

SAN JOAQUIN COUNTY
CIVIL GRAND JURY
222 E. Weber Ave., Room 303 Stockton, CA 95202
Phone: (209) 468-3855

September 12, 2009

COMPLAINT FORM

All communications to the Grand Jury are confidential.

The Grand Jury is the avenue for county residents to bring attention to what they believe are injustices not resolved by public agencies, after other reasonable efforts have failed.

What is your name, address and phone number?

**Tiffany Kay Anderson
1516 Sylan Way #205
Lodi CA 95242
209-263-7132**

What agency and/or person are you complaining against? *(Name of agency and all individuals, including their addresses and phone numbers)*

**San Joaquin County Mosquito Control & Vector District
7759 Airport Way
Stockton CA 95207**

Board of Directors

**John Stroh
Eddie Lucchesi
Bob Durham
Keith Nienhuis**

Please explain the nature of your complaint providing as many details as you can, including dates, times, and places where the events took place. *(Attach extra sheets if necessary)*

Mismanagement by John Stroh

- Supervisors have been left with unfilled zones and undertrained techs
Positions left unfilled resulting in lack of control of West Nile Virus
- Promotions given have resulted in complaints of sexual harassment and retribution,
lack of morale of field technicians, and a hostile work environment. This was due
- to lack of training in human resources and favoritism
- When confronted with the aforementioned issues John will instruct supervisors to

- 2reprimand employee and or modify employee evaluations with the intent of terminating employee creating an environment of fear
- Assistant supervisors acting as temporary supervisors are not allowed to attend supervisor meetings. Resulting in fractured communications and conflicts. John has used this practice for more than two years.
- Improper hiring practices: hiring based on friendships, written job descriptions not provided, if there was a protocol for hiring in a manual it is not being followed. My own employment is an example.
- John has instructed me to perform my tasks in a certain manner, which was contradictory to my supervisors' instruction resulting in reprimands and negative evaluations. Some of these actions were not realistically feasible.
- 2006 was the second failed attempt to replace the functional system of record keeping for field technicians with GPS handheld devices. In 2008 of May a third attempt was introduced. Technicians were ordered to disregard the frustrations of the defective inefficient haphazard conditions that were experienced in the field

John Stroh has condoned and facilitated employee's illegal or unethical actions while on payroll, by use of in house attorneys or other means.

John's management style is reflected in his immediate subordinates resulting in Increasing liabilities to the county and increased worker stress related claims.

These are a few examples of my observations and experiences, which can be supported by my notes and other employees. Whose names I will provide if you accept this investigation.

These are my concerns about the board of directors:

1. Are not actively interested in the efficiency and utilization of taxpayer dollars, an example of this was the use of special state funds for the control of West Nile virus, i.e. indiscriminate cessation of control measures and waiting to start treatment after detection of virus had occurred.
2. After repeated uses of legal council to mitigate financial or litigation due to sexual harassment and other human resources no investigation by the board was initiated.
3. Employees have been persuaded not to express to the board.
4. Why are tax payers paying for health care for part time board members, is this a standard practice in the county?
5. Some members of board have served over 20 years resulting in apathy and lack of understanding of health issues. This has resulted in inter employee lawsuits well as suits against the board by environment.
6. Possible Brown Act violations.

Action taken. Please list other persons and/or agencies you have contacted in an attempt to resolve this complaint and any actions you have taken yourself.

My immediate supervisor

Assistant manager

Manager

Smart Risk Management for E.R.M.A. Trainer Gerry Preciado

Leon Medina Department of Fair Housing & Employment

Witnesses. Please provide names and telephone numbers of anyone else who can substantiate your complaint.

I will provide these when you interview me. This is because my fellow employees fear retribution.

The information in this form is true, correct and complete to the best of my knowledge.

SIGNATURE:

DATE:
