



CENTRAL HEALTH

MEMORANDUM

DATE: November 22, 2019
TO: Central Health Board Chair, Guadalupe Zamora, MD
FROM: Larry Wallace, Chief Administrative Officer
RE: 2rd Supplemental Employment Separation Complaint

This shall formally resend my verbal capitulation to Mike Geeslin's demand that I resign or face termination.

On October 7, 2019, I was informed by Mr. Geeslin that I would be terminated because of false and malicious allegations of inappropriate behavior asserted against me by [REDACTED]. Under distress, I complied with Mr. Geeslin's command and verbally resigned to avoid termination, effective December 9, 2019. On October 14, 2019, my required presence in the office was restricted to two (2) days per week. I did nothing wrong and cannot accept Mr. Geeslin's improper and unfair disciplinary actions, and the resulting harm and damage to my reputation.

I am the victim, as my only act was to comply with the public request of [REDACTED] that I allow her to take a cellular phone photograph with me. The incident occurred immediately after I received public recognition for outstanding leadership, and in full view of multiple members of the public seated at my table.

Notwithstanding multiple requests, I have been deprived access to and a copy of the photograph(s) depicting my image and the alleged behavior that [REDACTED] and Mr. Geeslin cite as the foundation for her complaint.

I contend that [REDACTED] breached her duty of honesty, among others, as mandated by the Central Health Code of Conduct and Ethics for Board Members, Policy Number: CMP-0010.¹ Her allegations against me are dishonest and patently false. The facts show that her allegations conflict with her duty to treat me with dignity and respect,

¹ CH Policy Number CMP-100, Policy 3(1);(5); and (8): All Central Health Board members must be honest in the performance of their duties for Central Health. All persons at Central Health are to be treated with dignity and respect. CH does not tolerate harassment or discrimination...in any manner or form....

and free from the harassment produced as a reasonably foreseeable consequence of her false allegations.

On October 23, 2019, I transmitted an initial complaint and detailed account of this occurrence to the Central Health Board of Managers through Assistant County Attorney, Holly Gummert. Those documents and my recent filing dated November 21, 2019 are adopted and incorporated into this supplemental complaint for all purposes.

This shall serve as further notice of my complaint, under the procedure stated in HR Policy 2-018.² That policy allows an employee an opportunity to present appropriate work related complaints to the employer for possible resolution after first attempting to resolve the complaints with the immediate supervisor.

My complaint includes, but is not limited to, my assertion that Mr. Geeslin's disciplinary actions were improper and unfair, and that the underlying allegations are false and malicious.³ I attempted to resolve the matter by requesting an in person meeting and discussion with [REDACTED] and Mr. Geeslin.⁴ That request was denied.

I have been unable to effectively resolve my complaint with my immediate supervisor. In fairness and due to the uncomfortable circumstances I seek resolution at the highest level pursuant to HR Policy 2-018.⁵

As a long standing and highly regarded executive, my treatment since this incident has been humiliating. I have been banned from the office, subject only to Mr. Geeslin's express authorization to return. Mr. Geeslin asserts that his actions are justified in order to protect employees from me. I have never been accused of making, nor have I engaged in unwanted advances or demonstrated threatening behavior toward female staff at Central Health. I acknowledge that on occasion my humor has fallen flat in the past, for which I have apologized. I find it difficult to understand this extreme course of action.

I provided 14 years dedicated service to building Central Health and was proudly labeled as the glue that held the organization together by Patricia Young, the previous CEO. I have served as acting CEO at Central Health on multiple occasions at the

² HR Policy 2-018, Policy Statement.

³ Comment 1(e): A belief by the employee asserting the complaint that a disciplinary action directly affecting his or her compensation, such as suspension demotion, or termination was improper or unfair.

⁴ Comment 2: Employees should first attempt to resolve on the job complaints with their immediate supervisor.

⁵ Comment 3: If an employee is unable to resolve a complaint with their immediate supervisor, or if doing so would be too uncomfortable for the employee to be effective, he or she may take the complaint to the next level of management.

pleasure of the Board. I never experienced disrespect and personal humiliation at Central Health until recently. My reputation for integrity, honesty, and respect toward all individuals with whom I engage in my personal and professional activities has been broadly acknowledged as demonstrated by multiple community service awards. This occurrence is the unexceptional outcome of a simple public kindness in response to the common public act of posing for photographs.

I request that the Board investigate the issues presented and that I be allowed an opportunity to address the Board, provide additional information, and clarify any facts regarding the occurrence expressed in this complaint.

With the upcoming holidays, I would appreciate your response within the 5 days previously requested.

Regards

Larry Wallace