

**Beatriz Flores** <beatriz.flores@cityofwatsonville.org>

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**Tamara Vides**

1 message

**Judy Stabile** <[REDACTED]>

Wed, Nov 10, 2021 at 9:14 AM

To: jimmy.dutra@cityofwatsonville.org, Beatriz Flores &lt;cityclerk@cityofwatsonville.org&gt;

Dear Mr. Dutra,

It has come to my attention that there has been some negativity regarding Tamara Vides expressed to the City Council. I would like to share with you my experience with Ms. Vides.

I have worked with her in the capacity of community partner and volunteer. I personally have over 15 years of public service experience, having retired from the Counties of Monterey and Santa Cruz. I believe that I speak from a position of experience, when I say that I understand the pressures and demands placed upon our civil servants. I certainly recognize the dedication that it takes to work through those demands, especially in light of a very difficult year navigating Covid. I have found Ms. Vides to be completely dedicated to our community, her job, and the City of Watsonville.

I have found Ms. Vides to be a clear and honest communicator, knowledgeable, pleasant, professional, creative, and realistic. We do not always agree, but she is always willing to work towards finding a mutually beneficial solution.

In looking at her professional track record, I hope that the Council will favorably consider Ms. Vides' years of dedication and experience. Every person in a position of management and authority, including your own, will come under fire at some point in time. Hopefully, you and they will be allowed the opportunity to learn, grow, and respond positively to public criticism.

Warm regards,

Judy Stabile



City Council &lt;citycouncil@cityofwatsonville.org&gt;

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**Interim City Manager**

1 message

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**Laura Segura** <[REDACTED]> Tue, Nov 9, 2021 at 3:26 PM  
To: "citycouncil@cityofwatsonville.org" <citycouncil@cityofwatsonville.org>, "cityclerk@cityofwatsonville.org" <cityclerk@cityofwatsonville.org>

Dear Watsonville Mayor and City Council Members,

I write in support of Tamara Vides serving as the Interim City Manager. She has proven to be an effective community partner during the pandemic advocating and responding to the needs of our most vulnerable in our community. Tamara was a pivotal partner in our South County Triage and Response Group, which comprises over 50 organizations and individuals working towards equity and access to quality health care. She took part in so many aspects of this work for the past 20 months and her and her team's contributions to our collective achievements cannot be ignored and should be recognized. This was a massive undertaking and she showed up each and every time, rolling up her sleeves to help without any hesitation. While we were all exhausted we showed up together because we knew what was at stake.

I understand that you have received anonymous complaints from staff and some of them have taken their grievances to the City Council and the media which I find all of the above to be unacceptable and cannot be the solution to address these internal HR issues. I encourage the City Council to not allow this to be the focus from what is at hand which is determining the Interim City Manager. I worked with Tamara back 20+ years ago at the City of Watsonville in addition to our most recent work during the pandemic, so I am very familiar with her work and communication style, both of which are that of a strong and effective leader.

Tamara has been, and continues to be, a vital part of our South County team. We need her leadership and continued commitment as the Interim City Manager. Thank you for your consideration and for your service.

In community,

Laura Segura

**Laura Segura, Co-Executive Director**

**Monarch Services – Servicio Monarca**

233 East Lake Ave, Watsonville, CA 95076

Situated on Ohlone Land



City Council &lt;citycouncil@cityofwatsonville.org&gt;

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## Interim City Manager

1 message

**Maria Elena de la Garza** [REDACTED]

Tue, Nov 9, 2021 at 2:36 PM

To: "citycouncil@cityofwatsonville.org" &lt;citycouncil@cityofwatsonville.org&gt;

Dear Esteemed City Council Members,

I am writing in support for Tamara Vides to be appointed as our Interim City Manager as we walk down the recruitment and hiring path. I have had the opportunity to work with Tamara since I have been at CAB. We have worked together on various projects throughout the years and have been witness to her advocacy and fierce leadership fighting for equitable resources for our City. I have seen Tamara work strategically to address issues around: homelessness, immigration, poverty, census, and the pandemic response, to name a few. She is an open community leader and has always made time to learn about CAB's initiatives and the needs of the community we serve including undocumented immigrants, mixed status families, homeless and unsheltered clients, and youth.

In my experience with Tamara, she is approachable, responsive and willing to listen and in the instances when we are not in alignment in perspectives, always respectfully communicating. I would like the council to consider that in this opportunity, what better voice than someone who has been committed to the City for over 23 years, someone who lives in this community, has raised her family here and is reflective of our community. She is an asset in Watsonville and in this interim opportunity, she is equipped to lead. From a community perspective, she understands the needs, she knows the importance of the City's role in our recovery response and she has build strong relationships with local leaders.

