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CHRISTOPHER K. ELEY  
LEGAL ADVISOR

November 7, 2008

Tiffany Anderson  
1416 Iris Drive, #7  
Lodi, CA 95242

Dear Tiffany Anderson:

I am in receipt of your letter dated November 6, 2008 (copy enclosed) and the accompanying copies of District policies and procedures.

Per your letter and related information from Alpine Orthopedic Services, we are anticipating your return to work on or about December 1, 2008, dependent upon your ability to fully perform the usual and customary functions of the position of Mosquito Control Technician I.

Upon your return, you will be updated by your immediate supervisor and management on District matters and any changes that have occurred during your absence, including any changes to policies and procedures.

You have requested "specifics" as it relates to your supervisor's and management's analysis of training you received prior to your absence, and upon return your supervisor and management will review with you any performance-related issues pertaining to your position and assignment.

Your interest to be considered a candidate for special projects and upcoming positions is noted, and you will be notified of any opportunities for special projects and upcoming positions in the same manner and at the same time as for all employees. Your statement that you have been overlooked in the past concerns me, and I hope that you will provide me the specifics of this claim upon your return to work.

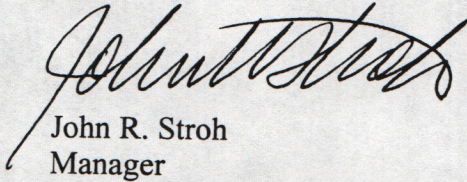
The handbook of policies and procedures that you returned to the District with your November 6, 2008 letter is the most current edition, although there may be some minor updates that you have not received during your absence. Please contact your supervisor upon your return to receive your handbook and any updates.

You state at the end of your letter that safe workplace conditions, appropriate colleague behavior without a hostile work environment, and helpful assistance from management will assist your return to work. The District goes to great

lengths to provide a safe and effective workplace for its employees, and actively promotes open communication amongst all employees about job-related issues. I encourage you to communicate any known or suspect issues related to workplace safety or any other health and safety issue to my attention immediately; I can be reached at (209) 982-4675 or toll free at (800) 300-4675. In my absence, please ask for Assistant Manager Eddie Lucchesi or your immediate supervisor MCT III Brian Heine.

If you need assistance in this or any other matter, please do not hesitate to contact me.

Sincerely,



John R. Stroh  
Manager