

SUPERVISORY AND PROFESSIONAL MANAGEMENT TEAM  
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)  
LOCAL 2556

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June 24, 2019

David Shawver  
Chair of the Board- Orange County Sanitation District  
10844 Ellis Avenue  
Fountain Valley, CA 92708

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OCSD  
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Dear Board Chair,

A recent study examined the top 3 factors that influence employee engagement. The study found those companies with the highest engagement provided: challenging work, a purpose, and competitive compensation. I believe I can speak for the vast majority of the employees in which the Supervisor Professional Management Group (SPMG), an AFSCME local union, represent when I say that OCSD provides all of these factors. Our work is challenging, our purpose is clear: to protect public health and the environment, and our wages are competitive with other agencies similar to OCSD.

We are very proud of our exceptional record of service to the residents of our service area. Our success is evident by the numerous awards and commendations we have received throughout the organization. Awards such as: 2019 - 3 Award of Excellence, Project Achievement Award for 2-72A, ASCE Water/Wastewater Treatment Plan for 2-72 and Certificate of Achievement for Excellence in Financial Reporting, just to name a few.

It was not that long ago the economy was moving in the opposite direction than it is today. Though it was difficult, the employees of SPMG accepted minimal wage increases and, in some years, no wage increases. The cumulative result of these decisions is over the last 5 and 10 years, our wages have tracked closely with that of the Consumer Price Index for the local area. Yet, wage pressures still exist. The cost of living in Orange County and the surrounding communities has trended upward. The median price of a home in Orange County is over \$700,000 and rent exceeds \$2,000 a month. It's becoming more and more difficult to recruit top talent as evident by the fact that for 2018, 50% of all offers made to outside SPMG candidates were rejected by those candidates.<sup>1</sup>

During the June Steering Committee and possibly the full Board of Directors meeting, Board Members will be receiving an update on an economic proposal submitted by SPMG, AFSCME Local 2556. The proposal is the result of countless hours being spent on months of discussions, analysis, and evaluation. Numerous items have been tentatively agreed upon with only wages to be settled. Our request is simple, please do not allow our wages to fall behind the cost of living and deteriorate in a growing

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<sup>1</sup> According to data provided by Human Resources, dated March 6, 2019

economy. We ask the Board of Directors to offer an equitable compensation package which takes into account the effects of the rise in the consumer price index on employees and their families.

We remain committed to reaching an amicable resolution and will continue to work together with OCSD management and the Chief Negotiator to complete our current contract negotiations. We deeply desire to move forward and continue to perform our duties in support of the organizational mission and vision with the highest level of expertise, professionalism, and integrity.

Sincerely,



**Marc Brown**

**SPMG, AFSCME Local Union President**

**c:      Honorable Board of Directors  
         James Herberg, General Manager  
         Celia Chandler, Director of Human Resources  
         Angela Brandt, Vice-President SPMG, AFSCME Local 2556  
         Luis Schmidt, Business Agent, AFSCME District Council 36**