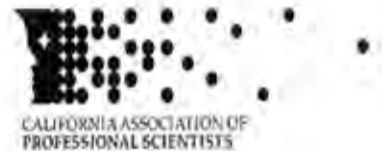




**CAPS and DFG Sign Letter of Understanding on Monday, September 26, 2011.** Pictured, l-r, are DFG Director Chuck Bonham, CAPS Bargaining Team Chairperson Patty Velez, CAPS Team Vice Chairperson David Miller, and DFG Chief Deputy Director Kevin Hunting.



**LETTER OF UNDERSTANDING**  
**DEPARTMENT OF FISH AND GAME**



**AND THE CALIFORNIA ASSOCIATION OF PROFESSIONAL SCIENTISTS**

**SEPTEMBER 26, 2011**

In 1980, the State of California established the Environmental Specialist classification series, later assigned to Bargaining Unit 10 and subsequently renamed to "Environmental Scientist". Until the middle of the last decade, the Department of Fish and Game (DFG) historically allocated scientific work to be performed by those employed to various Biologist classifications.

Over time, the types of scientific duties and expertise required of DFG staff expanded to cover a broad range of environmental resource issues. To meet these needs, DFG began to also employ scientists in the Environmental Scientist series classifications.

In 2000, the exclusive bargaining representative for all state rank-and-file scientists, the California Association of Professional Scientists (CAPS), DFG and other state agencies began to work collaboratively to update the classification series to more accurately describe the work performed by incumbents in 18 state departments. Since that time, DFG reallocated and established more scientific positions to the revised Environmental Scientist series.

CAPS and DFG have been working together to evaluate DFG's scientific position allocation and its organizational impact. As a result of this effort, CAPS and DFG are pleased to announce that DFG's remaining scientific positions assigned to Biologist classification series are being reallocated to the appropriate Range and level of the Environmental Scientist classification series.

All reallocations will be implemented by Friday, September 30, 2011.

Department of Fish and Game  
Charlton H. Bonham, Director

California Association of Professional Scientists  
Patty Velez, Bargaining Chair

David Miller, Vice Bargaining Chair

Ryan Kinsella, Bargaining Team Member

John Budroe, Bargaining Team Member

Scott Bauer, Bargaining Team Member