



SAN DIEGO
Regional Task Force
on the Homeless

October 1, 2018

To: Gina Rubalcaba, Council Member, City of Guadalupe City Council

From: Deme Hill

Greetings Ms. Rubalcaba,

I am writing this letter as a character reference for Michael Cash. My name is Deme Hill, I am a long-term advocate to the government and social service system throughout California, Nevada and Hawaii. I have served our communities in many capacities, including Chair of the San Diego Reentry Council, and as a Juvenile Justice Commissioner for the San Diego Courts and Probation Department.

I have known Michael Cash for more than 15 years. I first worked with Michael Cash when he was a Captain at San Diego Police Department, and I was a Community Resource Coordinator for State Parole. Captain Cash always made time through his community policing to invest in to the community, by teaching national best practices and taking the time to get to know community members, and the community service providers. He would go above and beyond to reach the citizens of San Diego, and brought together many community groups to address prisoner reentry, juvenile justice rehabilitation, emergency preparedness and overall public safety.

Throughout the years, I have had the opportunity to work with Michael Cash on various community initiatives. He has helped to build the reputation of the police departments that he has served, and is always someone I can count on to be there to increase public safety in our communities. I am honored to have served alongside of Michael Cash to make our world a safer place for everyone.

I highly recommend Michael Cash for any employment opportunities he may wish to pursue, any community would be lucky to have him as the Director of Public Safety. You will not find a man with more compassion, experience and overall character to serve in such a role.

If you have any questions, please feel free to contact me at any time.

Sincerely,

Deme Hill
Continuum of Care, Lead Staff
Regional Task Force on the Homeless
(858)292-7627 ext. 18
hilldeme@rtfhdsd.org

4699 Murphy Canyon Rd.
San Diego, CA 92123
www.rtfhdsd.org



San Diego County Probation Department

Post Office Box 23597 • San Diego, California 92193-3597
www.sandiegocounty.gov/probation



Adolfo Gonzales, Chief Probation Officer

October 1, 2018

City of Guadalupe

SUBJECT: Letter of Recommendation - Michael Cash

I am writing this letter of recommendation for Michael Cash. I have known and worked with Michael for the majority of his law enforcement career in San Diego. I have found him to be the most loyal, innovated, and dedicated person I have ever been in contact with on a personal and professional level.

Michael excels at multi-tasking. As the Special Assistant to the Chief of Police in San Diego he was tasked with improving community relations and communications between the police department and communities of color during a most difficult time. He took the lead with diverse communities and religious organizations and fostered an improved understanding and relationship between all parties. Michael manages all his tasks in an efficient, timely manner and always seeks new challenges. He is a strong and supportive leader in the law enforcement and residential and business communities. He finds ways to understand and motivate others around him.

Michael is one of the most enthusiastic and well-rounded persons I have ever come into contact with. He is a leader, motivator, role model, and all around person who looks every day to make a difference.

I am honored to have been asked to write this letter as one of his former supervisors.

A handwritten signature in black ink that reads "Adolfo Gonzales".

ADOLFO GONZALES
CHIEF PROBATION OFFICER

Councilmember Gina Rubalcaba
City of Guadalupe
918 Obispo Street
Guadalupe, California 93434

Ms. Rubalcaba:

It is a distinct pleasure to recommend and endorse Michael Cash for the position of Chief of Police for City of Guadalupe. I have known Michael in excess of 36 years. Michael has a clear vision for law enforcement that specifically addresses its unique needs, which includes transparency and empowerment within community relations. He has a proven record of supporting community members who have operated in the trenches on behalf of the community, here in San Diego, for years. Michael is a pragmatist who has a proven record of working with citizens from all backgrounds, and political affiliations. He is a tireless advocate for fairness and would certainly support initiatives that promote efficacy and justice in the communities of Guadalupe.

Michael has always been a conscientious leader who has a positive attitude toward law enforcement and has been highly motivated to inspire employees toward higher service. I suspect this was one of the reasons he was chosen to work as Chief of Police for Southwestern Community College, Director of Security for the San Diego Chargers, and Emergency Preparedness Manager for Loyola Marymount College. He is a willing worker and demonstrates a mature sense of priorities. He is a steady performer with well-organized work habits. He is highly motivated to do good work, and always put forth tremendous effort.

Michael demonstrates strong leadership and is a positive role model to employees. On several occasions I have observed the nurturing way he interacts with them. Michael's interpersonal skills have always been one of his strengths. He is courteous and tactful in dealing with others. He controls his temper and exercises the utmost patience and discretion, and does not engage in argumentative discussion even when faced with extreme provocation. He is a loyal, honest, considerate, and supportive individual who has the ability to see and understand things from another person's perspective. He is a great direct communicator and knows how to raise and discuss issues and problems in a non-threatening manner. He is hypersensitive and is always tuned into how another person might "feel" in a given situation. Moreover, he is resilient and possesses an indomitable faith in God, his community, and himself. All in all, I would have to say that Michael is a person with an abundance of positive qualities.

Bright, dedicated and skilled, Michael garners my unequivocal recommendation. He is ready and fully prepared to assume the duties of Chief of Police for the City of Guadalupe. If you would like further elaboration, feel free to call me at (619) 756-9131

Sincerely,



Tony D. McElroy, Captain (Ret.)
San Diego Police Department