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Ans'd.....

Brian Davis
1810, Brabham St.
El Cajon CA 92
(619) 440-6957
4-12-92

Chairman of The Board of Supervisors
George Bailey
Board of Supervisors
Dear Mr. Bailey, & Board of Supervisors

I was very disturbed to see in Sundays San Diego Union Tribune that you had approved paying City manager (former) Norma Hickey $68,000.00 severance pay.

This makes no sense to me in light of the following facts as I understand them:

1 Mr Hickey left San Diego, giving ~ 30 days notice. Not enough time to do a thorough search for his replacement.

2 Mr. Hickey has another job lined up which he has been pursuing for some time. He will not be missing any paychecks with his move.

San Diego is short changed to find a new Manag

3 The board was not legally required to pay Mr. Hickey any severance pay. So why pay it?

4 The only justification for this payment seemed to be that "~~Mr~~ Norm has done an excellent job, and we felt it was proper. We weren't doing anything illegal." Doing an excellent job is what Mr. Hickey was fairly compensated for while in San Diego. Paying severance for this ~~job~~ MOU is extremely excessive, legal or not. Legally you are serving the people of San Diego.

5 If the board must call on Mr. Hickey occasionally; and, his time goes beyond common courtesy to respond, I would prefer paying him as a consultant on an hourly basis.

If possible at this time, I hope these reasons will persuade you to revoke any severance pay to Mr Hickey; and, use this money to fund a search for a replacement.

Brian DAVIS

CC
Board of Supervisors