

Good Afternoon,

My name is Jean Mendoza. I am from White Swan. Today I only speak for myself, and hopefully for the public.

I wish to address the compensation study. I am passing out a copy of the sixth slide from the Compensation Study Power Point.

I know that this board does not tolerate expression of strong emotions but let me state for the record that I am very angry because the three lowest categories of compensation in this power point are for jobs performed by the women of Yakima Clean Air.

1. The YRCAA Administrative Code Part B, Section 11 delineates a hierarchy of positions within the agency – Supervisors, Managers, Specialists, and Assistants. The proposal before you does not align with the Administrative Code.
2. Looking at Slide 6 and comparing this proposal to the Job Descriptions in the YRCAA Administrative Code Part B, Section 11:
  - a. There is no position in Code B entitled Records Administrator
  - b. There are no positions in Code B entitled Field Agent
  - c. There is no position in Code B entitled Administrative Division Supervisor
3. In Code B there is a managerial position entitled Office Manager with duties that include
  - a. Clerk of the Governing Board of Directors
  - b. Public Records Officer
  - c. Assuring maintenance of public records according to public records retention requirements and making
4. The Compensation Connections pay scale proposes to pay the person who performs these managerial duties at a rate appropriate for an administrative specialist. It is inappropriate to pay someone at one scale and require them to perform work assigned to a higher level.
5. Neither Code B nor the compensation study address compensation for translation services.
  - a. Skillful and legally defensible translation requires a high level of education and training, often with certification.
  - b. In almost all other professional settings bilingual staff do not perform their regular jobs while simultaneously translating for monolingual staff.
6. Regarding the position of Fiscal Programs Manager:
  - a. Please explain why the Fiscal Programs Manager is compensated at a lower rate than the IT Manager.
  - b. Resolution No. 2022-06 provides that the YRCAA Fiscal Programs Manager shall be the Primary Auditing and Investing Officer for the agency. This adds significant responsibility and work time. Why is the compensation for this position next to the bottom?
  - c. Why is the YRCAA considering an increase in this woman's duties and a decrease in her pay at the same time?

At this point in time this is just my opinion, but I believe the laws of this great country require equal pay for equal work, and the YRCAA is coming close to violating the laws.

Thank you for considering my comments.