

2008 DEC 19 PM 3:38

December 17, 2008

Board of Supervisors,

We, the employees of the Health Services Department for El Dorado County, request that the following actions be taken before any layoffs occur. Numerous positions were voted in favor of elimination during the December 16 board meeting. We call for an analysis of the amount of the following actions needed to close the budget deficit and pledge to join together as a team to meet that need. The proposed layoffs will negatively affect our ability to deliver quality services to the public and we feel strongly that these other options should be taken prior to cutting any positions. The actions we are willing to take are listed below followed by our signatures in favor of this proposal.

1. Institute shorter days, close early.
2. Institute a four day work week.  
Pay a few additional CD staff on-call pay (\$1.20) to be available to respond in case of emergency if we close the office during normal work hours. Current after-hours On-call procedure involves only one supervising on-call nurse on-duty at a time.
3. Institute a 5% salary cut across the board.
5. Eliminate pay and step increases.
4. Furloughs
4. Voluntary days off without pay
5. Un-fund current vacancies- there are still vacant positions within the department
6. Offer Golden Handshakes
7. Discontinue reimbursement for travel unless the travel is deemed absolutely necessary.
8. Discontinue reimbursement for meals.

*Delivered by Marshall 11:30 12/18/08*

*[Signature]*

	NAME	DEPARTMENT/AFFILIATION
12/17/08	Jennifer Wiesehaus, RN	Marshall Medical - Infection Control
12/17/08	Sue Kent, RN	Marshall Medical Infection Control
12/17/08	Fairland A. Nigam, RN	Marshall Medical MSS/PI
12/17/08	Janice Wacker, RN	MMC Emergency Dept.
12/17/08	Emil Debet	Marshall Medical Center Laboratory
12/17/08	Henry Dep, CLS	Marshall Medical Center - Laboratory
12/17/08	Bethany Lake	Marshall Medical Center - Lab
12/17/08	Nancy Page, CLS	Marshall Medical Center - Lab
12/17/08	Tracy Leifker Lab Ops Sup	Marshall Medical Ctr. Lab
12/17/08	Kristilla Dixon	Marshall Medical Center - LAB
12-17-08	Melinda Clifton	Lab Manager - Marshall Medical
12-17-08	Chick Stone	MARSHALL HOSPITAL.
12-17-08	Kelan Ayuda MD	Marshall Hospital
12-17-08	Leah Smith	Marshall Medical
12/17/08	Amberly MO	Marshall Hospital
12/17/08	RANJIT BAWA, MD	Marshall Hospital
12/17/08	Chris Moore, RN, CCN	Marshall Hospital Case Manager
12/18/08	K. Courtney RN	Marshall Med Center
12/18	Janette Newman, RN	Marshall Hospital
12/18	Debra Kehr	MMC
12/18	A. Patterson RN/EM	Marshall Med Center
12/18	C. Redesco, RN, CA	Marshall Med Center
12/18	Uma K. M. Wilh RN	Marshall Med Center/ICU
12/18	J. Campbell RN	Marshall Med. Center/ICU
12/18	April C. Meyer, RN	Marshall Med. Center ICU
12/18	Vladimir Smith	Marshall Med. Center N2
12/18	Lin He	Marshall Hospital
12/18	Manjeth Pathy	Marshall Hospital
12/18	Rachel G. J.	Marshall Hospital
12/18	P. W. Mecke	Marshall Medical
12-18	Peggy Hershey RN	Marshall Medical
12/18	Kathleen Fieri RN	Marshall Medical
12/18/08	Mrs. Calderon RN	Marshall Medical
12/18/08	Anthony P. Logan MD	Marshall Medical
12/18	Debra Siemens RNC	Marshall Medical
12/18	Jan K. Pugh RNC	Marshall Medical
12/18	Connie Bergman RN	Marshall Hospital
12/18	Cindy Reath	Marshall Medical
12/17	Julius Felix	Marshall Medical

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1. Institute shorter days, close early.

2. Institute a four day work week.

Pay a few additional CD staff on-call pay (\$1.20) to be available to respond in case of emergency if we close the office during normal work hours. Current after-hours On-call procedure involves only one supervising on-call nurse on-duty at a time.

3. Institute a 5% salary cut.

Institute salary cuts proportional to salaries across the department. Various staffs have offered to take a 5% cut in salary. We urge the Board to consider the possibility of instituting greater pay cuts to high-salaried personnel, and proportionally smaller cuts to low-salaried personnel. Pay cuts could be effected by reducing the number of days worked to avoid the problem of changing salary schedules. This is a complicated process because many staffs are paid out of grant funds. However, the concept is worth exploring because it is likely that grants may be reduced in the future.

The Health Services Department is expecting to receive less realignment revenue than was budgeted for in 2008-9. Salary cuts could relieve some of the financial pressure on realignment revenue. For example, a 5% cut to the \$1,147,81.00 salary and benefits budget for Communicable Disease Index 401121 equals \$57,390.00 savings. Communicable Disease is almost entirely funded through realignment.

A 5% cut to the \$1,699,252.00 salary and benefits budget for Public Health Administration Index 401111 is \$84,962.00 saved. \$763,200.00 in realignment revenue was budgeted for this index.

Finance, Index 401112 had \$610,000.00 budgeted for salary and benefits, with realignment revenue of \$659,046.00. 5% cut to those salaries equals \$30,500.00 savings.

Summed up, in three indexes (401111, 401112, 401121), a 5% cut to salaries equals \$172, 852.00 saved in realignment dollars.

5. Eliminate pay and step increases.

4. Furloughs

4. Voluntary days off without pay

5. Un-fund current vacancies- there are still vacant positions within the department

6. Offer Golden Handshakes

7. Discontinue reimbursement for travel unless the travel is deemed absolutely necessary.

8. Discontinue reimbursement for meals.

	NAME	DEPARTMENT/AFFILIATION
1.	<del>John</del>	<del>HEALTH</del> PUBLIC HEALTH
2.	John Jones	Public Health
3.	Alicia M. Harshbarger	Public Health
4.	Michelle	Public Health
5.	James	Public Health
6.	Billy	Public Health
7.	Blandi Reed	Public Health
8.	Kristine R. Case	Public Health
9.	Laurie Thomas	Public Health
10.	Pat Foley	Public Health
11.	Pat Foley	Public Health
12.	Pat Foley	Public Health
13.	Michelle Decker	Public Health
14.	Michelle Decker	Public Health
15.	Dee Lancaster	public health
16.	Michelle Decker	public Health
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