

# Opinion: It's time to dump the Bear Flag

By Alex Abella, Los Angeles Times

One hundred and sixty nine years ago in a frontier town, a band of thieves, drunks and murderers hoisted a home-made flag and declared themselves in revolt from a government that had welcomed them. Instigated by an expansionist neighboring power, the rebels aimed to take over completely and impose their language, culture and mores on the land. The revolt succeeded beyond anyone's expectations.

That frontier town was Sonoma, the land was California, and the rebels, American settlers spurred on by promises of help from U.S. Army Captain John Fremont. The rebel standard, the flag of the so-called California Republic, became the California State Flag. It's time California dump that flag, a symbol of blatant illegality and racial prejudice. Like the Confederate cross of St. Andrew, the Bear Flag is a symbol whose time has come and gone.

When the Legislature voted to adopt the rebel standard as the state flag in 1911, California was in the grip of a racist, jingoistic fever.

**[Read the whole story](#)**

---

## Opinion: Sneaky behavior by

# EDC officials exposed

By Larry Weitzman

On June 2 the El Dorado County Board of Supervisors did the right thing and saved the county from a mini debacle that would have cost hundreds of thousands of dollars annually starting in about two weeks. Since the Board of Supervisors' agenda is prepared by the CAO's office at the direction of the chief administrative officer, the blame for this initially resides there. But more specifically, this particular agenda item originated in Human Resources, headed by current CAO Pamela Knorr.



Larry Weitzman

It was agenda item No. 13 and presented to the BOS as an innocuous clean-up of language in a resolution that would amend the salary and benefits resolution for unrepresented employees and replace a prior resolution from 2001, which was the first mistake. The resolution from 2003 should have been used as it amended the 2001 resolution. This June 2 resolution allegedly included basic changes to on-call duty compensation for HHSA extra-help employees to be consistent with on-call duty compensation recommended in a letter of agreement with county employees' association, Local 1. While innocuous, it was important for HHSA, especially when a call for client service or mental problems occurs at 1am.

When on the consent calendar on May 19, the resolution contained enough errors that the assessor and auditor asked

that the matter be put over for two weeks. Also part of the county's process is that resolutions of salaries and benefits be posted to Legistar 21 days in advance of the calendar allowing sufficient time for scrutiny. The matter was re-calendared for June 2, but the matter didn't hit Legistar until May 29. Because it was late in the day on Friday, no one gave it a look until June 1, which turned out to be a busy day as it was the first day of budget hearings.

It was late Monday when someone saw what appeared to be an intentional attempt to seek massive raises for some department heads. Remember, the resolution's purpose was ostensibly to correct on-call extra help duty compensation, but the 44 pages of legalese and government-speak set for the June 2 calendar had a new four-line provision that was nowhere to be found in the May 19 resolution and those four lines provided that elected and appointed department heads would now receive longevity pay, not just for total service to El Dorado County, but for service to other city and county jurisdictions. How much? "Ten years gets 5 percent, 15 years gets 10 percent; 20 years gets 13 percent 25 years gets 15 percent and 30 years gets 16 percent."

The history of this provision needs review. On Dec. 11, 2001, a salary and benefits resolution was passed by the board that gave elected and appointed department heads longevity pay for service to other counties and cities. On July 15, 2003, Resolution 204-2003 eliminated that longevity pay provision.

In Knorr's apparent rush to finalize the 5.5 and 5 percent raises for most county employees, reduce the electeds' pay by eliminating longevity pay entirely (not just longevity pay for in-county or out-of-county service) and eliminate other differentials to elected department heads, the problem commenced. This measure was proposed by former District 4 Supervisor Ron Briggs and passed 3-1 in late 2013 with supervisors Brian Veerkamp, Norma Santiago and Briggs voting yes, Supervisor Ray Nutting abstaining and Supervisor Ron

Mikulaco voting no.

Then the Human Resources director, Knorr included modified language from the 2001 resolution instead of the more-current 2003 resolution and inadvertently (or intentionally?) included longevity pay for management for service to other cities and counties, striking the language that electeds can participate.

A recent Grand Jury report (Case 14-07) filed a few months ago criticized HR department's operations, noting 16 significant negative findings. Its operation is a failure. Guess who runs the HR Department? Knorr is still HR director and has been so for this entire fiasco starting before November 2013.

