

When I was appointed in 2015 following a very rancorous and divisive process to remove my predecessor, which I committed to myself to avoid, I also committed to restore council confidence and public trust in the Parish Attorney's office. Toward that end I immediately adopted written policies to address each of the council's articulated concerns including potential conflicts of interest and abuse of public office, to insure that the taxpayers got, not only what they are paying for, but more. Implementing those policies within an entrenched workforce has, not surprisingly, ruffled a few feathers.

I have worked very hard for the City-Parish for more than 30 years. I demand excellence and dedication and believe the best management style is to lead by example. I expect no less from myself. I have 72 employees, many of which I did not hire and cannot fire. I am running a law office and it must be run professionally as you would expect any City-Parish department or your personal business to be run. I can state with certainty that if I ever had a problem with any one of my employees I discussed it with them and gave them an opportunity to fix it, some times several opportunities. I believe that it is the most humane way to handle personnel matters. I assure you it is more comfortable than a televised public hearing.

I have hired a team of lawyers who are bright, hard working, honest and diverse. They are underpaid and overworked and I have given every one of them a hard time at one point or another but I have reveled in their successes like a proud parent and they are better lawyers for having worked with me and vice versa. Their commitment and hard work has encouraged me and pushed me professionally as well.

I have worked under 5 Mayors and 62 Council members spanning 8 terms. I learned something from every one of them-it wasn't all good but it was something. I have been moved by the messages I have received in the last few weeks from many of them urging me to hold my head up and hang in there. But life is short and this just isn't fun anymore. I can state with absolute confidence that no one knows more about East Baton Rouge Parish government, how it works, and the laws that apply to it than I do, and I am very good at what I do. But if that is not what you want then I am not your man and I am tendering my resignation effective immediately.

I have served with honor and integrity. To any employee or member of the public who feels like they weren't treated with respect by me or one of my employees or their voice wasn't heard, I sincerely apologize. As your employee, I assure you that every decision I made or action I took was with the best interests of the office and the City-Parish in mind. Prior to the submission of this agenda item, not one single council member came to me, said they had a problem, and asked me to address it.

I have contacted each one of you in the last two weeks to discover and address your concerns about me and/or the office. No one has been willing or able to articulate a specific problem.

During my 3 year tenure as Parish Attorney I have

- 1) Privatized our Risk Management Division reducing our workforce by 12 people in order to achieve savings that can be used for other purposes.

- 2) Utilized carryforward funds to complete the long planned 9th floor build out so that our offices could be consolidated in one place downtown and the Coursey Building sold which

generated \$1.6 million.

3) Changed the leadership at the City-Prosecutor's office and Andy Dotson has done a wonderful job transforming that Division. The long lines are gone and I haven't received an angry call from a City Court Judge in two years.

4) Spearheaded a renewed collection effort of parking tickets which under Kim Brook's leadership has collected over \$200,000. Our overall collections are up

5) In connection with Matt and Tara's blight initiative we are also collecting condemnation liens via the tax rolls for the first time, another project that had been discussed for many years but never implemented.

6) I brought the online adjudicated property sale proposal to the Council and, due to Billy Aaron and his staff's (and sometimes the entire staff's) work, have collected \$1.5 million dollars in delinquent property taxes and cleaned up the adjudicated property roll.

7) We are trying more cases and closing more files with fewer attorneys than at any point in history.

8) I have worked with the Justice Department and executed a joint stipulation to end the 38 year Consent Decree (it has not been finalized due to the Federal Government shutdown).

9) We are also in the process of implementing the electronic timekeeping system that HR requires of all other City-Parish agencies and is also used by the District Attorney's Office.

I have worked here my entire professional career beginning as a law clerk. I love Baton Rouge, most of the people who work here, and I am grateful for the opportunity-and the health insurance-that this job has afforded me. The day of the meeting that this hearing was called I got a text from my son. He reminded me that no matter what happened I still have three amazing kids. I counted them up again this morning and they are all still here and still amazing. I'm looking forward to the rest of my journey wherever it takes me.