

COPY SENT TO BOARD MEMBERS
FOR THEIR INFORMATION

DATE 11-5-13
cc: CAO

#20
10-29-13
File 13-1340

Dear Supervisor Nutting,

I am a former County of El Dorado employee, who worked in County Admin/Finance for 13 years before my position was eliminated in 2012. I am writing in support of your Agenda Item 13-1340 scheduled for Tuesday, October 29, 2013. I am pleased to know that someone is finally going to attempt to bring transparency to the County of El Dorado and its questionable employment practices. I do believe there is a systemic problem countywide with issues such as favoritism, nepotism and intimidation. I would like to illustrate an issue you may be aware of but I believe should be brought to public light.

Approximately two years ago, an individual working in the Information Technologies department was disciplined for having inappropriate, sexually explicit material on his county-owned, work computer. I believe he was first given a warning and instructed to remove the material however, it is my understanding that he did not comply with this. When his non-compliance was discovered, he was placed on paid administrative leave and eventually, an investigation and termination proceedings were started. Before the termination proceedings could be fully completed, the individual resigned. Within weeks he was given an extra-help position in the Auditor-Controller's Office. At the time, this individual's mother was also employed as a manager in the Auditor-Controller's Office. Because this action did not break any written personnel rules or policies no one was able to speak out against it even though it is obviously a flagrant case of favoritism and is inappropriate on many levels. Had the Auditor-Controller truly needed an additional employee in his office, there were countless, far better qualified individuals who had been laid off due to a reduction in force that would have gladly taken this position – myself included. How is it that an individual who willfully and repeatedly broke strict County policy is allowed to stay employed at the County but other individuals who are unemployed due to no fault of their own are forced to search for work? If this is just one example that we are aware of, how many other incidents exist that we don't know about? This matter was also taken to the Grand Jury for investigation but was never examined due to the Grand Jury disbandment.

In the 13 years I was employed by El Dorado County I have been witness to employee intimidation, harassment, favoritism, disproportionate disciplinary action and borderline illegal termination practices. I believe the public has a right to know about these and all cases of inequity, harassment and bullying. If these issues are brought to light, it is more likely that a solution will be put in place. Regardless if your item passes the Board's vote, I would still be willing to discuss with you my experience as a County of El Dorado employee.

Choosing to Remain Anonymous at This Time

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EL DORADO COUNTY
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