



## MEMORANDUM

FC 14 (01-02-07)

**TO:** Stanley Young, Local 21, IFPTE

**FROM:** Michael Baratz

**SUBJECT:** PMA Classification and Compensation Study  
– Compensation Meet and Confer  
Declaration of Impasse

**DATE:** October 20, 2015

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This is to notify PMA that we have met for the past seven months on the compensation aspect of the District Classification Compensation Study (DCCS). In that time, we have had seven meet and confer sessions regarding implementing the compensation part of the study.

We have resolved a number of issues over this time as follows:

1. Rescinding the proposed demotion of three managers.
2. Created two new classifications of Water Utility Operations Manager and Imported Water Manager. We agreed to allocate Pam John and Monique VanderMaarck to the Water Utility Operations Manager (moving them from range 45 to range 48). We agreed to allocate Cindy Kao to the Imported Water Manager class (moving her from range 48 to range 50).
3. We have agreed to pay Kristen O'Kane retroactive to her original date of reclassification (\$29,151.00).
4. We agreed to pay Jason Christie at step 5, range 49 of the Engineering Manager.
5. We agreed to move Information Services Managers Phuong Trieu and Frank Fund to range 46 (from range 45). Phuong Trieu will not be y-rated.

We have two issues that remain unresolved:

1. The appropriate step to pay Mike Duffy, Wells and Water Measurement Manager: The District has proposed step 5. PMA has proposed step 6.
2. The District has proposed to y-rate of four managers who are over market - Dave Cahen, Louisa Mendoza, Gary Nagaoka and Mike Cresap. The union has proposed they not be y-rated and that they receive a 3% lump sum on July 1, 2016 and a 3% raise on July 1, 2017. Further, that they receive all step increases and pay raises in future years until they leave the District.

As neither party has been willing to move on these issues, we are hereby declaring that we are at an impasse in these negotiations.

We intend to place this matter on the District's Board of Directors agenda for action in the future.

Michael Baratz

cc: Beau Goldie  
Jesus Nava  
Grant Lee  
Jason Christie  
Louisa Mendoza  
Gary Nagaoka

MB:lh

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