

County of Orange  
Chairman of the Board of Supervisors  
Vice Chairman of the Board of Supervisors  
10 Civic Center Plaza  
Santa Ana, CA 92701

Dear Sirs,

In light of recent events, we are writing this letter with the hopes that it will be taken seriously this time and that your Board takes the necessary actions to protect your County employees from sexual misconduct and favoritism.

The following is a list of alleged sexual misconduct, favoritism and cronyism which has flourished at the Clerk-Recorder Department since the arrival of Tom Daly.

Assistant Clerk-Recorder Renee Ramirez: When Tom Daly took over in 2002 as Clerk-Recorder, Renee had barely been promoted to the position of Assistant Clerk-Recorder as an Administrative Manager I. Darlene Bloom was the interim Clerk-Recorder before Daly started his term. She noticed that Renee was not up to the job and had to bring several managers from other agencies to ensure the smooth running of the department. Darlene allegedly went as far as requesting that Renee be demoted or let go for incompetence however the Board at that time said that it would be Tom Daly's decision to let her go or keep her. Renee was vulnerable and she knew she had to make an impression on the new boss. It is alleged that she had an inappropriate relationship with Tom Daly during his first term as Clerk-Recorder. Renee is a shrew individual and it is perceived by the whole staff that she has something over Tom Daly. Since he became the Clerk-Recorder, Tom has given her numerous raises in the 10% to 15% range retroactively to Renee. He gave her a retroactive promotion to Administrative Manager II without opening at least a countywide recruitment which he justified to now disgraced and retired Human Resources Director Carl Crown and Former CEO Tom Mauk. In 2011, he gave her a promotion to Administrative Manager III shortly after the Board had rescinded raises to several managers at the CEO's office. There was no recruitment for this top level position and it was once again justified through a memorandum to Carl Crown and Tom Mauk. Both times she received promotion through Tom Daly's manipulation of the organizational chart. The question here is why Tom is so willing to give Renee what she wants. During his 1<sup>st</sup> term Tom hired Phillip Tsunoda to be his right hand man so he could manage the department better. Several staff in room 101 would hear Tom complain to Phillip that Renee was a moron, idiot and was lacking skills that City of Anaheim managers had and that he was disappointed in the quality of managers the County produced. Tom went as far as giving Renee a book about the basics of writing style as a gift because he had little faith in her writing skills.



Now the following women are known by the Clerk-Recorder Staff as Tommy's Girls or Tommy's Angels: Martha Arteaga; Chantha Muth; Adrienne Garcia; Ana Hutchins.

