

From: steve heitman <steve.heitman@ucsfmedcenter.org>
Sent: Wednesday, September 2, 2020 5:03 AM
To: Steve Canale <scanal@ucsf.org>
Subject: Fed: UPED - Home of the \$200K Severance Payment?

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----- Original Message -----
From: scanal@ucsfmedcenter.org
To: Tom Christopher <tomc@ucsfmed.org>, Inetta Gentry <inetta@ucsfmed.org>, Bob Grady <bobg@ucsfmed.org>, Bill Lindholm <billl@ucsfmed.org>, Board Director Peggy Lomenda <peggy@ucsfmed.org>, Len Lindholm <llen@ucsfmed.org>, Paul Thompson <paulp@ucsfmed.org>, Sydney Johnson <sydney@ucsfmed.org>, Steve Heitman <steve.heitman@ucsfmedcenter.org>, Scott Fleisher <scott@ucsfmedcenter.org>
Cc: <scanal@ucsfmedcenter.org>
On: <scanal@ucsfmedcenter.org>
Date: Wed 09/02/20 05:04 PM EDT
Subject: UPED - Home of the \$200K Severance Payment?

I heard that it was announced in UPED's public Board Meeting today that UPCA1 sent an invoice over to UPED for \$200K for a John Fetrick Severance Package?
Did I hear this correctly? If so, I'm sure residents of all sizes are looking for answers.

- Is what interview does a person who resigns receive severance?
 - Unless, of course, if Fetrick's employment agreement stipulate a severance upon resignation?
 - Please make this public. (UPED and UPED attorney: you should be demanding this from the cashiers at PBM/UPCA) and not honor any such invoice if it is not part of the employment terms.
- Will Sydney or UPCA1 or UPED address the particulars of this important issue in a FACT FOCUS? In the Club Weekly? In a issue-specific email?
- Or, are you all trying to bury this and not going to explain this to residents who pay the freight?

There are a lot of impatient people in this email. I hope that at least one of you addresses this.

Who decided this was a good president to not have at UPED? Tom? Murphy? Wond?
Just explain yourselves to the community. And please be truthful.

- How does a disgraced employee who committed, swindled, and defrauded residents not get fired?
 - Not only did he not get fired, he resign and a giant a severance package?
 - This must be a great morale booster for the hard working employees we have here at UPED. Another disgusting decision.

You all are nuts. And you wonder why this community is divided???

People,
Dean Matt
aka **MachoDeanAero**
aka **The Proctoderm Plant**
aka: aka: aka:
HeckleChuckles - aviation adventures and the home of The World Record 00-00-00 Pilot's Challenge
And Day - golf accessories
Game to Play Book - cardstock industry mini-fiction

On Friday, August 15, 2016 at 10:30:34 AM EDT, scanal@ucsfmedcenter.org wrote:

On Tuesday, President Trump released the following:

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

As a mark of respect for the memory of Dolly Parton, I hereby order, by the authority vested in me by the Constitution and the laws of the United States of America, that the flag of the United States shall be flown at half-staff at the White House and upon all public buildings and grounds, at all military posts and naval stations, and on all naval vessels of the Federal Government in the District of Columbia and throughout the United States and its Territories and possessions until sunset, September 1, 2020. I also direct that the flag shall be flown at half-staff for the same period at all United States embassies, legations, consular offices, and other facilities abroad, including all military facilities and naval vessels and stations.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-fifth day of August, in the year of our Lord two thousand twenty-six, and of the Independence of the United States of America the two hundred and fifty-first.

DONALD J. TRUMP

Here is the Ginkhouse flag today...3 days later:



Now it could be an oversight or a purposeful snubbing of our President's Proclamation.

I understand that UPCAI is not bound by following this Proclamation. In fact, I would bet that many on the UPCAI Board suffer from TDS and don't exhibit good citizenship because of personal political beliefs.

Because of actions by our leaders, public records requests, etc., myriad seizures, unlawful, and even fraudulent actions by our leaders and public-elected officials and employees have been exposed. To date, no apologies have been issued for shameful acts such as censorship, surveillance, defamation, and fraud in the process to attempt to issue bonds. [If you are unaware of these well-documented actions by University Park's leaders, please contact me and I'll be happy to bring you up to speed.]

The results of these actions is that trust and credibility of leaders in UPBIO, UPICAL, Neighborhood Chair Council, and PRM has been lost and residents have, unfortunately, learned to question every action [even if ultimately determined to be innocent actions] of leaders in UPBIO and UPICAL. This is what happens when leaders do not hold themselves and colleagues accountable, act unethically, are not transparent and do not act as fiduciaries for ALL residents.

But, with that being said, most communities and state and county and other government entities/agencies fall in line with non-controversial Presidential Proclamations such as President Trump's August 25 Proclamation.

Visitors to University Park probably take notice, as I did, and wonder why University Park is not compliant. Simple oversight or political statement?

To the extent this is a purposeful snub of a Presidential Proclamation by any UPCAI Board member, I believe that University Park leaders should not make personal political statements. It reflects poorly on your governance.

So, I hope this was just an oversight that you will immediately correct this morning. If this was done purposefully in defiance of our President, shame on you and your political motives.

In any event, while many on the Board probably have TDS, perhaps you can join me in the feeling that University Park should not be hating on Dolly! You'll find yourself to be on the wrong end of a 95-5 issue.

Please comply with the Presidential Proclamation. If not due to respecting our President, then to Dolly.



Dean Matt

aka [PickleballQuashers](#)

aka [The Pickleball Pilot](#)

[528-238-0505](#)

[PickleballQuashers](#) - nation's advertisements and the home of The World Record 48-48-48 Pickleball Challenge

[Golf Gear](#) - golf accessories

[Guns In The Bush](#) - commercial industry non-fiction