



June 4, 2013

Tiffany Anderson  
2 N Avena Ave.  
Lodi, CA 95240

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LEGAL ADVISOR  
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Dear Tiffany,

I hope you are doing well. As you know, you have continued to be on an approved leave of absence. As communicated, we formally designated your leave from March 15 of this year as leave under the Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). The 12 weeks of that leave will end on June 7, 2013. This is why we are communicating with you again now.

Our previous communications confirmed you have permanent restrictions that prevent you from performing the essential functions of the MCT 1 position. We asked you to communicate with us immediately if your restrictions changed and/or you believed you could perform the job with or without accommodation. We have not heard anything from you in this regard, and proceed with the understanding nothing has changed. If the circumstances are different, please contact us immediately to engage in an interactive process to explore whether any options exist that would allow you to return to work.

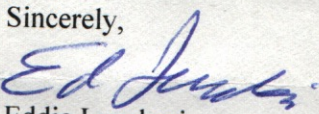
We understand your disability retirement application is still pending, and based on that, we will continue you on an unpaid leave of absence after June 7, 2013. However, with your FMLA/CFRA leave ending, as previously conveyed, the District will no longer continue to contribute towards your health insurance benefits. Based on the timing of when the District makes its benefit payments, although you are not entitled to the employer contribution after June 7, your benefits will continue and be paid through July 31, 2013. You will be receiving a separate COBRA notice advising you of your ability to continue your benefits on your own after that date.

Although you have been aware of your responsibility to pay the District for your share of your benefits premium, the District has still never received any payment from you. We will provide you with another accounting of what you owe the District, and ask you to please make payment.

We previously told you that you have 16.264 hours of vacation time available, and you may still elect to use that time for some payment while you are on leave. Once again, just let us know if you would like to use the vacation hours.

The District continues to remain willing to talk or meet with you to discuss your 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



San Joaquin County Mosquito Abatement Vector Control District  
Salaries 2009 - 2013

| Last Name    | First Name    | 2009 Salaries | 2010 Salaries | 2011 Salaries | 2012 Salaries | 2013 Salaries | 2009 - 2013 Grand Total |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------------|
| Andres       | Ronald S      | 61,848.06     | 67,407.50     | 68,904.16     | 68,904.16     | 67,216.20     | 334,280.08              |
| Bearden      | Stacy L       | 33,519.17     |               |               |               |               | 33,519.17               |
| Leipelt      | Steve E       | 58,642.27     | 31,853.93     |               |               |               | 90,496.20               |
| Pfeifer      | Roy D         | 53,619.46     | 54,956.08     | 55,722.16     | 55,722.16     | 54,411.70     | 274,431.56              |
| Nienhuis     | Keith A       | 68,547.02     | 69,983.81     | 70,855.46     | 70,855.46     | 71,777.57     | 352,019.32              |
| Nolin        | Larry G       | 58,194.10     | 61,478.44     | 62,175.36     | 62,175.36     | 60,659.40     | 304,682.66              |
| Fraser       | Larry         | 66,307.28     | 68,916.02     | 18,757.55     |               |               | 153,980.85              |
| Sheffield    | William J     | 32,058.63     |               |               |               |               | 32,058.63               |
| Vana         | David J       | 59,534.62     | 64,455.53     | 69,700.80     | 69,700.80     | 68,025.00     | 331,416.75              |
| Hopkins      | Deanna L      | 51,093.82     | 53,894.83     | 57,072.16     | 59,687.76     | 58,931.55     | 280,680.12              |
| Devincenzi   | Aaron P       | 72,812.19     | 76,261.11     | 77,260.56     | 77,260.56     | 75,406.70     | 379,001.12              |
| Durham       | Robert E      | 67,962.28     | 69,399.07     | 70,811.28     | 73,784.36     | 72,271.80     | 354,228.79              |
| Nicholas     | Tzu W         | 59,007.26     | 60,267.94     | 61,128.34     | 65,376.49     | 65,190.20     | 310,970.23              |
| Capuccini    | Richard A     | 59,840.50     | 61,335.70     | 62,032.62     | 62,032.62     | 60,520.85     | 305,762.29              |
| Iverson      | Mary R        | 53,493.36     | 54,888.18     | 55,722.16     | 55,722.16     | 54,411.70     | 274,237.56              |
| Aksland      | Carol L       | 12,031.39     | 1,449.96      | 923.09        | 472.08        | 12,361.89     | 27,238.41               |
| Heine        | Brian W       | 70,244.35     | 73,534.11     | 74,405.76     | 74,405.76     | 73,773.34     | 366,363.32              |
| Keith        | Dennis R      | 57,302.10     | 60,697.94     | 62,175.36     | 62,175.36     | 60,659.40     | 303,010.16              |
| Meidinger    | Donald R      | 66,885.44     | 70,999.72     | 69,425.06     | 72,404.80     | 70,613.80     | 350,328.82              |
| Lucchesi     | Eddie F       | 100,973.40    | 103,096.08    | 109,417.88    | 116,310.06    | 120,654.02    | 550,451.44              |
| Mancuso      | Ernest B      | 33,095.18     | 20,633.48     |               |               |               | 53,728.66               |
| Mortenson    | Fred K        | 59,747.14     | 61,024.48     | 61,721.40     | 61,721.40     | 62,976.80     | 307,191.22              |
| Vignolo      | John D        | 58,726.56     | 62,281.15     | 63,642.80     | 63,642.80     | 62,102.30     | 310,395.61              |
| Stroh        | John R        | 127,459.46    | 131,345.67    | 134,629.25    | 76,136.96     |               | 469,571.34              |
| Azevedo      | Steven A      | 53,244.28     | 54,754.06     | 55,722.16     | 55,722.16     | 54,411.70     | 273,854.36              |
| Anderson     | Tiffany K     | 22,554.80     | 16,328.80     | 45,075.41     | 0.00          | 137.01        | 84,096.02               |
| Hopkins      | Norman R      | 51,093.82     | 52,371.40     | 53,068.60     | 53,068.60     | 51,820.50     | 261,422.92              |
| Durham       | Janine M      | 47,185.90     | 52,371.40     | 53,068.60     | 46,537.08     | 47,534.19     | 246,697.17              |
| Bennett      | Morgan L      | 51,093.82     | 52,371.40     | 53,068.60     | 50,785.89     | 51,820.50     | 259,140.21              |
| Snyder       | Jack C        | 600.00        | 1,100.00      | 1,200.00      | 1,200.00      | 1,200.00      | 5,300.00                |
| Edwards      | Gregory S     | 51,093.82     | 52,371.40     | 53,068.60     | 53,068.60     | 51,820.50     | 261,422.92              |
| Smith        | David J       | 61,223.38     | 62,531.01     | 63,423.36     | 63,423.36     | 61,931.70     | 312,532.81              |
| Duke         | Steve E       | 49,983.70     | 52,371.40     | 53,068.60     | 53,068.60     | 51,820.50     | 260,312.80              |
| Hiers        | Christopher J | 48,660.84     | 52,181.76     | 53,068.60     | 53,068.60     | 51,820.50     | 258,800.30              |
| Sarale       | Joseph C      | 47,867.76     | 51,518.02     | 53,068.60     | 53,068.60     | 51,820.50     | 257,343.48              |
| Corrales Jr. | Michael Z     | 47,156.34     | 51,043.92     | 52,571.33     | 53,068.60     | 51,820.50     | 255,660.69              |
| Harrison     | Joshua M      | 23,629.04     |               |               |               |               | 23,629.04               |
| Morgan       | Michelle D    | 41,272.80     | 44,263.34     | 46,774.78     | 46,774.78     | 21,140.85     | 200,226.55              |
| Moniz        | John B        | 27,291.24     | 52,846.62     | 56,107.87     | 57,476.38     | 56,124.65     | 249,846.76              |
| Paulat       | Robert E      | 9,374.40      | 11,844.15     | 17,062.32     | 10,006.41     | 15,233.01     | 63,520.29               |
| Huang        | Shaoming      | 28,314.30     | 72,235.00     | 89,010.20     | 92,185.60     | 90,018.00     | 371,763.10              |
| De Benedetti | Frank         | 600.00        | 1,100.00      | 1,200.00      | 1,200.00      | 100.00        | 4,200.00                |
| Fetters      | Allan R       | 600.00        | 1,100.00      | 1,200.00      | 100.00        |               | 3,000.00                |
| Fiori        | Jack V        | 560.00        | 990.00        | 1,080.00      | 1,080.00      | 1,120.00      | 4,830.00                |