Senior Supervisor C/D Martha Arteaga: Martha was a document examiner when Tom Daly started at the Clerk-Recorder Department. She was not a stellar employee and had never been in charge of anyone much less supervising anyone. Tom Daly seemed to take an interest in Martha and would visit her at her cubicle several times during the day. She used to tell several employees in the Document Examining Unit that he "creeps her out" and that she felt that she had to be nice to him and didn't have the nerve to ask him to stop. She said he is the boss and he could fire me if he wanted to so I'll have to put up with it. At this time Martha was married. This visiting at the cubicle has been observed by everyone in Room 101. Soon Martha was a back-up to Executive Secretary Judy Martineau and all the succeeding secretaries after Judy's retirement. After Judy retired, Martha would be seen going into Tom's office for up to two hours at a time. Tom also ensured that the 1<sup>st</sup> row of cubicles leading to his office in the administrative area were empty. The only persons allowed to sit in those cubicles were David Cabrera and Christina Zabat-Fran who were administrative support workers. It appears that Tom soon realized that these two individuals could witness the comings and goings of Tom Daly's special girls including Martha. It was alleged that sexual activity was occurring during these sessions because Tom closed the door to his office and directed the backup secretary to Martha (Lily Rincon) that they not be disturbed. Martha would come out of the office nervous and without lipstick. The two hour session continued and soon Martha was promoted on a temporary basis to Supervisor C. She started supervising the Fictitious Business Statement Unit in room 106 and oversaw three employees. Tom would visit her in her office known as the vault. Employees in Room 106 would observe Tom come over for the visits and sometimes behind closed doors. Martha told some of her employees that it creeps her out that he came to visit her at her office but she was afraid to tell him anything. On several occasions Tom would ask Lily Rincon (his current secretary) to have Martha come see him at his office. Martha would roll her eyes but would still go. Some employees have heard Martha refer to Tom as Uncle Tom when she talked about him to staff. When Martha filed for divorce, she asked to see Tom. She was in his office for about an hour. She had told some staff about her divorce and was complaining that she needed more money and that she was going to work her magic with Tom to get more money. Shortly after her visit to Tom, Martha was temporarily promoted to Senior Supervisor C/D while still supervising three people. Former employee and HR Coordinator Gloria Garcia processed the temporary promotion. Martha was finally made a permanent Senior Supervisor C/D in 2011 without a proper recruitment and in a very secretive manner despite there being other competent supervisors who would have loved to compete for the position. She was still just supervising the FBN unit which was way below the classification requirement. No one knew she had received a promotion. No memorandum announcing the promotion was routed throughout the department as is the custom. One day Martha was hastily moved to what is known as the "fish bowl" because it is alleged that current employee David Cabrera had filed an EEO complaint in which he brought this irregular promotion to Central HRs attention. It appears that no equal opportunity was afforded to the Clerk-Recorder employees who would have loved to apply for Martha's new Senior Supervisor C/D promotion. It appeared that the department had to make Martha do the job she was getting paid for. The interesting part about these promotions is that the department management



insisted that all employees' interest in becoming supervisors had to apply at other agencies and get on an "A" list in order to be considered for promotion. Martha never had to do any interviews, tests or apply at other agencies to get on an "A" list. The department wrote memorandums to Carl Crown to justify her promotions. Aja Tucker and Daniela Rivera had to get on "A" list to get promoted to Supervisor C positions. Why the different treatment? Tom still visits Martha at the "Fish Bowl" and she recently complained to current department employee Richard Haro that it creeps her out when he visits her but is afraid to tell him anything. Although the two hour visits to Tom's Office have stopped because rumors of his alleged sexual indiscretions were being blogged on a couple of prominent political blogs during his last run for District Supervisor and Assembly. Martha is not divorced and is currently carrying out an inappropriate relationship with employee Chris Hall. It is alleged that she has commented to other employees with whom she goes out drinking with that she played Tom to get what she wanted and that she used the divorce angle to get more money through promotions.

#### Chantha Muth:

Chantha Muth is another one of those women that have direct access to Tom Daly. Whenever she had an issue with a work assignment she would go directly to Tom's office to complain. She would eventually get what she wanted no matter what her supervisor wanted. It is to be noted that Chantha Muth is not a stellar employee and has a problem with authority. This has been documented by several of her supervisors over the many years she has been under Tom's protection. It is alleged that Chantha had an inappropriate sexual relationship with Tom Daly. She too refers to him as Uncle Tom on occasions. She would also be one of those girls that got to be in Tom's office for two hours at a time behind closed doors. It is alleged that Tom would text her and his other girls with his County phone. During his re-election to his latest term for Clerk-Recorder a public records request of Tom's county phone usage was submitted. He refused to release his records because he said it was his right to do so since he is an elected official. It is alleged that if he released those records, he would be exposed. All his calls and text messages to his "girls" would be discovered by the public. Renee Ramirez also blacked out hundreds of calls from her phone bill after a public records request was processed claiming that they were personal calls and that she had supposedly reimbursed the county for those calls. What are they hiding? It is alleged that Chantha had Tom's number and that is how they would communicate. Tom was too prudent to use his personal phone. One day Chantha was gone for a long time from work. It is believed that she went on some type of leave. It is alleged that she quit her job without a two week notice. According to her close friends and current Clerk-Recorder employees, it was well known that she went off chasing some man up in Northern California. About a year ago, she returned to the agency as an extra-help employee. Why the preferential treatment? It is alleged that she had told current department employees, Carmen Silva, Ana Hutchins and Vanessa Garcia that she was having an affair with Tom and that is why she was able to score a job after a more than a year absence. Since returning, Chantha has become a fulltime employee as an Office Specialist after a questionable departmental promotional recruitment in which Chantha Muth, Karina Rios and Dulce Cuevas were all promoted and hired full time. No interviews were conducted and no one knows who ran the recruitment this recruitment.



