

131 Firebranch Road
Columbia, South Carolina 29212
March 30, 2016

PERSONAL AND CONFIDENTIAL

The Honorable Nikki Haley
Office of the Governor
1205 Pendleton Street
Columbia, South Carolina 29201

Dear Governor Haley:

I pray that you will personally get this letter, and it is not filtered from you, nor just thrown away. I would really appreciate it if you could spare a few minutes of your very busy schedule to read it.

Just about three (3) weeks ago, you were shaking my hand and thanking me for my willingness to (1) take on, once again, the challenge of getting the Broad River Road Complex of the Department of Juvenile Justice back to being the most secure and safest juvenile corrections facility possible. [You may remember that I had done such for 13 years (2000-2013), and during that time there were no fires, no riots, and Director (Judge) Bill Byars presented to me and my senior security staff a plaque recognizing us for five (5) continuous years of no escapes]; and (2) thanking me for having come back seven (7) weeks early from two (2) major surgeries because I was told that I was needed due to the circumstances at BRRRC.

When we met, **you** really made me feel special and honored, and knowing that you needed BRRRC to be brought under control, I wanted to do it, for the juveniles, for the staff, and for **you** as the Governor.

Once again, as has been the case during my **42** years of State service (35 years with the Department of Juvenile Justice, formerly Department of Youth Services) and 7+ years with the Department of Vocational Rehabilitation), I was being called upon to **FIX** what was **BROKEN**. I will not bore you with each of the jobs I have been asked to take on in order "to **FIX**" things, you or your staff can just ask Judge Bill Byars, Judge Robert Burnside, Federal Judge Joseph Anderson, Margaret Barber, and Harry Davis, to name a few.

In my 42 years of service, I have never had any disciplinary actions taken against me. I have sacrificed my time with my family in order to serve the State of South

Carolina, and mainly, the children of this State – days, nights, weekends, holidays – never shirking from my responsibilities. Over the years, I have also lost significant annual and sick leave every year because “serving” was my Priority No. 1; there was no time for being sick or going on vacations.

As you know, and what came as a complete and utter shock to me, was that I was called in on Monday, March 21, 2016, by Mr. Darryl Scott and told that my services to the Department were no longer needed, that I could be terminated on the spot, or I would be allowed to resign as of April 4, 2016. His reasoning was that “we are going in a different direction.” I asked what I had done, or not done (which I may not have been aware of), especially since you, the Governor, had just recently been thanking me for my willingness to “fix” BRRC once again. He would not answer my question. I stated that I could understand taking “a different direction,” but with my 35 years of work experience with the Department, was there not some other position within DJJ, even at a lesser salary, that I could do and continue to serve. He said “No,” and then asked if I was going to resign or be terminated? I wrote out my resignation, still in **SHOCK!!**

I had planned to return to my office and work until the April 4th deadline for my departure, but, instead, Mr. Scott followed me back to my office, and told me that I had to leave immediately. I requested that I be allowed to at least say “Good Bye” to my colleagues whom I have worked with for 20-25 years, and I was again told “No.” I also noticed that he had one of the DJJ police officers in the lobby; I assume to make sure that I did not do anything I shouldn’t, or possibly, steal something! How humiliating and embarrassing for me to be treated in such an unprofessional and condescending manner as a veteran of 42 years of State service, especially with no basis for such treatment based on my work and career record.

I was willing to continue my State service in a lower level position, at a much lower salary, because I wanted to continue to SERVE the children of South Carolina and your Administration.

I also wanted to and **NEED** to continue to work, because I take care of my granddaughter’s educational needs (she has been in a Christian school the last six years, and has been accepted at Ben Lippen for the upcoming school year), including tuition and uniforms.

BUT, all of this has been put in jeopardy because of my being, out of the blue, forced to resign with no explanation given after 42 years of dedicated “blood, sweat and tears” service to the State of South Carolina. This is not my first “rodeo,” and I realize and understand the political pressures and realities that you are dealing with, but it is still hard to believe that I could not have contributed to the Department’s Community Services Division (where I started out back in 1981), and continue serving children on a caseload basis, or doing auditing and/or quality control.

Sadly, if I have to flip burgers at McDonald's, I will resign myself to it so as not to cheat my granddaughter's academic future, and I will always be proud of my 42 years of State service.

Governor Haley, if you will remember, I was asked to be the Inspector General by Director Margaret Barber because the previous IG was violating many policies and procedures, along with State ethics regulations. I did not ask for the position; I was running BRRC along with the security of the other secured facilities. BUT, once again, I was asked to go and clean up the IG's office, and to please return integrity and professionalism to the Office. For 26 months, I, along with a super staff, worked very hard to perform this task and to do what was asked of us.

I want you to know that I am not angry or mad; I am hurt and still in shock. Yes, I felt like Mr. Scott did not have to treat me the way he did. I was made to feel like a piece of trash that needed to go out in the garbage! I am so sorry that all of my expertise and experience was still not needed or wanted in some capacity at a lesser salary and position.

I wish that I had been able to continue to serve the children of South Carolina, and serve this great State (which I have adopted as my own); I truly wanted to continue to help you make it "*A Great Day in South Carolina.*"

I sincerely wish you the best for the remainder of your term, and in your efforts to make South Carolina the best that it can be. I will pray that DJJ will settle down, get back to where it had been prior to 2013. I still love the Department, love this State, and love all the great folks whom I have worked with there for the greater good of the juveniles.

And, I will always be grateful to you and all of the other Governors of this State and the Directors of SCDJJ for having allowed me so many opportunities to serve since 1974. Thank you.

Proud of my 42 Years of Service as a SC State Employee,

Sincerely,

A handwritten signature in blue ink that reads "Raymond M. Cavanagh, Jr." The signature is written in a cursive, flowing style.

Raymond M. Cavanagh, Jr.

RMC,Jr.