

T. Kayes Open Forum BOS 11/14/2017

El Dorado County Board of Supervisors

Meeting Date: November 14, 2017

From: Terry Kayes, District 3

Address: 2963 Five Mile Road

Placerville, CA 95667

Comments Regarding Don Ashton, Chief Administrative Officer

Greetings,

I want to applaud the Board for its recent approval of a 4-year employment agreement – including its increase in salary – with Mr. Don Ashton, who, in my opinion, has served the Board and the people of El Dorado County with distinction since his hiring in the position of the county's Chief Administrator Officer in May 2016.

Over a period of many years, El Dorado County government has been "caught up" in an array of serious difficulties, not the least of which has been problems with retention of its Chief Administrative Officer, department directors and other top and second-tier administrators. The high cost – in terms of time and treasure – of this "rotating-door" loss of continuity over the years cannot be overestimated, in terms of reduced employee morale and a variety of other factors.

As for Mr. Ashton's worth to the Board and people of Eldorado County, I have had the honor of seeing some of this nation's most effective public administrators in action. That said, it is my considered opinion that Mr. Ashton – if he is provided with the "right resources" and is guided by "right-minded" actions by the Board – has the potential of becoming one of California's finest public administrators. What he needs most in the weeks and month's ahead is to be allowed to work on substantive matters and not be distracted by unproductive contention.

Based on what I have observed to date, Mr. Ashton has those essential qualities of discretion, sound judgement, a seeming willingness to listen, clear and concise explanations (coupled with well-thought-out, non-doctrinaire recommendations) that should collectively enable him to do much good for El Dorado County – if he is allowed to do so.

Let's all help him want to stay here.

Thank you for your attention.