

To: Mr. Fondse
Mr. Manna
K. Degeest
J. Sheffield
L. Nolin
J. Stroh

An open letter to my coworkers and friends,

I am writing this letter in response to all of the animosity and ill feelings that has come over us in the last year or so. I have not signed my name to this letter for reasons which you will read.

I have worked for the district for over 10 years. I receive longevity pay, for which I am grateful. In my last job when you got 10 years on the job they bought you lunch. I feel the longevity pay is a form of recognition for my time of service, not what is owed to me because I showed up to work for 30 years and whether I did good work or not. By the way, disconnecting speedometers, feeding cows on work time, and landscaping your yard is not good work for the district. I come to work to do mosquito abatement because I like the work. Yes, sometimes it is boring after going to the same property with the same problems for several years in a row. Yes, sometimes having to move rocks or inspect yards or sort dead bugs is unpleasant duty, but I see these things as part of the entire job, the job I applied for and and received. I am not being held here against my will.

Since all the meetings have been held and the letters written, I too have concerns about retaliation, but not from management. I feel if I voice my opinion against the complainers that I will be retaliated against by my own coworkers. My biggest fears are not the manager changing my zone or the assistant manager changing the work of an assistant supervisor. My biggest fears are being intimidated by a certain supervisor or assistant supervisor when I dont go along with their ideas of how to run the district. I fear the cold shoulder form the technicians who feel I should be with them on issues that sometimes are outdated or so blown out of proportion that they dont make sense. I fear the changes in people during discussions of what the association should do for the employees. I thought salaries and benefits and those kinds of things were important. We spend more time fighting over things like who does and who does not get to spray weeds than we do on getting a raise or keeping medical insurance.

I fear a growing lack of respect for certain employees towards others. Some of my friends call themselves Christians, but when they get their chance, they stab their coworkers in the back by talking trash and disrepect. My idea of christians is different.

I fear a growing lack of concern by some of my coworkers for the aspect of the greatest good for all, because 4 or 5 people cant deal with changes. I dont feel the changes are always in my own best interest, but when I look at the big picture I see our district keeping all employees, whether old or new, not just the old guys , or the ones with 30 years. I have got a raise of some sort each year I have worked here. When I read the paper I see the county laying people off, the citys making cuts. I have a friend who works for a

government agency and she says we are the lucky ones. Yes, some years our raises are less than expected. Yes, getting a lump sum raise was not great. But they were raises and we agreed to them.

During my time here I have heard the managers say things, and not just the current one. I also have heard my share of things said by supervisors, assistant supervisors, mechanics, secretaries, pilots and others. How come we dont write letters when our supervisor says things we dont like? How come we dont complain when we hear that another coworker has said something about one of us that we dont like? Maybe because we are afraid of retaliation from them, not management. I hear some of the employees saying they want to speak to the board. This is funny, since the employees saying this dont talk to management. I fear a situation where my coworkers and supervisors are willing to complain about the manager to someone other than to the manager himself. He says he is willing to talk to us so why dont we give him a chance? If you complain to the board I fear the board will see some of my coworkers and supervisors as incapable of taking care of all the little issues or with talking with management. Lets face it we have one who thinks by having most of the employees agree with him it will be better for all of us. Dont be fooled, it will only take the heat off him. If this mans evaluations are bad thats his problem.

Since the letters have been sent to the board and since we got the memo from the manager its clear that the board supports the manager. Maybe we need to look at the real issues before us and not continue to use the excuses we put on paper. Yes, I want a raise. Yes, I want good benefits. Yes, I want a permanent job. But I want those things because I told the district those are the things that are important. I dont want to ask for a raise by asking the manager if he is getting his education paid by the district. I dont want to get my benefits by telling the board that my work isnt appreciated.

I fear management changing the way people will get new jobs. We accused them of not promoting one of us correctly and that they showed favoritism. They supplied us with the facts. From what I can see we were wrong. We shot off our mouths before we had the facts. The facts were available but we didnt ask for them. Have we said anything to the manager we were wrong? Have we apologized? I wouldnt blame the board if they only hired people from outside from now on. It appears we can trust the system now which we could not do with the last manager.

I hear some saying they are not respected and their time in service is not recognized by the district. The employees here get longevity which is recognition for time in service. We got jackets and gift certificates for teamwork. We have employee of the quarter which we didnt have with the last manager. We have evaluations that tell us if we do a good job or not. What is missing? If a gold pin is the answer I would be happy to pay for someones just to shut him up.

Last but not least, I dont think everyone is in agreement with all the complaints. Since our meetings some say they havent heard the issues put in the way they are written. Some didnt know some items would be discussed. Since when does a supervisor represent all employees? Some dont think supervisors should be involved since they are part of management. Maybe we should be complaining about some of the supervisors instead of

the manager and assistant manager. Since I have worked here I have only experienced discontent and bad relations from one supervisor and one assistant supervisor. Maybe we should have the board get these guys out of the association so we can deal with the real issues and not their problems.

We have letters saying we have a lack of confidence with the manager. The manager is doing what he is paid to do. I have a lack of confidence in mid management which is a supervisor and some of the assistants. They need to go to school to be more professional and the district should not pay for it, they should pay for it themselves. One of the supervisors is more interested in bragging about his cows, his ranch, his corvette and other things. He should be interested in his job, at least from 7 to 3:30. We support people like this but it does no good. We support an assistant who does nothing but intimidate people. He treats new people like dirt and its a wonder they stay. We should support the good of all, not 1 or 2 peoples concerns over their problems. If they cant get good evaluations from management or their supervisor thats their problem.

I will finish this letter by saying that if this place is so bad why do we stay? Because the pay and benefits are good, the work isnt that hard. The management accepts who we are if we do our jobs. A few of us are afraid that things will change and that they wont be able to do their jobs. This is wrong. Each time there is change we are allowed to change on our own terms. The scanners did not happen overnight. Working with Terry and others is not forced labor, but the opportunity to learn something else. What the manager may say about me at a meeting with supervisors is not my business unless it affects me badly. In my years I have not experienced or seen anyone hurt by this manager. Have people been sent home? Yes, but only if they get into triple auto wrecks or following people around in Lockeford. Do people get bad evaluations? Yes, but it is easy to see who gets them. Its the same people who want me to support the half truths and whining they feel will help their cause.

As I said this letter is unsigned. After thinking about my letter you will learn I am one of the majority of the employees who feel this thing has gotten out of hand and should stop. Let the board do their job controlling the manager. Let the manager manage the district. Make the supervisors be accountable. Make the assistants treat us as coworkers and not as an animal.

Lets work together and get a raise and control mosquitoes.