

Developmental Disability Community Vote of **NO CONFIDENCE**

IN

Kern Regional Center CEO, **Duane Law**

AND

Kern Regional Center Board President, **Susan Lara**

The undersigned Developmental Disabilities Community hereby submits the following letter to Kern Regional Center's Board and DDS and request that this letter be reviewed and considered by all Board Members. This letter outlines numerous persistent problems that have come to exist at Kern Regional Center during the 3 year period in which Kern Regional Center has been under the leadership of current CEO, Duane Law and Board President, Susan Lara. We all believe that these problems directly stem from an inability (or unwillingness) of the CEO and Board President to provide effective, competent, compassionate, and trustworthy leadership to the agency. We believe that these problems have had a corrosive effect on staff morale and have fostered a climate of fear, anxiety and uncertainty. Efforts to bring these problems to the attention of the Kern Regional Center Board through both informal and formal processes have routinely been met with resistance or have been undermined through parliamentary maneuvering, information suppression, and covert intimidation.

In light of the above, the undersigned DD Community are now formally advising the Kern Regional Center Board that we have **NO CONFIDENCE** that Duane Law and Susan Lara have the capacity to provide Kern Regional Center with the quality leadership and oversight that is essential to the agency's health, effectiveness and functioning. We submit that Mr. Law and Mrs. Lara's unwillingness to fully accept the findings of the recent investigation that was conducted by the California Department of Developmental Services suggests that they lack a sincere desire to seek meaningful changes in the administrative practices. The negative impact of the hostile work environment that currently exists at the Kern Regional Center began within the past 3 years.

Listed below are reasons why the Developmental Disabilities Community of Kern County has **NO CONFIDENCE** in CEO, Duane Law and Board President, Susan Lara:

- Board President is not exercising its commitment to be a "checks and balance" for the KRC community.
- Untruthful statements made by the Board President, Susan Lara, create gossip, provide misleading information and intimidation. For example, the Board President at the Board Meeting on February 2015, gave her closing statement about staff boycotting.
- The Board President lack of knowledge is a problem with the KRC Board in general.

- EXTREMELY LOW STAFF MORALE
- CEO, Duane Law's disregard for the staff's opinions, suggestions, knowledge and experience. He does not value the longevity of staff. He surrounds himself with people who do not question him.
- Horrible communication from CEO. NO guidance or consistency.
- CEO does not give all parents equal treatment when requesting services.
- CEO does not take responsibility for the things he says.
- CEO threatens his program managers, reminding them often that they are at will employees.
- CEO lacks the requisite educational background, ethics and experience to serve as KRC CEO.
- CEO lacks the temperament, objectivity and empathy necessary for a CEO.

The following individuals request the resignation of both, Kern Regional Center Board President, Susan Lara and Kern Regional Center CEO, Duane Law:

(The Signatures attached to this petition are protected by State and Federal Whistle Blower Laws.)