No one on the board expressed a need for longevity pay for service outside the county, especially now with county deficits in the tens of million dollars, but technically it's been part of the salary and benefits resolution since Nov. 18, 2013. And it's still causing a potential problem. While it wasn't included in this year's May 19 resolution, the mistake reappeared in the June 2 resolution.

Who would benefit? Knorr would benefit, according to her statements regarding working for other government agencies, by an immediate \$28,000 annual salary increase (15 percent) on top of her \$186,000 salary, not counting benefits. County Counsel Robyn Drivon, who has a base salary of about \$197,000, would receive almost \$30,000. Since this longevity provision dates from November 2013, it could benefit people like Terri Daly and Kim Kerr. There are others who would benefit, but I doubt they even knew about it. Since this provision emanated from Human Resources and the CAO, with a county counsel review, how did it get through? Is this more evidence that the Grand Jury is even more correct? HR is incompetent and who else?

This matter just wasn't on the board agenda; it was on the consent calendar where items are passed perfunctory without

discussion. Information on the agenda described the funding source as: "Funding: Changes to on-call duty compensation affect the Health & Human Services Agency only and would be funded primarily from state and federal funds." Nothing could be further from the truth. It would have amounted to hundreds of thousands of dollars of General Fund spending and this was just one day after the CAO's budget wanted to cut more than \$500,000 of vital senior programs. The board didn't go along with that either.

On June 5, I received an unsolicited call from County Counsel Drivon, who tried to explain this "mistake." It was so confusing to the point that I asked her three simple questions: How did that happen? Who did it? How and why did it get by the county counsel's office? Drivon's response was a simple "good day" and a hang up. Maybe it wasn't such a good day.

*Larry Weitzman is a resident of Rescue.*

---

# **Opinion: Battle between states rights, federal authority**

**By Andrés Martínez**

I don't drink Champagne, but if the Supreme Court strikes down state bans on gay marriages this month, I might pop open a bottle in celebration. As a newspaper editorial writer and editor, I've been waiting a long time for this one, having fought two publisher bosses in two different cities, going back to the mid-1990s, to editorialize in favor of gay

marriage. I won the second fight, but barely, at the *Los Angeles Times*, about nine years ago.

A court decision that relies on our federal constitution to legalize gay marriage across the country would be a triumph for individual liberty, common sense, and human decency. It would also amount to a blow against that most persistent of villains throughout American history: the destructive creed of state rights and state sovereignty.

That same creed is at issue in the Obamacare case, *King v. Burwell*, to be decided by the court this month. The law allows the federal government to provide subsidies to lower-income insurance customers who sign up for coverage on the new exchanges “established by the state.” Trouble is, pursuant to other sections of the law, it was the federal government that ended up establishing an exchange for those states that refused to establish their own – and no one involved in drafting the law intended for its patients to be denied the same subsidies available to people signing up for coverage on a state-created exchange. Now, in their feverish desire to interfere with the relationship between American citizens and their national government, opponents of the law are hoping the Supreme Court will cut off 8 million people from the support and coverage they are receiving.

As we await these landmark decisions, it’s worth reading Joseph J. Ellis’s new book, “The Quartet: Orchestrating the Second American Revolution 1783-1789.” It’s a masterful reminder of the timeless tension between the concept of the United States as a singular nation and the United States as merely a confederation of sovereign states.

Ellis chronicles how four of our Founding Fathers – George Washington, John Jay, Alexander Hamilton, and James Madison – recognized from the earliest days after independence that the individual states, and the excessive power retained by them under the loose Articles of Confederation, were a serious

threat to the promise of the American Revolution.

Hence this influential “quartet” pushed for the 1787 Constitutional Convention in Philadelphia. Washington wrote at the time: “We are either a United people or we are not. If the former, let us, in all matters of general concern act as a nation... If we are not, let us no longer act a farce by pretending to it.”

Madison, often cited as the father of the Constitution, disagreed vehemently with Thomas Jefferson over whether it was state governments or the new federal government that would be the biggest threat to individual liberty and rights, and history has proven Jefferson spectacularly wrong in that debate. It’s hard to blame him: Madison’s (and Hamilton’s) belief that the larger, more distant national government could be a more representative embodiment of “We the People” was a very modern concept.

But being so ahead of their time limited the Quartet’s contemporary success. Their new Constitution, by political necessity, was riddled with fraught compromises – such as the electoral college and the equal vote of each state in the Senate – that would define much of American history.

