



*Martinez*

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September 10, 2015

David Twa, CAO  
Contra Costa County  
651 Pine Street, 10th Floor  
Martinez, California 94553

RE: AFSCME Local 512 and EHSD's Need for Overtime for Eligibility Work Supervisor Classification

Mr. Twa:

AFSCME Local 512, AFL-CIO reiterates our position that County Costa County EHSD Department can place the Eligibility Work Supervisor classification represented by AFSCME Local 512 on the Overtime Exclusion Exemption List at any time as you have done in the past.

Continuing this past practice would allow the timely granting of the public assistance programs necessary to ensure the communities we serve receive timely assistance and that State and Federal timelines will be met.

We feel that the failure to serve the community of Contra Costa County because of a disagreement between AFSCME Local 512, AFL-CIO and Contra Costa County is insensible and creates a great disservice to the residents of the county who depend upon receiving aid within the prescribed timelines.

Sincerely,

Felix Mario Huerta Jr.  
AFSCME Council 57  
Local 512 Business Agent

cc: Gayle Walls-Burns, Local 512 President  
AFSCME Local 512 Bargaining Team  
Contra Costa County Board of Supervisors  
Kathy Gallagher, Director EHSD

D-2 Speaker Bonnie Eickler

A	B	C	D	E	F	G
		Strongly Disagree	Somewhat Disagree	Neither Agree/Disagree	Somewhat Agree	Strongly Agree
1	How satisfied are you with your involvement in decisions that affect your work?	33.3%	16.6%	33.3%	8.3%	8.3%
2	How satisfied are you with your opportunity to get a promotion?	50%	8.3%	33.3%	8.3%	0%
3	Management visibly demonstrates a commitment to quality.	33.3%	41.6%	16.6%	8.3%	0%
4	Management does an excellent job of keeping employees informed about all matters affecting employees.	58.3%	16.6%	0%	8.3%	16.6%
5	I have the tools and resources to do my job well.	8.3%	16.6%	25%	33.3%	16.6%
6	My work gives me a feeling of personal accomplishment.	8.3%	16.6%	25%	16.6%	33.3%
7	I feel encouraged to come up with new and better ways of doing things.	33.3%	16.6%	8.3%	33.3%	8.3%
8	I receive useful and constructive feedback from management.	33.3%	50%	8.3%	0%	8.3%
9	I have an opportunity to participate in the goal setting process.	50%	16.6%	0%	25%	8.3%
10	Employee performance evaluations are fair and appropriate.	41.6%	8.3%	8.3%	25%	16.6%
11	Management is regularly evaluated by line staff.	91.6%	0%	8.3%	0%	0%
12	Management is required to follow the same rules as line staff.	75%	16.6%	8.3%	0%	0%
13	My supervisor gives me praise and recognition when I do a good job.	33.3%	0%	0%	41.6%	25%
14	Management gives me praise and recognition when I do a good job.	66.6%	8.3%	8.3%	8.3%	8.3%
