

WATERMAS0037

**Joe Joswiak**

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**From:** Joe Joswiak  
**Sent:** Wednesday, January 25, 2012 11:34 AM  
**To:** Danni Maurizio; Sherri Molino; Ken Jaske  
**Subject:** Telephone Call from Desi Alvarez

Just an FYI, I received a telephone call on my cell phone today from Desi. He wanted to change some 457 deduction information on his payroll, which is fine. He certainly is aware of the latest issues going on at Watermaster, including Ken's appointment, the legal ruling, etc. I did not provide any additional information regarding issues at Watermaster and was non-responsive to his questions... "I told him I was out of the loop and not included in the meetings so I had no idea of what actions, if any, are happening".

I'm only informing you of the call so you are aware that he did called me. He stated that he would be calling Ken to congratulate him on his appointment.

No action needed.

*Joe Joswiak*  
**Chief Financial Officer (CFO)**  
Chino Basin Watermaster



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WATERMAS0037

**Joe Joswiak**

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**From:** Joe Joswiak  
**Sent:** Friday, May 04, 2012 2:03 PM  
**To:** Sherri Molino; 'Patrick Park'  
**Cc:** Ken Jeske  
**Subject:** Desi Alvarez's Email

FYI...

Now that Desi is officially no longer an employee of Watermaster (his official last day was May 3, 2012) we can stop receiving his emails and Sherri no longer has to monitor them. Pat, go ahead and do what you normally do when an employee leaves Watermaster. Whatever you do, please let me know so I'm aware of the action(s). I would guess that his incoming email address would be terminated, and a message sent that the email is not valid is someone tries to send the address an email.

Thank you,

Thank you,

*Joe Joswiak*  
**Chief Financial Officer (CFO)**  
Chino Basin Watermaster



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What is the appeal process and how does that work?

**Joe Joswiak**  
Chief Financial Officer (CFO)  
Chino Basin Watermaster



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**From:** Horning, Nicole [[mailto:Nicole\\_Horning@CalPERS.CA.GOV](mailto:Nicole_Horning@CalPERS.CA.GOV)]  
**Sent:** Tuesday, March 19, 2013 1:31 PM  
**To:** Joe Joswiak  
**Cc:** Peter Kavoumas  
**Subject:** RE: Desi Alvarez follow-up

Hi Joe, sorry for the delay in responding. I wanted to follow-up on a couple of questions –

Have you been able to locate any of the documents that you sent to newspapers as part of previously mentioned PRA's? Or, if you can contact the newspapers to see if that information still exists in their archives and they can provide it to you, that may help.

Also, have you been able to have your current pay schedule approved by your governing body in an open session?

I've just gotten off the phone with Desi, he's working to find documentation as well. I granted a 30 day extension for him to appeal the determination, are you planning to appeal the determination as well?

Thanks so much, hope all is well.

Nicole.

---

**From:** Joe Joswiak [<mailto:JJoswiak@cbwm.org>]  
**Sent:** Friday, February 22, 2013 2:29 PM  
**To:** Horning, Nicole  
**Cc:** Peter Kavoumas  
**Subject:** RE: Desi Alvarez follow-up

Nicole,

The email file that was sent to Angel did not include the CEO position. That was my error. I have included the position in the **new matrix** and it is attached for your records.

As part of our website at [www.cbwm.org](http://www.cbwm.org) we have a **Request for Information Form** in the "Contact Us" section which would allow for someone from the public to request any information regarding Chino Basin Watermaster.

**Joe Joswiak**

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**From:** Joe Joswiak  
**Sent:** Friday, April 19, 2013 3:40 PM  
**To:** 'JohnJensen@johnmjensen.com'  
**Cc:** 'Herrema, Brad'; Peter Kavounas  
**Subject:** Chino Basin Watermaster "FY 2011-2012 Salary Matrix"  
**Attachments:** CBWM\_Salary Schedule\_2011-2012.pdf

Mr. Jensen,

Per the request from Steve at your firm of earlier this afternoon, please find attached the Chino Basin Watermaster "FY 2011-2012 Salary Matrix".

