

Stacey Boyd

SD 4

From: District3
Sent: Tuesday, February 12, 2013 10:51 AM
To: Stacey Boyd
Subject: Fwd: Reaction to Administrator's Pay increase

Begin forwarded message:

From: Jessica Johnson <JLJOHNSON@ehsd.cccounty.us>
Date: February 11, 2013 5:01:13 PM PST
To: John Gioia <John_Gioia@bos.cccounty.us>, "candace.anderson@box.cccounty.us" <candace.anderson@box.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Cc: Allan Cohen <cohenaa@ehsd.cccounty.us>
Subject: Reaction to Administrator's Pay increase

My name is Jessica Johnson I have been with the county for 12 years. I am a single mom with four children barely making ends meet due to the pay decrease and increase in health coverage this year and haven't had a cost of living increase in 3 years. I just received information that David Twa is going to get another pay increase and will be making \$260,000 a year. The people that are suffering are the workers whom are overworked and have to push out quantity verses quality to our clients we serve. I'm disgusted by the new information received and just want to make sure that when renegotiations are up for discussion that we get the same consideration.

Thank you,
Jessica

*Jessica L. Johnson
Employment + Human Services Department
Eligibility Work Specialist
Phone (925) 706-4886
Fax (925) 706-4501*

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:52 AM
To: Stacey Boyd
Subject: Fwd: Administrator's Pay Increase

Begin forwarded message:

From: Christine Althaus <calthaus@ehsd.cccounty.us>
Date: February 11, 2013 5:34:51 PM PST
To: John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen <Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Cc: The Cameras <cbcamera@comcast.net>
Subject: Administrator's Pay Increase

Dear Supervisor,

When I found out the news today of the pending decision to give Administrator David Twa what amounts to an almost 7% pay increase, I felt outraged, to say the least. I mean, how can those of us, who work day to day with the public we are serving, take multiple pay cuts over the past several years, ultimately give our money to someone who does not need it? This makes my coworkers and me angry, to say the least, and after all of the things we have given up due to the county continually telling us we have no money to pay us. So I am confused, if the county has no money to even give their workers a cost of living increase, how can it give Mr. Twa such a raise? An explanation would be nice to receive, but I know we will never get one. We are still in a recession, no matter what the US Government may say. So if there is a surplus of funds available to pay someone, it should be to the workers who keep the county in business. We live here. We work here. We deserve our fair share. We should not continually be told we have to give up more of what we already have.

Respectfully, Christine Althaus

Christine Althaus

Employment and Human Service Department

Senior Level Clerk, Reception

400 Ellinwood Way, Pleasant Hill, CA 94523

New phone as of 02/01/2012:

Phone: (925)602-9384 [2-9384]

Email: calthaus@ehsd.cccounty.us

"Smile, an everlasting smile"...Barry Gibb - "Words"

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:52 AM
To: Stacey Boyd
Subject: Fwd: Proposed Raise in County Administrator's Pay

Begin forwarded message:

From: The Cameras
Date: February 11, 2013 6:05:20 PM PST
To: SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>, John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen <Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Subject: Proposed Raise in County Administrator's Pay

I am a retired Clerical Supervisor (Reception, Employment and Human Services), having retired after 38 years of service with the County. I am fortunate to have maintained an interactive relationship with some of the employees remaining in the Reception forum.

When they sent me the information about Mr. Twa's proposed pay increase (and County increase in his Deferred Comp. contribution), I honestly thought it was a joke being sent around. Unfortunately there was no punch-line and it appears this is, in fact, being considered.

I am so taken aback by some of the practices already taking place within the Employment and Human Services Department. The majority of Department Managers, Program Analysts, and other high-paying positions who have retired in the last several years are right back at work....sometimes the next day.....making additional money on top of their retirement pensions. This is taking place, while current County workers, single mothers included, have been asked to take mandated days off and go without many other benefits no longer available to them. As a retired Clerical Supervisor with 38 years, I have had to absorb any/all health care premium increases, which has already lowered my pension by a fair amount in just two years. When I retired, I did so thinking these increases were going to be picked-up by the County.

Now the Board is honestly thinking of increasing Mr. Twa's pay??? Surely you jest.....and I am not trying to be funny here. I sat at one of the Board meetings during the last County negotiation proceedings and I literally had tears in my eyes after hearing some of the hardships County staff was experiencing. Were most of you not sitting there as well? Do you need reminders as to the faces looking directly at you and the situations so many of them were/are dealing with???