Abraham Lincoln ratified and reinvigorated the Quartet’s accomplishment to the point where he deserves to join Ellis’ crew, and make it a Quintet. The Civil War and its aftermath delivered on the Madisonian concept of a federal government empowered to protect citizens – especially minorities – from the bullying of local and state authorities (i.e., majorities). But that doesn’t mean the fight is over.

Nowadays we don’t often think about these federalist debates that have haunted our history, because we are too busy – and this goes for both conservatives and liberals – gaming the tension between Washington and state capitals. Even within the gay marriage legal fights over the last decade, both sides

have taken turns, depending on the prevailing winds, arguing in favor of a state's right to define marriage for itself, damned what the rest of the country thinks.

Too rarely do we ask ourselves the more fundamental question of whether we are citizens of California or Texas – or the United States? If the Quartet had invented a time machine and paid us a visit, they'd be astonished at the resilience of the state sovereignty creed. Too many Americans cling to the belief that the United States is a confederation in which citizens' fundamental rights can and should vary across state lines, to accommodate local biases.

Let's hope in the coming days and weeks that five such Americans aren't sitting on the Supreme Court.

*Andrés Martinez is the editorial director of Zócalo Public Square and a professor at the Walter Cronkite School of Journalism at Arizona State University.*

---

## **Letter: Community supports Bijou TWI readers**

**To the community,**

I have raised \$1,990, allowing me to order many Spanish chapter books from Magic Tree House series and Junie B. Jones series. This will benefit all three classes in the Spanish TWI program at Bijou Community School.

We have many people who donated: Vincent Cefalu, Cardinale Automotive Group Tahoe Inc., Deana Budgell, Blue Dog Gourmet

Pizza. Cristi Ellingford, Hetherton Agency, Jennifer Stafford, John Drum, Rebecca Bryson, ASA Real Estate Services, Luke Property Management, High Sierra Laundry, DBA Posh Finds, Timer World Properties LLC, Jennifer Webb, Karina Martinez, Cecilia Mendoza, Eneida Grajeda and Linda Bingham.

I raised the money because our students, both native and non-native Spanish speakers, are reading so well in Spanish. We needed more materials so I had to start a fundraiser to benefit all students in first grade TWI. We run reading groups where students are assigned a certain amount of pages everyday. Now we can run reading groups with books that are of high interest to the students.

**Eileen Magallanes, TWI first-grade teacher Bijou Community School**

---

## **Letter: Heavenly helps at Bread & Broth**

**To the community,**

Following up with their second Adopt A Day of Nourishment sponsorship this year, the Heavenly ski patrol hosted Bread & Broth's evening dinner on June 1.

Representing the ski patrol were Nate Ludwig, Tegan Davidge-Ludwig and Cynthia and Thomas Burkart who came to St. Theresa Church's Grace Hall at 3pm to help the B&B volunteers bag the giveaway bags with fresh fruit, vegetables, canned goods and pastries donated by local business, stores and B&B donors.

Once the doors opened at 4pm, the ski patrol crew worked the

serving line dishing out generous portions of meat loaf, roasted potatoes, mixed veggies, green salad and strawberries. Throughout their three-hour shift, the Heavenly ski patrol volunteers were eager to help and take the opportunity to feed people in need.

“What a wonderful experience,” said Cynthia Burkart. “The Bread & Broth dinners are the best.”

Thanks to groups like the Heavenly ski patrol who donates funds and volunteers, B&B is able to feed from 85 to 110 folks every Monday evening. Serving the community and doing something to make someone’s day a little better is a rewarding experience and is what brings back organizations like the Heavenly ski patrol to sponsor Adopt A Days annually and often several times per year. Kudos to the ski patrol for their commitment to serving the community.

For more B&B information, go online or find us on Facebook.

**Carol Gerard, Bread & Broth**

---

## **Letter: STHS students say thank you**



From left to right top row:  
Ryan Rozano, William  
Davenport (teacher), Rebekah  
Miller, Trenton Gifford,  
Antony Lopez, Miguel Ruano,  
Danielle Gifford (Applebee's  
manager), Sarahi (Applebees  
staff). Left to right bottom  
row: Jocelyn Lopez, Jennifer  
Corado Sifontes, Emily  
Griffin, and Carina  
Giardina. Photo/Provided

### **To the community,**

South Tahoe High School is one of the most unique and fun schools I've attended, it's full of opportunities for students to achieve their maximum capacity. I am a proud Achievement Via Individual Determination student who enjoys learning new ways of becoming a better leader and student. The AVID program starts in seventh grade until your senior year to make sure you are one of the most successful students in a four-year college. In your junior year AVID focuses on each student exploring their horizons when it comes to colleges. This adventurous and educational field trip is to make sure each AVID student has felt the environment of a college and have a better idea of which option he or she wants to go after high school.