Thank you,

**Joseph S. Joswiak, MBA**  
**Chief Financial Officer (CFO)**  
Chino Basin Watermaster  
9641 San Bernardino Road  
Rancho Cucamonga, CA 91730  
[JJoswiak@cbwm.org](mailto:JJoswiak@cbwm.org)  
Office: (909) 484-3888 Ext. 225



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**Desi Alvarez**

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**From:** Joe Joswiak <JJoswiak@cbwm.org>  
**Sent:** Wednesday, March 20, 2013 9:02 AM  
**To:** Desi Alvarez  
**Subject:** FW: Desi Alvarez follow-up

Desi,

Additional information from Nicole regarding Circular Letters.

Thank you,

*Joe Joswiak*  
**Chief Financial Officer (CFO)**  
Chino Basin Watermaster



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**From:** Horning, Nicole [mailto:Nicole\_Horning@CalPERS.CA.GOV]  
**Sent:** Tuesday, March 19, 2013 6:32 PM  
**To:** Joe Joswiak  
**Cc:** Peter Kavounas  
**Subject:** RE: Desi Alvarez follow-up

Thanks! As I look through this, I don't see anywhere that actually lists out each position and their salary, as is required of a publicly available pay schedule. Did I miss it?

If you can help point me to that, it would be wonderful.

If you have a board meeting coming up soon, it would be advisable to present the pay schedule for approval in an open session. Regardless of the outcome of Desi's case, this will continue to present problems for your retirees in the future.

We have issued two circular letters in the past couple of years to specifically address these requirements, I've included links to where they reside on our website:

<http://www.calpers.ca.gov/elp-docs/employer/cir-ltrs/2012/200-050-12.pdf>

and

<http://www.calpers.ca.gov/elp-docs/employer/cir-ltrs/2011/200-056-11.pdf>.

This information is also included in our Public Agency and Schools Reference Guide, which is also located on our website and routinely updated.

I'll take a look at the rest of the information that you provided this week, and let you know where Desi's case stands.

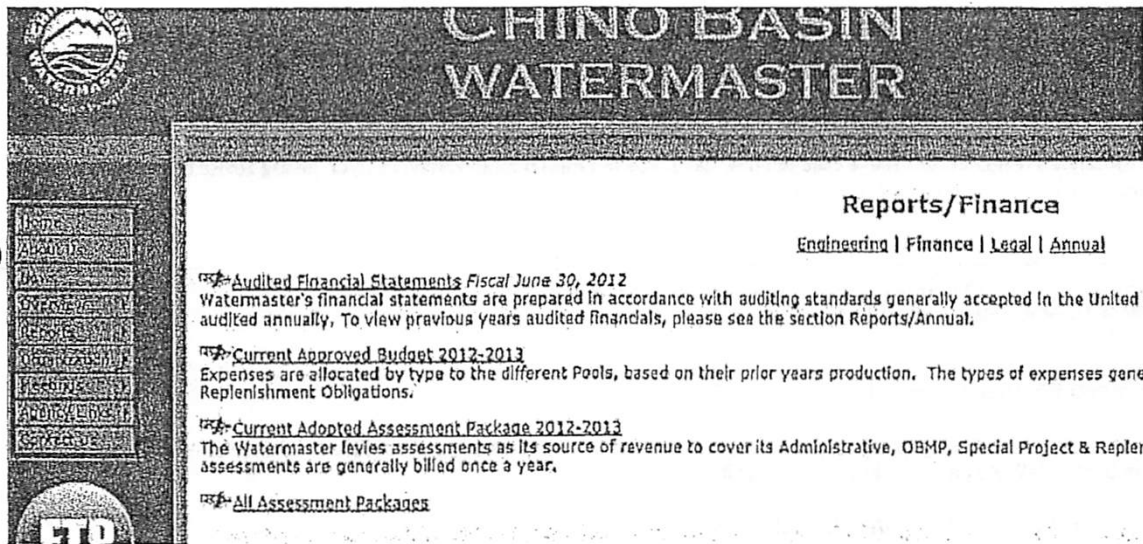
Thank you so much!

