



## MEMORANDUM

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November 20, 2009

**TO:** Talbert Grooms  
Lela F. Estes  
Betty L. Toney

**FROM:** The Senior Recreation Professionals

**SUBJECT:** *Response to the November 19, 2009 Civil Service Board Meeting*

Dear Civil Service Board,

We are contacting you to voice our concerns about item 6 (Open Session 6.1) on your November 19<sup>th</sup> Board Meeting Agenda.

We first want to thank you for the concern you showed for our group when you asked the question "how did we(the staff) feel about the proposal". We are opposed to the proposal for we feel this is an attempt to circumvent **Civil Service Rules and Seniority.**

On November 2, 2009 we made contact with the current City Manager and Commissioners to voice our concerns and to present a budget solution from Recreation. We have attached a copy of that proposal for you.

We were not trying to broadcast our proposal beyond Mr. Riodan, but feel forced to share it with you for we were shocked to learn that the department's proposal had actually made it to your level. The unspoken intent behind the proposal presented to you on yesterday at your meeting surrounds age-discrimination, favoritism, and as stated above: to circumvent seniority.

We can say favoritism because we already know who the new positions are slated for. We can say age-discrimination because in these rough, economic times, six young supervisors were recently sent to an out of town training to prepare them for those positions. None of the senior supervisors were asked or afforded the opportunity.

If the plan you heard yesterday is given fruition, it will demolish the foundation of what support our department gives to the young people of this City.

We appreciate the Union speaking out on our behalf during the meeting, but as they stated, they do not represent us. As Mid-Managers, technically we have no one to represent us but the Civil Service Board. That is why we are appealing to you to do as you have always done in the past: just ensure that we are given a fair shake and are not penalized for the years of service, dedication and faithfulness we have given to the organization.

In closing, we want to thank you in advance for your time. If you need to contact us, our contact information is listed on our budget proposal.

Sincerely,

The Senior Recreation Professionals

Attachments <sup>1</sup>/~~2~~ letters and 1 proposal