Each class is responsible for raising the money that's needed to go on this trip which also gets the students involved within the community. As time approaches the class of 2016 we decided to host a breakfast that was possible thanks to Applebee's amazing workers. It's so close to our junior year that we are now back on track to having one of the best colleges experiences in our high school careers. Applebee's was the perfect way for us to get involved and familiar with

fundraiser they also made it super easy and fun it being our first time. We definitely hope to work with them in the future. We cannot thank them enough for helping us collect over \$800.

Thanks to the opportunity offered to us by Applebee's we are now on our way to getting to visit at least three colleges, spend one night in a hotel, and possibly visit a theme park. Each year that you are a member of the AVID program you remember that you are closer to your award field trip, at least that's how I like to see it. We also want to thank the community for supporting our class in this great opportunity for the future leaders of the world.

□We hope that this field trip will allow us to make a great decision our senior year on what college we would like to attend. It will be the first time for some students to get the chance to explore colleges and get a feel for the real world. A special thank you to Danielle Gifford and the staff at Applebee's, William Davenport our teacher, and his wife, for making sure that our fundraiser went great.

Sincerely,

**Jennifer Corado Sifontes, STHS AVID student**

---

# **Opinion: Why kids need to dig in the dirt**

**By Manuel H. Rodriguez**

Kids today have it all it seems, except time to be themselves. Their lives are so intensely choreographed from one activity

to the next, and their scarce downtime so consumed by all their different-sized screens. It's no wonder they no longer get a chance to master one art kids used to excel at: using their imagination to turn free time into an adventure.

America was still mired in the Depression when my family moved into the south Los Angeles neighborhood of 61<sup>st</sup> Street, just east of Main Street, which was characterized by peaceful stillness, interrupted in the afternoons and on weekends by the shouts of children at play. My brother, Raul, and I were 5 and 7 when we moved into that house, oblivious to the difficulties facing the nation.

On the contrary, we felt blessed by the abundant opportunities to explore nature in our new home, even as it stood in the middle of the big city. A bedraggled yucca plant stood in the middle of our front yard besieged by crabgrass. Even there we found things to study up close and wonder at—the grasshoppers that hopped in during the summer months and the bright yellow dandelions that grew there in profusion. When the *dents-des-lions* went to seed they became translucent globes that we held up and blew at to watch their tiny filaments fly off into the air and disappear.

Our summers provided endless opportunities for exploration, as well as a challenge for us to entertain ourselves on days that languidly stretched themselves ever longer. In the backyard, we observed an enormous web that connected bush with bush. When an insect flew into the web, we watched wide-eyed as a big spider raced to deliver the *coup de grace* to a struggling but doomed captive. And then wrap it, weaving the silk with its legs into a gray shroud that would hang on the web to await future consumption. We discovered the daddy long-legs with its long, spindly extremities. In dark, out-of-the-way places like garages, we sought out the ominous black widow and strained to see the red hourglass that marked its underside. That activity we knew was fraught with danger. Mother had

warned us about black widows.

In the heat of summer nights as we sat in the front room, we heard loud pinging at the front door—hard-shelled June bugs that, attracted by the house lights, came crashing against the screen. When it was very hot, we caught sight of the swift, darting creatures we called horny toads that were neither toads nor horny. More conventional lizards stopped and froze and then scurried away as well. We learned to coddle ladybugs and recite to them the verse that urged them to fly away home because their house was on fire.

Once in a great while we saw turtles—or maybe they were tortoises—that we suspected were brought in from the desert and had wandered away from their keepers' homes. We fed them lettuce leaves and looked on as they munched on them. The rule that we should not watch as people ate did not apply to turtles. On the hottest nights of the summer, crickets loudly proclaimed their presence. Many were the times, especially when intense summer heat made staying indoors intolerable, when we played outside until well into the night, our child sounds competing with the chirping of the crickets.

Nights in Los Angeles were very dark then and the stars shone brightly. The sight of shooting stars was not uncommon in the era before we became a megalopolis. Occasionally, the darkness was pierced by enormous shafts of light that moved dramatically across the sky, from searchlights placed in front of a market or a carpet store announcing a grand opening. Or a movie premiere.

