

From Jonathan Finch  
To Melanie Patterson  
Cc Kevin Streett, Nancy Greenup  
Date 2022-07-22 13:22

Melanie,

Thanks for this. The discussion at L/M covered many things including you and Kevin soliciting other ideas from 77 for incentive and appreciation. I stated my concern for anything that indentured our members or put strings on their separation. I subsequently reached out to you to further share suggestions/concerns via phone within a day or two of the meeting.

If the PUD wishes to continue down the road of the two incentives you shared, than please honor the Demand to Bargain notice that was sent on June 7<sup>th</sup> and schedule bargaining.

As I shared on my follow up call with you, I do think there are other ways to increase applicants at the PUD.

The first and foremost item shared was wage rates/market adjustments, as this is the first thing a potential applicant looks at.

I also shared, the crew has felt a burden with so few line hands on the property and a standby pay rate increase...2 hours weekdays, 3 hours weekends could really help with that.

Additionally, your team approached this office with a desire to roll back the vaccination mandate for work on the property. I have some ideas of what that might look like and would like to have further discussions. This too may have an impact on recruitment.

I do acknowledge and appreciate your residency requirement change, as it opens the pool to more potential swimmers.

Working together, we can make Jeffco PUD a more attractive place to seek employment and I look forward to future meetings on these topics.

Jonathan