



March 15, 2013

Tiffany Anderson  
2 N Avena Ave.  
Lodi, CA 95240

Dear Tiffany,

In our March 6, 2013 communication to you, we asked you to respond to us by March 13, 2013 regarding our offer to place you on formal leave under the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) and regarding the pursuit of a disability retirement on your behalf. You acknowledged receipt of that communication, but you have not provided any substantive response as requested. Accordingly, the District will be moving forward with submitting a disability retirement application on your behalf. The District will provide you with a courtesy copy of the application that is submitted.

While the application is under review by the Retirement Board of the San Joaquin County Employees' Retirement Association, you will remain on a leave of absence. The District has decided to designate the first twelve weeks of this leave from March 15, 2013 through June 7, 2013 as FMLA/CFRA leave. FMLA/CFRA leave is unpaid; however, you have 5.371 hours of sick time, which you will be required to use during this leave. In addition, you have 16.264 hours of vacation time available. If you would like to use vacation hours, please let me know.

During the portion of your leave that has been designated as FMLA/CFRA leave, the District will continue to contribute towards health insurance benefits on your behalf under the same terms as other District employees. You are required to pay the employee share of health insurance premiums. This is consistent with what has been expected of you during the past year of your current leave. To date, the District has yet to receive any payment from you for the employee share of benefits. The District will send you a separate communication with the accounting information of what you still owe in that regard.

Finally, as previously stated, if at any time your circumstances change such that you believe you may be able to perform your job with or without accommodation, please immediately contact us. Likewise, as we stated, if any circumstances change with the District such that a position becomes open of which you might be able to perform, the District will contact you. Although you have repeatedly rejected the District's offers to meet, the District continues to remain willing to talk or meet with you to discuss your employment status and answer any questions you have.

I can be reached by phone at 209-982-4675 or by e-mail at [elucchesi@sjmosquito.org](mailto:elucchesi@sjmosquito.org)

Sincerely,

Eddie Lucchesi  
Manager

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