

Dear El Dorado County Board of Supervisors:

December 10, 2022

I am writing to express my interest in an appointment to the Civil Service Commission as there is no proscribed process on the county website. My resume is attached for your consideration. The following information is intended to supplement my resume and provide additional experience that is pertinent to this position.

I was born and raised in Oakland, California and as an adult lived in Fremont, Sacramento, Elk Grove, and Pleasanton for about 4 years in each city. I have been a resident of El Dorado County since 1988 living for 2 years in El Dorado Hills, 30 years in Latrobe and 3 years in the Rescue Triangle where I currently reside with my husband of 49 years. I have two children, a daughter 44 and a son 43 who both live in El Dorado County. My son and daughter-in-law have 6 children from the ages of 4 to 15 and attend John Adams Academy in El Dorado Hills. We live on 5 peaceful acres, with no shortage of maintenance work.

My interest in the Civil Service Commission aligns with my desire to continue involvement in the human resources field after 30± years as a vocation. My experience was focused on employee relations, working with both management and employees on a plethora of issues. Informal and formal HR investigations were my forte. Both employee and management appreciated my ability to be fair by understanding both sides of the specific issue. As an investigator, our mandate was to always be a neutral third party knowing that as Human Resource Professional the results and recommendations will not be viewed as neutral. Investigations are like a puzzle to me. If people are being truthful, even if they have different viewpoints, the pieces fit, and one can get an accurate view of the situation. When people are being less than truthful the pieces just don't fit.

I am a supporter of the public sector and especially law enforcement and first responders. However, that support is earned as they are willing to be accountable and know that even with the best intentions, things can go wrong.

My near-term goal is to continue my HR involvement through an appointment to the Commission and have a positive impact on its duties. I can provide references from my employment of both employees and managers I worked with who can attest to my ability to work effectively with both sides of issues.

Sincerely,

Elizabeth Drummond