

Public Comment Received
6/22/2022 Cathy Hartsvelt

I have spent the better part of the last 13 months following the business of the County with regard to the resolution to establish the position of Finance Director and Human Resources Director and strip those functions from the Clerk's office where they have been performed ^{successfully} for decades. We don't have to re-hash the underhanded, late addition to the agenda ^{year ago} ~~last~~ May when the Clerk was out of town and the County Administrator claims he knew nothing of the agenda to establish new positions and remove the functions from the Clerk's office.

As my experience is in Accounting/Payroll with the County I decided to interview for the HR Director hoping my experience might be helpful in the establishment of these new departments. My understanding was that it was a department head position; it is not although Board members and the paper refer to HR as a department as does your website. HR Director is an employee position expanding the staff of the Administrator's office. My interview was to say the least one of the most confusing interviews I've ever had. When I stated my professional goals and intention would be to work closely with the Clerk/Chief Deputy Clerk so as to utilize decades of institutional knowledge assisting in the creation of what I thought was a department, The Administrator asked me if I understood that I would be perceived to be a "spy" for the Clerk and he also stated that the Clerk and Chief Deputy Clerk are hated by more than 50% of the staff and department heads ^{& electorates} and it was clear the HR Director would be directed to utilize the auditors rather than the Clerk and Chief Deputy. Needless to say, I was not offered the position although I have more experience than the current hire and ~~I would not~~ ^{anyone who knows} agree to be a yes man for the Administrator. I also do not agree that the Clerk and Chief Deputy Clerk are hated and find it reprehensible that Administrator Janik continues to make this statement to these two public servants.

Your resolution specifically states the creation of positions not departments. The positions are not mentioned in your current job description being utilized in your search for a new administrator. I find this troubling in that both the Finance Director and HR Director function under the Administrator.

Recently I had a sit down with Chairman Wessel. Chairman Wessel shared with me that the County is in crisis mode. I told him to call Steve Peacock even if the Administrator discouraged him. I know for a fact that Mr. Peacock had a conference with the Clerk, the Chief Deputy Clerk and Administrator Janik before responsibilities were to be re-assigned to his office and Mr. Peacock shared his concerns about timing etc.

You are in a pickle here of you own making. On more than one occasion, I have met with Administrator Janik over the last six months to ask him to lead you toward understanding this re-assignment of responsibilities and the creation of these two positions ahead of the Administrator search was ass backward. It is misleading the candidates for Administrator to rely on the job description on your website as there is no mention of these positions or the responsibilities a new Administrator will be overseeing. If you are fortunate to hire an Administrator without full disclosure, my guess is you'll have a resignation within 3- 6 months of your hire just as you lost the most qualified Finance Director you had earlier this year.

At last weeks' meeting, it was difficult for me to listen to the thanks and praise for the Administrator and his loyal contributors to this year's budget process. The inference was that anyone outside the process would be considered to be dis-loyal to the County which so far from the truth as the Clerk and her staff have been sorely ignored and underutilized. The Administrator has hired ^{inherited} and lost valuable employees to this process all within weeks of assuming the responsibilities. The Administrator is relying on a group of five which include his ^{admin} secretary who has no accounting background, an almost absentee Treasurer who ^{to my knowledge} is written up in almost every audit since taking office including the 2021 audit which you will be seeing next month and his chief deputy at the time is now your HR Director and Interim Finance Director.

The saying goes "your lack of planning does not constitute an emergency on my part". Your total lack of respect a year ago to open planning dialogue with the Clerk is water under the bridge and an opportunity lost. You are now in crisis mode as Chairman Wessel expressed to me. This crisis (situation) is of your own doing, and the veiled threat that anyone who isn't part of the "team" is going to be considered dis-loyal and that is maddening. The Clerk, the Chief Deputy Clerk, the Clerk's staff have undergone hate-speech, bullying, intimidation, manipulation and false accusations. I am sad for the taxpayers of the County – they are the ones ^{at most} ~~most at~~ risk losing the talents of the Clerk's office to perform these functions.