

**Christopher S. Morris**  
Attorney at Law

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San Diego, California 92101  
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**Fax** 619-826-8065

May 13, 2015

County of San Diego  
Claims Division  
1600 Pacific Highway, Room 355  
San Diego, CA 92101

Re: Wrongful Termination Claim – Diane Porter

To Whom It May Concern:

Please take note that this office has been retained by Ms. Diane Porter in relation to her constructive termination from County employment on April 14, 2015. After serving 20 years in the Navy, Ms. Porter began employment with the County on July 7, 2014 as Office Manager/Scheduler to County Supervisor Dave Roberts. As detailed herein, when Ms. Porter raised concerns about Mr. Roberts' rampant misuse of county funds and abuse of his position, she was marginalized, criticized, and belittled. And when she refused Mr. Roberts' directive to lie to HR, she was ostracized. Finally, when the acting Chief of Staff confided that Mr. Roberts had instructed her to lie to HR by telling them that Ms. Porter had falsely instigated the rumors swirling around his office, she knew she would have to leave.

As outlined herein, in the beginning, Ms. Porter, as a dutiful employee and former service member, performed various "questionable" tasks for the supervisor without question. When asked, she would routinely perform personal tasks and errands for him. When asked, she would routinely spend county time doing campaign work for him. Unfamiliar with county ordinances regarding the misuse of public money, she thought it was inappropriate, but not illegal, when Mr. Roberts would use county resources to carry on a personal relationship with a staffer he appointed as his personal chauffeur.

However, when Glynnis Vaughn was appointed as Mr. Roberts' Chief of Staff in December of 2014, that began to change. Ms. Vaughn, who had prior public sector experience, quickly began to educate Ms. Porter and the rest of Mr. Roberts' staff regarding the appropriate use of public funds. And when staff began to heed the instruction of Ms. Vaughn, Mr. Roberts

pushed back by subjecting these staffers to severe mistreatment, including ridicule, angry outbursts, and veiled termination threats. On the other hand, the staff members that continued to do his bidding without question, most notably his personal chauffeur Harold Meza, were protected and promoted.

When Ms. Porter brought her concerns to various county officials, she was promised that she would be protected. However, after various meetings with HR wherein she candidly explained what was happening, she was first told she would be offered employment elsewhere in the county; then she was simply told to return to work for Mr. Roberts. Understandably, after discussing her situation with her husband, she felt she could no longer work in that environment. It should be noted that during the course of her employment with the County, Ms. Porter had twice been rushed to the emergency room with various physical manifestations of her stressful work situation. Ms. Porter brings this claim as a precursor to bringing an action against Mr. Roberts and the County for wrongful termination.

## BACKGROUND FACTS

### A. ROBERTS MISUSE OF PUBLIC FUNDS

Mr. Roberts had a custom and practice of using County resources for purely campaign related activities. For instance, on February 26, 2015 at 1:42 p.m., Mr. Roberts sent Ms. Porter, to her county email and on county time, a series of campaign letters seeking early endorsements asking her to “fix these letters and print them on blank paper and give only to me for signature and mailing.” When Ms. Vaughn saw Ms. Porter working on these letters she instructed her to stop and informed her and Mr. Roberts that he could not ask her to work on campaign related material. Undeterred, that night beginning at 8:37 p.m., Mr. Roberts simply began sending the letters to Ms. Porter’s personal email, instructing Ms. Porter “to keep it between them.” (These emails are attached hereto as Exhibit 1.)

Typically, when Mr. Roberts was having a political fundraiser in a certain city or community in his district, he would ask Ms. Porter, on county time, to scan through all of the official office outlook contacts to find residents of that community. He would ask her to then forward that to his personal email so that he could send a “personal invitation” to the fundraiser. Mr. Roberts even asked Ms. Porter to teach other staff members how to complete this task. It was also common place for Ms. Porter and other staff to spend their county time setting up political fundraisers for Mr. Roberts. For example, attached hereto as Exhibit 2 is an email, dated March 6, 2015, wherein Ms. Porter is scheduling and booking a fundraiser for the supervisor on county time using county email. (This is but one example of many such emails.)

In and around March of 2015, Mr. Roberts used county funds to buy 10,000 “Dave Roberts baseball cards.” When they arrived, concerns were raised that this was an inappropriate county expenditure. In response to the concerns, Mr. Roberts sent Ms. Porter an email on March 11, 2015, stating, “Diane – Please do not allow any staff to use the baseball cards and put the boxes of cards in my office in a closed drawer until further notice. Thanks! Dave.” Shortly thereafter, Ms. Porter was quietly asked to take the cards home with her. He later called that

night and asked her to “make the cards disappear.” (This email is attached as Exhibit 3 and a card is attached as Exhibit 4.) To this day, Ms. Porter still has possession of the cards.

Mr. Roberts was an active and very dedicated member of the Lion’s Club and held leadership roles with the Club. In 2014, he was appointed as a “Second Vice District Governor.” Staff viewed his alliance with the Lion’s Club as purely political. Mr. Roberts would routinely use county staff to aggrandize his standing within the Lion’s Club. For instance, Ms. Porter was often tasked with taking notes for the Lion’s Club leadership meetings. These meetings would typically last at least an hour. In addition, as part of their duties each staff member was expected to join a Lion’s Club chapter which included paying the annual membership dues out of personal funds. It did not stop there. Ms. Porter was specifically told that she needed to go Hawaii with the Lion’s Club and was given dates for a conference. Out of her personal funds, Ms. Porter booked the trip and bought the special “Lion’s Club Hawaii 2015” shirt and baseball hat. The airfare alone was \$703.00. Ms. Porter has two small children at home, ages 6 and 8, and a deployed spouse. She had no interest in joining the Lion’s Club or attending their galas. (The receipt for the airfare is attached hereto as Exhibit 5.)

Mr. Roberts had a special relationship with an outfit by the name of TERI, Inc. TERI is an adult special needs facility. TERI is a non-profit that actively fundraises. Mr. Roberts would routinely participate in TERI fundraisers and make appearances for them. In return, TERI would share with Mr. Roberts their list of donors for his solicitation. At one point, Mr. Roberts made a plea, from his official county Twitter account, requesting funds and participation in a TERI fundraising event. He was reprimanded for this action. Ms. Vaughn was specifically informed of this problematic relationship. Because of the public endorsement by Mr. Roberts, each time TERI received a donation greater than \$5,000, Mr. Roberts was instructed to file disclosure form with the county. Knowing that his relationship with TERI was under scrutiny from Ms. Vaughn, on March 3, 2015, Mr. Roberts clandestinely asked Ms. Porter, while she was on county time, to draft a letter on his letterhead stating that TERI was a non-profit in good standing so that TERI could form a new Lions Club chapter. Ms. Porter was specifically asked to hide the letter from Ms. Vaughn. (A copy of the letter is attached hereto as Exhibit 6.)

