

**This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)**

**From:** CK B <ckbower@cmug.com>  
**Subject:** 2004 revisited  
**Date:** December 22, 2007 6:45:49 PM AKST  
**To:** Lori

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Hey, I just learned something interesting (while dredging through all my summer-of-2004 emails). My job was re-advertised by the agency as a GS 12 AFTER the panel met on August 24th. The announcement ran 5 days, They also eliminated those high paying male titles like "engineer", and replaced it with a lower paying "agricultural" title (food science). Nifty trick, huh?!

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Job Announcement Number: ARS-X4W-0403

Position Title: Research Food Technologist

Series/Grade: GS-1382-12

Salary: \$52,899.00 - \$68,766.00 Per Annum (Plus 25% CO LA)

**Opening Date:** August 30, 2004

**Closing Date:** September 3, 2004

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#### Previous Ad:

Vacancy Announcement Number: ARS-X4W-0138

Position Title: Interdisciplinary : Chemical Engineer;  
Research Chemist; Research Food Technologist, Research Physical Scientist

Series/Grade: GS-893/1320/1382/1301- 13/14

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So, Classification Error or blatant EEO violation? More likely, it's a justifiable matrix-management kind of decision...

I also found an email I'd sent to a friend on Tuesday July 6th 2004:

" I received the official (telephone) offer and package on Friday. I'm a little ticked by the whole thing... the salary came in about \$10,000 lower than we'd previously discussed at the interview. I asked why, and (this is why I'm so ticked!), it's because they can't pay above 15% of the previous salary from the applicants working history. All my years of allowing myself to be underpaid because I thought there would be something better on the horizon is now coming back to bite me. I still like the job and I'm still excited to be moving to Alaska, but I'm definitely upset with the

injustice of it all. It's apparently NOT about a predetermined salary for the best applicant, it's about who negotiated the best deals throughout their life. Maybe it makes me sound greedy, but it really is the principle of the thing. I was devalued."

So, I've never found the 15% rule in any policy guides, (although it could actually exist verbally in the old boys club at the ARS). Anyway, after an afternoon reading all the cheerful banter between me and Alberto that summer, (and he really is a very personable fellow through email), now I'm definitely out of the warm and fuzzy mode. Back to the attack!

Please ignore this missive if you're trying to have a joyous Christmas season.

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CKB