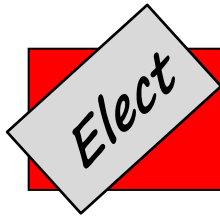


## If You Do Nothing - Nothing Changes



**Jimmy Callaway**  
**Kent County Levy Court Commissioner at Large**

### **Kent County Spends \$37,500 Unnecessarily**

Commissioner involvement with employees could have avoided this expense.

Kent County is spending \$37,500.00 on a study designed to understand why the County is below the average when it comes to minority employees. Two studies were paid for in the past but the County continues to have issues.

My discussions with current county employees have revealed some common concerns. Among them: testing for positions is inconsistent often having nothing to do with the job applied for. This makes the hiring and promotion practices suspect in the applicants' eyes. Other concerns include employees feeling as though they have no voice; no one will listen; concern of repercussions if issues are brought to anyone's attention; and low morale in all county departments.

Because there are numerous personnel issues, the results of the study should be given directly to the County Commissioners rather than to personnel management.

Discussions with current county employees will reveal issues with hiring and promotion practices as well as causes of chronic low morale.

Ultimately, the Commissioners of Kent County are responsible. It should be their responsibility to review the results of this 3<sup>rd</sup> study, meet with county employees and formulate an action plan.

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