A great source of consternation and turmoil amongst the staff was the result of the special relationship between Mr. Roberts and a staffer by the name of Harold Meza. As outlined more in depth below, staff viewed their relationship as an inappropriate personal relationship being publicly carried on between a subordinate and supervisor. In the opinion of Ms. Vaughn and others, this relationship was being pursued by Mr. Roberts on county time and sometimes with county resources. One of the problems that Ms. Porter and others reported was the misuse of public funds when it came to Mr. Meza. Mr. Meza’s only job was to chauffeur Mr. Roberts from event to event in a county car; even though Mr. Roberts enjoyed a \$1,000 a month county car allowance. Often these chauffeured events were purely campaign related functions including trips to Mr. Shepard’s office, trips to his campaign headquarters, and Lion’s Club events. (Incidentally, unlike the rest of the staff, Mr. Roberts actually paid for Mr. Meza’s Lion’s Club dues. An email memorializing Mr. Roberts’ payment of Meza’s dues is attached hereto as Exhibit 7.)

Mr. Robert's misuse of public funds was not limited to campaign related activities. He would think nothing of requesting Ms. Porter to pick up his laundry, drive his kids to school, or babysit his children. Ms. Porter even prepared and filed an entire conservatorship petition for Mr. Roberts' disabled adult cousin. In fact, this task was a running joke within the office. Given the location of the probate court, when staff saw Ms. Porter put on her athletic shoes they would tease her that she was off doing Dave's family court business on county time.

#### B. ROBERTS USES COUNTY FUNDS TO PURSUE A PERSONAL RELATIONSHIP

As mentioned above, a great deal of ill will and mistrust between Mr. Roberts and his staff was caused by the preferential treatment given to Harold Meza, a junior staffer Mr. Roberts appointed as his personal county chauffeur. Staff viewed their relationship as personal and as such, inappropriate as between a supervisor and a subordinate. However, when these concerns were raised to Mr. Roberts, he would vehemently deny that there was anything going on between him and Harold. Any such complaints were met with reprobation, scorn and ridicule from Mr. Roberts.

On January 24, 2015, Mr. Roberts, who was a non-voting member of the county water authority, was scheduled to take a trip to the Colorado River for a tour of the aqueduct. Harold Meza accompanied Mr. Roberts on this trip. When preparing the expense report, Ms. Porter noted that there was just one hotel room. After the trip, Ms. Porter received a call from Mr. Roberts' spouse, Wally, who asked if the supervisor had shared a room. Ms. Porter stated that he had shared a room with Mr. Meza. Later that week Mr. Roberts approached Ms. Porter and coyly stated that "we don't need to tell Wally everything now do we?"

In one particularly awkward exchange, Mr. Roberts was discussing an upcoming opera by the name of Oedipus El Rey. When it was noted that this particular opera featured nudity, Mr. Roberts winked at Ms. Porter, who was scheduling the event, and wryly smiled and said, "make sure Harold comes with me to that."

On February 27, 2015, Ms. Porter was once again requested to attend a Lion's event. Ms. Porter was accompanied by her husband and Mr. Roberts was accompanied by Harold. Once again, Ms. Porter had to pay for her and her husband to attend while Mr. Roberts paid for himself and Mr. Meza. They were all seated at the same table. At one point during dinner, Mr. Roberts playfully attempted to feed Harold from a spoon. When her husband saw this public display, he simply asked Ms. Porter if Mr. Roberts' spouse knew what was going on.

On Valentine's Day of 2015, Ms. Porter was surprised to see a bouquet of flowers on her desk. Thinking they were from her husband, she eagerly opened the card. Surprisingly, the flowers were not from her husband. Instead, the card simply read, "Happy Valentine's Day Diane. You are FABULOUS. Love, Harold and Dave." Ms. Porter and the rest of the staff thought it was extremely inappropriate for a junior staffer to be linked to the supervisor in such a public way. (A picture of the card is attached hereto as Exhibit 8.)

Staff's concerns with the nature of the Meza/Roberts relationship came to a head in March of 2015. On Friday, March 13, 2015, Mr. Roberts and Mr. Meza were scheduled to



attend a Lion's Club event in Brawley. They were scheduled to leave on Friday at noon and return late Saturday evening. One concern was that Mr. Meza would be attending a Lion's Club event on county time. (The calendar entry for this event is attached as Exhibit 9.) Another concern was that the two would once again be sharing a room. On Monday March 2, 2015 Ms. Vaughn sent Mr. Roberts a text asking: "Who is paying for Harold's room?" Mr. Roberts responded that he was not getting a room and that he was getting a suite. Ms. Vaughn responded, "That isn't good. Harold is a County employee first and LION second and you're his supervisor. He needs a separate room." Mr. Roberts responded, "We have two suites!" (The text exchange is attached hereto as Exhibit 10.) However, what Mr. Roberts failed to disclose to Ms. Vaughn was that the second suite was going to be used as a hospitality suite for the Lion's Club event, not for sleeping. In an email sent to Ms. Porter's personal email, Mr. Roberts explained that the suite was to be used for hospitality and that the standard room was going to be used for him and Mr. Meza. In this email Mr. Roberts wrote, "Harold will stay with me. (Brave man!)" (This email is attached hereto as Exhibit 11.)

### C. MS. PORTER AND MS. VAUGHN ARE VICTIMS OF RETALIATION

As mentioned above, on March 2, 2015, Ms. Vaughn first noted to Mr. Roberts that Mr. Meza needed to get his own room for the trip on March 13. In reality, this was the culmination of a long simmering dispute within the office regarding Mr. Roberts' preferential treatment of Mr. Meza as well as Mr. Roberts' misuse of public funds. On Friday, March 6, 2015, after Harold had failed to accomplish a simple task, Mr. Roberts overheard Ms. Vaughn and Ms. Porter discussing Mr. Meza's lackluster performance. He inquired of the two, "what are you saying about my favorite Harold?" Ms. Vaughn and Ms. Porter went into Mr. Roberts' office and let him know that Mr. Meza was not performing up to par and that his preferential treatment of him was creating problems with the rest of the staff. In their eyes, Mr. Meza's position as a chauffeur was a waste of public funds. Driving Mr. Roberts around appeared to be Mr. Meza's sole duty. They told Mr. Roberts that given that Mr. Roberts had a \$1,000 a month county car allowance, using Mr. Meza to simply chauffeur him around from event to event in a county car was inappropriate.

Mr. Roberts' solution was to call Mr. Meza into the office to defend himself. When Mr. Meza came to the office, Mr. Roberts defended him by repeatedly stating that "he was perfect" and that "he does nothing wrong." Mr. Roberts went so far as to state that he and Mr. Meza could run the whole office by themselves. Mr. Roberts made it clear that in his eyes Mr. Meza could do no wrong and that he would continue his relationship with him at all costs.

On Monday, March 9, 2015, Ms. Porter and Ms. Vaughn, together, went to the County Office of Human Resources to discuss what was happening in the office. They spoke with the head of Human Resources, Susan Brazeau. The two recounted what had been going on, including the misuse of public funds and the inappropriate relationship between the supervisor and Mr. Meza. Immediately upon their return to the office, Mr. Roberts made it clear that he knew they had gone to HR and what they had said. The next day they were both called back to HR for a meeting with Ms. Brazeau and a member of the county counsel's

office. Again, immediately upon her return, Mr. Roberts let Ms. Porter know that he was aware that she had visited HR. On March 13, 2015, the day Mr. Roberts was set to share a hotel room with Mr. Meza, Ms. Vaughn, who had already voiced here strenuous objections to the arrangement, called in sick. She never returned to the office.

