

From: Marilyn Chandler Ford <mcford@co.volusia.fl.us>

To: [REDACTED]

Subject: Re: Leave Hours

Date: Tue, 30 Aug 2011 11:34:38 -0400

Good morning Gary,
I have reviewed the circumstances of your leaving again. Your written notice of retirement was dated July 28, 2011, and your stated date of retirement was August 5, 2011. It is my understanding you also were on pre-scheduled vacation this last week.

Per the County Employee Handbook, p. 20, Section F.

- 14 calendar days notice prior to separation for good standing
- If not in good standing, 20% of PL balance

Your separation payout is in accord with prior employees. I find no reason to deviate. If you are interested in meeting to talk with me about Division information and processes that I have been kept in the dark about, so as to improve the working situation for all current and future employees, please let me know.

Best luck in your retirement. Thank you.

MCF

>>> [REDACTED] 8/29/2011 7:21 PM >>>

To: Dr. Marilyn
Ford

08-29-2011

From: Gary Watkins

I recently received my final paycheck statement and was a bit confused. I was not paid for all of my personal leave time that I had earned. I called personnel in Deland and talked with Susan Holt and inquired about the missing hours. She informed me that she had also questioned the discrepancy over the final amount of hours and said the department had put a note that I left without proper notification. Dr. Ford, I entered DROP in May of 2009 and I was officially retired then. She also said you have the authority to change that decision and I could receive my total compensation. I have worked hard to get to the day I could finally leave and begin

a new life in the private sector. I will not get my first retirement check until September 31st and we had planned on having the last check to pay bills for the month of September. Now we're not sure how we're going to do it this coming month.

My wife is a school teacher and we have had no money from her employment all summer.

When I made the decision to finally leave, I thought I was in good standing with the department. I had to notify Tallahassee of my last day of employment in advance. I notified personnel and made arrangements to get my paper work started with FRS. The end of the pay period was August 5th and I had the money in my DROP account were I had wanted it. Unfortunately, I cannot touch that for a year and a half without major tax implications and penalties. There was no going back because of that date. Warden Masker had left early on Friday the 22nd and I was not able to talk with him until the next Thursday as I worked that weekend and did not see him until then. I feel that I gave my notice in the last week of July and was not officially leaving until the end of the pay period which would be the first week of August.

Warden Masker gave me the option of coming in on Friday and I decided to take him up on his offer, as they already had my post covered. The thought of not having to deal with Ken Murray for one less day was a welcome relief.

I really feel I would have stayed until the end of the shift, but after that incident and the supervisor's statements, I decided it would be too stressful to continue. It would have started to affect my health and I did not need that. Dr. Ford, I have always admired you and even spoke positively about you even when others haven't. You have always been fair, from what I've seen, especially with me. The previous administration was not as favorable in my eyes. Much of the things that are wrong with the department is kept from you, and this is probably why they have not been corrected. I wanted to come talk to you many times, but I was hesitant because of the backlash I would have gotten from some officers and yes, supervisors too. Now that I am no longer with the department, feel free to contact me with any inquiries on any matter that you may have questions about.

cc: file