Nicole,

**From:** Joe Joswiak [JJoswiak@cbwm.org]  
**Sent:** Tuesday, March 19, 2013 5:06 PM  
**To:** Hornng, Nicole  
**Cc:** Peter Kavounas  
**Subject:** RE: Desi Alvarez follow-up

Nicole,

Here is the information from our last Board meeting which approved our FY 2012/13 budget on May 24, 2012. The budget documents are located on our website at:



**CHINO BASIN WATERMASTER**

**Reports/Finance**  
[Engineering](#) | [Finance](#) | [Legal](#) | [Annual](#)

**Audited Financial Statements Fiscal June 30, 2012**  
Watermaster's financial statements are prepared in accordance with auditing standards generally accepted in the United States and are audited annually. To view previous years audited financials, please see the section Reports/Annual.

**Current Approved Budget 2012-2013**  
Expenses are allocated by type to the different Pools, based on their prior years production. The types of expenses generated are Replenishment Obligations.

**Current Adopted Assessment Package 2012-2013**  
The Watermaster levies assessments as its source of revenue to cover its Administrative, OBMP, Special Project & Replenishment Obligations. Assessments are generally billed once a year.

**All Assessment Packages**

[http://www.cbwm.org/docs/financdocs/20122013%20Budget%20-%20Approved\\_052412.pdf](http://www.cbwm.org/docs/financdocs/20122013%20Budget%20-%20Approved_052412.pdf)

Thank you,

*Joe Joswiak*  
Chief Financial Officer (CFO)  
Chino Basin Watermaster



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**From:** Horning, Nicole [mailto:Nicole\_Horning@CalPERS.CA.GOV]  
**Sent:** Tuesday, March 19, 2013 4:08 PM  
**To:** Joe Joswiak  
**Cc:** Peter Kavounas  
**Subject:** RE: Desi Alvarez follow-up

Joe, thanks so much for the information. Do you have meeting agendas, minutes, and attachments available from the last time your pay schedule was approved?

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**From:** Joe Joswiak [mailto:JJoswiak@cbwm.org]  
**Sent:** Tuesday, March 19, 2013 3:07 PM  
**To:** Horning, Nicole  
**Cc:** Peter Kavounas  
**Subject:** RE: Desi Alvarez follow-up

Nicole,

Joe's reply in red...

Have you been able to locate any of the documents that you sent to newspapers as part of previously mentioned PRA's? Or, if you can contact the newspapers to see if that information still exists in their archives and they can provide it to you, that may help. I have attached the document that was sent to James Koren on or about October 22, 2010. I could not locate the exact email that I sent to him. Either the email has been purged from our email system since it is almost 3 years old or I might have faxed the documentation to him. I have attached the link to the newspaper site that discussed the salaries within the local area that was written in February 2011. I'm sure he was searching for information to write this article when he was requesting our salary information in October 2010.

[http://www.dailybulletin.com/ci\\_17264369](http://www.dailybulletin.com/ci_17264369)

Again, if anyone asks for public information regarding salaries, we have a form on our website to respond to such requests. Our organization, however, is not considered part of the California Public Records Act (Government Code Section 6250 et seq.). However, under the spirit of openness, we do and would respond when asked and a form submitted.

I have only had one request for this type of salary information in the three years I have been the CFO for Watermaster.

Also, have you been able to have your current pay schedule approved by your governing body in an open session? Our current pay schedules are an integral component of our budget process. Our budget is approved in open session each year, usually in May. Our budget is approved annually by the three Pools (Appropriative Pool, Non-Agricultural Pool and Agricultural Pool), our Advisory Committee and finally by the Board of Directors.

I've just gotten off the phone with Desi, he's working to find documentation as well. I granted a 30 day extension for him to appeal the determination, are you planning to appeal the determination as well? If Watermaster is required to appeal the determination, we will certainly do that. I believe we have provided the documents as required in good faith. I'm not sure what more we can do to verify the salary of Mr. Alvarez. Other employees have retired from Watermaster (Mr. Ken Manning, Mr. Ben Pak) and their salary information provided was adequate and accepted by CalPERS. If we need to appeal, we will do so since Mr. Alvarez was hired at the compensation of \$228,000 per year with a contract signed by the Board of Directors and approved by the Board of Directors.

Thanks so much, hope all is well.

My preference is to provide the documentation you need to complete the review. If I need to have our attorneys take a look at the documentation, please let me know. I'm not sure what more I can provide to satisfy CalPERS. Since we have never had this issue occur before, I'm not sure how to proceed. Again, if it would help to have our attorneys draft an appeal, please let me know.