15	Management does not minimize my successes.	16.6%	33.3%	33.3%	16.6%	0%
16	Management is actively interested in my professional development and advancement.	58.3%	16.6%	8.3%	0%	8.3%
17	Management encourages and supports my development.	25%	16.6%	33.3%	25%	0%
18	The environment in this organization supports a balance between work and personal life.	25%	16.6%	33.3%	25%	0%
19	If I were troubled by an impending change, real or rumored, I could safely confide my concerns and seek solutions with management.	66.6%	25%	0%	8.3%	0%
20	My job does not cause unreasonable amounts of stress in my life.	25%	41.6%	8.3%	16.6%	8.3%
21	People are held accountable for the quality of work they produce.	58.3%	16.6%	16.6%	8.3%	0%
22	In this office we maintain very high standards of quality.	50%	0%	25%	25%	0%
23	Management treats all employees fairly.	66.6%	16.6%	0%	8.3%	8.3%
24	Management's policies for promotion and advancement are always fair.	58.3%	8.3%	16.6%	8.3%	8.3%
25	Favoritism is not an issue in promotions.	75%	0%	25%	0%	0%
26	Favoritism is not an issue in team assignments/transfers.	66.6%	0%	11%	0%	0%
27	Management is always consistent when administering policies concerning employees.	50%	25%	16.6%	8.3%	0%
28	I am always treated fairly by management.	50%	16.6%	16.6%	0%	16.6%
29	I respect the management at this office.	45.5%	18.1%	18.1%	9%	9%
30	Management respects me.	41.6%	25%	25%	0%	8.3%
31	Management leads by example.	75%	8.3%	8.3%	0%	8.3%
32	Management at this office are competent professionals.	41.6%	8.3%	25%	16.6%	8.3%
33	Management has adversely affected morale in the office.	16.6%	0%	0%	16.6%	66.6%
34	The management of this office is ethical and has integrity.	27.3%	36.4%	27.3%	0%	9%
35	Management demonstrates strong leadership skills.	45.5%	18.1%	18.1%	9%	9%
36	How satisfied are you with the information you receive from management on what's going on in the office?	45.5%	36.4%	0%	18.1%	0%
37	I am very satisfied with management.	54.5%	18.1%	18.1%	0%	9%
38	Management listens to what I'm saying.	50%	16.6%	25%	8.3%	0%
39	Management values my talents and the contribution I make.	63.6%	9%	9%	18.1%	0%
40	Employee job satisfaction is a top priority of management.	63.6%	18.1%	9%	9%	0%
41	Management values the contribution I make.	50%	33.3%	8.3%	0%	8.3%
42	Poor performance is effectively addressed throughout this organization.	75%	25%	0%	0%	0%
43	Management is held accountable for employee relations.	58.3%	0%	41.6%	0%	0%
44	I am paid fairly for the work I do.	50%	16.6%	25%	8.3%	0%
45	Management is actively seeking ways to achieve fair compensation for employees.	83.3%	8.3%	8.3%	0%	0%
46	Management truly cares about fair compensation for employees.	75%	8.3%	16.6%	0%	0%
47	My salary is competitive with similar jobs I might find elsewhere.	66.6%	8.3%	8.3%	16.6%	0%

