

Dear Supervisors,

We on the Public Health Advisory Board have had the opportunity to review and discuss the letter written by Dr. Kasirye, and other current and former members of the Department of Health Services, regarding Navdeep Gill's leadership as County Executive. We were distressed by what we read. We have worked with several of the women who signed this letter, and we know them to be responsible, talented professionals who have dedicated their careers to the welfare of Sacramento County. This is a time of great stress, and we have expected much from our public servants. That the work environment in Sacramento County government is so toxic is of major concern.

As an advisory board for Public Health, we take seriously our responsibility to share our public perspective with County leadership. Please consider:

During a public health crisis we expect a coherent and transparent approach to problem solving, one that aligns with the policies of the Board of Supervisors. Executive Gil's initial allocation of Coronavirus Relief Fund dollars to law enforcement was detrimental to the County's Public Health response to the pandemic. A pattern of neglect of the Division of Public Health is a violation of the public trust.

In Sacramento County, we celebrate our diversity. We cannot allow sexism, racism, or other forms of discriminatory behavior to operate within our government.

Verbal abuse and intimidation are not acceptable forms of leadership. Team members who feel respected are more committed and productive.

We must watch closely for unethical behavior and for possible illegality. Not allowing overtime pay, or interfering with the creation or dissemination of a lawful Public Health Order, are serious violations that require investigation.

We were not party to the many interactions between Mr. Gil and those who signed the letter demanding his dismissal. However, our Board is very distressed that so many valuable present and past employees of the County speak with one voice about Mr. Gil. What is clear is that he has failed the people of Sacramento County. At a time when public health has impacted every social and economic aspect of life in our County, he has been an obstruction to addressing this crisis we face.