You are all ELECTED to office. It is time you take a stand for those people who have put you in your seats. There is NO justification for this consideration in these times....NONE. Do the right thing here. **Stop taking from the poor to giving to the rich.**

Cheryl Camera
Employee 22503

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:52 AM
To: Stacey Boyd
Subject: Fwd: Outrage

Begin forwarded message:

From: "laura.glass[[net](#)]"
Date: February 11, 2013 6:14:56 PM PST
To: District3 <Supervisor_Piepho@bos.cccounty.us>
Subject: Outrage

I am a 15 year county employee and was proud of it until today. It has been my choice to be in public service even if I could make more money in the private sector or with another jurisdiction. It has been easy to accept the fact that I have gone without a raise year after year and suffer from take away after take away in the name of balancing the budget. To imagine that the BOS is actually considering giving Mr. Twa a raise at this time is unconscionable. Do you really feel that this is not a slap in the face to all of the county employees? Morale at the county is at an all time low and this latest slap in the face is libel to make all the good employees go elsewhere while all the marginal employees will be left to serve the residents of the county. Is this the type of service that this BOS really wants?

Rest assured this move will have political ramifications for the elected officials, the labor organizations will not stand for this and I am sure they will not support anyone who votes yes for this action. Several of my coworkers have already started looking for opposition candidates for the next elections.

If this passes, I will no longer hold my head up high and tell people I am a county employee. If Mr. Twa isn't happy with his salary, let him go back and plow snow.

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:54 AM
To: Stacey Boyd
Subject: Fwd: Pay and Benefit increase for Twa

Begin forwarded message:

From: Deborah Linville
Date: February 11, 2013 8:50:08 PM PST
To: Candace Andersen <Candace.Andersen@bos.cccounty.us>, District3
<Supervisor_Piepho@bos.cccounty.us>, Supervisor Mitchoff
<SupervisorMitchoff@bos.cccounty.us>
Subject: Pay and Benefit increase for Twa

Please do NOT give any pay raise, or increase in benefits, including vacation time to Mr. Twa. I have worked for the County for over 13 years and for over a year I am taking home \$800.00/month LESS due to our pay cut and benefit increases. This proposal to increase Mr. Twa's pay/benefits is insulting and a slap in the face to all of the workers at Contra Costa County. PLEASE VOTE NO!!!!!!!!!!!!!!
Deborah Linville

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:54 AM
To: Stacey Boyd
Subject: Fwd: David Twa Salary increas

Begin forwarded message:

From: "VANGERTZ/
Date: February 11, 2013 9:23:31 PM PST
To: District3 <Supervisor_Piepho@bos.cccounty.us>
Subject: Fwd: David Twa Salary increas

From: !
To: FederalGlover@aol.com
Sent: 2/11/2013 9:20:27 P.M. Pacific Standard Time
Subj: David Twa Salary increas

To the Board of Supervisors

On 2/13/2013 you will decide to approve or disapprove Mr. Twa's raise of 6.94%.

I am appalled this would even be considered in these difficult financial time. Most worker for the Contra Costa county have had their salary decreased and their contribution to the medical plan increased. We are the tax payers and voters, the people who ask you to be responsible and compassionate, and not squandering public funds on another salary increase to "upper management".

It was suggested that it would be cheaper to increase Mr. Twa's salary instead of looking for a replacement. There are numerous employed and unemployed who could do a competent and professional job that would be quite comfortable with the current salary. Please do not be timid and go the standard course that you have taken in the past. Strike out on a bold new path and say NO!

We voters still remember your own salary increase of 60+% a while back. I still don't believed you folks have earned that increase, you thought you so richly deserved. So now you can earn some of that money by saying NO to David Twa undeserved salary increase.

But I guess if you do vote for the salary increase you are saying Contra Costa County does not have any financial problems and the ALL the county employees will be getting a 6.94% salary increase.

Sincerely your voting public

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:55 AM
To: Stacey Boyd
Subject: Fwd: Board Agenda Item: Salary increase for County Administrator

Begin forwarded message:

From: trudi frazel <trudi.frazel@bos.cccounty.us>
Date: February 11, 2013 9:26:08 PM PST
To: SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>
Cc: John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen <Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Subject: Board Agenda Item: Salary increase for County Administrator

Dear Supervisor Mitchoff,

As a resident of your district, and an employee of Contra Costa County Employment and Human Services Division, I am appalled that the Board of Supervisors is considering a nearly 7% increase in pay and deferred compensation for the County Administrator. Four years ago, I was laid off from my position as a social worker for Children and Family Services, and worked for a neighboring county for three and a half years until I returned to work for Contra Costa County last September. I made a conscious decision to take a staggering pay cut in order to resume working in the community in which I have made a home with my husband and young daughter. Since returning to work for Contra Costa County, I have been overwhelmed with the needs of the community I serve, I have observed first hand the critical staffing shortages that continue to plague Children and Family Services, and I have witnessed the real lack of services and resources available to the families and children of Contra Costa County. On a more personal level, my own family has struggled to cope with the very real burden of the pay cut: we have gone into debt in order to meet the shortfall in the difference in salary between what I was making elsewhere and what I make now that I have returned to work here; and we still have months to go before we are back in the black.

