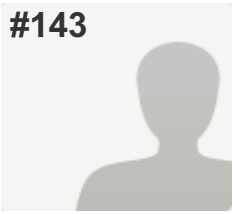


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PAGE 2: About Agencies Scheduled for Study

Q1: Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses will be posted online and may be included in a Committee report.

Natural Resources, Department of

I have no problems with the way the agency helps this state or any of the out reach this agency has through out the state. I have concerns/complaints about the inter operations of this agency. I would like you to at least look at some of the issues that have taken place within this agency. The first would be the hiring of the Finance Director by the Deputy Director of OSS. Which was really on the basis of him knowing her, not her experience, one of those hirings of I'll scratch your back if you scratch mine, type of hirings. The Finance Director was hired over the internal applicants; who were told they had not enough or no experience for the position. Any one of the three of the internal applicants have more experience in one pinkie finger than than she ever will. Which leaves me with the biggest question of all: if the Finance Director was so experienced, why didn't she know that you have more than two D-38 forms on a grant through out the period of a grant..... how come she didn't know how retention works on a contract payments on purchase orders... how come she didn't know how to setup a grant in the SCIES module??? How to Budget a grant in the Grant Module??? Why she would tell a grant coordinator that payments on subrecipient contracts don't have to be paid under the right contract number on the right purchase order or that they don't have to be corrected to report a final closeout to a federal entity.. and she calls other agencies to find out how to do something. Even let a Non-DNR employee use your DNR computer to apply for a DNR job, and then help them reword it better before submitting. Hire your friends and old acquaintance with no working experience is how they run the ship now, and is so sad how nothing has been done or is going to be done about any of the things they have done and got a way with. The turn over in this division in the last three years has been directly due to the the horrific management style of the Finance Director and at the direction of the Deputy

Director. If the finance director can get away with making a statement in a meeting of "I don't care who your friends with or who you know, or who's sleeping with who". I'm sure you can say or treat anyone the way you want. The deputy director gave the finance director along with the new procurement employee's signs to post in their offices and cubicals of the following: a bunch of Turkeys running, with the quote marked out with a big red circle "but...we've always done it this way!" (picture available upon request) This was very offensive to a lot of employee's working in this area and to other employee's in other divisions which was eventually taken to the director and they were made to take them down.. What was so bad was a couple of them had them framed. This was just uncalled for, just like they were all going to come in and clean up every ones messes, they were the new crew... who were going to clean up DNR. The morale of this division went to the toilet, bluntly speaking. A lot of crap was thrown around by the deputy director and finance director who have no working ethics at all. Neither, can be trusted at word value. They take care of each other, and their newly hired employees, none of the employees who have been there for years. How do you lose a procurement manager that was handling three times what the new one does making way less than 60,000.00-(actually run off by the OSS Deputy Director, previous Finance Director, and Budget officer) and hire some one new who is making over \$70,000 00 and that doesn't even do half of what the last procurement manager did. Has never been through a closeout, audit, or says we shouldn't have an state Law enforcement contract???? Um, excuse me DNR is a Law Enforcement agency..... Didn't know she was to use the State Bid calculator on bidders??? Or ask for samples when doing bids...All she could say was we've been doing all procurement's illegally. In all the years I'd been there, I never heard or saw anything about illegal procurement's. Not to mention the procurement buying authority was lowered due to the fact the OSS Deputy Director didn't fill positions in a timely matter. I will also say the budget director does all the work for the OSS Deputy Director and everyone knows it. I can probably bet the deputy director of OSS doesn't even know how to log on to SCIES, run any reports, pull any license information, or any other OSS information for himself, but he can logon to his I pad and cell phone to record people and take notes instead of listening to anyone. It's bad when you have to file a complaint with your HR because you feel like you are being racially targeted "mostly targeted" and encouraged to go the racial way with it instead of just

targeting; which no findings of course were found to be racial or targeted, but wow they can hurt the whole department and nothing ever be done about how these two director's have ruined this department in so many ways... DNR will continue to lose great employees who will take the knowledge with them just because the way they were treated.... I'll bet, no I know for a fact the person they hire in my position will make three times what the last grant supervisor made (48,622.00; which they were told they couldn't get a raise because they didn't have a career path written) and it will be a minority, and most likely not do half of what the last supervisor responsible for.... The last grant supervisor was understaffed for three years and worked late, on weekends, even at home most of the time, even on her days off and while on FMLA. She was even emailed for the closing package on the day of her mothers funeral by the finance director because she didn't know how to do it her self. As for a previous employee of over twenty-two years, the grants division was evidence that no encouragement from the deputy director or finance director was ever given. One occasion of many, was when the department had no findings on the federal audit, last year. Neither director ever said- wow good job, and great job; just how can things be done better. I worked my butt off for this agency and was be little d by both director's behind my back, told lies on me, which eventually came down to them not inviting me as the supervisor to grant related meetings, because they didn't want my or any of the grant coordinators input, and then said that they didn't want to involve grants because we would get upset with what was said, bull, how were we suppose to know what was broken if we didn't hear it or weren't involved in any of the meetings. I did my job well, as did all of the grant coordinators, if there were complaints; I wasn't getting them directly; as to the fact of the Charleston office having so many complaints as the business manger would tell everyone but me, and would go to the Finance Director, not to me or forward any of the people to me, until it was way out of hand, this is when the Finance and Deputy director's setup a grant meeting or complaint session more like it, without my knowledge. They thought I didn't know, but little did they know, I had many people let me know what she and the deputy director was doing behind my back. For some reason when they had the meeting in Charleston and to their surprise no one complained... They were on the witch hunt for themselves and for the Charleston business manager who wanted someone else in as the grant supervisor. I was forced out after my complaint because there was no working with either of them after all of this and they couldn't

be trusted nor any of the people they involved in their schemes. Many more unbelievable issues have taken place since these two Director's have taken positions with DNR as you have seen with all the postings and some that I'd rather not put online. It is so obvious of the partiality they gave to all the minorities they hired and how they bullied all the other employee's as far to run us off. I am speaking out for all the employee's who are left at DNR and for the image of this state agency. Please don't over look the issues with this department. Make DNR a great agency to work for again. Please.

PAGE 3: There are three questions seeking general information.

Q2: What is your age?	45-54 years old
Q3: Which best describes your current role?	State employee
Q4: In which county do you live?	Lexington
