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COUNTY OF SAN DIEGO

DEPARTMENT OF REVENUE AND RECOVERY

FAX TRANSMITTAL SHEET

DATE: 4-13-92

Please deliver to:

NAME: Board of Supervisors

AGENCY:

PHONE NUMBER:

FAX NUMBER: 557 4025

FROM: Joel Trout

PHONE NUMBER: 338 2533

SUBJECT: Severance for CAO

Number of pages sent including this coversheet: 2

COMMENTS: RSVP

Our Fax Phone Number: (619) 338-2147 Sancontel 748-2147
Please call the sender at the number listed above if the material you receive is illegible or incomplete.

COUNTY OF SAN DIEGO

INTER-DEPARTMENTAL CORRESPONDENCE

April 13, 1992

COUNTY BOARD OF SUPERVISORS
1600 PACIFIC HWY
San Diego, Ca

TO: G. Bailey - B. Bilbray - S. Golding - L. Williams - J. McDonald

I am writing this to express to you my displeasure at the decision which the board made to approve a "severance pay" for the outgoing Chief Norman Hickey.

On last week our director, Alex Martinez, talked to our department and explained the budget crisis and how it will affect us. He also reiterated the VTO program, but emphasized that it is a voluntary program. However, in light of your decison to appropriate more monies for Mr. Hickey I wonder if there truly is a budget crisis.

The following issues concern me the most about your decision:

1. It appears that Mr. Hickey's departure is of his own volition, therefore I wonder at the propriety of a decision to reward one when leaving your employ. I worked in the public and private sectors and have yet to ever see one given anything beyond earned vacation pay when they leave of their own choosing.

2. I have heard statements from the Board of Supervisors that they approve of the job Mr. Hickey has done. Perhaps that statement is made regarding some specific areas he has improved. Yet, when you pay the CAO over $134,000.00 per annum, the return should be seen in the ability he has to foresee eventual budget deficits and funding shortfalls. It appears we were not postured for these problems.

3. Expediency of the decision. At a time when you have clerks who are making only about $8.14 and the cost of VTO is $325.60. How do you demand such a sacrifice from that person, and reward a person who is not willing to "stick it out" till this crisis is over?

I am a Revenue and Recovery Officer III and have people under my supervison who do not make six figure incomes, but are single mothers, wives with children, etc... I can not in good conscience encourage their sacrifice of valuable income while our board makes decisions such as this. I will also refrain from using more VTO as this crisis is not apparently as severe as we were told.

I will continue to do my part to help erase the deficit. I have submitted three D.I.B.B.S suggestions to help in the cause.

Joel D. Trout
Revenue and Recovery Officer III
Child Support Tax Unit
748 2533, MS D-60

STOCK #75-3344