

**LOCAL 790**



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October 1, 1999

John Stroh  
Manager  
SJCM&VCD  
7759 Airport Way  
Stockton, CA 95206-3918

**RE: Member's Meeting to Discuss the Blanning & Baker Class Study**

Dear Mr. Stroh,

The Union has had an opportunity to share the results of the recent classification study performed by the firm of Blanning and Baker. There are several issues, which our members would like to discuss with you. Below is the agenda for a member's meeting to be held on October 5, 1999 at 4:30 PM in the District conference room. We would hope you could attend.

*Agenda*

- General Overview of the Process to Date
- Q & A's
  1. Was the copy distributed to employees the final version?
  2. Were the salary ranges based on the salary of each individual classification or equivalent, or an average? Were the salaries of the surveyed employees in other districts calculated on base pay or gross? Same question for District employees.
  3. Were Tech I wages in the District used as the basis for the Tech I comparison in the WARS study? Did the calculation include longevities?
  4. Why weren't Turlock and East Side averaged together since they are the same county?
  5. Why were certain counties selected, but others left out and who did the selecting?
  6. It seems as though the Tech I - III salaries are all wrong. How were these derived?

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7. Why do the results of the survey indicate that dental is completely paid for by the District?
  8. What is the interpretation of the term "Tech I Utility"? How does this relate to our Tech I's?
  9. The WARS form was handed out to everyone and everyone participated. Why are certain classifications left out in the report?
  10. Since San Joaquin County doesn't have certified mosquito and vector control Techs in their workforce, why were they used for purposes of comparison?
- What Happens Next?

As you can see by the questions, there is a great deal of skepticism concerning the validity of the WARS survey.

We will be giving a brief bargaining update after the Blanning and Baker class study discussion. It is our hope that questions and concerns regarding the class study can be addressed and District employees reassured that their input and opinions would continue to be solicited throughout the process.

Please contact me at 463-3283 if you have any questions or concerns you may have.

Sincerely,



Gary Langston  
Field Representative

Cc: Union Bargaining Team