Adrienne Garcia: Adrienne was hired because she was a very close friend to Tom Daly's daughter. She is also one of those girls that have exclusive access to Tom's office. She too has been in his office for up to two hours behind closed doors. Whenever Adrienne's supervisors try to discipline her for her consistent tardiness, she goes to "Uncle Tom" to tell him about what the supervisors are trying to do to her. Often Tom intervenes and nothing with regards to discipline happens to her. Whenever she needs her schedule changed, she goes directly to Tom and after a two hour session gets her new schedule. Currently, Tom Daly has approved her tuition reimbursement for nursing classes that she is taking. These classes have nothing to do with the business needs of the agency and therefor shouldn't be reimbursed. It is alleged that she too had an inappropriate relationship with Tom. According to current Clerk-Recorder employee Angie Ortiz, Adrienne Garcia told her that she receives bilingual pay despite the fact that Adrienne speaks no Spanish or any other language. All bilingual pay is believed to be approved by Tom Daly. It is alleged that he manipulates this premium pay to supplement his "girls" income.

Ana Hutchins: Ana Hutchins has told employees that Tom Daly actively pursues her in and outside of work. She too has told several staff that he creeps her out but that he is the boss and isn't comfortable telling him to stop. It is alleged that Anna told Phyllis Johnson that Tom has taken her shopping outside of work. It is also alleged that Tom Daly has used his county credit card to pay for these shopping trips and several lunches at work. Ana also told Phyllis that Chantha had told her that she did have an affair with Tom Daly. Ana also mentioned that Tom Daly would send her text messages and even left voice mails on her cell phone. She was afraid that her husband would find out and asked current Clerk-Recorder employee Sylvia Manzo to help her delete the text and voice messages from her phone. She has also told several Document Examining Unit employees that Tom would summon her to his office for no apparent business reason. Once in the office, Anna said that she felt very uncomfortable but was too scared to tell him. She told her fellow employees that she felt like she was being undressed visually by Tom. She has told several employees that this creeps her out and feels uncomfortable every time Tom comes to visit her at her desk. For a while, Ana was assigned to sit at Window 1 in Room 101. This window is the information desk for that area and is in a direct path to Tom's office in the Administrative area. Ana had told her supervisors that she didn't like sitting at that window mostly because Tom Daly would pass by there and stop to talk to her whenever she sat there. She asked the supervisors to move her elsewhere but was told that Tom requested that she be assigned there so he had to deal with it.

It is hard to believe that Assistant Clerk-Recorder Renee Ramirez and Administrative Manager Paul Lanning are not aware of these issues while the entire staff is. Renee sits in the administrative area one door away from Tom's office. Paul Lanning sits outside in front of the door that leads directly to Tom's office. Paul Lanning handles all HR issues for Tom. So why wouldn't he question these raises to Renee and Tommy's Angels.

The inaction of the managers at the agency has led to a culture of mistrust, favoritism, cronyism and organizational manipulation. This inaction has also led to low morale distrust and fear throughout the department.



It is our sincere hope that you will move to protect all employees and the integrity of County employment. Tom Daly has been at this agency for more than a decade. That is nine years too many.

Thank you and we hope that you do the right thing.

Sincerely

Concerned County Employees

CC: Interim County CEO  
O.C. Human Resources Director  
Office of the Performance Audit Director  
OCEA General Manager  
Voice of O.C.  
NOW – Orange County Board President