When the war came, I was in fifth grade. The nights became even darker, as blackouts were ordered to hide us from marauding Japanese planes. Several times we heard the nighttime wailing of sirens that announced a practice air raid drill and alerted residents to prepare their windows with blackout curtains. Helmeted air raid wardens in armbands patrolled the streets. When they spotted any light in a house,

a warden would knock heavily on the front door and bellow out an order that it should be covered.

But for the most part, the real world didn't intrude much in this realm where we were free to be children, even older siblings like me who were genetically programmed towards seriousness. Raul and I did a lot of digging and playing with dirt in our backyard. We spent many days on our knees inspecting the legions of red ants that entered and exited holes they had dug in the ground. I'm not proud to confess that, like boys before and after us, we inexplicably indulged in macabre experiments on the poor ants, involving a magnifying glass and concentrated sunrays. Enough said on that.

Digging in dirt was great fun. We flooded an area with water from the garden hose and ran it through little ditches we dug, damming the water up at intervals with pieces of wood we half buried in the muck. We made little paper boats and sailed them down our boy-made rivers.

But the best way we used our dirt paradise was as a spot for playing a game at which we spent countless hours—marbles. Ernie, my friend from across the street, often joined us. Playing in dirt got us very dirty. We tried to avoid kneeling in the dirt by squatting, which didn't work at all. We wore overalls like the ones worn by farmers and garage mechanics, and canvas tennis shoes.

With a stick, we traced a large circle in the dirt and in its center placed several marbles that formed the pot we would play for. That is, assuming we were playing “for keeps.”

The boy whose marble stopped closest to a line drawn in the dirt played first. The shooter selected a spot on the circle and, forming a fist with his shooting hand, he knuckled down to play. With his thumb, he propelled a marble toward the pot with the aim of knocking one or more of the marbles out of the

ring. He pocketed the ones he knocked out and earned another shot. If the shooter was very good, he could continue until all the marbles were knocked out.

We'd play for countless hours, so many that the fingernails of our right, shooting thumbs developed holes from the pressure of the hundreds of marbles they propelled.

Marbles and other games taught us the importance of playing by the rules. Arguments occurred when a player insisted on not conforming to them. Ernie's father, an otherwise extremely mild-mannered man, came over to our house one evening demanding of our parents, for Pete's sake, the return of his son's marbles. Losing one's marbles was not a good thing, then or now.

In summertime we'd also play a lot of tag, with other neighborhood kids, as well as hide-and-seek. The cry of *olly olly oxen free* rang out, signaling the all clear when hiders could emerge from their hiding places. After "Frankenstein" became a cinematic sensation, the child who was *it* became the monster. The mere thought that a monster was on the hunt for us was chilling, even though we knew that it was only a boy, or a girl.

On hot summer days, the iceman from Kirker Ice Company made his customary rounds. While he was out of sight, lugging a block of ice into our house for the ice box, children clustered around the back of his truck, packed floor-to-ceiling with ice, and engaged in a harmless but refreshing bit of thievery, helping ourselves to shards of ice that remained on the damp truck bed. We wiped slivers of wood off our pieces of ice and sucked off the ice-cold water, rubbing our faces and necks with them. On many summer days, Mother prepared frosty pitchers of lemonade that included pieces of the block of ice that now sat in our icebox.

We had roller skates that we fitted over our shoes and

tightened against the leather sole. A neat little metal key did the tightening. We skated only on the sidewalk. I never got the hang of braking so I just headed onto the grass until I stopped moving.

Police radio dramas and cowboy movies were popular at the time and boys liked to wear badges. We made our own. The metal caps of soft drink bottles were lined with cork that we pried out. Then we held the metal cap on the outside of our shirts and pushed the cork into the cap from the inside. The cap stayed put. We became walking advertisements for soft drinks including that new drink, Dr Pepper. We wore holster sets that handled two pistols, the large, silver colored ones being the most popular. Some boys had BB guns that actually shot steel or lead pellets. We didn't. Mother considered them dangerous and beyond the pale.

Flying kites was fun, too. Raul was much better than I at maneuvering a kite, running to get it airborne and flying like a good kite should. Mine had a maddening tendency to fly in frustrating circles. And then crash.

On especially hot days, we made use of the garden hose and sprinkler that we set in the middle of the lawn. Other neighborhood children would join in as we frolicked around in our bathing suits through the fountain of cool water the sprinkler created for us. Loose grass and weeds and little twigs stuck to the bottom of our feet.

