

October 23, 2011

(Sent to Director Ruth Coleman, Deputy Director Bill Herms, Deputy Director Park Operations Tony Perez, Deputy Director OHMVR Division Daphne Greene, and Chief OHMVR Division Phil Jenkins)

On behalf of the Board and members of CSPRA, we are respectfully requesting that you address the issue below as soon as possible. We understand that this is an unprecedented situation and that each park District, sector and unit is unique. However, the urgent nature of this request is being fueled by the current Career Opportunity Bulletin that requires staff to make major career and life changes in a very short time frame with insufficient information.

Thank you for this opportunity to submit our concerns and requests for action.

Requests for action:

- 1) Delay the deadline for the COB. Staff needs more information and more time. Most of the decisions to put in for a transfer advertised in this COB will be based on the need to retain a job in the Department rather than a well thought out goal initiated by the employee.
- 2) Address the questions below and send out an all employee memo with the information as soon as possible
- 3) Provide more information on the planned reorganization, timing and staffing levels as requested below.
- 4) Meet with the CSPRA Board in the near future (members that are able to attend) to further discuss these issues.

Specific questions re: current COB

If staff does not put in for the positions advertised, will other vacant positions become available?

Why are not all the vacant positions being listed at once (we know there are many more than are listed on this COB)? It seems to be fairer to be able to choose from all of them when making such an important decision.

The COB requires staff to make a decision in a very short time frame. How does this timing fit with the cadet academy placements? We are assuming current staff should have precedent over cadets.

Seniority List- Will each person get the list based on state seniority, get time to organize a plan for them then pass the list onto the next ranger in seniority? Will the list be based on park unit(s)?

If a plan is approved to keep the park open after a staff person transfers, does that staff have reinstatement rights, especially since most of these transfers were only pursued to avoid being laid off.

How long will staff have to plan all of the logistics of moving, sale of home, school changes, etc.? 30 days 45, or until the park actually closes completely?

If an agreement is reached that allows an operator to keep a park open just a couple of days a week, how will a determination be made as to staffing needed for such a reduced level of service. This information is needed to help staff determine if they should put in for a transfer now.

IF you do not choose to leave your park, in phase one or two what is the EXACT timeline for the third phase to be implemented? The wording is vague in that it states may be given a job?

Expecting your long-term employees to make a life changing decision in an 11-day time period does not even give the employees the time to investigate all of the needed areas in making a move. Why can we not have the exact timeline for this lay off process? There has to be a plan that is to be implemented in our department. Why is it not being given to the field?

Request for further information:

The field would like to see the new organizational charts. Field personnel are the bulk of those affected

The field staff knows that District reorganization is going to happen in some areas. Staff would like to have more information at this time regarding time lines, staffing levels, district reorganization, etc. Even if all the decisions have not been made, it would be very helpful to have as much of the information as possible.