Survey of EHSD employees

A	B	C	D	E	F	G
48	My benefits and salary are comparable to those offered by other counties in the same field.	75%	8.3%	16.6%	0%	0%
49	My workplace is a physically comfortable place to work.	8.3%	16.6%	25%	41.6%	8.3%
50	My workplace is safe.	16.6%	16.6%	8.3%	41.6%	16.6%
51	Communication is encouraged in this organization.	66.6%	8.3%	8.3%	16.6%	0%
52	Management communicates well with the rest of the organization.	50%	25%	8.3%	16.6%	0%
53	I can disagree with my supervisor without fear of getting in trouble or being retaliated against.	16.6%	25%	33.3%	8.3%	16.6%
54	I can disagree with management without fear of getting in trouble or being retaliated against.	50%	8.3%	25%	16.6%	0%
55	I am comfortable sharing my opinions at work.	33.3%	0%	25%	25%	16.6%
56	Management is genuinely interested in employee opinions and ideas.	50%	25%	16.6%	8.3%	0%
57	People with different ideas are valued in this organization.	25%	25%	33.3%	8.3%	8.3%
58	My ideas and opinions count at work.	41.6%	16.6%	25%	16.6%	0%
59	I am highly committed to this organization.	8.3%	0%	16.6%	41.6%	33.3%
60	I would recommend a job with this organization to friends and family.	25%	50%	8.3%	8.3%	8.3%
61	I feel personally driven to help this organization succeed and will go beyond what's expected of me to ensure that it does.	25%	16.6%	8.3%	25%	25%
62	I am actively looking for a job outside this organization.	25%	8.3%	25%	16.6%	25%
63	I have applied for another job outside this organization in the past six months.	33.3%	25%	0%	8.3%	33.3%
64	I have applied for another job outside this organization in the past year.	41.6%	16.6%	0%	0%	41.6%
65	I am rewarded for the quality of my efforts.	66.6%	16.6%	8.3%	8.3%	0%
66	I am valued by my supervisor.	16.6%	8.3%	16.6%	16.6%	41.6%
67	I am valued by management.	41.6%	33.3%	8.3%	8.3%	8.3%
68	My job makes a difference in the lives of others.	0%	9%	0%	45.5%	45.5%
69	I have a clear path for career advancement.	45.5%	27.3%	0%	27.3%	0%
70	I am satisfied with the job being done by my immediate supervisor.	36.4%	9%	9%	18.2%	27.3%
71	Management is concerned with and actively seeks way to improve the office morale.	63.6%	27.3%	0%	0%	9%
72	My supervisor promotes an atmosphere of teamwork.	25%	16.6%	8.3%	16.6%	33.3%
73	Management promotes an atmosphere of teamwork.	58.3%	16.6%	16.6%	0%	8.3%
74	Management understands the problems we face on our jobs.	75%	8.3%	0%	8.3%	8.3%
75	I do not believe that there is a "them and us" dynamics within our office.	66.6%	8.3%	8.3%	8.3%	8.3%
76	Leadership does a good job of "walking the talk" on key values.	54.5%	18.2%	18.2%	0%	9%
77	I feel comfortable going to my direct supervisor with any problems or issues.	18.2%	27.3%	0%	18.2%	36.4%
78	I feel comfortable going to management with any problems or issues.	58.3%	16.6%	8.3%	0%	16.6%
79	I have never experienced any forms of discrimination or harassment at this company.	50%	16.6%	0%	16.6%	16.6%
80	I am motivated to see DCCS succeed.	8.3%	0%	36.4%	16.6%	41.6%
81	Management is concerned with the employee retention problem and is actively working to resolve the issue.	75%	8.3%	0%	16.6%	0%
82	Management does not "groom" favorite employees for promotional positions.	70%	10%	10%	10%	0%
83	Management does not encourage turning employees against each other.	36.4%	9%	27.3%	27.3%	0%
84	The stats counted for production measurement adequately encompasses the actual work I perform.	75%	0%	16.6%	8.3%	0%
85	The Director maintains effective and collaborative relationships with line staff.	63.6%	0%	27.3%	9%	0%
86	I have confidence in our Director.	41.6%	8.3%	25%	8.3%	16.6%
87	Management overall maintains effective and collaborative relationships with line staff.	63.6%	9%	18.2%	0%	9%
88	I have confidence in management.	58.3%	25%	8.3%	0%	8.3%
89	Considering everything, how satisfied are you with your job?	25%	33.3%	16.6%	25%	0%
90	What other issues not included in this survey need to be addressed in this organization?					
1) Managers' condescending tone when speaking with line staff, especially Lisa Jones. The tone is not needed and not appreciated. 2) Level III should be a step increase, not considered as a promotion. Supervisors and management should be able to do the job of the people they supervise and evaluate to effectively oversee. 3) Has there been any consideration in hiring a director? 4) Management and supervisors promote an atmosphere of mediocrity in fear of union action. 5) New director who isn't retired and double dipping. Benefits/salary increased to levels of other counties in area! 6) Instead of addressing the problem employees work or behavior, management allows the issues to continue and finds scapegoats for the problem employees, especially if problem employees are friends of management or management is afraid of the repercussions of addressing the work or behavior of problem employees.						

\*Additional notes made on questions

10) (Strongly Disagree) Until last one

13) (Strongly Agree) Now, but not previously

20) (Strongly Disagree) Absolutely disagree

21) (Neutral) Only some people | (Strongly disagree) Never

24) (Neutral) Unknown

25) (Neutral) Unknown

29) (No choice marked) Some

32) (Neutral) Some

33) (Strongly Disagree) (but wrote) Couldn't be more true

36) (Strongly Disagree) Only of it pertains to my team, not overall. If I were transferred I would be out of the loop. It's happened once already.

38) (Neutral) Some

41) (Somewhat Disagree) Some

43) (Neutral) Unknown

47) (Strongly Disagree) Not at all



[illegible]