San Joaquin County Mosquito Abatement Vector Control District  
Salaries 2009 - 2013

| Last Name  | First Name   | 2009 Salaries | 2010 Salaries | 2011 Salaries | 2012 Salaries | 2013 Salaries | 2009 - 2013 Grand Total |
|------------|--------------|---------------|---------------|---------------|---------------|---------------|-------------------------|
| Groen      | Francis W    | 600.00        | 1,100.00      | 1,200.00      | 1,200.00      | 1,200.00      | 5,300.00                |
| Miller     | Chester C    | 600.00        | 1,100.00      | 1,200.00      | 1,200.00      | 1,200.00      | 5,300.00                |
| Schilber   | Gerald M     | 600.00        | 1,100.00      | 700.00        |               |               | 2,400.00                |
| Warmerdam  | Marcus K     | 560.00        | 990.00        | 1,080.00      | 1,080.00      | 1,080.00      | 4,790.00                |
| Manna      | Michael L    | 600.00        | 1,010.00      | 1,080.00      | 1,080.00      | 1,080.00      | 4,850.00                |
| Pope       | Emily J      | 9,010.37      | 46,814.26     | 49,708.27     | 52,291.00     | 43,656.10     | 201,480.00              |
| O'Leary    | Gregory A    |               | 850.00        | 1,080.00      | 1,080.00      | 1,080.00      | 4,090.00                |
| Ryan       | Theodore T   |               | 22,929.60     | 35,884.56     | 37,611.90     | 38,002.35     | 134,428.41              |
| Larsen     | Sasha E      |               | 6,800.00      | 2,856.00      |               |               | 9,656.00                |
| Cavaco     | Frank S      |               | 600.00        | 1,000.00      |               |               | 1,600.00                |
| Meeker     | Joy M        |               |               | 300.00        | 1,200.00      | 1,200.00      | 2,700.00                |
| Zheng      | Guili        |               |               | 10,732.37     | 46,638.62     |               | 57,370.99               |
| Lambdin    | Gary         |               |               |               | 1,100.00      | 1,200.00      | 2,300.00                |
| Khweiss    | Omar Hassan  |               |               |               | 1,000.00      | 1,200.00      | 2,200.00                |
| Costa      | Matthew L    |               |               |               | 10,445.76     | 4,661.79      | 15,107.55               |
| Jucutan    | Martin L     |               |               |               | 10,131.89     | 25,610.57     | 35,742.46               |
| Fritz      | John A       |               |               |               | 32,840.46     | 94,122.74     | 126,963.20              |
| Colombini  | Jay J        |               |               |               |               | 1,100.00      | 1,100.00                |
| De La Vega | Sumiko Renee |               |               |               |               | 28,665.65     | 28,665.65               |