I am incredibly concerned that the pay increase for the County Administrator will place additional burdens on the long-term budget for this County. Four years ago, Children and Family Services staffing was decimated in order to address the long-term structural deficit brought about by the housing crisis. The fiscal outlook for the county, the state, and the nation is by no means certain. As a taxpayer, an employee, and a voter, I urge you to vote against the pay increase for the County Administrator's new contract. The most vulnerable members of our community -- the children -- depend upon the wisdom of our elected representatives to ensure that funding exists for critical safety nets and desperately needed resources and interventions.

Sincerely,

Trudi Frazel, MSW
Contra Costa County Children and Family Services

925-522-7462

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:55 AM
To: Stacey Boyd
Subject: Fwd: More money for Mr. Twa

Begin forwarded message:

From: Kim Shaw
Date: February 11, 2013 9:59:39 PM PST
To: John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen
<Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>,
SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Subject: More money for Mr. Twa
Reply-To: >

To the Contra Costa County Board of Supervisors:

I am stunned and disheartened to learn that tomorrow you will vote on whether to increase Mr. Twa's salary, the County's contribution to his deferred compensation, and his vacation time. I am sure that many people will write to remind you of the dangerously low level of services now provided by the County, and the repeated and deep cuts to the pay and benefits of County employees over the past several years.

Rather than reprise those issues, I want to remind you that as leaders of this County, your actions are symbolic as well as fiscal. Though the amount of money under consideration may be small in relation to the County budget as a whole, the symbolic cost is enormous. Awarding such increases to someone who already receives a large salary and generous benefits at a time when County services have been drastically cut and County employees have gone long years with one pay cut after another, can serve only as another sad example of the callously entitled and ethically bereft indifference demonstrated by the business community that has brought our country to its knees.

Please, do the right thing. Please deny these proposed increases and get back to the business of running the County. And in the process, show us that you understand that your responsibility is to your constituents, not to further lining the pockets of an overpaid administrator.

Sincerely,

Kimberly Shaw
Hercules, CA

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:55 AM
To: Stacey Boyd
Subject: Fwd: pay raise of david twa

Begin forwarded message:

From: james kenshalo
Date: February 11, 2013 10:58:41 PM PST
To: "dist1@bos.co.contra-county.us" <dist1@bos.co.contra-county.us>, District3
<Supervisor_Piepho@bos.cccounty.us>, SupervisorMitchoff
<SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>, rollie katz
<rkatz@peul.org>
Subject: pay raise of david twa

i have never been so filled with bitter cynacism over a local political matter as I have with the proposed pay raise and benefit package increase of david twa, and the utter contempt that it demonstrates for rank and file County workers.

mr. twa's sythe has been felt at all levels, and now with his nose deep, deep in the public trough, pathetically emerges with his hands outstretched like a common beggar asking for redemption and reward for his crass political hack job, asking for money, asking for the inherent reward to affirm his presence here made any difference.

The tragedy is that you all eat from the same trough, and the fact of the matter is, we don't.

Common decency, and this matter have nothing in common.

For you, Mr. Glover, I reside in your district and I will memorize evey last word you might care to utter on this issue.

The top has fallen far from the body in Contra Costa County and there is no indications to me that it will reintegrate anytime soon.

This fact belies the true cost to the taxpayers of Contra Costa County, you have no aligience any longer, no cadre, no support, no cover, nothing.

Vote carefully.

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:55 AM
To: Stacey Boyd
Subject: Fwd: County Administrator Twa's pay increase

Begin forwarded message:

From: Andrea Kroll
Date: February 11, 2013 11:05:45 PM PST
To: District3 <Supervisor_Piepho@bos.cccounty.us>
Subject: County Administrator Twa's pay increase

Dear Supervisor Piepho,

As a twenty-five year employee with the library, I find the pending pay increase for David Twa an outrageous abuse of County funds and another nasty slap in the face of lower-paid employees forced to sacrifice with an ever-decreasing standard of living. I am single and my only means of support. While I contemplate finding a second job to simply make ends meet after savage pay and benefit cuts, you consider conferring additional royalties upon the highest-paid employee. Shame on you if you agree to this pay increase.
Andrea Kroll

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:55 AM
To: Stacey Boyd
Subject: Fwd: CAO raise

Begin forwarded message:

From: Leo Costa <lcost@pw.cccounty.us>
Date: February 12, 2013 6:42:13 AM PST
To: John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen
<Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>,
SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Subject: CAO raise

County employees are told that there is no money. What about our raises ? 2008 was my last raise.

