

Commissioners,

In 2010, Supervisor Kirk Uhler requested that all management salaries be reviewed by the Board of Supervisors. This was hailed as a “great step toward more transparency”. On July 9 and again on July 23, 2019, he personally violated this transparency with the clear intent to hide his wife’s 25 step increase in grade and 28% pay increase. She will have 20 years of service within the County and be eligible to retire in July 2020 with the added gift of \$1200-1800 per month for life in enhanced retirement benefits. This equates to \$288,000 to \$432,000 over a 20-year period.

The FPPC has a 4-step process to determine a disqualification to vote.

- 1) Is it reasonably foreseeable that a governmental decision will have a financial effect on any of the public official’s financial interests?
 - a. YES.
- 2) Will the reasonably foreseeable financial effect be material?
 - a. YES.
- 3) Can the public official demonstrate that the material financial effect on the public official’s financial interest is indistinguishable from its effect on the public generally?
 - a. NO. The general increase for 60+ positions was 3% and Ms. Uhler’s position is the ONLY position to be reviewed upon exit of the incumbent.
 - 4) If, after applying the three steps above the public official determines they have a conflict of interest, he or she may not make, participate in making, or in any way attempt to use his or her official position to influence the governmental decision, unless some exception applies.
 - a. The Answer given by Supervisor Uhler was that he was not qualified to vote as evidenced by his hasty departure on July 9 and his abstention on July 23.

By your definition Supervisor Uhler had a Personal Finances Interest with a “disproportionate effect” on the personal finances of his immediate family member.

Supervisor Uhler knew of this disqualifying personal financial interest. Per your charter, “if the decision is being voted on at a public meeting, (he must) **verbally identify the financial interest or potential conflict of interest in sufficient detail to be understood by the public**”.

Additionally by your charter, “A refusal to disqualify oneself is a violation of the Political Reform Act.” The act of public disclosure was not taken by Supervisor Uhler.

More alarming is the number of individuals who acted in complicity and conspired to withhold this information from the public. At minimum Kate Sampson- Human Resources, Todd Leopold- County CEO, Karin Schwab- County Counsel, Supervisors Bonnie Gore, Jim Holmes, Robert Weygant and Cindy Gustafson participated with clear intent to violate the law of public disclosure through their inaction.

This systemic corruption should be of concern to you as the guardians of public transparency and trust. We have lost all faith that any decisions are being made for the benefit of the public. We urge you to assist us in having the Joint Legislative Audit Committee audit this and potentially other salary inconsistencies and have the District Attorney’s office investigate the GRAFT violations which occurred.

Respectfully



Scott Vaughan
Concerned Homeowner and Taxpayer