In response to the Council receiving anonymous emails creating doubt in her abilities, I cannot speak to internal politics for the City, however as in every business, there are processes in place to ensure all employees are heard, that workplaces support success and that if there are issues, there are paths to get concerns addressed through Human Resources.

I know that as our City Council, you rely on able, dependable staff to ensure our City's vision is upheld and elevated and that our community is provided the highest quality of services and in that light, I respectfully request that you consider naming Tamara as the interim City Manager because it is what is best for our community at this time.

Mil Gracias.

MariaElena De La Garza

CAB Executive Director

406 Main St. Ste 207

Watsonville, CA 95076

For scheduling please email: [REDACTED]





City Council <citycouncil@cityofwatsonville.org>

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## Interim City Manager

1 message

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**Joaquin Vasquez** <[REDACTED]>

Tue, Nov 9, 2021 at 2:22 PM

To: City Council <citycouncil@cityofwatsonville.org>, City Clerk <cityclerk@cityofwatsonville.org>

My name is Joaquin Vasquez and I am an City employee. I would like to take this opportunity to express my opinion on Tamara Vides becoming Interim City Manager. Short answer is I agree 100% with Andrea Padilla-Curtis, Tamara does not posses the leadership skills necessary to lead our City and its employees. I cannot remain anonymous anymore and hope more of my peers speak out before a decision is made.



Beatriz Flores <beatriz.flores@cityofwatsonville.org>

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## Closed Session, Item 2.c PERSONNEL MATTERS:

1 message

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**Jessica Evanjelista** [REDACTED]

Tue, Nov 9, 2021 at 2:14 PM

To: Citycouncil@cityofwatsonville.org

To whom it may concern:

In regards to replacing the City Manager:

- Watsonville needs a Planner, not a developer as a City Manager. Developers look for short gains whereas Planners are long range.
- City council should post this job listing with the APA (American Planning Association).
- Because Watsonville is 80% Latinx, city council should also post this with the LAP (Latinos and Planning Division).
- Our next city manager should be a part of AICP (American Institute of Certified Planners) and have a Masters in Planning.
- Most importantly, according to the city charter, section 700: City Manager, Section 705: City Manager Pro Tempore: the city manager is required to have 1 year experience as City Manager or 3 years experience as Assistant City Manager- Tamara has neither as she was reclassified as Assistant City Manager in October 2020.

Thank you,

Jessica Evanjelista



Beatriz Flores &lt;beatriz.flores@cityofwatsonville.org&gt;

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## Letter in non-support

1 message

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**Andrea Padilla** <[REDACTED]>  
To: citycouncil@cityofwatsonville.org

Tue, Nov 9, 2021 at 2:09 PM

Good afternoon Mayor and Council,

I write this email to again express my disagreement with Tamara Vides being appointed Interim City Manager. With the vast amount of duties that the City Manager and Assistant City Manager hold, I do not believe that it is in the best interest of the City for one person to be doing all the tasks that are normally done by 2 people. It has been proven that when one person is tasked with the duties of multiple people, they often forget things, and don't pay attention to small details. Before Matt Huffaker was City Manager, there was a City Manager, an Asst. City Manager and 2 Deputy City Managers (one being Tamara Vides), one person doing the job of what used to be done by 3 people will cause a lot of crucial things to be overlooked or rushed through. So again I ask that you do what is best for the City of Watsonville employees and community members by looking for someone to fill the position of Interim City Manager that can do this job to their fullest ability without having to put more work onto other department directors or staff who already are overworked and understaffed.

Thank you,  
Andrea Padilla-Curtis



City Council <citycouncil@cityofwatsonville.org>

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## Closed session item 2c

1 message

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vere atilano <[REDACTED]>

Tue, Nov 9, 2021 at 1:49 PM

To: "citycouncil@cityofwatsonville.org" <citycouncil@cityofwatsonville.org>, "cityclerk@cityofwatsonville.org" <cityclerk@cityofwatsonville.org>

Hello,

It's important we hire a city manager that's experienced. We need to hire a planner and member of the APA. City charter states Tamara Vides is not experienced enough for this position. We need to hire a city manager and a deputy as well, with Tamara in her current position to facilitate the transition at least until she meets the minimum requirements.

Thank you



City Council <citycouncil@cityofwatsonville.org>

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## Public comment, Closed Session, Item 2.c PERSONNEL MATTERS

1 message

Tue, Nov 9, 2021 at 1:39 PM

[REDACTED]

To: "citycouncil@cityofwatsonville.org" <citycouncil@cityofwatsonville.org>, "cityclerk@cityofwatsonville.org" <cityclerk@cityofwatsonville.org>

City council,

I ask you follow city charter and hire someone who meets the requirements as our new city manager. As I understand, Tamara does not have the minimum experience listed under City Manager section 705. I ask she remain in her current position and assist our new city manager until at least 2023, per section 705.

Thank you,  
Adam





Beatriz Flores &lt;beatriz.flores@cityofwatsonville.org&gt;

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**Fwd: In Support of Assistant City Manager Tamara Vides**

1 message

**Pam Hudson** [REDACTED]

Tue, Nov 9, 2021 at 1:21 PM

To: cityclerk@cityofwatsonville.org

Please confirm that you have received this resend email, as well as the original sent today at 11:11. — Pam Hudson

Begin forwarded message:

**From:** Pam Hudson <[REDACTED]>**Date:** November 9, 2021 at 11:11:27 AM PST**To:** [citycouncil@cityofwatsonville.org](mailto:citycouncil@cityofwatsonville.org), [eduardo.montesino@cityofwatsonville.org](mailto:eduardo.montesino@cityofwatsonville.org), [lowell.hurst@cityofwatsonville.org](mailto:lowell.hurst@cityofwatsonville.org), [francisco.estrada@cityofwatsonville.org](mailto:francisco.estrada@cityofwatsonville.org), [rebecca.garcia@cityofwatsonville.org](mailto:rebecca.garcia@cityofwatsonville.org), [jimmy.dutra@cityofwatsonville.org](mailto:jimmy.dutra@cityofwatsonville.org), [Ari.parker@cityofwatsonville.org](mailto:Ari.parker@cityofwatsonville.org), [cityclerk@cityofwatsonville.org](mailto:cityclerk@cityofwatsonville.org)**Subject:** In Support of Assistant City Manager Tamara Vides

Dear City of Watsonville City Council Members,

I'd like to express my support for Assistant City Manager, Tamara Vides, especially now that our city's administration will be in transition when Matt Huffaker leaves his current role as our City Manager.

Tamara has been a public servant for the City of Watsonville for 23 years, and has demonstrated her commitment, dedication, loyalty, passion, and vision for a community she adopted, having grown up in Venezuela. Throughout her tenure with the City of Watsonville, she has been promoted time and time again by her supervisors who obviously recognized her integrity, intellect, vision and resilience – all characteristics that have led her to the Assistant City Manager role. She has worked on programs and projects that have, and will, shape our beautiful community for generations to come. As a result of her professional ascent through the City of Watsonville administration, she has a 360 view of the innerworkings of our city, as well as how the community comes together, and the forthcoming development that will support our growth.

I imagine politics come into play in any city administration, and Watsonville is not immune to that, as evidenced by the slanderous public comments being made about Ms. Vides. I'm appalled that any credence is being given to baseless claims by misinformed individuals in an effort to undermine her personal and professional character. Watsonville is better than this.

I have been dear friends with Tamara and her family since our daughters were in a local pre-school 12 years ago. Throughout these years, Tamara has been a pillar of support to

me and my family, both personally as a parent, as well as my go-to person when I have had questions about the community, city events and activities, development in the area, issue with City of Watsonville utilities and facilities, and more. She has dedicated her workdays, worknights, and weekends to support our city. She rode the firetruck alongside Santa during last year's community building event. She produced an incredible community rooftop event which provided opportunities for local businesses. She was the face I saw when our city immediately and with great care and caution launched the COVID vaccine program. When the City Council decides an initiative will be launched, Tamara is on the front lines executing on their vision and mission. I even called Tamara when the garbage truck was driving down my street one morning, spilling massive amounts of toxic oil. She immediately contacted the trash department and within what seemed like minutes, the street cleaner truck came through and cleaned up. She is responsive, informative, respectful and professional.

Watsonville is Tamara's adopted home, and she has embraced Watsonville as her community throughout her 23 years working for the City of Watsonville.

As a 4<sup>th</sup> generation family here in the Pajaro Valley, I was raised with great pride for our community, and have maintained that sense of pride both while living here in Watsonville and while away at college and for out-of-the-area jobs. I chose to return to the community I love to raise my family because of the strong connection to the community, the beautiful area, and the ongoing and thoughtful development that will enable Watsonville to thrive well beyond my generation. I trust that the City Council recognizes the dedication and professionalism Tamara Vides has demonstrated over her 23 years when selecting an interim City Manager.

