW-R3, 1.5 years of service  
Samuel Porras, CalEPA, Agency-2.5 years of service  
[REDACTED]

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  
  
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



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

[REDACTED]

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