



JOHN D'AGOSTINI  
SHERIFF - CORONER - PUBLIC ADMINISTRATOR  
COUNTY OF EL DORADO  
STATE OF CALIFORNIA

November 17, 2020

Board of Supervisors  
County of El Dorado  
330 Fair Lane  
Placerville, CA 95667

RE: New County-wide class specifications: Agency Chief Fiscal Officer, File ID 20-1332

I strongly disagree with the El Dorado County Sheriff's Office (EDSO) Chief Fiscal Officer (CFO) being excluded as part of the new County-wide class specification, Agency Chief Fiscal Officer. Approval of this action would neither be fair nor equitable as the EDSO CFO position qualifies by definition, job function and duties as an Agency CFO.

Human Resources (HR) recommendation is largely based on the Class and Compensation Studies completed in 2016 and 2017 by Koff & Associates (K & A). The Agency CFO classification was recommended by K&A after they identified a need within the County to have a separate CFO classification to acknowledge the distinct differences in the scope, span of control, and complexity of the duties and responsibilities involved in supporting multiple departments and/or an agency.

Human Resources(HR) conducted a review of EDSO's CFO position, but following this review they have continued to fail in understanding the complexity and extent of the Sheriff's Office CFO role in terms of budget execution and management of not only the traditional public safety related **Sheriff's Office** budget, but also the Budget of the El Dorado County **Office of Emergency Services** (OES) and the budgets of the **Coroner** and **Public Administrator** divisions. The EDSO CFO is the designated authority to act as the County's liaison with outside entities including California Office of Emergency Services (CalOES) and Federal Emergency Management Agency (FEMA). The EDSO CFO manages County OES's budget and drives the FEMA Public Assistance Disaster Recovery reimbursement process for El Dorado County, this is a significant and complex responsibility.

Headquarters • 200 Industrial Drive • Placerville, CA 95667 • 530-621-5655 • Fax 530-626-8163  
Jail Division • 300 Forni Road • Placerville, CA 95667 • 530-621-6000 • Fax 530-626-9472  
Tahoe Patrol • 1360 Johnson Blvd., Suite 100 • South Lake Tahoe, CA 96150 • 530-573-3000 • Fax 530-544-6809  
Tahoe Jail • 1051 Al Tahoe Blvd. • South Lake Tahoe, CA 96150 • 530-573-3031 • Fax 530-541-6721

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Following HR's review of the Sheriff's CFO role, their department deemed the Sheriff's Office Budget less complex due to the Sheriff's Office having a single funding stream, less responsibility with "consistent monitoring of Federal and State reporting requirements tied to several funding streams...". This is an **inaccurate** claim. The EDSO CFO manages a complex budget comprised of over ninety-million dollars (\$90M) in expenditures, is in charge of the budgeting and compliance activities for over ten-million dollars(\$10M) in Special Revenue Funds from over fifteen funding streams that require continuous monitoring and compliance with State and Federal regulations that are constantly evolving due to the passing of new legislation. These laws and regulations not only require the Sheriff's CFO to understand the funding and spending requirements currently in place, but the position must also project future impacts and plan accordingly. HR's claim that the Sheriff's Office budget is less complex than other departments whose CFOs are listed for re-classification is disputed not only from my perspective, but also that of The El Dorado County Auditor-Controller Joe Harn. In conversation, Joe Harn, the Chief Accountant of El Dorado County, has stated that he agrees that the Sheriff's Office budget is as complex as the budgets managed by individuals who are slated to be re-classed to Agency Chief Fiscal Officer.

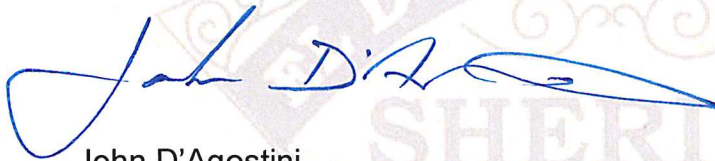
HR has also undervalued the EDSO CFO's depth and breadth in other allocation factors such as Decision Making, Scope and Complexity, and Contact with Others Required by the Job. On these points, I also disagree with HR's assessment.

EDSO CFO's responsibilities have significantly grown since this analysis was completed by K & A and will continue to evolve. Within the last twelve months, I have tasked my CFO to take on an enhanced role with managing the Office of Emergency Services role in Disaster Reimbursement and the pursuit of Grant assistance which demands independent decision making, high level collaboration with County officials and direct negotiations with Cal OES and FEMA.

Due to my role as Director of the County's Office of Emergency Services (OES), the EDSO CFO is the designated signature authority for El Dorado County's Disaster Reimbursement Public Assistance Grants which has accounted for an estimated ten-million dollars (\$10M) of FEMA Disaster Reimbursements for the 2017 Storm Disasters alone. Furthermore, El Dorado County is currently in the closeout phase of the 2017 Storm Disasters where the remaining twenty-five percent owed is not received until the rigorous reviews are conducted by Cal-OES and FEMA and the projects are "closed-out". FEMA Storm Projects of significant dollar values are currently in appeal, including the Union Mine Disposal Project, and other Tahoe Road projects. The EDSO CFO leads the negotiations, manages the relationships and holds the significant responsibility of meeting deadlines for document submittals and compliance with State and Federal regulations. Currently, EDSO's CFO is in the process of applying for a three million dollar (\$3M) FEMA Hazard Mitigation Grant aimed at fire fuel reduction along vulnerable roadsides within El Dorado County, a cause that

could have immeasurable impacts in the future. My CFO will be charged with submitting the Covid-19 Disaster Public Assistance claims. We are anticipating this will be many years of work to get these claims closed out. Based on this information, the Sheriff's Office CFO position does in fact manage funding and expenses for multiple departments. Other disasters will follow and it is invaluable to have expertise on hand when they do to help guide the County through whatever may come our way.

Finally, the building blocks of the El Dorado County Budgeting system is made of Organizations (revenue and cost centers) where expenditures and funding sources are accounted for, Generally Accepted Accounting Principles(GAAP), State and Federal Laws have to be followed, the methodologies and accounting practices for managing the budget in HHS and the CAO's Office is the same as the Sheriff' Office and should be treated as an equal. The Sheriff's Office budget is just as complex as any other budget in the County given the number of organizations my CFO has to manage, compared to other Departments. Based on the arguments that I have presented I am urging you to consider including the EDSO CFO as an Agency CFO, I believe it is the fair and equitable action to take.



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