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:56 AM
To: Stacey Boyd
Subject: Fwd: David Twa's raise

Begin forwarded message:

From: Patricia MacDonald <Patricia.MacDonald@vs.cccounty.us>
Date: February 12, 2013 8:53:14 AM PST
To: John_Gioia <John_Gioia@bos.cccounty.us>, Candace Andersen <Candace.Andersen@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, SupervisorMitchoff <SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>
Subject: David Twa's raise

All I have to say about this is.....ARE YOU KIDDING ME???? A 6.9% INCREASE IN PAY? I am an educated, intelligent, hardworking 57 year old single woman who lives paycheck to paycheck here in Contra Costa County. Although I love my job, I have suffered through pay cuts and increasing payroll taxes while those at the top continue to make an ungodly amount of money without one thought as to the suffering of the employees working so hard just to make a living and keep our heads above water.

I beg you to NOT approve Mr. Twa's increase but to spread the wealth amongst those of us who TRULY NEED IT to pay our bills, put food on the table and put gas in our cars. PLEASE DO NOT APPROVE THIS MORBID INCREASE – IT WOULD BE AN ABSOLUTE DISGRACE.

Pati MacDonald
Contra Costa County
Veterans Service Office
10 Douglas Dr. Suite 100
Martinez, CA 94553
(925)313-1482 (desk)
(925)313-1481 (office)
(925)313-1490 (fax)

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:56 AM
To: Stacey Boyd
Subject: Fwd: Raise County Administrator Pay

Begin forwarded message:

From: Rosemary Profit-Akins <RAKINS@ehsd.cccounty.us>
Date: February 12, 2013 9:07:57 AM PST
To: District3 <Supervisor_Piepho@bos.cccounty.us>
Cc: "distric5@bos.cccounty.us" <distric5@bos.cccounty.us>
Subject: Raise County Administrator Pay

Hello Ms. Piepho /Mr. Glover

My name is Rosemary P. Akins I live in Oakley, CA 94561 and I am a county worker at the Medi-Cal Call Center; I have worked at the call center since it open back in 2005. With only 200+ employee here at the Medi-Cal call center we services the entire Contra Costa County and provide services of Medi-Cal and Cal Fresh benefits to our community. With the increase in our health coverage, increase in our retirement plans, and the increase in taxes we are truly the working poor. So, it is very difficult for the employee here to hear that The BOS is about to give the County Administrator David Twa an increase in his base pay and increase the county contribution to his deferred comp. I believe it is too soon to give Mr. Twa this increase when the county and union will be going into union negotiations within the next few months.

I must say that I was proud to be a county employee in our last negotiation because not only did we the staff here in Contra Costa County made sacrifices in bad times so do our BOS and administrator by taking a cut in their salaries, health care, and retirement too. With those sacrifices some of our members became homeless, they cannot afford to have health coverage, pay their retirement or purchase food. What was it all for?

Rosemary P. Akins
SEIU 1021 Chief Shop Steward

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 10:56 AM
To: Stacey Boyd
Subject: Fwd: Pay Raise for David Twa

Begin forwarded message:

From: Chandra Williams <willicq@ehsd.cccounty.us>
Date: February 12, 2013 9:23:08 AM PST
To: Supervisor Mitchoff <SupervisorMitchoff@bos.cccounty.us>, District5 <District5@bos.cccounty.us>, District3 <Supervisor_Piepho@bos.cccounty.us>, Candace Andersen <Candace.Andersen@bos.cccounty.us>, John_Gioia <John_Gioia@bos.cccounty.us>
Subject: Pay Raise for David Twa

How can the Board of Supervisors justify a 6.94% pay increase for David Twa with tax payers money when we've had nothing but take-aways for the last three contracts. As a county worker, we have been told there is not money continually, yet somehow, somewhere, money has been found to give Mr. Twa a pay increase.

This action on your part is unconscionable considering county workers face another PAY DECREASE in July!!!

Please consider the impact his pay increase will have others before you make your decision.

Chandra Williams, MSW
Children and Family Services
Social Casework Specialist II, RDCC
925.522.7532 (Office)
925.522.7648 (Fax)

2/11/13

Board of Supervisors,

As a County Employee, I would like you to know that I am against the pay increase, vacation increase and deferred compensation increase recommended for Administrator David Twa.

