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Subject Fw: 12/9 Board Agenda Item 34 (08-1749)

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Christine H  
Kufeldt/EDC

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Subje 12/9 Board Agenda Item 34 (08-1749)  
ct

Good morning Mr. Dupray, Ms. Baumann, Mr. Sweeney, Mr. Briggs, and Ms. Santiago,

My name is Christine Kufeldt, but all of you know me. For the past 8-1/2 years, I have supported your computers, email, and PDA issues. You know that I doggedly pursue issues until I have come up with a solution. I think your assistants have my phone number on speed dial. I put the wireless PDA technology into service for you and made it work for each of you.

Agenda Item 34 is asking the Board to forgo Retention Points. When this item originally appeared on the agenda in 2003, Information Technologies was facing a catastrophic reduction in force; one third of IT technical personnel was targeted for lay off. This would have devastated the newer technological knowledge base if a deviation from Retention Points and Seniority had not been granted. At that time, this deviation was a necessary evil and was appropriate in order to retain IT functionality for the county.

However, this is not the same case now. Information Technologies is scheduled to lose three positions out of the 46 staff currently in IT, a mere 6% as opposed to the 33% four years ago. But because of the way the out-dated Request for Deviation is written, I am being targeted for lay off, despite the fact that 14 people have hired into Information Technologies as IT Analyst since my employment with the county began. Fourteen people, 30% of the technical staff have less seniority than me, included two Extra Help employees. I say 'out-dated' because the original request does not include the new 'functional groups' and new titles that have been given to newer employees. Also, the technical knowledge base as even out through the 2004 reduction in force and attrition since then so that there really isn't a need to deviate from Retention Points in order to maintain the speciality knowledge we need.

All three of the position being targeted for reduction are in the Customer Support arena. If Agenda Item is approved, Information Technologies will have only two technicians supporting all the county's computers, and three supporting the servers. While the newly formed 'development' group has nine employees, four of which have less seniority than me. Also, one of the extra help employees is being quickly moved into a permanent position that will be vacate through retirement by the end of the year. However, Information Technologies promoted another employee last year to take that position when the retiree leaves the county. I don't understand how two people can fill one position.

Fourteen people have less seniority than me. Ranging from less that two months with the county, and going through several around 1-1/2 years, two a couple with around 4 years seniority. How can my 8-1/2 years seniority not count when fourteen people have far less seniority than me?

Please reject Agenda Item 34 and go forward with necessary lay-offs by Retention Points.

Respectfully submitted,

chk

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