

A response to what would make me happy.

● Moral at all time low

- At General Meetings, when asked to give written statements of what would make your job better, don't limit answers to 5 minutes.
- No confidence in Top Management.
- Would like to know what most complaints were about and discuss them without reprisal. I.E. derogatory comments.
- Comments from Management about employees always complaining about working conditions.
- Equal treatment for all Techs. I.E. Rules, regulations & opportunity
No preferential treatment.
- No grooming for position of any employee, before job is created.
- Written documentations of accounts, manager disregards and makes own interpretation. Some employees have to follow exact letter of the law.
- Disrespect for field operations, work never appreciated
- Management influence must remain out of employee of the quarter.
- Opportunity for work during Christmas Holiday denied for full-time employees, but given to temp. employees. Except for 1 day offered for full-time employees to clean toilets.
- One's time of service being commented about the cost to the district I.E. vacation accrual, longevity and O.T.
- Complaints about supervisors and employees from unknown sources brought up months and years after the fact.

- Complaints come in about employees, they are usually presumed guilty before they can prove otherwise.
- Given more responsibility, without more compensation.
- No full cost of living raise in last 10 years.
- Decrease in Medical benefits, "vision" items covered
- Tech. 4 and exempt employees and management, not the same for ~~summer~~ overtime vacation.
- Talk of manager changing calculation of longevity.
- ~~Support~~ Supplemental pay as a pitance, instead of a reward
I.E. Less cost to the district in the long run.
- Threats of no pay increase, loss of pay, loss of jobs.
- Salary not equal to adopt matrix M.O.U.
- Pay for going to school.
- Statewide benefit and pay evaluation.
- Monthly inventory of expenditures.
- Copy of board minutes, after the fact.
- Agenda of board meeting posted in break room.
- Annual budget report.
- Heat left on in employee area, just as it is in Office area.
- Want to know about evaluating ourselves.

- Technicians doing college accredited duties while ones ~~fee~~ zone work becomes low priority.
- Manager said that He looks out for #1 (time said during transfer of employees from Stockton to Lodi.)