

Sarah Mayer **Public Comment**

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From: Garrett Wong
Sent: Monday, April 22, 2024 4:40 PM
To: sbcob
Subject: D-1 Classification & Management Plan - OPPOSE

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I am writing to you as an individual employee, to register my deep concern and protest of the compensation plan.

Only thanks to my supervisor forwarding the Board package to me over the weekend did I learn about this process and the potential results and impacts. **I am dismayed by the process, lack of communication and at the changes proposed.**

As a process that would affect hundreds of employees, we have received no notice that this was happening nor did we receive any invitation to provide our opinions on the matter.

The proposed changes do the greatest harm to middle manager staff, while maintaining or increasing salary levels for directors. This alone is an inequitable proposal. Additionally, there is no analysis on how this would impact women or people of color.

Personally, my family has struggled to afford living here. We pay roughly \$1500/mo for healthcare through Covered California, because it is still more expensive to do so through the County's healthcare plan. This change will further limit our ability to make ends meet and my ability to stay in the County as an employee and resident.

In the nearly five years that I have been here, I have transformed the way the County leads and collaborates on sustainability. I feel deeply connected to the community and the work I have been involved with. However, with these changes, the **County is signaling that it does not value sustainability, working families and making this community more affordable and accessible.**

I am saddened that these changes are now forcing my supervisor to resign; and I doubt she'll be alone. While I currently don't have the privilege to do the same, I am putting the County on notice: I intend to leave as soon as I can.

It's not because I want to, it's because I have to.

With no pathway for merit increases (for myself), limited promotional opportunities, and now, deflated morale, I am challenged to justify my ongoing struggle.

Failing to invest in your employees and their families will irreparably damage your reputation on a multitude of fronts and your ability to improve quality of life for the community.

I urge the Board to reconsider this approach and bring employees to the table on matters that directly affect them.

Thanks,