



EDC COB <edc.cob@edcgov.us>

File: #20-0966, Resolution: 117-2020 – BOS meeting date : 7/21/2020

3 messages

Anirudha Pandey <anirudhap@hotmail.com>
To: "edc.cob@edcgov.us" <edc.cob@edcgov.us>
Cc: Anirudha Pandey <anirudhap@hotmail.com>

Fri, Jul 17, 2020 at 11:54 AM

Dear Sir/Madam,

This is Anirudha Kumar Pandey (Kumar) , Deputy Director of IT Department. I would like to make a comment on above agenda item (File: #20-0966, Resolution: 117-2020).

My comment is attached as file "Information TechnologiesResolution 117.docx".

Please acknowledge the email and do necessary action to send it to BOS.

With Regards,
Anirudha Kumar Pandey
Ph - 562-881-5883

 **Information TechnologiesResolution 117.docx**
20K

EDC COB <edc.cob@edcgov.us>
To: Anirudha Pandey <anirudhap@hotmail.com>

Fri, Jul 17, 2020 at 12:13 PM

Thank you. Appropriate public comment provided for upcoming agenda items will be added to the corresponding file.

Office of the Clerk of the Board
El Dorado County
330 Fair Lane, Placerville, CA 95667
530-621-5390

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EDC COB <edc.cob@edcgov.us>
To: The BOSONE <bosone@edcgov.us>, The BOSTWO <bostwo@edcgov.us>, The BOSTHREE <bosthree@edcgov.us>, The BOSFOUR <bosfour@edcgov.us>, The BOSFIVE <bosfive@edcgov.us>, Donald Ashton <don.ashton@edcgov.us>

Fri, Jul 17, 2020 at 12:14 PM

20-0966 #10 7-21-2020 FYI

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Information TechnologiesResolution 117.docx

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Following black and italic statements are from DISCUSSION / BACKGROUND of Legislation Text of File: 20-0966, Resolution: 117-2020 and arguments for them are in red.

“Additionally, the IT Department has been in the process of restructuring to realign the business functions which will aid in Project Portfolio management, Resource Management, Risk and Issue Management, Standardization of Project Management practices and overall governance of IT initiatives throughout the County.”

Above statement is not true: New IT Director has not done anything towards Project Portfolio management, Resource Management, Risk and Issue Management, Standardization of Project Management practices. There has been No presentation about STRATEGIC PLAN COMPONENT and GOOD GOVERNANCE in the department by the Director or anyone.

. It can be noticed that there is no difference except mainframe in the PROGRAM SUMMARIES of Recommended Budget of FY 2019 - 20 and 2020 - 21. There are no separate additions about above mentioned any key-words including good governance. It means there is no path forward for these items.

“In May 2020, the IT Department merged development and planning teams to build depth in knowledge and skills, and to provide consistency in planning documentation and communication.”

Above statement is not true: We don't have any planning team then how come they can merge. Even in the recommended budget which was created in June 2020, there is no mention about this team in Program Summaries which was merged in May 2020. All 5 teams have different supervisors, so there is no merging.

“Due to the projected reduction in County revenues and in an effort to right-size the IT Department, it is recommended that the workforce be reduced, eliminating the filled 2.0 FTE Deputy Director of Information Technologies positions to streamline the communication.”

Above statement is partially true: IT Department will not be right-sized because there is going to be two more recruitment 1. For Assistant Director and 2. For CISO. These positions are of similar and higher pay scale. So there is no question of any streamlining of the communication.

“Recruitment has been completed for the Assistant Director of IT position and the candidate is expected to start employment on August 3rd focusing in the key areas of Security, Infrastructure, Planning and System Development”.

IT Director is also hiring on CISO for Security. The current two Deputy Directors have the same and similar profile with certifications and cherry on the pie experienced in EDC's culture, which is mostly helpful.

“Creating the need for matrixed teams from both divisions, rather than organized pursuant to pre-existing divisions, there is no longer need for a Deputy Director level within the IT department”.

Above statement is misleading and confusing: Matrixed teams work only for new Projects not for Operational and routine jobs. In Counties and most public agencies 80-85% of work is done

routine, operational and maintenance. This can be consulted by any IT consultant or from other Counties. As per Recommended Budget of FY 2020 – 21 on page 71, we have five divisions 1. Administration, 2. Application & Web Support/Consulting Services, 3. Communications, 4. Network/Server/Desktop Support and 5. Technical Services/Records Management not only two as mentioned.

“Elimination of the Deputy Director level within IT is accordingly the most logical choice to reduce costs in light of present budget constraints and to minimize impact to the IT department.”

Above statement is misleading: The proposal is not only this but also to hire two managers 1. Asst. Director and 2. CISO. So RIF of two positions of Deputy Directors and hiring and adding other two resources of similar potential is more expensive to County and it does not make much sense. There is not going to be saving of any fund rather it will be more expensive and it will come with lots of Risks which have not been analyzed. For Example:

1. Assistant Director is more expensive who will come with a risk of adjusting with the culture of our County. We have done well with either an Asst. Director or a Director of IT from last 7/8 years.
2. CISO is of same pay scale but again will come with Risk of adjustment with our County. Many counties manage security with a Security Analyst. John has already got it managed for 3/4 years without a CISO. So need of a CISO.
3. IT Director has put two Deputy Directors on Paid Administrative leave till August 20th, which is misuse of public money.
4. County will have to pay for earned Sick leave, Vacation Leaves for long working two employees which will be a chunk of money. In this pandemic, where everyone is suffering with finance, this will be injustice with public penny.
5. In prima fascia, this does not look like a wise decision of saving 5% fund. Because in one hand we are getting RIF of 2 positions and at the same time we are hiring 2 similar positions.
6. Victim employees might consult competent employment attorneys who might prove workplace dispute or wrongful termination but IT Director is trying to give it a color of RIF on the name of saving fund and putting County on big liabilities.
7. In the IT Department, Mr. John Henry and other managers and supervisors have given many options and way to reduce 5% budget due to impact of Covid – 19. Even some employees volunteered to go on furlough.
8. If we do this RIF and hire two managers, all three management Staff including IT, Director (7 months in County) will be new to the County which is itself a BIG RISK.

In lieu of the above, I highly request respected BOS that after sympathetically consideration, please take this item off and request Director, IT to explore other options with staff to meet the recommended reduction. RIF of positions should be the last option for our glorious County in this pandemic situation.

With Regards,
Anirudha Kumar Pandey (Kumar)
IT Deputy Director, County of El Dorado