

Rick Updegrove

From: Robert Quigley [robert@joinarnold.com]
Sent: Friday, March 12, 2004 10:25 AM
To: rick@updegrove.net; rick@gov.ca.gov
Subject: FW: R. Updegrove Salary

From: Robert Quigley
Sent: Fri 3/12/2004 10:20 AM
To: jan.boel@opr.ca.gov
Subject: R. Updegrove Salary

Jan,

I have a meeting in Los Angeles today for the State CIO office so I am sending you this email from my personal email account. I want to bring to your attention something of extreme importance.

Rick Updegrove late last week informed me that he had applied for a position outside the Governor/OPR office. As you know, from my close work with Rick, I've often mentioned how fortunate this Administration has been in having such a capable and responsible individual. Rick has worked tirelessly since transition on extremely high priority projects often working late hours, weekends, and displaying an unwavering dedication to the projects at hand.

Rick has been integral to the Appointments online application process, helping us move the application process from Campaign/Transition to Governor's office (he currently maintains the applicant database at OPR). He most recently was the technical lead on the back-end server, database, and programming work for the CPR website which garnered a good deal of positive media attention for the Administration. This project was four weeks of around the clock work which demanded late night and weekend work. Rick's dedication to this project was instrumental to its success and I feel extremely fortunate that we have an individual that we can count on in short deadline - large workload - high priority - high pressure situations.

Aside from the higher profile projects for the Administration, I know that Rick is instrumental in many other important project for the State. Rick's depth of knowledge, expertise, and familiarity with the work processes for many of this Administration and State's needs make him an invaluable asset which we simply would be at a great loss to replace.

His current salary his grossly below his work performance and value to the state, as well as being below industry (public and private) standards. I recommend whole-heartedly that Rick's salary be raised above the positions that he has applied for outside of the Governor/OPR office.

Thank you for this consideration,

Robert Quigley

Deputy State CIO
State CIO Office

04/03/2004