What is the appeal process and how does that work?

**Joe Joswiak**  
**Chief Financial Officer (CFO)**  
**Chino Basin Watermaster**



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**To:** Horning, Nicole  
**Cc:** Peter Kavounas  
**Subject:** RE: Desi Alvarez follow-up

Nicole,

The email file that was sent to Angel did not include the CEO position. That was my error. I have included the position in the new matrix and it is attached for your records.

As part of our website at [www.cbwm.org](http://www.cbwm.org) we have a [Request for Information Form](#) in the "Contact Us" section which would allow for someone from the public to request any information regarding Chino Basin Watermaster.





### Contact Information

#### Chino Basin Watermaster

9641 San Bernardino Road  
Rancho Cucamonga, CA 91730  
909-484-3888 • Fax 909-484-3890

General Email [info@cbwm.org](mailto:info@cbwm.org)

- Peter Kayounas *General Manager* [pkayounas@cbwm.org](mailto:pkayounas@cbwm.org)
- Danielle Maurizio *Assistant General Manager* [dmaurizio@cbwm.org](mailto:dmaurizio@cbwm.org)
- Joseph S. Joswiak *Chief Financial Officer* [jjoswiak@cbwm.org](mailto:jjoswiak@cbwm.org)
- Frank Yoo *GIS & Database Specialist* [franky@cbwm.org](mailto:franky@cbwm.org)
- Justin Nakano *Environmental Specialist* [jnakano@cbwm.org](mailto:jnakano@cbwm.org)
- Sherril Lynne Mollino *Executive Assistant* [smollino@cbwm.org](mailto:smollino@cbwm.org)
- Janine Wilson *Accountant* [jwilson@cbwm.org](mailto:jwilson@cbwm.org)
- Bianca Ruiz *Office Specialist/Receptionist* [bruiz@cbwm.org](mailto:bruiz@cbwm.org)

- [Request For Information Form](#)  
Please complete the Form and submit your request either by email or fax to the appropriate contact listed above.
- [Procedures, Guidelines and Fee Schedule For Release of Information and Documents](#)  
For information regarding the Chino Basin Watermaster's Policy, please use the link provided above.

If there is anything else that I can provide for your reference regarding this issue, please let me know.

Thank you,

**Joe Joswiak**  
Chief Financial Officer (CFO)  
Chino Basin Watermaster



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Subject: Desi Alvarez follow-up

**Thanks for the message, sorry I missed your call.**

**Here's my email address, if you could forward me the note that you previously sent to Angel, that would be fantastic.**

**Thank you!**

**Nicole Horning | Manager, Compensation & Employer Review | Customer Account Services  
Division | CalPERS | 916.795.0695**

## Joe Joswiak

---

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**To:** Horning, Nicole  
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**Attachments:** CBWM\_Salary Schedule\_2012-2013\_CalPERS.xls

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Rancho Cucamonga, CA 91730  
909-484-3888 • Fax 909-484-3890

**General Email** [info@cbwm.org](mailto:info@cbwm.org)

**Peter Kavounas** *General Manager* [pkavounas@cbwm.org](mailto:pkavounas@cbwm.org)

**Danielle Maurizio** *Assistant General Manager* [dmaurizio@cbwm.org](mailto:dmaurizio@cbwm.org)

**Joseph S. Joswiak** *Chief Financial Officer* [jjoswiak@cbwm.org](mailto:jjoswiak@cbwm.org)

**Frank Yoo** *GIS & Database Specialist* [franky@cbwm.org](mailto:franky@cbwm.org)

**Justin Nakano** *Environmental Specialist* [inakano@cbwm.org](mailto:inakano@cbwm.org)

**Sherri Lynne Molino** *Executive Assistant* [smolino@cbwm.org](mailto:smolino@cbwm.org)

**Janine Wilson** *Accountant* [jwilson@cbwm.org](mailto:jwilson@cbwm.org)

**Bianca Ruiz** *Office Specialist/Receptionist* [bruiz@cbwm.org](mailto:bruiz@cbwm.org)

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**Chief Financial Officer (CFO)**  
Chino Basin Watermaster



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Thank you!

**Nicole Horning** | Manager, Compensation & Employer Review | Customer Account Services  
Division | CalPERS | 916.795.0695