

CHAIRMANS' OFFICE STAFF

I HAVE CALLED THIS PRESS CONFERENCE TO ADDRESS THE MEDIA AND RESIDENTS ABOUT THE STAFFING IN MY OFFICE, THE OFFICE OF THE CHAIR.

WHEN I TOOK OFFICE AS THE NEW CHAIRMAN IN JANUARY, I HAD THE IMMEDIATE RESPONSIBILITY OF BUILDING A TEAM OF STAFF MEMBERS TO HANDLE ALL OF THE DUTIES ASSOCIATED WITH RUNNING THE OFFICE.

EVERY CHAIRPERSON THAT HAS PRECEDED ME HAD TO DO THE VERY SAME THING. THEY HAD TO BUILD A STAFF.

STAFFING THE OFFICE ENTAILED ESTABLISHING WHAT POSITIONS WOULD BE NECESSARY, WHAT THEIR JOB TITLES AND RESPONSIBILITIES WOULD BE, AND WHAT THEIR LEVEL OF PAY WOULD BE COMMENSURATE WITH THEIR JOB DUTIES.

DURING THE MONTH OF JANUARY AND INTO THE EARLY DAYS OF FEBRUARY, THOSE DECISIONS WERE DECIDED AND STAFF WAS IDENTIFIED TO FILL THE NEW POSITIONS IN THE CHAIRS OFFICE.

A NUMBER OF THE NEW POSITIONS WERE FILLED BY MY DISTRICT OFFICE STAFF, WHO I KNEW COULD BE DEPENDED ON TO FUFILL THE NEW RESPONSIBILITIES IN THE CHAIRMANS OFFICE.

THEY WERE PROMOTED INTO THE NEW POSITIONS WITH NEW AND EXPANDED RESPONSIBILITIES AND THE COMMENSURATE PAY ASSOCIATED WITH THE PROMOTIONS.

THE CHIEF OF STAFF IN A DISTRICT OFFICE WITH RESPONSIBILITIES ONLY FOR THEIR DISTRICT AND THEIR DISTRICT STAFF IS NOT THE SAME AS A CHIEF OF STAFF IN THE CHAIRMANS OFFICE WHO NOW HAS THE RESPONSIBILITY TO WORK WITH ALL 13 COUNTY COMMISSION OFFICES, SUPERVISE SEVERAL OTHER OFFICES.

THAT REPORT TO THE CHAIR AND CARRY OUT SIMILAR DUTIES TO THAT OF A NUMBER OF A HIGH LEVEL EXECUTIVES IN COUNTY GOVERNMENT; A MEDIA AIDE IN A DISTRICT OFFICE IS NOT THE SAME AS A DIRECTOR OF MEDIA RELATIONS IN THE CHAIR'S OFFICE; AN OFFICE MANAGER IN A DISTRICT OFFICE IS NOT THE SAME AS AN ASSISTANT CHIEF OF STAFF IN THE CHAIRMANS OFFICE.

IT IS MY BELIEF THAT THE NEW POSITIONS ESTABLISHED AND THE COMMENSURATE LEVELS OF PAY WERE REASONABLE IN COMPARISON TO OTHER SIMILAR POSITIONS IN COUNTY GOVERNMENT.

THE TIMING OF THE STAFFING OF THE OFFICE AND THE SALARY ADJUSTMENTS WERE A FUNCTION OF HOW QUICKLY WE COULD GET OUR OFFICE ORGANIZED AND GET STAFF EITHER TRANSFERRED INTO THE NEW POSITIONS IN THE CASE OF EXISTING STAFF OR HIRED IN THE CASE OF NEW STAFF. THIS IS WHAT YOU HAVE TO DO IN ORDER TO GET THE OFFICE UP AND RUNNING.

MY OFFICES RESPONSE TO THE REALITY THAT YOU HAVE TO DO MORE WITH LESS HAS BEEN ADDRESSED BY THE FACT THAT WE HAVE EIGHT (8) FEWER POSITIONS THIS YEAR ON THE IMMEDIATE COMMISSION STAFF THAN LAST YEAR.

TODAY, THERE IS ONE LESS LEGISLATIVE PERSON, TWO FEWER MEDIA STAFF, TWO FEWER PROTOCOL STAFF AND 3 LESS SERGEANT-AT-ARMS, IN ADDITION TO CUTTING THE OVERTIME COSTS OF THE SERGEANT-AT-ARMS OFFICE.

I UNDERSTAND THE ECONOMIC ENVIRONMENT THAT WE ARE IN. WE ARE DOING MORE WITH LESS.

WITH THAT, I WANT TO OPEN THE FLOOR FOR QUESTIONS.