

**From:** [Ronaldo Barrios](#)  
**To:** [ClerkoftheBoard](#)  
**Subject:** BOS Public Comment Agenda Item 50  
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Good evening Clerk,

I would like to submit my public comment for Agenda Item 50 to the Board of Supervisors. I hope these questions can be asked to the County staff presenting this presentation.

Q1) Is it allowed for a manager to conduct their own investigation against an employee under their division? It seems to me this to be a major conflict of interest. The HR Manager at APCD routinely conducts the investigations, even when she is the perpetrator, and has taken punitive measures against employees that have spoken up against her and management or have reported her to the hotlines where the cases somehow don't go anywhere.

Q2) It is said the complaint process can be anonymous. And that may be the case in the beginning, but at some point, the investigators contact you to schedule an interview, thereby violating the anonymity and therefore the cases get stalled and can't move forward. I suggest if the County truly wants an anonymous process, to have more options than the only one offered (in person interview) because staff are extremely scared of losing their careers when HR manager has personal or even "positive" relationships with staff at HR conducting investigations. Why can't there be an exchange of emails or a chat to talk without revealing your identity? Why can't they simply ask their questions instead of wanting to see you in person and knowing who you are?

Q3) Also related, if an employee has a complaint of said manager, would the complaint be given to manager to answer questions and provide their own proof without having this checked by a third party? If so, this is a major conflict of interest and there needs to be procedural requirements if this scenario occurs to ensure any investigation against a manager remains impartial and fair and not have said manager involved in any way whatsoever.

Q4) Why are the complaints for the APCD agency reported in the BOS semi-annual progress reports to the Board of Supervisors, and not the Air Pollution Control Board? It seems to me any and all complaints, whether from the Complaint Hotline or Fraud Hotline, should be required to be reported to the APCB in their own Board meetings, not the BOS, which is a different governing board. Legally, APCD-related complaints need to go to the APCB and therefore reported to the APCB just as the County-related ones get reported to the BOS.

Please ask your County staff to clarify during this item in the spirit of public transparency and honesty and for the hard working public servants at APCD that are suffering every day under the abuse of power occurring where one person is judge, jury, and executioner without any check and balances.

RB