

GET Committee

From: jeana kerr <jeana_kerr@yahoo.com>
Sent: Sunday, November 1, 2020 5:39 AM
To: GET Committee
Subject: Mayor's Request for Council Concurrence on the Removal of Donald Guzman

Dear Committee Members,

I am writing this letter in response to an email announcement from Mayor Victorino, dated 10/22/2020, which stated, "I am writing to inform you that I have submitted a resolution requesting the Council's concurrence on the removal of Donald Guzman as Prosecuting Attorney for violation of County policy."

Although I do not know the substance of the alleged policy violation, nor the outcome of any investigation that was conducted, if any, I am writing to offer my support of Mr. Guzman's continued service as Prosecuting Attorney.

As a 15 year veteran of this department, and supervisor of the Invedtigation Division, I have been employed under 4 different prosecuting attorneys. My experience, thusfar, is that Mr. Guzman has made great progress in righting a very troubled department in the year and a half since the county council determined that Mr. Kim no longer had its' confidence in leading this department.

One of the first things Mr. Guzman did, was meet with knowledgeable members of the department for input. He advised all personnel that he was considering each employee to be a clean slate, and gave everyone an opportunity to work to the best of their ability, based upon the responsibilities outlined in their position descriptions. He got a handle on the budget. And he established an executive committee, consisting of supervisors of the various divisions, who met for regularly scheduled meetings, in order to report on the status within each division and to be informed of the status of major issues facing the department as a whole, including, but not limited to: budget, staffing, personnel, facilities management, equipment, etc. Mr. Guzman gave and asked for input from each member of this committee. This practice established a reliable, open and clear understanding of issues facing each division within the department, and it established trust and greater cooperation in tackling problems.

As a member of Mr. Guzman's executive team, I was able to observe his management style. I observed that he worked collaboratively with personnel within this department, as well as with other county departments, in an effort to make progress on many of the issues which needed attention. His style is inclusive and welcoming. His door was open to questions or concerns outside of these scheduled meetings. If he was busy with another matter, he would always schedule a meeting as soon as his busy schedule allowed, to address issues of concern. I met with him on numerous occasions to resolve long overdue staffing issues in my division, which had been left unresolved by the prior administration, and required input from and coordination with The Department of Personnel Services and The Mayor's Office. Under his leadership, I and many of my co-workers find this department to be a very welcoming place to work, and we are proud to serve under Mr. Guzman.

I believe that Mr. Guzman is honest, and I know him to be fair and appreciative of his staff. As I stated above, I do not know the circumstances which led the Mayor to request Mr. Guzman's removal, but I do know him to be a man of integrity, and a man who sincerely cares about the people around him and his responsibility to the county at large. My hope is that there is a way to resolve this situation appropriately, but short of Mr. Guzman's removal as Prosecuting Attorney.

Thank you,

Jeana Kerr