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August 11, 1994

TO: Civil Service Commission

FROM: Mercedes T. Zimmer

I have been abruptly reassigned from the downtown San Diego office to the El Cajon and Chula Vista-South Bay offices. This abrupt job reassignment has caused great stress and anxiety. Mr. Mandel, in what I view as an act of retaliation for my testifying at the Sunny Romero Civil Service Hearing, has relieved me my duties as the Secretary to the Director and Clerical Supervisor for the downtown office. I now report to Dan Harrington, Mr. Mandel's Assistant. Please see attached memo from Mr. Mandel.

Although I remain in the same classification and pay, my duties are those usually performed by a Clerk. This new assignment is a reduction in responsibility and authority. I find it a personal insult and a definite hinderance to my professional career.

Mr. Mandel made this job reassignment immediately after the conclusion of the Civil Service Hearing on Wednesday, August 10, 1994. I was not forewarned or made aware of the need for services at the El Cajon or Chula Vista-South Bay offices. Due to my testimony, I expected some form of job reassignment **but not until after a decision is made** in the Sunny Romero Civil Service Hearing. I anticipate that in the next few weeks, Mr. Mandel will be making additional staff reassignments in the office.

Mr. Mandel should not be **allowed** to treat county employees the way he has been treating them specially the ones that had testified in the hearing. The message of intimidation and retaliation for testifying against him feels **very clear** to me and the rest of the Alternate Public Defender staff. He has never been held accountable for the actions he has taken while being the Director of the Alternate Public Defender. I have worked very closely with this man for three and one-half years and I have witnessed many inappropriate actions.

I have been a county employee for thirteen years. For the past seven years, I have been rated as an "Outstanding" employee on my performance evaluation by my Supervisors including Mr. Mandel. While working at the Alternate Public Defender, I have witnessed many disturbing hiring practices and other abusive misconduct. None of these practices adhere to Civil Service mandate.

As you are aware, Sunny Romero, the former Administrative Services Manager for the Alternate Public Defender, has brought similar charges against Mr. Mandel. That matter is still pending. Until there is resolution in that case, I do not wish to file my charges. Additionally, I am not the only victim of retaliation directly related to the Sunny Romero hearings, and I suspect those abuses will soon come out.

Sincerely,

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Attachment

cc: Board of Supervisors
David Janssen
Robert Griego
EOMO
Whistle Blower Commission
County Grand Jury
San Diego County Filipino Association