

## Vehicle:

- 1) When promoted was told that I would have transportation to & from work (pickup)
- 2) For AT LEAST 10 years we have been paying taxes on transportation (\$30 Biweekly Supplemental)
- 3) Since Beginning of South District All Supvs - Mgrs - Asst Mgrs Entomologist Source Reduction & Chief Pilot were provided vehicle
- 4) Entomologist negotiated when hired vehicle was in his package
- 5) Vehicles were used for personal use - Hair cuts - Dr. Accounting @ Golf Course - Taking Ball Games

## Overtime:

- 1) Supervisors given 15 mins. Each work day of our time for open closing, - Air maps & discussing daily field operation any office work was never tied to any overtime pre/post work hrs
- 2) Today Supvs are expected to stay 10-15 mins ea day after work & are expected to be at work 15 mins prior to take phone calls from subordinates if they call in - (Today this is one reason for ability to have truck)

8. District needs more information from this unit regarding this unit's reference to "management" and "management perks" with relation to increased life insurance benefits as described in proposal #11.
9. District will be evaluating the current non-summer work schedule procedures with regards to supervision and staffing ratios. Being considered is a "low census" scheduling procedure for supervisor positions, i.e., if field staffing levels are low due to vacations, sick leave, etc., the District would evaluate to need of providing or maintaining high levels of supervision staffing.
10. District will be evaluating the Fair Labor Standards Act, Title 29, Part 541 of the Code of Federal Regulations, and State of California Industrial Welfare Commission Wage Order #4 with regards to overtime for the positions of MCT III and Entomologist. Also being evaluated will be the aspect of District vehicles used for personal transportation to and from home for the positions of MCT III and Entomologist. Specifically at issue is the Internal Revenue Service requirement that the District must require employees to use take-home vehicles for commuting for a *bona-fide, non-compensatory* reason.

ANSWER → 9: STAFFING NON SUMMER

1. STILL SUPERVISE 6 ZONES

2. SUPV FILLS IN CHECKS SOURCES WHEN OPERATOR ABSENT

3. SUPV STILL ANSWER SERV REQUEST

4. ASSIGN/OVERSEES (WINTER PROJECTS)

5. STKN. OFFICE SUPV'S 7 OPERATORS INCLUDING 6 ZONES

6. CONTINUE EVALUATIONS

7. <sup>ONLY</sup> 2-TIMES A YEAR CHRISTMAS/NEW YEAR'S & THANKSGIVING WEEK  
WHEN MANDATORY MINIMUM STAFFING TAKES EFFECT

8. ZONE OPERATIONS ARE YEAR ROUND - (LESSER DEGREE  
IN MONTHS LATTER HALF DEC. ALL JAN & 1ST HALF FEB)

9. PRIOR TO MERGING 1980 STKN OFFICE HAD 4 SUPV & 1 CHIEF SUP  
LODI HAD 1 SUPV EARLY 80'S - 3 SUPV STKN 1 LODI WITH ASST

TODATE STKN 2 SUPV & 2 ASST - LODI 1 SUPV & 1 ASST - SUPVS  
ARE LESS TODAY BUT I DONT RECALL COUNTY GETTING SMALLER