I resent the fact that I have not had a pay raise or cost of living raise in over 5 years, yet there are public funds to pay for a huge pay increase and benefits for the Administrator. The last cut to the line staff was approximately 10% of our income when increased health care costs, increased retirement costs and wage loss is considered. Mr. Twa is making more than many successful CEO of private businesses and is working in a public sector. I urge you to deny this disrespectful, slap in the face to union workers in the form of a pay increase to Administrator Twa.

Cindy Erickson
Social Worker
Employment and Human Services

Stacey Boyd

From: District3
Sent: Tuesday, February 12, 2013 2:56 PM
To: Stacey Boyd
Subject: FW: David Twa salary raise

**Office of Supervisor Mary Nejedly Piepho
Contra Costa County, District III**

BRENTWOOD OFFICE
3361 Walnut Boulevard, Suite 140
Brentwood, CA 94513

SOUTH COUNTY OFFICE
4115 Blackhawk Plaza Circle, Suite 100-19
Danville, CA 94506
Fax: 925.820.6627

Dist3@BOS.CCCounty.us
925.252.4500
Fax: 925.240.7261

www.CCCounty.us/SupervisorPiepho

SUPERVISORIAL STAFF:
Karen Basting, Chief of Staff
Lea Castleberry, Deputy Chief of Staff
Alison Olsen, Scheduler and Office Operations
Karyn Cornell, Field Representative
Jennifer Quallick, Field Representative

From: Jasmin.Faustino@hsd.cccounty.us [<mailto:Jasmin.Faustino@hsd.cccounty.us>]
Sent: Tuesday, February 12, 2013 12:05 PM
To: John_Gioia; Candace Andersen; District3; SupervisorMitchoff; District5
Subject: David Twa salary raise

Hi all,

I would like to express my annoyance and disagreement with Mr. David Twa's proposed contract (increase in salary, county's contribution to his deferred comp and increase in vacation accrual). I am completely appalled by this. We have been screwed with 2.75% decrease in our salary because of budget constraints, then why does he get this ridiculous increase?

VOTE NO TO THIS RIDICULOUS PROPOSAL.

This message is intended only for the use of the Addressee and may contain information that is PRIVILEGED and CONFIDENTIAL. If you are not the intended recipient, dissemination of this communication is prohibited. If you have received this communication in error, please delete all copies of the message and its attachments and notify me immediately.

Stacey Boyd

SD. 4

From: Deborah Teixeira <
Sent: Monday, February 11, 2013 4:20 PM
To: dist1@bos.co.contracosta.ca.us; Candace Andersen; District3; SupervisorMitchoff; District5
Subject: Proposed contract for David Twa

Contra Costa County Board of Supervisors,

My name is Deborah Teixeira and I am currently employed with the Employment and Human Services Department Workforce Service Bureau for Contra Costa County. I am e-mailing you today to ask that you vote "No" to the approval of the proposed new four year contract for Administrator David Twa.

I have been a life long residence of East County and an employee for the past 18 years. During my tenure with the County I have always been proud to say that I work for one of the best Counties in California. I am finding it harder and harder to say that as of the last couple of years. The blatant disregard for the well being of employees who work hard everyday to provide vital services to the community that we live in is disturbing. Time and time again we have been asked to take pay cuts, furlough days, and increase the cost that we pay for our health insurance and retirement benefits, all during a time when our agency has seen a significant increase in demand for services and no increase in the number of staff. As an employee as well as a taxpayer I find it amazing that our County cannot find the funds to avoid an across the board pay cut of 2.75% to the line staff but can find it in the budget to increase the pay of the County Administrator by 6.94% and increase his deferred compensation contribution by over \$1831 per month (2250% increase). Mr. Twa should be embarrassed and anyone who is willing to vote "Yes" to this increase should also. Just the difference in salary plus deferred comp. that is being proposed could pay the annual salary of one or two line staff working for the County, depending on their job title. We have numerous employees that have had to get second and third jobs just to make ends meet due to the cuts that we have been forced to take over the last few years. The administration needs to restore the cuts that the employees took and provide a reasonable cost of living increase before filling their own pockets. I implore you to really think about the impact the cuts have had on the employees and realize what message you would send if you approve this contract for Mr. Twa.

Thank you,
Deborah Teixeira

From: Brigid Johnson
Sent: Monday, February 11, 2013 3:05 PM
To: John_Gioia
Subject: County Board of Supervisors (BOS) plan to give our County Director, David Twa, a 6.94% pay raise as well as a \$22,000 per year increase in deferred compensation contribution.