From that point forward, Ms. Porter was the victim of numerous verbal attacks, criticisms, and harangues. She describes Mr. Roberts as mercurial; he would inexplicably vacillate between effusive compliments and nasty personal attacks. Ms. Porter was under enormous stress. She began breaking out in a strange rash across her face which caused her eyes to swell shut. Twice, she was taken to emergency room as result of the stress.

On April 1, 2015, Lindsay Masukawa, the acting Chief of Staff in place of Ms. Vaughn, confided in Ms. Porter that she (Ms. Porter) should immediately look for a new job. She told her that Mr. Roberts was blaming her “for everything.” Ms. Masukawa told her that Mr. Roberts had offered her the Deputy Chief of Staff job, along with a hefty raise, but that in order to get the job Lindsay would have to go to HR and “smooth things out” by telling them that everything Ms. Porter had told them was a lie. That very next day, Lindsay Masukawa tendered her resignation.

The next day, Ms. Porter asked for a meeting with Mr. Roberts and county counsel. She planned on confronting Mr. Roberts about his directive to Ms. Masukawa to lie about her. Unfortunately, in the meeting Mr. Roberts would not let her speak. As such, the meeting was of no value.

Feeling that everything she was telling HR was getting back to Mr. Roberts and that the meetings with county counsel were fruitless, on April 3, 2015 Ms. Porter went to see Helen Robbins-Meyer, the County Chief Administrative Officer. Ms. Robbins-Meyer stated that she appreciated the efforts she had taken in coming forward, promised that she would be protected, and told her that she would find her a new position within the county. She told her to take the rest of the week off. Ms. Porter began considering an alternative placement within the county. However, given Mr. Roberts positon as a member of the Board of Supervisors, and given what had already transpired at the county, Ms. Porter was understandably extremely concerned that Mr. Roberts’ influence would follow her wherever she went. She literally had a panic attack thinking of coming back to the county. In an email dated April 8, 2015, Ms. Porter requested that instead of a new job, she simply be given a clean break and six month’s salary as severance. In an email from Ms. Brazeau dated April 14, 2015, Ms. Porter was informed that the Board of Supervisors had denied any severance. She was informed that her administrative leave was over and that she “was expected to return to work performing her usual and customary duties for the county.” (These emails are attached hereto as Exhibit 12.) When he saw her reaction to the email, Mr. Porter, who was set to be re-deployed, made it clear that he did not want her to subject herself to the hostile environment of Mr. Roberts’ office. He could not stand the thought of his wife having to endure the slings and arrows of Mr. Roberts’ retaliation while he was at sea. Together, they came to the conclusion that she could simply no longer work for the county.

## DEMAND

As a result of the stress and extreme hardship Ms. Porter has been forced to endure, she has suffered both mentally and physically. She has lost her job at the county and been forced to take a job on base at a much lower rate. She has lost her county benefits including her flex benefits and her retirement benefits. She has twice been rushed to the hospital with an unexplained rash. She has sought counseling from a psycho therapist at the VA. Any hopes she had to work long enough to receive a county pension are gone. Worst of all, any faith she had in our municipal government was crushed. Prior to filing litigation, Ms. Porter would be willing to waive her claims against the county in exchange for a one time lump sum payment of \$250,000.

Please feel free to contact my office to discuss this matter.

MORRIS LAW FIRM, APC

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Christopher S. Morris  
Attorney for Claimant, Diane Porter

# EXHIBIT 1



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## Fwd: letters

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**Diane Porter** <diane.k.porter@gmail.com>  
To: Diane Porter <diane.k.porter@gmail.com>

Thu, Apr 16, 2015 at 5:57 PM

----- Forwarded message -----

From: **Dave Roberts** <dave@daveroberts.org>  
Date: **Thu, Feb 26, 2015 at 1:42 PM**  
Subject: Fwd: letters  
To: Diane Porter <diane.porter@sdcounty.ca.gov>

Can you fix these letters and print on blank paper and give only to me for signature & mailing?

Dave Roberts  
Supervisor  
County of San Diego  
[619-531-5533](tel:619-531-5533)  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

Begin forwarded message:

From: Aimee Remanick <ARemanick@tomshepard.com>  
Date: February 25, 2015 at 12:54:55 PM PST  
To: 'Dave Roberts' <dave@daveroberts.org>  
Cc: "Glynnis Vaughan (glynnis.vaughan@gmail.com)" <glynnis.vaughan@gmail.com>  
Subject: letters

Hi Dave –

Going to start re-sending you groups of the letters.

Not sure why it has that copy copy extension – might have to do with them originally being in a zipped file.

But there all still accessible for you to make any changes you'd like.

Also, I would appreciate it if you can send me the final before you send mail it, just so I can do a final double-check.

Thanks and let me know if you have any questions.

Aimee



Aimee Remanick

Director, Tom Shepard & Associates, Inc.

619/231-0996, ext. 300 (office)

619/241-5442 (cell)

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### 3 attachments



**Dave Roberts BIOCOT endorsement Request.docx**

20K



**Dave Roberts Escondido Chamber of Commerce endorsement Request - Copy - Copy - Copy - Copy.docx**

19K



**Dave Roberts San Diego Regional Chamber of Commerce endorsement Request - Copy - Copy - Copy - Copy.docx**

19K



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**FW: letters - 2**

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Dave Roberts <dave@daveroberts.org>  
To: Diane Porter <diane.k.porter@gmail.com>

Thu, Feb 26, 2015 at 8:38 PM

**Dave Roberts**

**Vice-Chairman**

San Diego County Board of Supervisors, Third District  
1600 Pacific Highway, Room 335  
San Diego, CA 92101  
619-531-5533

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)


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**From:** Aimee Remanick [mailto:[ARemanick@tomshepard.com](mailto:ARemanick@tomshepard.com)]  
**Sent:** Wednesday, February 25, 2015 1:05 PM  
**To:** 'Dave Roberts'  
**Cc:** Glynnis Vaughan ([glynnis.vaughan@gmail.com](mailto:glynnis.vaughan@gmail.com))  
**Subject:** letters - 2

Aimee Remanick  
Director, Tom Shepard & Associates, Inc.  
[619/231-0996](tel:6192310996), ext. 300 (office)  
[619/241-5442](tel:6192415442) (cell)

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**7 attachments**

 **Dave Roberts Associated Associated Builders and Contractors, SD Chapter endorsement Request - Copy - Copy - Copy - Copy - Copy.docx**  
20K

**Dave Roberts Associated General Contractors of America, SD Chapter endorsement Request - Copy -**

 **Copy - Copy - Copy.docx**  
20K

 **Dave Roberts Building Industry Association of San Diego endorsement Request - Copy - Copy - Copy - Copy - Copy.docx**  
19K

