

From: [Liz Bettencourt](#)
Subject: President's Message - February 14, 2014
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Attachments: [image002.png](#)

Members:

Exemplary Pay

Recently, the CEO sent an all user communication recognizing three district staff who have been selected to receive exemplary pay for outstanding performance. A few months back management informed the Unions that this program was being reinstated and the topic was brought up at one of our membership meetings shortly thereafter. However, there has been little talk about it outside of the unclassified staff and no announcement regarding the return of the program or how the process was going to work. Not surprisingly, we have had numerous questions about it since the CEO's announcement of the awardees.

Here is what was described about the program and process: *"The district's Exemplary Pay Program recognizes select classified staff who have achieved significant accomplishments or who have demonstrated a high level of sustained excellence through quality and quantity of work in support of the district's mission. The Leadership Team recently submitted Exemplary Pay nominations and the chiefs collectively reviewed and selected three recipients."*

In addition, the Personnel Ordinance refers to exemplary pay in Section 5 (h): EXEMPLARY PAY (outstanding performance): *When recommended by Appointing Authority and approved by CEO, may receive a one half (½) step increase in salary for one year paid in lump sum.* (equals approximately 2.5%)

This is one way in which staff are recognized for their hard work and extraordinary effort. Congratulations to the awardees, **Emmanuel Aryee**, **Joanne Jin** and **Merna Leal**. Another form of recognition is in full swing too—**don't forget to nominate a co-worker(s) for an Employee Recognition Award**. The deadline for nominations is February 21.

Membership Meeting

Our next membership meeting will be **Wednesday, March 5**. This meeting kicks off a busy, busy time for us all. We will begin by announcing the names of the bargaining team representatives and EA will provide lunch.

Joint Labor/Management All-Employee Brown Bag Tuesday, March 4

The three Unions are working with management to co-sponsor this informational brown bag to: 1) kick off the healthcare open enrollment period; and, 2) share information about our healthcare plans, utilization and potential effects of the Affordable Health Care Act.

The District's broker, Ryan Kennedy, will be the guest speaker. The three Unions had the opportunity to talk with Ryan this week and he had a lot of really good information. / *encourage everyone to attend*—the more you know, the better prepared we will all be as we move into the 2014 bargaining year. More details will be out soon in the News You Can Use.

Have a wonderful and safe Presidents' Holiday weekend.

Liz Bettencourt

President, Employees Association

408-630-2821

www.valleywaterea.com