I'm outraged that the BOS would take care of David Twa first, and so generously with tax payer's money. The person hurting least from the County's economic down turn. I believe those of us who have done nothing but sacrifice for the past three contracts and who are living pay check to pay check struggling to make ends meet deserve some relief before any administrators get anything more. If the people at the top get even more then the cost of living, we sure better too!

Brigid Johnson CGKA
Employment and Human Services

CalWORKs Antioch
4545 Delta Fair Boulevard
Antioch CA 94509-3950
(925) 706-4755

11 February 2013
Contra Costa County Board of Supervisors
Attn: Supervisor Mary Piepho, District III Representative
3361 Walnut Blvd., Suite 140
Brentwood, California 94513

Re: Outrage over Proposed Salary Increase for County Administrator, David Twa

Dear Ms. Piepho:

This letter is being written in response to the information received today regarding a proposed salary and deferred compensation contribution increase for County Administrator, David Twa. I understand the Board will be voting on this proposal tomorrow and I urge you to vote no on any salary increase unless and until all other County Employees receive raises first.

As a county employee and tax payer, I am outraged that this is even being considered for a vote by the Board of Supervisors. As an employee of Contra Costa County, who has taken a 3% pay reduction over the last year, I find this proposal insulting and blasphemous.

As a tax payer, surely these funds could be used in a more efficient manner, such as reinvesting in community programs and/or increasing the pay of our hard working and dedicated employees – as there are specific departments within the County that continue to carry the brunt of the salary reductions. This ongoing practice must stop.

I respectfully request the Board to take this matter seriously and reject the proposed salary increase for David Twa at this time.

Respectfully Submitted,

Concerned and Bothered County Employee

Stacey Boyd

SD.4

From: Linda Bartlett ·
Sent: Monday, February 11, 2013 1:25 PM
To: Comments@COB.CCCounty.us; John_Gioia; District3; Laura Case; Lynn Reichard; Ireic@ccccounty.us
Subject: county workers get screwed again

How do you sleep at night? What gives you the right fo vote yourselves and your friends a huge payraise??? Is that legal?? I just read that you are going to vote to give David Twa a big pay raise and 23 times the amount of deferred comp that he gets now. If this happens it will be the biggest slap in the face we county workers have had yet. Why should anyone have any kind of loyalty to this corporation. I call it a corporation because what you continue to do is compared to a self serving corporation. You take from the smaller people and give to yourselves. We are all struggling to live and hope to have retirement, why dont you put \$23,000 into my deferred comp, that would be \$23,000 more than I am able to add now? You people aree supposed to take care of your employees, because without us, there would be no hospital. The nurses and doctors cant do the job by themselves. Your despicable,in my opinion.

Linda Bartlett
Monica Cam
Don Knepper
Raju Chandumal
and all the other people in the Sterile Processing Dept, CCRMC

From: Paddy Poupeney
Sent: Monday, February 11, 2013 1:23 PM
To: supervisormitchoff@bos.co; John_Gioia; candance.anderson@bos.cccounty.us; District3; district5@ccccounty.us
Subject: Outrage at Twa's raise and increased benefits

Dear Board of Supervisors,

I am outraged at this new four year contract proposal for Twa where he is given a raise, almost 7%, and a considerable increase from the County to his deferred compensation plan. Really? I know his salary is in a range that us social workers could ever imagine and would never ever get close to. However, do you really devalue us as hard working dedicated county employees to offer such a thing to him and continue to propose cuts for us. I'm watching my fellow colleagues suffer at the heavy burdensome caseloads that NEVER stop and do not have SET LIMITS as the Grand Jury had evaluated some years ago. How can you continue to scoff at the dangerous jobs CPS social workers do, first without any safety pay, in which probation officers in our building are shocked where we go and the danger we are put in constantly to give services to our clients who are often the criminals and their families in our county. The PO's tell me they wouldn't go without a backup and a gun! As devoted service workers we plod on after more is taken from our paychecks year after year and raises/merit increases are a thing of the past. After 12 years, I hadn't seen an increase in probably the last 7 of those years, and in fact the check went backwards as you cut more and more from our salaries.

I'm one of the fortunate ones who was able to retire... Why did I? Because I had secondary trauma syndrome and exhaustion trying to keep up to do better than just good enough work for our clients and children in our county. Trauma from cases that threaten personal lawsuits, and threats by clients, and the lack of available support from our county to help deal with the high level of stress and anxiety at times. Cases that would chill your bones if you had to deal with on a long term basis like years, including torture and murder. I was either going to go out on disability or stress leave and opted to be clean and with integrity and retire instead with an amount I am unable to live on. My solution? To move in with my 89 year old father since I could not keep paying a mortgage. My health was that much at risk. I was too young to retire at 59 years old. I am fortunate now to return to help out in a stepped down position, albeit at half my old salary, while the dept. gathers its funding and begins a new hire list.

