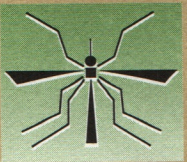


**SAN JOAQUIN
COUNTY**



**MOSQUITO &
VECTOR CONTROL
DISTRICT**

JOHN R. STROH
MANAGER

BOARD OF TRUSTEES

FRANCIS GROEN
PRESIDENT
CITY OF RIPON

ALLAN R. FETTERS
VICE PRESIDENT
CITY OF STOCKTON

GERALD M. SCHILBER
SECRETARY
CITY OF ESCALON

CITY OF LATHROP
FRANK S. CAVACO III

CITY OF LODI
JACK V. FIORI

CITY OF MANTECA
JACK SNYDER

CITY OF TRACY
CHESTER C. MILLER

SAN JOAQUIN COUNTY
FRANK DEBENEDETTI

SAN JOAQUIN COUNTY
GREGORY O'LEARY

SAN JOAQUIN COUNTY
MICHAEL MANNA

SAN JOAQUIN COUNTY
MARC WARMERDAM

LEGAL ADVISOR
CHRISTOPHER K. ELEY

October 13, 2011

Tiffany Anderson
2 N. Avena Ave.
Lodi, CA 95242

Re: Notice of proposed disciplinary action

Dear Tiffany Anderson,

I have received an investigation report from Assistant Manager Eddie Lucchesi re: your work activities of September 22, 2011; a copy of the investigation report and related documentation are provided for your records.

Assistant Manager Lucchesi has concluded that you violated District policy, and as a result of that violation is recommending that you be disciplined. The maximum discipline that may be imposed is suspension without pay for five (5) days.

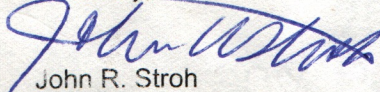
The reasons for the proposed disciplinary action and the violation of District policy are as follows:

1. Violation of District Policy 2260.207 – Being Wasteful of Working Time: Assistant Manager Lucchesi concludes that you were wasting time with excessive talking to District employees and using your personal cell phone.
2. Violation of District Policy 2260.210 - Dishonesty: Assistant Manager Lucchesi concludes that he feels you mislead your immediate supervisor and management by not being truthful about your work locations during the work day.
3. Violation of District Policy 2260.214 – Falsifications of Records: Assistant Manager Lucchesi concludes that you failed to properly record the locations of your work, rest and breaks.
4. Violation of District Policy 2260.229 – Failure to Observe Work Schedule, including Rest and Lunch Periods.

Before considering or implementing any final disciplinary action, I am providing you with the opportunity to respond either orally or in writing to the charge(s) and the recommended discipline. The proposed disciplinary action may be imposed whether or not you respond to these charges.

I have established the meeting time and date of 8:00 a.m. on Friday October 21, 2011 at the District's Stockton office. You may be represented at this meeting if you so desire; representation is limited to one (1) person in addition to yourself. It is requested that you give notice if you elect to waive your right to respond orally. This meeting will serve as your opportunity to speak on your behalf before any final decision is made on this matter.

Sincerely,


John R. Stroh
Manager

Cc: Chris Eley, District Legal Counsel
Robert Phibbs, San Joaquin Mosquito Employees Association

Enclosures