

Begin forwarded message:

From: "Tortarolo, John S." <JTortarolo@palomar.edu>
Date: May 11, 2015 at 4:04:08 PM PDT
To: Permanent Faculty <PermanentFaculty@palomar.edu>, Classified Staff <ClassifiedStaff@palomar.edu>, CAST <CAST@palomar.edu>, AA Education Administrators <AAEducationAdministrators@palomar.edu>, AA Classified Administrators <AAClassifiedAdministrators@palomar.edu>, Deans <Deans@palomar.edu>, VP's <VP's@palomar.edu>, "Deegan, Robert" <rdeegan@palomar.edu>
Cc: Governing Board Members <GoverningBoardMembers@palomar.edu>
Subject: SRP information

Dear Colleagues,

The PFF made some serious allegations in its May 4, 2015 email to all of you. This email is intended to provide relevant facts for your information.

When employees act within the scope of their employment, and when all employees receive the same program benefit, there is no conflict of interest. President Deegan advises the Governing Board on District policy, operational, and fiscal needs, as well as recommends tools the District can use to meet these needs. I negotiate with the Unions, and meet and confer with our CAST and AA employees. VP Cuaron and the other vice presidents, with the president, provide, review, and validate assumptions used in all operational decisions. The eligibility requirements for the SRP are identical for all eligible employees. The SRP benefit is the same for all employees.

When the Board receives a threatening letter from an attorney, no matter who they represent, the District secures competent legal review of the matter, and legal counsel provides a well-researched opinion. All school districts and colleges consider these types of letters as matters of pending litigation. The Board received and is reviewing the legal opinion. We are confident legal counsel will validate there is no conflict of interest, no self-dealing for anyone in the SRP.

Allegations have been made that President Deegan, VP Cuaron, or I changed the SRP assumptions in order to make the SRP benefit us. Nothing could be further from the truth. Initial assumptions, made in July 2014, have been updated as we get closer to the actual SRP. PARS has done multiple scenarios to handle every "what if" situation that we can anticipate. The District has been transparent – all these scenarios were exhibits for the April 28, 2015 Board Workshop, and the same exhibits are being used for the May 12, 2015 Board meeting. The District provided hundreds of pages of documents to the PFF. The District prepared a detailed succession plan for all classified SRP-vacated positions, and reviewed it with CCE leadership, who endorse and support it.

PARS will make a detailed presentation of the SRP – all the scenarios, and the benefits of each, at the Governing Board meeting on Tuesday, May 12, 2015. The Governing Board will make its decision regarding the SRP at this meeting.

John
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