



November 8, 2010

Dear Cuyahoga County Appointing Authority:

I write to you for two reasons: first, to state my intention to meet with you to discuss your areas of responsibility and potential changes related to the new county government; and second, to share with you an important request related to the conduct of business over the next two months.

For a variety of reasons – not the least of which is to signal to Cuyahoga County residents that change is happening in our local government – I request that you agree not to make any personnel changes, including new hires, transfers, salary increases, changes in status (example - from at-will status to civil service protected), or union agreements or take other similar actions before the new government takes office in 2011.

Actions that appear to be the same old “musical chairs” seen so many times at the eleventh hour before new leadership takes over must be avoided. I recognize that certain personnel actions may be necessary in order to conduct the county’s business, but I respectfully request that you consult me in regard to actions that you feel are urgent and require immediate attention.

With a new County Executive and County Council beginning its work now and taking office in January, we owe the citizens of Cuyahoga County nothing less than the utmost respect for their desire to change the way the county does business. I do not want to pre-suppose that any such actions would be taken, but I wanted to make my expectations as clear as possible.

My office will be calling this week to request a meeting with you to talk about this matter and other significant issues that you and your staff are facing. I look forward to that discussion. I appreciate your cooperation in regard to this request.

Sincerely,

Ed FitzGerald

Ed FitzGerald
Cuyahoga County Executive-elect