



County of El Dorado
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December 3, 2012

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

Subject: December 4, 2012 Agenda – Items 43 and 14

Ladies and Gentlemen:

The purpose of this letter is to comment on the proposed revised Personnel Allocation for Health and Human Services (Item #14) and the creation of a consolidated Community Development Department (item #43). I am concerned about isolated increases in salaries and “grade creep”.

I believe that included in Agenda Item #43 is a proposed 5% salary increase for both the Assistant CAO and the Director of HHS. Although both positions have a high level of responsibility, I do not believe that these two isolated positions should receive salary increases. Most of our contracts with our labor groups expire at the end of this fiscal year. That is a better time to review and adjust salaries.

The proposed Community Development Department includes the establishment of a new fiscal management position. The agenda item proposes that this position be compensated higher than the Chief Deputy Auditor-Controller and the CAO’s Chief Budget Officer. I do not agree that this proposed position requires more skill, judgment, and energy than either the Chief Deputy Auditor-Controller or Chief Budget Officer. I am concerned that this is “grade creep”. I believe that the salary for this position should be comparable to that of a Principle Administrative Analyst.

I am also concerned about the deletion of one management position in HHS and the addition of another higher paying management position. Again, I am concerned that this is “grade creep”.

If the County is going to give out raises, I believe we need to do it very carefully. We need to take a look at the whole picture and not just focus on a handful of positions. If you have any questions, please call me at 621-5456.

Sincerely,

A handwritten signature in black ink that reads "Joe Harn".

Joe Harn, CPA
Auditor-Controller

cc: Terri Daly, CAO
Daniel Nielsen
Kim Kerr