When you're 10, your summer is one big block of freedom to be a kid. When it's 4:18pm in the middle of July and you're scraping those twigs off your feet, laughing with your friends, the life ahead of you appears as one of infinite possibility. Mostly all things, starting with your own imagination, just seem wondrously infinite. I worry that kids today aren't allowed such space.

As we grew older, the summers got shorter, and our playtime

scarcer, until it all became a sepia-tinted memory in a life full of purpose, work, and seriousness.

But that's another story.

*Manuel H. Rodriguez taught in local schools for 41 years, 35 of them at Los Angeles Valley College.*

---

## **Letter: Paying it forward at B&B**

**To the community,**

The \$250 donation to sponsor the May 25 Bread & Broth Adopt A Day of Nourishment was provide by a grant from John McDougall, of the Pay It Forward Community Fund through the Parasol Tahoe Community Foundation.

Through the Parasol Foundation, McDougall has set up a Pay It Forward Scholarship and High School Mentoring Program for non-college bound youth and wants his program recipients to learn how to give back to the community.

By hosting an evening dinner that served over 100 meals, McDougall exemplified his commitment to helping those in need by paying it forward with a hot, filling and healthy dinner to those who struggle with hunger. He and his volunteer crew members, Janet McDougall and Debbie DuBuc, kept busy helping the Bread & Broth volunteers greet, serve and provide the Bread & Broth dinner guests a great meal and a place to socialize and enjoy the kindness of others. McDougall has hosted and volunteered at previous B&B broth dinners and "enjoyed seeing how great the people were; very nice and

friendly.”

He also noted that “the fellow volunteers all work well together and the dinners are very helpful to our community.” To that end, McDougall has committed Pay It Forward funds to setup an ongoing, annual sponsorship for Memorial Day weekend Mondays. Bread & Broth would like to thank him for his generous current and future support of our program and our goal of easing hunger in the community.

**Carol Gerard, Bread & Broth**

---

## **Opinion: Calif. economy depends on Latino schooling**

**By Rob Lapsley, Sacramento Bee**

Latinos are now the largest ethnic group in California and will continue growing. Half of all children under 18 in California are Latino.

The demographic change impacts just about every aspect of our society, none more critically than our economy. With this young and growing population, California has a consumer market and workforce rivaled only by entire nations.

The future of California’s economy will be determined by how well we educate our Latino population and develop our workforce. It’s not just a matter of preparing our workforce. We are also concerned about creating a two-tier economy, or a two-class California that will threaten our prosperity.

**Read the whole story**

---

# Letter: EDC assessor challenges counselor's facts

**Publisher's note: *This letter was sent June 4 to El Dorado County Counsel Robyn Drivon from county Assessor Karl Weiland explaining how she gave misinformation to the Board of Supervisors.***

**Robyn,**

At today's budget hearing, you made the statement that the longevity for prior service clause was not added, it was in the resolution all along. I disagree with your assertion for the following reason:

***Here is §901 from the May 19th redline version which is item 5) in file 15-0634 Version 2***



***And here is §901 from the redline version 6/2/15 which is item 2:***



First note that the language in question is not present in the May 19 version. Second, the language recognizing prior service is highlighted in red and underlined as are all other additions. Obviously, if the language were present in previous versions, the text would be in black with no emphasis.

I see that only the original contract routing sheet is part of the agenda item. Clearly, a significant change was allowed to be made to the document with no additional review by county counsel being posted as part of the agenda item.

As I expressed in a prior email, my concern is with process. If more evidence is needed to convince everyone that the process has serious flaws, consider this: This longevity reinstatement language is also contained in Resolution 235-14.

This is the resolution that was intended only to restore longevity and CPA differential for the elected department heads. There was no publicly stated intent to adjust longevity of appointed department heads.

I am not at all familiar with the agenda process or CAO/county counsel or HR's internal review procedures. There might be some validity in the argument that a new administration, new counsel and relatively new board all combined to allow such a glaring change to slip through ... once. But twice?

There is no argument that the salaries of public officials and executives is a sensitive issue that must be administered in a manner above reproach. If there is a time for complete, honest and full disclosure, this would be where those attributes need to be present though out the entire process. There is no place here for any taint of deceptive practice, intentional or accidental.

That this was almost allowed to occur points to the need for strengthening the process to be more inclusive and deliberative.