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BOARD OF SUPERVISORS
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8:45 am, Mar 15, 2011

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Date 8:45 am, Mar 15, 2011



**Fw: LETTER OF OBJECTION TO DOT'S PROPOSED REORGANIZATION
AT BOS 3/15/11**

Ray J Nutting to: Cynthia C Johnson
Sent by: Kitty J. Miller

03/14/2011 06:23 PM

----- Forwarded by Kitty J. Miller/PV/EDC on 03/14/2011 06:23 PM -----

**LETTER OF OBJECTION TO DOT'S PROPOSED REORGANIZATION AT BOS
3/15/11**

Adam T Baughman to: Suzanne Allen de Sanchez, Ray J Nutting, Jack
Sweeney, John R Knight, Ron V Briggs, Norma
Santiago

03/14/2011 04:59 PM

Cc: Loren A Massaro, Eileen W Crawford, Craig D McKibbin

From: Adam T Baughman/PV/EDC

To: Suzanne Allen de Sanchez/PV/EDC@TCP, Ray J Nutting/PV/EDC@TCP, Jack
Sweeney/PV/EDC@TCP, John R Knight/PV/EDC@TCP, Ron V Briggs/PV/EDC@TCP, Norma
Santiago/PV/EDC@TCP

Cc: Loren A Massaro/PV/EDC@TCP, Eileen W Crawford/PV/EDC@TCP, Craig D
McKibbin/PV/EDC@TCP

I'm sorry this is such short notice but I have been out on paternity leave since learning of this proposed reorganization by the DOT Director. I kept it to a page so it will be read, but it warrants a much more lengthy discussion. Please include this in the BOS packet and forward to each Board Member. Thank you.

Adam Baughman
Senior Planner
Department of Transportation, El Dorado County
2850 Fairlane Court
Placerville, CA 95667
Phone: 530-621-5913

-----Forwarded by Adam T Baughman/PV/EDC on 03/14/2011 04:56PM -----

To: adam.baughman@edcgov.us
From: "Adam & Jill Baughman" <ajb7707@gmail.com>
Date: 03/14/2011 04:55PM
Subject: BOS



Letter to BOS for 3-15-11 hrng.doc

11-0263.E.1

LATE DISTRIBUTION

DATE

3-14-11

March 14, 2011

Re: DOT Director's proposed Reorganization and resulting layoffs

Members of the El Dorado County Board of Supervisors,

I write this letter to you from home as I was with my wife giving birth to our first child last week on Tuesday, March 8th, the same day the Director of Transportation emailed the proposed DOT Reorganization information indicating I am one of the many to be let go from County service. I object to the way the Director gave his employees this information with **less than one week's notice** prior to your Board's consideration.

This proposed reorganization was the concoction of two people, the Director and Assistant Director, WITHOUT input or review of the affected Deputy Directors. The proposed reorganization leaves untouched the Construction Division of DOT; a division the current Assistant Director headed less than a few months ago. Not only that, but they are asking for special protection for two of his employees; a protection not extended to those outside of Construction.

I ask the Board, in this time of fiscal crisis, decreased public and private development, and reduction in our CIP projects, **is it appropriate to leave the Construction Division intact at the same level of staffing and support as during the "boom time" a few years ago; to the detriment of the other divisions?** This is blatant nepotism and protectionism on the part of the Assistant Director, blessed by the Director.

Additionally, wasn't it your Board who directed the Director many months ago to reduce the number of Deputies because DOT was too top heavy? What has the Director done since? He has promoted one of those Deputies to an even higher paid position of Assistant Director, looks to backfill the Deputy Director position he vacated, and sets out to gut the troops; the actual "worker-bees" for the County. His proposed reorganization has NO reduction of Deputies.

Please ask yourselves, are your constituents complaining that DOT lacks more Deputies or an Assistant Director? Or, are they more concerned with reducing the costs to develop and having adequate staff to complete their projects? The extremely costly "process" and fees in DOT are their concern. Do you think this process will get better or worse for your constituents if you reduce the number of worker-bees and NOT address the process? I once sent DOT's fee sheet to my counterpart at the County of Santa Barbara for his comment. His response was to ask me if we were constructing gold-plated bridges up here. If anything, Santa Barbara County should be a MORE costly place to develop, not less.

With respect to eliminating my position as a **Sr. Planner**, I submit to the Board my following assessment. In short, I perform **1)** discretionary review of development projects, **2)** write grants to bring in money to DOT, and **3)** oversee environmental review of CIP projects. I ask you, do these sound like tasks best suited to a **Planner** or a much higher paid (salary and benefits) **Engineer**? Eliminating my position will result in these duties being taken over by much higher-paid Engineers, whose core competencies lie outside of these duties. Do you think your constituents will see this as greater efficiency in the "process"? Do you think it will result in greater or lesser costs to your constituents?

I respectfully ask the Board to take a closer look at this proposed reorganization, see the inherent nepotism occurring here, and realize that this will not fix the costly, broken processes within DOT.

To bring up a sore but germane point, that \$2,000 dollar door that cost \$10,000 through DOT, will STILL cost \$10,000 after implementation of this Reorganization and will most likely cost MORE.

I thank you for your time and consideration.

Sincerely,

Adam Baughman
Senior Planner,
DOT

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EL DORADO COUNTY
2011 MAR 14 PM 5:09

11-0263.E.2