 **Dave Roberts California Apartment Association endorsement Request - Copy - Copy - Copy - Copy - Copy.docx**  
19K

 **Dave Roberts Greater San Diego Association of Realtors endorsement Request - Copy.docx**  
20K

 **Dave Roberts North San Diego County Association of Realtors endorsement Request.docx**  
20K

 **Dave Roberts San Diego County Apartment Association endorsement Request - Copy - Copy - Copy.docx**  
19K



**FW: letters 3**

Dave Roberts <dave@daveroberts.org>  
To: Diane Porter <diane.k.porter@gmail.com>

Thu, Feb 26, 2015 at 8:37 PM

**Dave Roberts**

**Vice-Chairman**

San Diego County Board of Supervisors, Third District  
1600 Pacific Highway, Room 335  
San Diego, CA 92101  
619-531-5533

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

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**From:** Aimee Remanick [mailto:[ARemanick@tomshepard.com](mailto:ARemanick@tomshepard.com)]  
**Sent:** Wednesday, February 25, 2015 1:06 PM  
**To:** 'Dave Roberts'  
**Cc:** Glynnis Vaughan ([glynnis.vaughan@gmail.com](mailto:glynnis.vaughan@gmail.com))  
**Subject:** letters 3

Aimee Remanick

Director, Tom Shepard & Associates, Inc.

[619/231-0996](tel:6192310996), ext. 300 (office)

[619/241-5442](tel:6192415442) (cell)

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**4 attachments**



Dave Roberts League of Conservation Voters endorsement Request .docx  
20K



Dave Roberts San Diego Bicycle Coalition endorsement Request - Copy - Copy.docx  
20K



**Dave Roberts San Diego CoastKeeper endorsement Request - Copy.docx**

20K



**Dave Roberts Sierra Club San Diego endorsement Request - Copy - Copy.docx**

20K





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**FW: letters 6**

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**Dave Roberts** <dave@daveroberts.org>  
To: Diane Porter <diane.k.porter@gmail.com>

Thu, Feb 26, 2015 at 8:37 PM

**Dave Roberts**

**Vice-Chairman**

San Diego County Board of Supervisors, Third District  
1600 Pacific Highway, Room 335  
San Diego, CA 92101  
619-531-5533

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

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**From:** Aimee Remanick [mailto:[ARemanick@tomshepard.com](mailto:ARemanick@tomshepard.com)]  
**Sent:** Wednesday, February 25, 2015 1:07 PM  
**To:** 'Dave Roberts'  
**Cc:** Glynnis Vaughan ([glynnis.vaughan@gmail.com](mailto:glynnis.vaughan@gmail.com))  
**Subject:** letters 6

Aimee Remanick

Director, Tom Shepard & Associates, Inc.

[619/231-0996](tel:6192310996), ext. 300 (office)

[619/241-5442](tel:6192415442) (cell)

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 **Dave RobertsCalifornia Resaurant Association SD County Chapter endorsement Request.docx**  
20K



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**FW: letters 4**

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**Dave Roberts** <dave@daveroberts.org>  
To: Diane Porter <diane.k.porter@gmail.com>

Thu, Feb 26, 2015 at 8:37 PM

**Dave Roberts**

**Vice-Chairman**

San Diego County Board of Supervisors, Third District  
1600 Pacific Highway, Room 335  
San Diego, CA 92101  
619-531-5533

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

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**From:** Aimee Remanick [mailto:[ARemanick@tomshepard.com](mailto:ARemanick@tomshepard.com)]  
**Sent:** Wednesday, February 25, 2015 1:07 PM  
**To:** 'Dave Roberts'  
**Cc:** Glynnis Vaughan ([glynnis.vaughan@gmail.com](mailto:glynnis.vaughan@gmail.com))  
**Subject:** letters 4

Aimee Remanick


Director, Tom Shepard & Associates, Inc.

[619/231-0996](tel:6192310996), ext. 300 (office)

[619/241-5442](tel:6192415442) (cell)

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**3 attachments**

 **Dave Roberts California State Firefighters Association endorsement Request - Copy - Copy - Copy - Copy.docx**  
19K

 **Dave Roberts Escondido Firefighters Association endorsement Request - Copy - Copy - Copy.docx**  
19K

 **Dave Roberts San Diego City Firefighers, Local 145 endorsement Request - Copy - Copy.docx**  
19K

# EXHIBIT 2

## Pettingill, William L

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**From:** Porter, Diane  
**Sent:** Friday, March 06, 2015 2:17 PM  
**To:** 'Sydnie Ellias'  
**Subject:** RE: Scheduling

The 6<sup>th</sup> is now booked with (FR - Kimmy Roberts/Melinda) and the 8<sup>th</sup> is gone for a work event.

Diane Porter  
Executive Scheduler/Office Manager  
(619) 531-5533  
Office of Vice Chairman Dave Roberts  
San Diego County Board of Supervisors  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

 find **Supervisor Dave Roberts** on Facebook

 follow **Supervisor Dave Roberts** on Twitter



**From:** Sydnie Ellias [<mailto:sydnie.ellias@gmail.com>]  
**Sent:** Friday, March 06, 2015 2:15 PM  
**To:** Porter, Diane  
**Subject:** Re: Scheduling

Can you please confirm Dave can still do the following: April , 29 or 30 May 5,9

On Fri, Jan 30, 2015 at 11:54 AM, Porter, Diane <[Diane.Porter@sdcounty.ca.gov](mailto:Diane.Porter@sdcounty.ca.gov)> wrote:

Yes

April 27, 29 or 30

May 5, 6, 8 or 9

Diane Porter

Office Manager/Executive Scheduler

(619) 531-5533

Office of Vice Chairman Dave Roberts

San Diego County Board of Supervisors



# EXHIBIT 3

## Pettingill, William L

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**From:** Porter, Diane  
**Sent:** Wednesday, March 11, 2015 6:56 AM  
**To:** Dave Roberts  
**Cc:** Vaughan, Glynnis  
**Subject:** Re: Baseball cards

yes sir

Diane Porter  
Office Manager/Executive Scheduler  
619-531-5533  
Office of Vice Chairman Dave Roberts  
San Diego County Board of Supervisors  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

Sent from my iPad, please excuse any misspellings.

On Mar 11, 2015, at 6:39 AM, Dave Roberts <[dave@daveroberts.org](mailto:dave@daveroberts.org)> wrote:

Diane – Please do not allow any staff to use the baseball cards and put the boxes of cards in my office in a closed drawer until further notice. Thanks! Dave

**Dave Roberts**  
**Vice-Chairman**  
San Diego County Board of Supervisors, Third District  
1600 Pacific Highway, Room 335  
San Diego, CA 92101  
619-531-5533  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

**Lindsey Warriner**  
**DeFrance Printing, Since 1893**

**[lindsey@defranceprinting.com](mailto:lindsey@defranceprinting.com)**

**T: (619) 474-8626 F: (619) 474-1858**  
**320 W 17th St, National City, CA 91950**  
**[www.DeFrancePrinting.com](http://www.DeFrancePrinting.com)**

Your printing and fulfillment partner since 1893. We expertly blend print methods like letterpress, offset, digital, foil stamping and embossing with professional assembly and fulfillment.  
**Together, let's make an impression.**

---

**From:** Porter, Diane [<mailto:Diane.Porter@sdcounty.ca.gov>]

**Sent:** Thursday, February 12, 2015 11:21 AM

**To:** 'Lindsey Warriner'

**Subject:** RE: SD County - Dave Roberts Baseball Card

My apologies it took so long. We have been swamped! Changes are below. I have sent for purchasing approval and we will let you know the second that is approved.

