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Subject: April 29 Board Meeting - Budget Considerations

Date: Wednesday, April 30, 2014 11:32:00 AM

Attachments: [image004.png](#)
[image001.png](#)

Members:

The email memo below was sent to the Board of Directors prior to their budget discussions last night. The Board members and Executive Management received

a hard copy of this at the dais. The Board's discussion on the issue of staffing and use of temporary workers is enlightening.

Please take a few minutes and listen in to the video/audio recording of the meeting. Here is the link:

<http://www.valleywater.org/About/ViewBoardMeetings.aspx> The CEO's opening statement on the overall budget begins at approximately 17:50 and then the discussion on staffing begins at approximately 56:40.

The CEO announced that he is establishing a cross functional team to review staffing needs and the use of temporary staff to make a long term plan, and that the plan would be completed in July, 2014 (in time for the beginning of the FY16 budget process). We are happy to hear the CEO address the issue of "serial temp positions"—those areas in which we continue to fill real, on-going work with temps instead of permanent staff.

In his final remarks on this issue for the night, Chair Estremera stated that there was no need to wait until FY16 to review and act on the findings of this committee; rather, he said the committee findings should come to the Board as soon as possible so the Board can determine what action they may need to take, including adjusting the budget.

This is a serious issue for us all so the Board's attention to it provides us hope that it will be addressed sooner rather than later. We know that 731 cannot get it done up to our usual high standards and performance. We will share more information as we get it.

Liz Bettencourt

President, Employees Association

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From: Liz Bettencourt
Sent: Tuesday, April 29, 2014 5:06 PM
To: Tony Estremera ; Barbara Keegan; Linda LeZotte; Brian Schmidt; Dennis Kennedy; Richard Santos; Nai Hsueh; Michele King
Cc: Metra Ulloa; Jason Christie; Liz Bettencourt; 'John Tucker'; Stanley Young; Beau Goldie; Jesus Nava; Norma J. Camacho; Jim Fiedler; Grant Lee
Subject: April 29 - Board's Budget Considerations
Importance: High

Dear Board Member:

As the Board considers the FY2015 budget we would like to point out a growing and alarming fact: once again the district's budget for temporary staffing has increased by over \$2 million. In the past few years we have seen an increase in funding for temporary staff of over 300% (see slide #30). While the district continues to build its temporary workforce, the true workforce is locked in to an arbitrary and artificial number.

The CEO has mandated that our permanent staff level cannot exceed 731. The work required of the district to perform has not slowed nor is it holding at a steady pace. In fact, we are not only responsible to do more and more work, we are being held to higher standards and more red tape in the performance of that work than ever before. Management's idea of "fixing" the hiring process is not to have to do it. Hiring temporary workers prevents a fair and transparent hiring process which gives permanent staff opportunities for advancement and succession development.

Our institutional knowledge is more important than ever. We cannot let it walk out the door. This district had a long standing reputation for being a good employer with competent and loyal employees who get the tough work done. It will be a sad day for all of us who will have to watch as the lights go out on that legacy.

We are asking that the Board recognize the importance of maintaining a permanent staffing level that is consistent with the work we are charged with. We ask that you declare the Board's intention to respect the role and importance of permanent district staff and that district management be directed to work with staff representatives to find mutually agreeable solutions.

Thank you.

Liz Bettencourt *Metra Ulloa* *Jason Christie*
President, EA **President, ES** **President, PMA**