We are heroes for children. Why can't you honor us and respect us with more than words that you know it is hard as it is for everyone? It is painful for me to watch my colleagues burn out in front of my eyes. I see the signs of vicarious/secondary trauma with many of them.

Raises won't make a difference for me but it will in the morale and the honor of my fellow social workers. Please do not give Twa this raise and high compensations until you seriously value all other county employees with raises that are respectful and then if there is something left over, give it to Twa. PLEASE VOTE NO TO TWA'S RAISES!!! I WILL AWAIT YOUR ANSWERS!

Respectfully,

Paddy Poupeney, MA, MFT
Social Casework Specialist Asst., RDJS
4549 Delta Fair Blvd.
Antioch, CA 94509
(925) 522-7471



Supervisor,

I am writing in protest to the proposal to increase David Twa's salary and benefits. While it may be heartening to think the County's budget and especially its income has increased enough to justify this, it sends the wrong message to both the public and the workers. Mr. Twa took his cuts only after the other union workers agreed to theirs. He should continue to be the leader and the positive role model. Is he saying that each of the workers can expect the same increases as their contracts come due? I would be ecstatic to have my TDA increase from \$75 per month to maybe \$20,000 a year! Wow, sign me up!

Mr. Twa took the county through the financial hard times and through contract negotiations with the unions with mixed success. The Human Resources Department is in chaos. They can't even keep their own position filled let alone fill those positions out in the various organizations within the county even those that drive money from other government institutions.

Morale in the county is at a real low. The lowest in my thirteen years. People are retiring without looking back. (Of course many of them still do the exact same job which denies someone else a promotion) Personnel has to deal with many leaves of absence for people because of stress or other work related issues. Who's looking into that?

When I came into the county Contra Costa had a great reputation in my area and in most all areas. We were leaders and innovators. We provided our county residents with the best service possible. Can you as a leader say it is the same under your and Mr. Twa's leadership?

Please think twice before passing this proposal. Table it until the new negotiations are completed. Then he will have shown leadership and perhaps deserve some of the increases offered to him.

Sincerely
Peggy Henderson
County Residents and County Employee

Stacey Boyd

SD 4

From: Alesha Jones
Sent: Monday, February 11, 2013 11:14 AM
To: District5; John_Gioia; Candace Andersen; District3; SupervisorMitchoff
Subject: Raise of County Administrator

Dear Supervisors,

I am writing because I am outraged by the proposed raise of pay and benefits to County Administrator David Twa. I have worked for this county since 2006, and was laid off on December 31, 2008, only to be brought back at a lower rate of pay. I work very hard for this county; have sacrificed a lot to continue my service to this county and am asking that the Board deny this request. It is not a fair or equitable decision for the board to approve. We as local SEI members/ front line staff continue to work the hardest and receive the least rewards. The board must remember that we are what keep this county running and do not appreciate abuse of county funds by its administration. Please DO NOT approve this unnecessary misallocation/ abuse of county funds. Thank you.

Sincerely,

Alesha Jones MA, NHBA
Children & Family Services
Social Casework Specialist II
(925) 602-9226 desk
(925) 602-9229 fax

Stacey Boyd

SD 4

From: Rich and Rose Azzopardi
Sent: Sunday, February 10, 2013 8:43 PM
To: Supervisor Mitchoff; District3; Candace Andersen; District5; John_Gioia
Subject: No not support any pay increase to David Twa, Contra Costa County Administrator

Dear Supervisors of Contra Costa County:

I am a resident of Contra Costa County and a employee of this county for over 10 years. I have seen salary cuts, higher medical premiums, and the take home pay keeps get smaller and smaller.

I urge to **not** vote for the pay increase to Mr. David Twa, I feel, that his current annual salary of **\$243,125**, is a high enough salary and it compares well with his job classification.

Make a conscious decision and, please, look at the many County employees that barely make enough money to support their families. I want you to open your eyes and plan an increase to the salary of the thousands of employees that are barely able to make it. It is good that the County has funds, and is considering giving a raise, so, negotiate with our Unions and give us a just salary that we deserve, so we continue to serve the needy communities of our County.

Thank you for your time
Mary Rose Azzopardi
Pleasant Hill,
Local One Union

Stacey Boyd

SD.4

From: RK Look
Sent: Sunday, February 10, 2013 7:01 PM
To: District3

Dear Supervisor Piepho,

You may feel that David Twa is doing a fine job as County Administrator, but it is a slap in the face to county workers to give him a pay raise after cutting the salaries of all the county workers.