Back of Card – top quote

When I was a young boy, I loved playing Little League and even played on the All-Star team. That was a while ago, but I still love baseball and so do our six kids. Today, I also love public service and greet every day with excitement and eagerness to serve on the San Diego County Board of Supervisors.

Under Dave Roberts – under top quote

Third District

Address should read -

1600 Pacific Highway, Room 335

Last paragraph

Instead of 3.1 it should be 3.2 million

Diane Porter

Office Manager/Executive Scheduler

(619) 531-5533

Office of Vice Chairman Dave Roberts

San Diego County Board of Supervisors

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

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 follow **Supervisor Dave Roberts** on Twitter



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**From:** Lindsey Warriner [<mailto:lindsey@defranceprinting.com>]

**Sent:** Wednesday, February 04, 2015 10:03 AM

**To:** Porter, Diane

**Subject:** RE: SD County - Dave Roberts Baseball Card

Hi Diane,

Please see the attached file for your updated proof.

Best,  
Lindsey

Lindsey Warriner

Wonderful!!! Do you know we can expect them?

Diane Porter  
Office Manager/Executive Scheduler  
(619) 531-5533  
Office of Vice Chairman Dave Roberts  
San Diego County Board of Supervisors  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

 find **Supervisor Dave Roberts** on Facebook

 follow **Supervisor Dave Roberts** on Twitter



---

**From:** Lindsey Warriner [<mailto:lindsey@defranceprinting.com>]  
**Sent:** Friday, February 20, 2015 10:35 AM  
**To:** Porter, Diane  
**Cc:** Tiscareno, Maria A.  
**Subject:** RE: SD County - Dave Roberts Baseball Card

Hi Diane,

Thank you for clarifying. Maria has approved the quote for 10,000 cards, and we have passed the order on to production.

Best,  
Lindsey

**Lindsey Warriner**  
**DeFrance Printing, Since 1893**

[lindsey@defranceprinting.com](mailto:lindsey@defranceprinting.com)  
T: (619) 474-8626 F: (619) 474-1858  
320 W 17th St, National City, CA 91950  
[www.DeFrancePrinting.com](http://www.DeFrancePrinting.com)

---

**From:** Porter, Diane [<mailto:Diane.Porter@sdcounty.ca.gov>]  
**Sent:** Thursday, February 19, 2015 4:09 PM  
**To:** 'Lindsey Warriner'  
**Cc:** Tiscareno, Maria A.  
**Subject:** RE: SD County - Dave Roberts Baseball Card

Yes it is approved. Maria cc'd above was working with finance.

Diane Porter  
Office Manager/Executive Scheduler  
(619) 531-5533  
Office of Vice Chairman Dave Roberts  
San Diego County Board of Supervisors



**Pettingill, William L**

---

**From:** Porter, Diane  
**Sent:** Wednesday, March 04, 2015 6:49 PM  
**To:** Walker, Roberta  
**Subject:** RE: Shirt Size?  
**Attachments:** image001.jpg; image002.jpg

XL



---

**From:** Walker, Roberta  
**Sent:** Wednesday, March 04, 2015 5:32 PM  
**To:** Porter, Diane  
**Subject:** Shirt Size?

Hi Diane,

Helen Woodward Animal Center is producing t-shirts for the Puppy Love 5K and the County Seal is included in the design. They would like to send a shirt to Dave once they are produced. Could you please get me his shirt size?

Thank you!

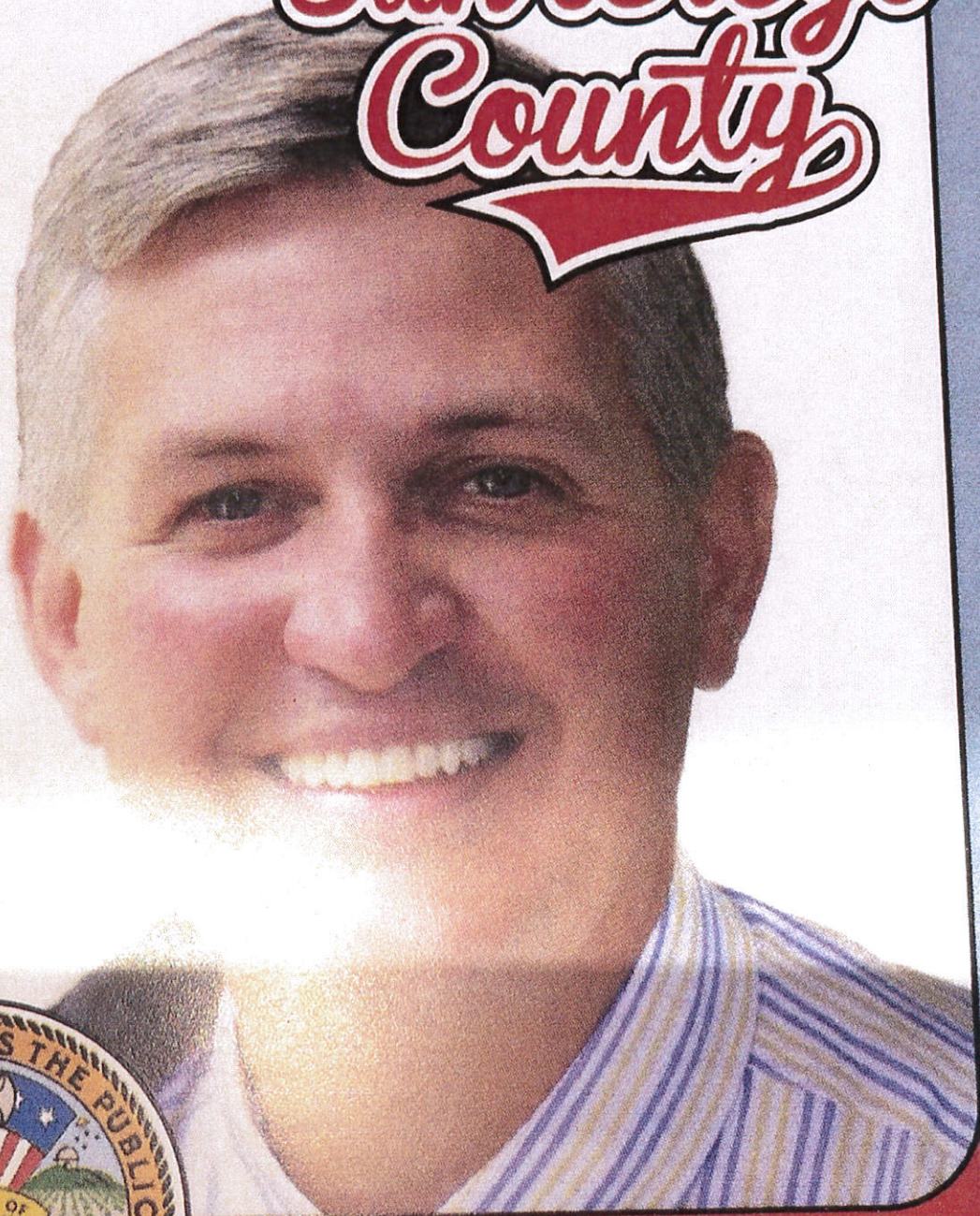
Roberta Walker  
Grants Administrator  
Supervisor Dave Roberts, Third District  
County of San Diego  
619-531-5533  
[www.SupervisorDaveRoberts.com](http://www.supervisordaveroberts.com/)<<http://www.supervisordaveroberts.com/>>

