

Deanna Black moved next door to me when she started to see Norm. Both co-workers dating, living next door to me. She was rewarded for having no boundaries.

Deanna helped fire me.

On Mar 9, 2011, at 8:09 PM, Tiffany Anderson
<tiffanykayanderson@yahoo.com> wrote:

This letter is to file a complaint about a recent promotion at San Joaquin County Mosquito and Vector Control District. The purpose of this complaint is to bring attention to the following violations of company policy to the awareness of the Grand Jury. Other Complaints may be filed to other agencies as well.

The simple and obvious fact is she who was not the most qualified applicant, at least not by the known standards of ability and experience. The district has a long history of improper promotion actions. Larry Fraser was discriminated against in a promotion. Don Meidinger was discriminated against several times in his career when it came to promotions. Management has been blatant, bold and defiant to any employee who has challenged them. Ed Greenmyer witnessed this intimidation by Jack Fiori. Mr. Fiori went so far as to tell the employees in a staff meeting not to talk about unfair promotions or they would face action against them by management.

The District Policy provides clear justification for this complaint. Policy Title: Nepotism, Policy Number: 2230 the following clauses stipulate proper hiring practice:

2230.10 In order to avoid improprieties and conflicts of interest, no applicant of a position will be employed by the district if a member of the immediate family is already employed.

2230.11 Immediate family means spouse, brothers,

sisters, mother, father, children, grandparents, and corresponding “in-law” and “step” relations.

2230.30 The person interviewing applicants is responsible for informing them of this policy when they submit applications indicating a family relationship with a current employee.

The fact that Deanna Hopkins and Norm Hopkins are married and both employees of the District is already a concession that violated the policy. Her recent elevation to the position of Assistant Supervisor creates a situation where the potential for improprieties and conflicts of interest is even greater, as now Mrs. Hopkins is now in a position where she is directly supervising her own husband.

A second issue arises with this appointment. Two other applicants from within the department applied for the position. Both met the full requirements for the position as an assistant supervisor. They had the education and field experience (made into one sentence) needed to provide full guidance to the field technicians who are underneath them.

While Mrs. Hopkins did receive some additional training via weekend seminars, training which was not offered to other employees who served the district, she has no experience beyond the three years she was a pesticide applicator over eight years ago.

This is a concern, because as a supervisor, she is the person who field technicians must turn to if they have questions about the various duties handled by the techs. She has no experience with the weed abatement program. She has no experience with the Archer computer program used by the technicians.

Two men who interviewed for the position both held over 25 years field experience. These men have all the

field experience necessary to slide right into the position without any training, with the exception of human resource training, which is training that Mrs. Hopkins also needs.

I am deeply concerned. I believe that the field technicians have the right to expect the assistant supervisor who oversee their day-to-day operations to be fully knowledgeable regarding the work that they do from day to day. They also have the right to have a resource they can turn to when they face a challenge in carrying out their duties. This appointment fails to provide the kind of work environment that supports the safety of District employees and the safety of San Joaquin residents as well.

I want someone to investigate how a husband and wife can compete against one another in the same test and interview process, as that is what took place in this promotion process.

I also want the idea recognized that this husband/wife team Deanna Hopkins, Norm Hopkins have played a pivotal role in perpetuating the hostile work environment, by blackballing Mary Iverson along with myself. Now, Deanna Hopkins who made it a daily choice to ignore me on a daily basis will now be assisting in supervising directly over me.

The Grand Jury needs to look at Deanna and Norm Hopkins interviews by the Grand Jury. Did the two of them perjure their testimony? Did they withhold information from the Grand Jury? Did they inform management of what was supposed to be their obligation to keep the content of their interviews confidential? These are questions that need to be looked into.

Once again John Stroh is not abiding by his own

rulebook of rules. From here on all employees will have to suffer at the accommodation of a relationship that by the Districts own standards should not even exist.