

Hello, my name is Adam Wickert, and I am proud to be the Vice President of ACE! I'm here to speak about tonight's proposed budget cuts. While my position was not directly impacted by the budget cuts, I am concerned about the workload demands that cutting positions will create on the college. While it might seem fiscally responsible to eliminate a position after an employee retires, which has happened in CRM, the workload of that position now shifts to multiple employees who are already working at capacity. I am also concerned about the precedent that this type of budgetary decision creates. By cutting positions for retirees, the administration risks burning out employees who are already overwhelmed.

Last year, CCC went through a climate survey. While many aspects of the survey spoke to the positives of working at CCC, one consistent theme that showed through was that existing employees were feeling overwhelmed and under-resourced to be able to do the work that was assigned to them. In my role at ACE, I'm constantly hearing from members that they are being asked to cover duties for vacant positions that are allowed to remain vacant, sometimes months, but often close to years at a time, because there isn't funding to support filling vacancies. Per the Climate Survey, "I care about the values that CCC represents and the work I do, but it is exhausting to work here. I've learned to tamp down my hopes and expectations about how much significant change and improvement are possible." Cutting positions doesn't just create workload demands; it also creates a culture where employees don't feel like there's a future where they exist.

Budgets are moral documents. I urge this board to reject these cuts and to instead tap into our contingency funding to keep these positions in place.