[cid:image001.jpg@01D04F5E.C18EDD70]find Supervisor Dave Roberts<<https://www.facebook.com/#!/david.w.roberts.712?fref=ts>> on Facebook  
[cid:image002.jpg@01D04F5E.C18EDD70]follow Supervisor Dave Roberts<<https://twitter.com/DaveRobertsSD>> on Twitter

# EXHIBIT 4



*San Diego  
County*



**SUPERVISOR  
DAVE ROBERTS**



# EXHIBIT 5

**UNITED**  
(operated by United Express/SkyWest)  
**Flight 5493**  
On 56m, 109 mi

**From**  
Los Angeles Intl Airport (LAX)  
Los Angeles, CA  
Departs: 6:10 AM (next day)

**To**  
San Diego Intl Airport (Lindbergh Field) (SAN)  
San Diego, CA  
Arrives: 7:06 AM (next day)

**Aircraft**  
Embraer EMB.120  
Brasilia  
Economy/Coach  
Class

Passenger and Ticket Information

Seats for: Diane Kaye Porter (Change Seat)

Carrier	Flight #	Seat	Seat Type	Seat Cost	Status
United Airlines	5608		Standard	No Charge	
United Airlines	641		Standard	No Charge	
United Airlines	534		Standard	No Charge	
United Airlines	5493		Standard	No Charge	

Seat Charges for Diane Kaye Porter

**Trip Number:**  
221-759-270-03

**Ticket Number:**  
0167485786468

**Airline Confirmation:**  
BD2HP6 - United Airlines

**Ticket Type:**  
Electronic Ticket

**Meal Preference:**  
No Meal Preference

**Frequent Flyer Information:**  
None Provided

Airline Contact Information

**United Airlines** 1-800-864-8331

[www.ual.com](http://www.ual.com)

confirmation: BD2HP6

what do these words mean?

Airline Confirmation, Electronic Ticket, Trip Number, Meal Preferences, Pending, Seat Preferences, Assigned, Requested, Not Assigned, Change Seat, Ticket Number, Operated By

Summary of Charges

Airline Ticket Cost: \$623.10  
Airline Ticket Taxes & Fees: \$62.90 Bonus: No Priceline Booking Fee  
Airline Ticket Trip Protection: \$17.00 (Per ticket)  
Number of Tickets: 1  
Airline Ticket Shipping & Handling: \$0.00 (Electronic Ticket)  
Airfare Subtotal: \$703.00

**Total Trip Cost:**  
(All prices are in US dollars)

**\$703.00**

Baggage Fees are not included in your trip cost.

Tell us what you think

On a scale of 0-10, how likely is it that you would recommend our website to a friend or colleague?

0 1 2 3 4 5 6 7 8 9 10

Not likely at all

Extremely likely

[priceline.com](http://priceline.com)

**QUESTIONS**  
Click to view

<sup>†</sup>Car fleet information including capacities is based on the latest information provided to us by the supplier and is subject to change.  
<sup>\*\*</sup>Total may not include all taxes and fees. Refer to your reservation's terms and conditions.

### Add a Hotel to Your Trip

We have negotiated exclusive Insider rates with deep discounts only available to our airline customers. Act fast to take advantage of these exclusive discounts at the best hotels since rates change quickly.

<b>Waikiki Beach Area</b> ★★★★★  <b>\$ 283</b> /per night <a href="#">choose</a> <a href="#">Save up to 60% OFF</a> <a href="#">Details</a>	<b>Central Waikiki Beach Area</b> ★★★★★  <b>\$ 360</b> /per night <a href="#">choose</a> <a href="#">Save up to 60% OFF</a> <a href="#">Details</a>	<b>Central Waikiki Beach Area</b> ★★★★★  <b>\$ 177</b> /per night <a href="#">choose</a> <a href="#">Save up to 60% OFF</a> <a href="#">Details</a>
<b>Central Waikiki Beach Area</b> ★★1/2  <b>\$ 173</b> /per night <a href="#">choose</a> <a href="#">Save up to 60% OFF</a> <a href="#">Details</a>	<b>Pagoda Hotel</b> ★★  <b>\$ 189</b> /per night <a href="#">choose</a> <a href="#">Hotel Details</a>	<b>Aston At The Executive Centre Hotel</b> ★★★★★  <b>\$ 244</b> /per night <a href="#">choose</a> <a href="#">Hotel Details</a>
<b>Hyatt Regency Waikiki Beach Resort &amp; Spa</b> ★★★★★  <b>\$ 336</b> /per night	<b>Hilton Hawaiian Village</b> ★★★★★  <b>\$ 449</b> /per night	<b>Waikiki Beach Marriott Resort &amp; Spa</b> ★★★★★  <b>\$ 324</b> /per night

>> name your own price® >> see all hotels in Honolulu >> see rates on different dates

### Your Flight Details

Departing Flight Information - Friday, June 26, 2015

<b>UNITED</b> <small>(operated by United Express/SkyWest)</small> <b>Flight 5608</b> 1h 18m, 109 mi	<b>From</b> San Diego Intl Airport (Lindbergh Field) (SAN) San Diego, CA Departs: 6:20 AM	<b>To</b> Los Angeles Intl Airport (LAX) Los Angeles, CA Arrives: 7:38 AM	<b>Aircraft</b> Embraer 175 Economy/Coach Class
--	--	--	---

<b>UNITED</b> <b>Flight 641</b> 5h 39m, 2551 mi	<b>From</b> Los Angeles Intl Airport (LAX) Los Angeles, CA Departs: 8:40 AM	<b>To</b> Honolulu Intl Airport (HNL) Honolulu, HI Arrives: 11:19 AM	<b>Aircraft</b> Boeing 777 Economy/Coach Class
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Returning Flight Information - Wednesday, July 1, 2015 (Arrives Thursday, July 2)

<b>UNITED</b> <b>Flight 534</b> 5h 13m, 2551 mi	<b>From</b> Honolulu Intl Airport (HNL) Honolulu, HI Departs: 8:45 PM	<b>To</b> Los Angeles Intl Airport (LAX) Los Angeles, CA Arrives: 4:58 AM (next day)	<b>Aircraft</b> Boeing 777 Economy/Coach Class
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# EXHIBIT 6



## DAVE ROBERTS

SUPERVISOR, THIRD DISTRICT  
SAN DIEGO COUNTY BOARD OF SUPERVISORS

*Serving the  
communities  
of ...*

*4S Ranch*

*Cardiff-by-the-Sea*

*Carmel  
Mountain*

*Carmel Valley*

*Del Dios*

*Del Mar*

*Del Mar Heights*

*Del Mar Mesa*

*Encinitas*

*Escondido*

*Encinitas*

*Mira Mesa*

*Olivenhain*

*Rancho  
Bernardo*

*Rancho  
Peñasquitos*

*Sabre Springs*

*San Pasqual*

*Scripps Ranch*

*Solana Beach*

*Tierrasanta*

*Torrey Hills*

*Torrey Pines*

*University City*

March 3, 2015

To Whom It May Concern:

TERI Inc., (Non Profit ID # 95-3532129) is in good standing.

