

Marina Coast Water District

Employee Name	Current Title	Proposed Title	Action	Department	Supervisor Name	Supervisor Title	Notes
Candace Cuisinier	Customer Service Representative II	Customer Service/Billing Technician II	Title Change	Customer Service	Barbara Montanti	Customer Service Supervisor	This is a possible option; it's not uncommon that, in smaller agencies, CSR's perform billing functions, so the current title would be fine. But other agencies separate billing into a separate classification, so this hybrid title could work but isn't 100% necessary. Collections may be time consuming but not necessary to call out separately in the class title.
Susan Kiefert	Customer Service Representative II	Customer Service/Billing Technician II	Title Change	Customer Service	Barbara Montanti	Customer Service Supervisor	
Barbara Montanti	Customer Service Supervisor	Customer Service/Billing Supervisor	Title Change	Customer Service	Jean Premutati	HR/Customer Relations Manager	
Tamela Hatfield	Accountant II	Accounting Supervisor	Reclass	Administration	Kelly Cadiente	Director of Administrative Services	Since the incumbent oversees the Accounting function fairly independent of the Director and supervises two FTE positions, we recommend a reclassification.
Brian True	Capital Projects Manager	Senior Engineer	Reclass	Engineering	Mike Wegley	District Engineer	Since the incumbent is not performing CIP-related work and all his work is related to housing and other developments in District's jurisdiction, we recommend a reclassification. While the incumbent suggested Principal Engineer, we feel that Senior is more appropriate because Principal is more common in larger agencies and typically have a management function. The incumbent does not supervise and principal engineer of the District is really the District Engineer.
John Bardos	Applications System Analyst	Information Technology Administrator	Reclass	Administration	Kelly Cadiente	Director of Administrative Services	The incumbent manages the District's entire IT infrastructure and independently works with vendors and contractors; he is involved in strategic planning, prioritization of IT projects and issues, and budgeting.
Kurt Gonzalez	Utility Laborer	Maintenance Worker	Reclass	Operations & Maintenance	Joe Correa	Supervisor	The current title implies unskilled custodial and janitorial work; the incumbent performs more highly skilled maintenance and repair duties.
Patrick Breen	Project Manager	Water Resources Manager	Reclass	Engineering	Mike Wegley	District Engineer	The incumbent's assignment will be changed and expanded in the near future.
Derek Cray	Operations & Maintenance Superintendent	Operations & Maintenance Manager	Title Change	Operations & Maintenance	Keith Van Der Maaten	General Manager	The recommended title is in line with industry standards and the classification's minimum qualification requirements will include a four-year college degree.
Jean Premutati	HR & Customer Relations Manager	HR & Customer Relations Manager	No Change	Human Resources	Keith Van Der Maaten	General Manager	We will update the current classification description and create two version, one pre- and one post-retirement.