Kind and sincere regards,

Pam Hudson





Beatriz Flores &lt;beatriz.flores@cityofwatsonville.org&gt;

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**Appointment of Interim City Manager**

1 message

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**Rex Boyes** <[REDACTED]>  
To: citycouncil@cityofwatsonville.org

Tue, Nov 9, 2021 at 9:31 AM

City Council,

In regards to appointing Tamara Vides Interim City Manager. As IT Director for the City of Watsonville from April 2018 through September 2021 I worked very closely with Tamara Vides and got to witness her work ethic first hand. Tamara is an incredibly hard worker who puts the needs of the City first. A good example of her hard work and dedication is the work she has performed during the COVID pandemic. In the response to the pandemic, at an executive level she showed leadership and dedication to the City of Watsonville and it's citizens. In my opinion Tamara Vides is qualified to hold the position of Interim City Manager.

In regards to the accusation of a stolen laptop. I have not seen any evidence of Tamara stealing a laptop.

Rex Boyes



Beatriz Flores &lt;beatriz.flores@cityofwatsonville.org&gt;

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**Tamara Vides**

1 message

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**Kin Ong** <[REDACTED]>  
To: "Citycouncil@cityofwatsonville.org" <Citycouncil@cityofwatsonville.org>

Mon, Nov 8, 2021 at 12:17 PM

Mayor Dutra and members of the City Council:

I am the General Manager for the California Intergovernmental Risk Authority (CIRA), formerly the Public Agency Risk Sharing Authority of California (PARSAC). CIRA is a Joint Powers Authority (JPA) providing self-funded general liability and workers' compensation coverage programs to its members. The City of Watsonville has been a member of the JPA since 1994, and Ms. Tamara Vides has served on the organization's Board of Directors since 2013. Ms. Vides also serves on the Executive Committee and Safety Committee. Most recently, she served on the Transition Committee to oversee the merger between PARSAC and the Redwood Empire Municipal Insurance Fund to form CIRA. Ms. Vides plays a pivotal role on our governing boards developing policies, programs, and services to mitigate risks and protect the City from litigation, while ensuring fiscal solvency.

Over the years, I have had numerous interactions with Ms. Vides and I find her to be knowledgeable, well prepared, a hard worker, ethical, fiscally responsible, and very passionate about her responsibilities to both the City and JPA. I have also participated in many discussions with Ms. Vides regarding the resolution of claims. She understands the issues, is a tough and capable negotiator, but always fair in representing the City's interests. Ms. Vides has been a pleasure to work with and she is a valuable contributor and asset to the JPA.

Sincerely,

**Kin Ong | General Manager | CIRA**

2330 East Bidwell St. Folsom, CA 95630

Phone: 916 [REDACTED] | Cell [REDACTED]

Email: [REDACTED]



Beatriz Flores &lt;beatriz.flores@cityofwatsonville.org&gt;

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**Interim City Manager Decision**

1 message

**Adriana Flores** [REDACTED]

Mon, Nov 8, 2021 at 11:46 PM

To: "citycouncil@cityofwatsonville.org" &lt;citycouncil@cityofwatsonville.org&gt;

Dear Watsonville City Council Members,

I am writing in regards to your upcoming decision to appoint an Interim City Manager.

I, along with many other City employees are saddened by the departure of Matt Huffaker who has led the City with integrity and heart but wish him well and I know he will do great things in his new appointment just like he did for our community.

I believe that Tamara Vides should be considered to take the role of Interim City Manager during the transition of finding a permanent City Manager. It is her job as Assistant City Manager, to act as City Manager, when the City Manager is unavailable; a role she has taken many times in the past few years with no one questioning her role or character each time. This is why it's so disheartening to see the personal attacks on Tamara and her character that have been circulated in the last week.

Since I started working as a City employee 15 years ago, Tamara has been nothing but honest, fair, professional and has always had the best interest of the City at heart. She has worked tirelessly to ensure that residents receive the best from services from the City and never shies away from a challenge. She has always had an open door policy and is willing to listen and find solutions. I believe these and many more attributes Tamara holds will benefit the City as we transition to finding a new City Manager.

Since the wheels are already in motion to hire a firm to recruit and hire a new City Manager, I urge the Council to move past this negative rhetoric, appoint Tamara as Interim City Manager so that we can all get back to the important work the City is doing such as ensuring public health and safety, providing programs and spaces for youth and families and helping our community to rebuild and come back stronger from the nationwide pandemic.

Because I see your dedication and love for the City and its residents, I am confident that you will recognize that same dedication and love for the City, in Tamara if you have not, in fact, already seen or felt it first hand through your interactions with her.

I appreciate your time and know you will move the City forward in a positive direction.

Regards,

Adriana Flores