Sincerely,

DAVE ROBERTS  
Supervisor, Third District  
San Diego County Board of Supervisors

DR/dp ← my initials

Dave had me prepare  
this letter & then told  
me to hide from Glynnis  
This was related to  
Lions events & not County  
business.



# EXHIBIT 7

**Dave Roberts**

to wallyoliver, paulmceneany, mdmceneany

Mar 9 [Details](#)

Wally – I wrote two checks today:

#6026 -- \$120.00 for Shannon Lerach's Lions Dues

#6027 -- \$120.00 for Harold Meza's Lions Dues

Paul/Maria – Wally left a check for \$120.00 under your doormat for Shannon Lerach. Please just tear up that check from Wally (he is TOO efficient!). Also, I will let Carol know that I am had paid her Lion's dues. Thanks! Dave

**Dave Roberts**

Second Vice District Governor (2014 – 2015)

District 4-L6 (San Diego & Imperial Counties)

[dave@daveroberts.org](mailto:dave@daveroberts.org)

858-775-9241

# EXHIBIT 8



ProFlowers.com

1.888.Freshest

(1.888.373.7437)

Happy Valentine's Day Diane!  
You are FABULOUS,  
-love, Dave & Harold

# EXHIBIT 9



# March 13, 2015

Friday

March 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

13	Friday	Notes
7 am		
8 <sup>00</sup>		
9 <sup>00</sup>		
10 <sup>00</sup>		
11 <sup>00</sup>		
12 pm		
1 <sup>00</sup>		
2 <sup>00</sup>	<div>Dave drive POV TO IMPERIAL VALLEY w/ Harold (2 hours and 11 minute's drive time)</div> <div>Dave drive POV TO IMPERIAL VALLEY w/ Harold (2 hours and 11 minutes drive time)</div>	
3 <sup>00</sup>	<div>Brawley Inn Hotel &amp; Conference Center - 575 W. Main Street - Brawley, CA Roberts, Dave</div> <div>575 W. Main Street - Brawley, CA 92227</div>	
4 <sup>00</sup>	<div>Check into Hotel : 3rd District Members</div> <div>Check into Hotel : 3rd District Members</div>	
5 <sup>00</sup>	FREE BBQ sponsored by El Centro Host Lions Club -- Brawley Cabinet Meeting Roberts, Dave	
6 <sup>00</sup>		

# March 14, 2015

Saturday

March 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

14 Saturday		Notes
<b>DR ADDED: 3rd District Cabinet Meeting; Imperial Valley</b>		
7 am		
8 <sup>00</sup>	<b>Service Project: Valley Orthopedic Clinic - Calexico</b> Brawley Inn Hotel & Conference Center - 575 W. Main Street - Brawley, CA Roberts, Dave	
9 <sup>00</sup>		
10 <sup>00</sup>		
11 <sup>00</sup>		
12 pm		
1 <sup>00</sup>	<b>Ice Cream Social:</b> Roberts, Dave	<b>Miniature Golf Tournament:</b> Roberts, Dave
2 <sup>00</sup>		
3 <sup>00</sup>	<b>Leadership Training</b> No location given on email; Roberts, Dave	
4 <sup>00</sup>	<b>Guest Speaker::</b> Roberts, Dave	
5 <sup>00</sup>	<b>District Membership Meeting:</b> Roberts, Dave	
6 <sup>00</sup>		
	8:00pm - 10:15pm Drive Home	
	8:00pm - 10:15pm Drive Home	

# EXHIBIT 10





Messages

Group

Contacts

Mon, Mar 2, 5:27 PM

Hi I heard Diane making hotel reservations for LIONS, who is paying for Harold's Room? It's not County

Dave Roberts

Harold is not getting a room. I have personally paid for a suite.


That isn't good. Harold is a County employee first and a LION second and you're his



Send

●●●○○ Verizon LTE

6:57 PM

✱ 96%  Messages

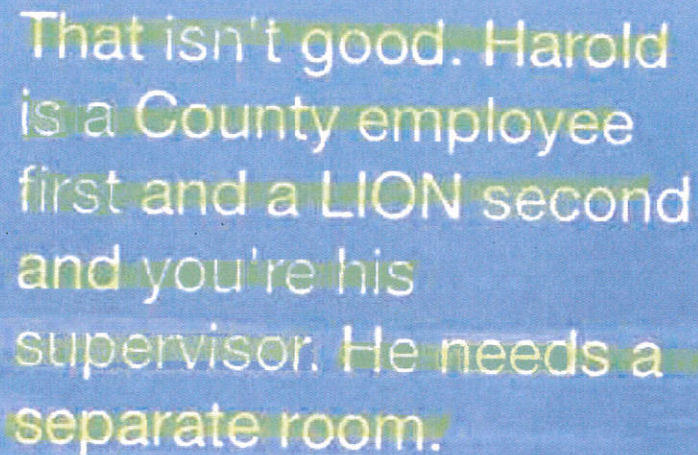
Group

Contacts

not County

Dave Roberts

Harold is not gl getting  
a room. I have  
personally paid for a  
suite.

That isn't good. Harold  
is a County employee  
first and a LION second  
and you're his  
supervisor. He needs a  
separate room.

Dave Roberts

We have 2 suites!

Sun, Mar 8, 4:29 PM

 Send

# EXHIBIT 11



From: "Dave Roberts" <dave@daveroberts.org>  
Date: March 1, 2015 at 3:01:44 PM PST  
To: "Kimmy Roberts" <kimmy@terline.org>, "Diane Porter" <diane.k.porter@gmail.com>  
Cc: <harold.mezal01@gmail.com>  
Subject: For Brawley on Friday, March 13

All - Here is the location for us on March 13/14:

## **Brawley Inn Hotel & Conference Center**

575 W. Main Street – Brawley, CA 92227

[\(760\) 344-1199](tel:(760)344-1199)

Standard Room: 1 or 2 Beds \$74.99 plus Tax

Suite with Kitchen \$139.99 plus Tax

Reservation Code – District 4-L6

Diane – District Governor Mary just called and said she gave you these details a while ago. You are supposed to be booking me a SUITE and not a STANDARD ROOM, correct? I hope it is a great location for our suite with easy access. Harold will stay in the room with me. (Brave man!) Kimmy is coming too. Use my personal credit card.