If the Board of Supervisors feel that the county is doing well enough to give Twa a pay raise and increase his deferred comp, then it must be doing well enough to give your other workers pay raises and increase the county share of health premium.

Lin Look

Librarian with Contra Costa County since 2000

SD. 4

11 February 2013

Contra Costa County Board of Supervisors
Attn: Supervisor Mary N. Piepho
3361 Walnut Blvd, Suite 140
Brentwood, CA 94513

Re: Outrage over Proposed Salary Increase for County Administrator, David Twa

Dear Ms. Piepho:

This letter is being written in response to the information received today regarding a proposed salary and deferred compensation contribution increase for County Administrator, David Twa. I understand the Board will be voting on this proposal tomorrow and I urge you to vote no on any salary increase unless and until all other County Employees receive raises first.

As a county employee and tax payer, I am outraged that this is even being considered for a vote by the Board of Supervisors. As an employee of Contra Costa County, who has taken a 3.5% pay reduction over the last year, I find this proposal insulting and blasphemous. My husband, also a county employee, has taken a 3.5% pay decrease, making it a total of 7% for our household and family. 7% may not seem like a lot to you, but it has been for us, as we do our best to raise two children.

As a tax payer, surely these funds could be used in a more efficient manner, such as reinvesting in community programs and/or increasing the pay of our hard working and dedicated employees – as there are specific departments within the County that continue to carry the brunt of the salary reductions. This ongoing practice must stop.

I respectfully request the Board to take this matter seriously and reject the proposed salary increase for David Twa at this time.

Respectfully Submitted,

Concerned and Irate County Employee

REQUEST TO SPEAK FORM (3 Minute Limit)

Complete this form and place it in the upright box near the speaker's podium, and wait to be called by the Chair.

Personal information is optional. This speaker's card will be incorporated into the public record of this meeting.

Name (PRINT): SUZANNE VITO

To ensure your name is announced correctly, you may want to include its phonetic spelling

Address: _____

City: _____

Phone: _____

I am speaking for: ☒ Myself

☐ Organization: _____

Non Speaker

I wish to speak on Agenda Item #: SD.4

Date: _____

My comments will be: ☐ General

☐ For

☐ Against

☐ I wish to speak on the subject of:

☒ I do not want to speak but would like to leave comments for the Board to consider
(Use the back of this form)

Information for Speakers:

1. Deposit this form into the upright box next to the speaker's podium before the Board's consideration of your item
2. Wait to be called by the chair. Please speak into the microphone at the podium.
3. Begin by stating your name and your city or area of residence, and whether you are speaking for yourself or on behalf of an organization.
4. If you have handout materials, give them to the Clerk.
5. Avoid repeating comments made by previous speakers.
5. The Chair may limit the time allocated to speakers so that all may be heard.

In lieu of speaking, I wish to submit these comments:

\$16,000 would mean:

14 months of rent

64 months of health insurance for my family

24 months of groceries

34 months of car payments

How much will it mean to you, Mr. Twa?

REQUEST TO SPEAK FORM (3 Minute Limit)

Complete this form and place it in the upright box near the speaker's podium, and wait to be called by the Chair.

Personal information is optional. This speaker's card will be incorporated into the public record of this meeting.

Name (PRINT): Maritza Buckman
To ensure your name is announced correctly, you may want to include its phonetic spelling

Address: _____

City: Walnut Creek

Phone: _____

I am speaking for: ☒ Myself

☒ Organization: SEIU 1021

I wish to speak on Agenda Item #: 50.4

Date: Public Comment

My comments will be: ☐ General

☐ For

☒ Against

☐ I wish to speak on the subject of:

David Twa
6.9% pay
raise?

☐ I do not want to speak but would like to leave comments for the Board to consider
(Use the back of this form)

Information for Speakers:

David Twa

In lieu of speaking, I wish to submit these comments:

as County Administrator

Ensuring that Board
policies are carried out
in the most efficient,
cost effective and service
oriented manner

"Preparing the annual
budget"
increases to our
health care costs

1. Deposit this form into the upright box next to the speaker's podium before the Board's consideration of your item
2. Wait to be called by the chair. Please speak into the microphone at the podium.
3. Begin by stating your name and your city or area of residence, and whether you are speaking for yourself or on behalf of an organization.
4. If you have handout materials, give them to the Clerk.
5. Avoid repeating comments made by previous speakers.

The Chair may limit the time allocated to speakers so that all may be heard.

how does a
6.9% increase fit into this budget?