

Letter from individuals:

November 10th, 2020

To: Sacramento County Board of Supervisors

Supervisor Phil Serna, Chair

Supervisor Patrick Kennedy

Supervisor Susan Peters

Supervisor Sue Frost

Supervisor Don Nottoli

Dear Sacramento County Board of Supervisors,

We the undersigned write to urge you to promptly remove Navdeep Gill from his position as County Executive for the County of Sacramento. Over the years, County Executive Gill has created a toxic culture rife with sexism, intimidation, racism, and a blatant disregard for public health. We can no longer stand by and allow Nav Gill to operate with impunity as he has done for years as such behavior only hurts the residents of our beloved County. Included below is a summary detailing Executive Gill's actions which warrant his immediate removal. Please note that this is not an extensive list but rather an overview of his toxic behavior.

Disregard for Public Health

- History of underinvestment in public health that has become even more apparent and dangerous during this public health crisis. For example, allocating 85% of Coronavirus Relief Fund dollars to law enforcement while actively denying public health access to funding; resulting in public outcry and a special meeting to provide public health with funds they needed to address the pandemic
- Creating barriers for the public health team to do its work through administrative hurdles and disregard for the urgency of the crisis. Executive Gill attempted to stop Dr. Kasirye from issuing her public health orders by slowing down the process and commanding her not to seek advice from County Counsel in issuing the public health orders. When it was apparent that a health order had to be issued, Gill published a watered down version that was not approved by Dr. Kasirye though he published it as if it were from her office
- Refusing to pay public health staff overtime even though County had funds to do so
- Leadership from CEO to CEOs office not adhering to County PH Order (i.e. wearing masks)

Culture of Sexism

- Pattern of targeted abuse at women. Especially women of color
- Abrupt resignation of women leaders in the County because of his sexist behavior

Culture of Intimidation & Bullying

- Retaliation on County staff for speaking up about their adverse experiences
- Verbal abuse and intimidation tactics from Nav when County staff attempted to fulfil public health order
- Bullying staff who wanted to wear masks in department meetings

Culture of Racism

- Made disparaging remarks towards people of color, using racial slurs during department head meeting

We understand that the culture Nav has created is embedded within County departments and will take time to change. However, the first step in changing such a culture is to remove the person at the top who has set the standard. We stand ready to work with you on how we can repair the culture once Nav Gill is gone and create a system that no longer tolerates such toxic behavior in Sacramento County government.

NOTE: all of the individuals signing below do not speak for every experience listed above. However, as a collective, they stand behind the statements listed above.

Sincerely,

Dr. Olivia Kasirye - County Public Health Officer

Meghan Marshall - COVID-19 Homeless Response Health Services Staff Division Manager

Leesa Hooks - Health Program Manager

Pamela Harris - County Director of Nursing and Public Health Division Manager

Liz Gomez - Chief of Staff, Department of Health Services

Jamie White - COVID-19 Department Operations Center Incident Commander

Laura Mccasland - Retired, former County Communications Media Officer III

Glennah Trochet M.D - Retired, County Public Health Officer