Kimmy – In this SUITE, we will set up the hospitality from when we arrive (around 4:30 p.m.) until 10 p.m. Hospitality means you set up a folding table in your hotel suite and have drinks/snacks for the Lions at this event. The Lions go to all 4 hospitality suites for free food and drink and talk with the candidates. It is not a big deal this year as there is no competition, but it is still nice to put on a good hospitality suite (we also have to do this in Yuma over TWO DAYS!). You want Lions to stay in your suite to show popularity, so maybe if we have music or something that would be great. I have some beer and wine and will purchase a large can of peanuts. I will bring one folding table (if I can fit it in my car) to put some food on. You have the table cloth and said you have 100 plastic cups for wine. Do you have cocktail napkins (remember our Lions colors are blue and yellow). I have a few decorations. We should plan on 60-80 folks. I think if you can have some cookies and/or after dinner sweets brought to the room AFTER dinner, that should be fine to feed folks. Dinner (a free BBQ) is from 5 – 7:30 p.m. and then folks will come back to the hotel around 7:30 p.m. and go to the 4 separate hospitality suites (Mary, John, Neil and me). I have four campaign posters left over from last year and one campaign banner that just needs a minor update that we can hang for decorations.

Harold – I have paid the \$15 for your dinner on March 14 and will pay for Kimmy too. The dinner on March 13<sup>th</sup> is free. We will drive back to San Diego late on March 14.

All – What am I forgetting? Questions? Dave

### **Dave Roberts**

Vice-Chairman

San Diego County Board of Supervisors, Third District

1600 Pacific Highway, Room 335

San Diego, CA 92101

619-531-5533

[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

# EXHIBIT 12





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## CONFIDENTIAL : My decisions/requests

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Porter, Diane <Diane.Porter@sdcounty.ca.gov>

Wed, Apr 8, 2015 at 7:43 AM

To: "Brazeau, Susan" <Susan.Brazeau@sdcounty.ca.gov>, "Robbins-Meyer, Helen" <Helen.Robbins-Meyer@sdcounty.ca.gov>

Cc: "Montgomery, Thomas E" <Thomas.Montgomery@sdcounty.ca.gov>

Good Morning All,

First let me say that I appreciate all the help and guidance so far during this time. It is good to know that when an unethical situation arises employees can report it and that the CAO, staff and county counsel are supportive, they listen and offer to help in anyway possible and with all resources.

I do feel my situation is unique to the nature of the incidents I reported and the position Dave Roberts holds within the county.

I took yesterday to seek counsel, guidance and advice from a few different resources and most agreed that my continuing to work for the county at this time will not bring me relief, peace of mind or closure. I spoke with my mentor, took on spiritual advice and legal advice.

Due to the Supervisors position in the County and due to the fact Dave Roberts is an elected official I don't feel anywhere I would be placed in the county would be sufficient. I would still have duties that may require a visit to the County building or cause us to run into each other. I would still be a member of the County team and wouldn't feel comfortable attending events that he may be a part of or involved in and this would continue to be in my opinion a hostile work environment. I would have an email address and be able to be found within the county system. I don't know who Dave Roberts supporters are, who his friends are or if anyone could allow me to work for them and remain unbiased.

My office space became a hostile work environment and due to the fact I was told by other employees that they were asked to say negative things about me to HR and due to the fact that Dave Roberts tried to coerce me to lie about my COS has forced me to be unable to work. I was forced to come forward as the Supervisor was already aware of my conversations with HR and continued to corner me making me uncomfortable and trying to coach me on what to say to HR to place all the blame on my COS.

This is affecting my health as I continue to have problems sleeping, headaches and panic attacks. I know what was said and continues to be said about my COS before and after her departure and I can see that same treatment and rumors beginning to take place with my reputation.

I am requesting the below to get this handled as quickly and quietly as possible and at the lowest level possible. I want to move on with my life and this is affecting my health. If I need to seek out outside legal representation I will do so.

1. To stay on payroll until my sick leave and vacation leave is expired.

2. Since I did not quit my position, I am unable to work due the nature of my reporting of events taking place within the District 3 office. I am asking for severance pay, since I am forced away from my job due to no fault of my own, other than reporting unethical behavior in my work space. Due to the nature of the Supervisors position as an elected official this I feel will greatly hinder my ability to gain employment comparable to the position and pay I currently hold. Dave Roberts is very well connected and has ties throughout San Diego County and that involves many businesses and establishments near my residence. And since it is hard to find positions even with the best of reviews I am leaving without the ability to allow contact of my last employer which could be viewed negatively by future employers. I am asking for 6 months of my base salary to help with living expenses while I seek out other opportunities of employment and to help ease the transition, care for my family and to seek any medical help or counseling I need.

3. A letter of recommendation from the county that I can use to look for future employment. As the day before I chose to come forward Supervisor Dave Roberts had nothing but amazing things to say about me and my work performance with Tom Montgomery present.

4. I want a clean break and documentation that Supervisor Dave Roberts or involved staff will not slander me or work performance in anyway.

I would prefer if future communications are handled in writing so as to not misunderstand anything.

[diane.k.porter@gmail.com](mailto:diane.k.porter@gmail.com)

[REDACTED]

Diane Porter  
Office Manager/Executive Scheduler  
[619-531-5533](tel:619-531-5533)  
Office of Vice Chairman Dave Roberts  
San Diego County Board of Supervisors  
[www.SupervisorDaveRoberts.com](http://www.SupervisorDaveRoberts.com)

Sent from my iPad, please excuse any misspellings.





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## Expiration of Administrative Leave

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**Brazeau, Susan** <Susan.Brazeau@sdcounty.ca.gov>

Tue, Apr 14, 2015 at 4:36 PM

To: "diane.k.porter@gmail.com" <diane.k.porter@gmail.com>, "Porter, Diane" <Diane.Porter@sdcounty.ca.gov>

Cc: "Montgomery, Thomas E" <Thomas.Montgomery@sdcounty.ca.gov>, "Robbins-Meyer, Helen" <Helen.Robbins-Meyer@sdcounty.ca.gov>

Diane:

The proposal in your April 8 email to me and Helen Robbins-Meyer requesting, among other things, a six month severance package was presented to the Board of Supervisors as required under section 3.5.4 of the County Compensation Ordinance. The Board did not approve the request.

As you know, the paid Administrative Leave that you have been on for the past week expires at 5:00 PM today. Effective at the start of business tomorrow, April 15, you are expected to return to work performing your usual and customary duties for the County. I realize you have indicated that there are elements of the job that make you uncomfortable. Please be assured that I take your concerns seriously and have been, and will continue to be, supportive in any way I can. For instance, if you feel you need another day or two off work before returning, please let me know and I will do everything I can to make sure your leave request is approved. I know that you have performed your role well in the past and I, along with other County officials, believe you have the skills and professionalism to continue to perform your role in the future. Supervisor Roberts shares this belief.

Obviously, if you have concerns in the future about any aspect of your work environment, I encourage you to raise them. You know we will do everything possible to be receptive and supportive. If you have any other questions about returning to work, please let me know.

Susan Brazeau



County of San Diego

Director, Human Resources

[619-531-5100](tel:619-531-5100)