

SAN JOAQUIN COUNTY MOSQUITO AND VECTOR CONTROL DISTRICT

7759 SOUTH AIRPORT WAY, STOCKTON, CALIFORNIA 95206-3918
(209) 982-4675

BOARD OF TRUSTEES

ALLAN R. FETTERS
PRESIDENT
STOCKTON

GERARD FONDSE
VICE PRESIDENT
RIPON

J. DON LAYSON
SECRETARY
SAN JOAQUIN COUNTY

WILLIAM BEEZLEY
ESCALON

JACK W. CORELL
SAN JOAQUIN COUNTY

FRANK DEBENEDETTI
SAN JOAQUIN COUNTY

DR. KENNETH ERWIN
MANTECA

JANET L. JAMES
LATHROP

ALVIN C. INMAN
SAN JOAQUIN COUNTY

MICHAEL MANNA
SAN JOAQUIN COUNTY

CHESTER C. MILLER
TRACY

CHRISTOPHER K. ELEY
LEGAL ADVISOR

JOHN R. STROH
MANAGER

January 6, 1998

Notice To Employees Regarding Reasonable Accommodations For Employees With Disabilities

Employees may experience problems in their job that are related to mental or physical impairments. Where a mental or physical impairment is sufficiently severe, it may be considered a disability under the law. If you have a mental or physical disability that affects your ability to perform your job, the San Joaquin County Mosquito and Vector Control District (District) may be able to provide you with a reasonable accommodation to help you carry out the essential functions of your job.

The District has no obligation to consider any accommodation, however, unless you inform us that you have a disability that affects your ability to perform your job and that an accommodation may be needed.

Some employees may fear that disclosing a disability will result in negative consequences to them. The purpose of this Notice is to assure employees that we take our obligation to comply with the disability discrimination laws very seriously. We also want employees who believe they have a disability for which a work-related accommodation is needed to inform management promptly so that the District can determine, with input from medical professionals, whether they have a disability and, if so, whether a reasonable accommodation can be provided to help them perform the essential duties of their position.

If you believe that your ability to perform your job is affected by a disability and that an accommodation may be needed to enable you to perform the essential functions of your job, the District is entitled to have your health care provider, or an independent medical evaluator, determine whether you have a disability for which a reasonable accommodation is needed. We may require that you attend a medical evaluation for this purpose, at our expense. After the evaluation, we will meet with you to discuss the results of the evaluation and any accommodations which may be appropriate.

If you have any questions about this notice, please contact John Stroh.