

G-1

Damico, Tracy

From: Furbee, Melissa
Sent: Tuesday, February 1, 2022 4:13 PM
To: COB
Subject: Public Comment - 2/1/22 Board Meeting

In reference to Agenda Item: G-2

To Whom it May Concern,

I am writing as a follow-up to the Board of Supervisor's meeting today, in particular to agenda item G-2, regarding "options to re-evaluate the current processing of payroll". I was in attendance when this agenda item was being discussed and raised my hand to speak but the board had already motioned to move onto the next matter, and I was not able to deliver any remarks.

One of my staff members, Neil Bost was grossly incorrectly paid, in addition to it not being on time on two, consecutive occasions. I want to express my concern from a programmatic level and give you additional information about this matter.

You heard from Neil Bost today, an Employment Training (ET) Office Assistant II, who was not paid correctly or on time for the Dec 31st and Jan 14th pay dates. He is on a reduced schedule, working 20 hours each week. He was paid \$23.05 on 12/31/21 and \$22.05 on 1/14/22 for 40 hours of work each pay period. On both occasions County Payroll, the Auditor, Employee Services and Human Resources were contacted by either me or Neil, inquiring what was at issue and to rectify the situation. I emailed both Payroll and the Auditor on 1/14/22 asking to be provided with answers and received no response. I also called the Auditor's office on 1/18/22 and spoke to the Executive Secretary and was told no one from that department could speak with me because they were busy, and that my only options for getting in touch with someone from payroll was to leave a message with the Executive Secretary or email the auditor. I did leave a message with the Executive Secretary and have never received a response from anyone. The Auditor/Controller mentioned at today's meeting that there can be confusion when multiple people from the same department contact the Auditor's department, as it becomes unclear who needs to be contacted and if the information will be relayed to all. However, no one from my department was ever contacted by the Auditor's office for an explanation. The only information we were provided was from Employee Services, shortly after the 12/31/21 pay date, who said they had spoken to Payroll and were informed the mistake occurred due to Neil's reduced schedule but that the error would be corrected. The error occurred again on 1/14/22.

My concerns are threefold; 1) The fact that the county did not appropriately pay an employee on two separate occasions is unacceptable. More so this is an entry level employee who is less likely to manage the effects of not receiving a paycheck with adequate resources; 2) As a county, we are having difficulty hiring and retaining people. This experience will not aid these efforts. We cannot complain about not having adequate staff and not treat our current staff with the respect they deserve; and 3) This was an unnecessary waste of staff time and resources. With no follow-up from the Auditor's office, the burden was placed on DHHS staff to attempt to resolve this matter. It is unprofessional and inappropriate to have not received adequate communication from County Payroll and/or the Auditor's office.

Paying staff accurately and timely should be a county guarantee. Staff should not have to worry if their next paycheck will be correct or on time. I am available for further discussion if desired. I appreciate the time and energy involved in tending to such important matters. Best,

Melissa Furbee

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