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• **Answers February 28, 2014 - 7:55 am**

The DA doesn't give a fig about justice -- just the conviction of Ray Nutting.

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• **Evelyn March 02, 2014 - 3:42 pm**

BOS Agenda Item #18 (3/4/2014): **DRAFT SURVEY - Respectful Workplace** - [HERE](#)

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• **JimBo March 02, 2014 - 7:03 pm**

The Problems Start at the Top with a Corrupt Board of Supes and Extremely Corrupt CAO & Asst. CAO. Buying a \$140K consultants report is just buying temporary cover.

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• **You Bet March 03, 2014 - 7:24 am**

Good ol boy network...

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• **Compass2Truth March 03, 2014 - 9:55 am**

View ALL the Public Comments attached to both items #17 & 18 of the 3/4/14 BOS Agenda:
<https://eldorado.legistar.com/LegislationDetail.aspx?ID=1674349&GUID=5EF5A420-8CC3-4375-9EE3-7C7895CF8067>

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• **Compass2Truth March 03, 2014 - 9:59 am**

Excerpt from 2/25 BOS Respectful Workplace/Policies applicable to ALL EDC employees & elected representatives: "I'm sure by now you are aware of the legal, moral and fiduciary concerns expressed by citizens in recent months regarding the gross abuse by elected officials who've violated their oaths of office and the PUBLIC TRUST. In that regard I've attached a segment of the American Jurisprudence - Public Officers and Employees §247 which states in part: [5] Furthermore, it has been stated that any enterprise undertaken by the public official who tends to weaken public confidence and undermine the sense of security for individual rights is against public policy. Fraud is its elementary common law sense of deceit and this is one of the meanings that fraud bears [483 U.S. 372] in the statute."

Respectful workplace — an EDC oxymoron?

By [Letters to the Editor](#)

From [page A5](#) | March 03, 2014 |

EDITOR:

The citizens of El Dorado County have been treated to a barrage of articles over the last year about bullying in the workplace in El Dorado County. We have had 11 human resources directors in the last 10 years. And now the Board of Supervisors wants to spend \$140,000 to employ a consultant to develop a policy that will establish the county as a “respectful” employer? If this kind behavior happened in a public company for 10 years, the CEO would be in jail.

Why haven't the supervisors, the HR directors and the department supervisors dealt with this issue in 10 years?

You might make some progress by sending all managers of the roughly 30 departments in the county to a two-day training class for about \$2,500 per person, or about half of what they plan to pay a consultant to create a policy and procedure manual. Who in their right mind would think that hiring a consultant to create a manual is going to change a 10-year-old culture?

It's time that both the supervisors and the El Dorado County management wake up to the requirements under employment law in 2014. Management in private companies have to adhere to these rules in the private sector or wind up in court. Why is it OK for a public agency to get by ignoring employment law for 10 years?

And please, don't throw away \$140,000 on yet another consultant to try to fix a problem that should be fixed by the management we are already paying.

DARWIN THRONE

El Dorado Hills

Letters to the Editor

• **Fran Duchamp** February 27, 2014 - 6:47 pm

"Who in their right mind would think that hiring a consultant to create a manual is going to change a 10-year-old culture?" <---good question. Im still trying to figure out why \$100,000 was given to create yet another El dorado County web site. shrugging shoulders.

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• **Questions** February 28, 2014 - 5:46 am

Where is the DA's relentless pursuit of justice on this subject? Oh, wait, never mind.

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● 1036-FrankMarch 03, 2014 - 10:35 am

The county, has hired a high-powered law firm to do a "workplace study." The study even asks employees to contact the law firm to provide any additional information although the survey appears to be anonymous which is designed to solicit information without fear of retaliation. I am not sure if the process could be seeking a requested or pre-determined result. I am also not sure what was requested and if it would vary if, for example, one of the employee unions requested the same study. Also will be what to do with the study if a reality develops and the survey confirms trouble from those in supervisory roles and management which has plagued the county for years, the question will be how to really address it. I believe this is the reason for the high numbers who have left for other employment.

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● Compass2TruthMarch 03, 2014 - 10:57 am

Repost - Former Civil Servant January 26, 2014 - 1:45 pm As a recently departed Department Head and former member of the Board of Supervisors appointed Accountability and Culture Investment Team, until my departure from 20+ years of County service, I would like to share that in my opinion this is the single most important issue currently in El Dorado County Government. The nature of the culture in the workplace involves the Board, some elected department heads, HR, Risk Mgt., County Counsel and the CAO's Office. I have not met the new HR Director, but the citizens should not believe that she will receive the support she will need to address this problem from those above her. The reason bullying is so out of control in El Dorado County is that there are some of those members in charge that are in my opinion included in the innappropriate conduct. Even in the very influential position that I held in County service, I could not stop the bullies, although I really tried which resulted in the ending of my career. The County fights hard to protect its secrets and liability. I hope this HR Director is successful. However, I believe she will have to take on those who brought her to EDC in order to achieve her stated goal.

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● Be seriousMarch 03, 2014 - 7:52 pm

I recently retired from the county after 25+ years. I can tell you for a FACT, that NOTHING is ever investigated properly. You learn to just 'suck it up'. Department administrators cover for one another and no one is EVER held responsible. Oh, unless you are the target (the little guy). I wouldn't trust who the county hires to investigates ANYTHING. This includes the Grand Jury. They have NO teeth. All show, no go.

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