

April 14, 2015

Ms. Susan Brazeau  
Director, Human Resources  
County of San Diego  
1600 Pacific Highway, Room 203  
San Diego, CA 92101

Dear Ms. Brazeau,

This letter is my official resignation from the County of San Diego, effective upon close of business today, Tuesday, April 14, 2015.

I have reached this decision with great reluctance, though after serious consideration of what has transpired to date, I stand firm that I have acted responsibly, and within the course and scope of my employment in my role as Chief of Staff, to bring forth a County employee to our Human Resources Director who reported legitimate concerns regarding Supervisor Dave Roberts' unprofessional conduct involving the alleged misuse of government resources and other questionable behavior, including alleged staff intimidation, coercion, and the creation of a hostile work environment. The initial allegations were provided through in-person interviews, and additional supporting documentation was provided by me in emails and text messages. While unknown to me before I was hired, through the course of this process I came to learn that some of the reported questionable behavior was not new. Rather similar behavior had already been the subject of concern to the County prior to my employment.

As recommended by the County Counsel at the time, I hired outside legal advice and accepted paid administrative leave as County Counsel conducted its investigation and negotiated my separation from the County. During this 5 week period, I refrained from speaking to my staff, the media and my professional contacts, to ensure the utmost confidentiality and professionalism was upheld and in order to reach an amiable resolution. Even then, my attorney and I received emails from others who somehow came to learn I was represented by counsel, who advised me that the Supervisor intended to lie publically about the concerns raised, and who otherwise used language that appeared to be an attempt to intimidate me if I held my ground.

I have spent over 20 years working to serve the general public with integrity and honesty and am dismayed to see my trust and confidence in the Board of Supervisors fade. Today the Board denied any wrongdoing by the Supervisor of District 3 by ultimately dismissing my request for a reasonable severance package. I'm told that, regardless of what has occurred, I am expected to return to my position tomorrow.

Since my leave in early March, the office deputy director has submitted her resignation and the office scheduler has also taken a paid leave of absence and is potentially seeking outside legal counsel. I have been told that the Supervisor has asked others to be untruthful about what was reported and about me. No objectively reasonable person could return to this hostile, politicized work environment, nor should I be required to endure the retaliation that took place before I went on leave and while I was on leave. The decision by the County Board of Supervisors and the County today has forced me to resign.

It is unfortunate that an employee of San Diego County government who attempts to bring forward reports of abuse and perceived ethical misconduct is left to defend herself at the expense of protecting the interests of County residents.

Sincerely,

*Glynnis Vaughan*

Glynnis Vaughan