

DATE 3-23-10



Agenda Item 10-0174 EMD Re-Org / DSD FTE Deletions

Tina M Lester to: The BOSFIVE, The BOSFOUR, The BOSONE, The BOSTHREE, The BOSTWO

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Board Members,

I'd like to address the proposal identified as File Number 10-0174, being submitted to your board by the CAO on 03/23/2010.

I'm outraged on so many levels, as a 12+ year employee of the County, as a former Union Director, but mostly as a voting, tax-paying citizen of El Dorado County. This is so blatantly fiscally irresponsible I can hardly believe it's being submitted, and horrified that it actually will be considered as an option.

Our County has been in a layoff situation / hiring freeze for 2 years now. That the CAO could recommend a layoff of the entire Fiscal Division in DSD, deleting positions held by staff for 4-12+ years, and then submit a request to hire all new staff for EMD at significantly higher salaries, with no experience in our department is beyond ludicrous! This proposal actually has a net county cost of another \$80,000. How can this possibly be justified?

If EMD is in need of lower level staff to perform their routine fiscal duties as well as many higher level staff to manage them, then they should submit a proposal as such. To have the CAO hi-jack salary savings resulting from eliminating positions in DSD is not cost effective, and will be catastrophic to our department. Our fiscal unit is not an ordinary fiscal unit. We are very specialized and intertwined with Building and Planning fees/rules/regulations and computer programs that run permits and projects. Each of the Fiscal Techs here is responsible for duties outside normal fiscal duties. These range from special program billings, acting as liaisons with other agencies, and working in other programs/divisions both fiscally and non-fiscally. To arbitrarily dismiss this is to also dismiss and lose years of historical knowledge and experience. DSD has already lost 2/3 of it's staff and the knowledge and experience already lost has been catastrophic and felt by all, both in the county and by the public.

If this goes forward DSD will not gain management support it may or may not require. The new staff will work for and answer to EMD not DSD. The CAO can tout creating an MOU all they want, but no agreement ever translates into reality quite the way it's envisioned. Staff tend to be loyal to those who sign their check and everyone else waits for scraps. That will be what DSD gains from this move, waiting on scraps.

To put this into a context you might appreciate, what if the voters of El Dorado County decided they could be better served by deleting the BOS and merging the County oversight with say, the City of Placerville? We could have the City Council and the Mayor make all County decisions. They're a government agency with a governing body. I'm sure they would know what's best for El Dorado County. And while we are at it, let's pay them more to do it with the salary savings from deleting your positions. Doesn't make much sense.

I understand that DSD is without a Fiscal Manager and that our Director may not want the job duties anymore; however, we all have too much to do right now. We are all doing the work of 3-4 people. And some of us are even doing it with less money. In point of fact, I've already been subjected to a layoff and had to exercise my bumping rights like most staff left in DSD. I lost 15% of my salary off the top, plus have 10 days furlough a year (for the past 2 years). If the fiscal techs were to take another layoff and bump down again (which is what the CAO is offering as some sort of consolation prize) it will be another 15% cut in pay. For me that comes to a 30% cut in pay or \$15,500 + per year, \$1291 per month. I don't know about you, but that's a huge amount to me. All this to answer to another department, keeping our same workload, while adding new duties from EMD.

This proposal is insulting and ridiculous, but mostly it's grossly irresponsible. I urge your board to do the right thing and vote no.

Sincerely,

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