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TAXPAYER-FUNDED BUREAUCRAT PAID LEAVE HOARDING; CAPPING BANKED LEAVE AT 60 HOURS TO FUND PROPERTY TAX CUTS

CITRUS COUNTY, FL — Today, TripleDippers.org released a comprehensive forensic audit of public employee leave banks and compensation rosters, revealing systemic stockpiling of taxpayer-funded time off. The analysis exposes hundreds of bureaucrats hoarding hundreds—and in some cases thousands—of hours of unused leave, creating an artificial financial liability that drains public resources and artificially increases public pension calculations.

"By capping banked leave at 60 hours—mirroring private sector standards—we not only protect public safety by ensuring employees take the necessary time off for work-life balance, but we also unlock the millions needed to deliver meaningful property tax cuts to our residents," concluded **Dave Jaye**, Lead Researcher, <https://tripedippers.org/> which has been documenting and exposing Citrus County Politician and Bureaucrat Pension bonus abuses since 2022: <https://tripedippers.org/citrus-triple-dipper-queens-2022/>

"This taxpayer burden is compounded by a stark economic disparity: **85% of private-sector workers and taxpayers do not have a traditional pension**, yet taxpayers are forced to pay guaranteed public employee pension bonuses and life-long pensions," said Dave Jaye, To protect hardworking taxpayers and restore government accountability, Tripledippers.org is proposing two critical fiscal reforms:

1. **Enforce a strict 60-hour cap on banked leave**, aligning government operations with modern private-sector standards.
2. **Mandate that all banked leave be paid out at the salary rate in effect when the hours were earned**, eliminating the outrageous taxpayer rip-off of cashing out accumulated time at inflated final-year salaries.

The Problem: Multi-Thousand-Hour Stockpiles and Pension Spiking

In the private sector, companies enforce strict use-it-or-lose-it policies or modest carryover limits (typically 40 to 80 hours) to encourage work-life balance and control corporate liabilities. In stark contrast, local government records reveal extreme hoarding:



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Citrus County's "Dirty Dozen" Banked-Hours Hoarders

Top 12 employees by total banked hours. Annual salary as of 8/4/2026.

#	Employee	Job Title	Annual Salary	Banked Hours	Value of Banked Hours
1	Christopher Cole	Traffic Signal Technician	\$59,114	1,951	\$55,434
2	Gary Loggins	Utility Operations Division Director	\$126,820	1,852	\$112,904
3	Ralph Harper	Public Works Crew Chief	\$61,048	1,844	\$54,123
4	Byron Bitters	Medium Equipment Operator	\$56,659	1,786	\$48,639
5	Denise Lyn	County Attorney	\$185,122	1,574	\$140,065
6	Bernadine Flood-Nichols	Utility Business Services Division Director	\$106,109	1,564	\$79,787
7	William Hawkins	Custodian	\$45,885	1,302	\$28,720
8	Karen Fellows	Library Acquisitions Manager	\$81,722	1,191	\$46,789
9	William Laflamme	Medium Equipment Operator	\$56,472	1,159	\$31,472
10	William Laflamme	Engineer in Training II	\$85,442	1,159	\$47,617
11	Steve Howard	County Administrator	\$229,904	1,148	\$126,840
12	Walter Eastmond	Technical Services Division Director	\$109,985	1,141	\$60,344
TOTAL				17,671	\$832,734

Across Citrus County alone, **666 County employees** exceed the 60-hour threshold, holding thousands of hours of paid time off that represent a massive, hidden liability for taxpayers.

“Allowing bureaucrats and politicians to cash out these massive reserves at their peak career salaries—rather than the wage rates when the time was earned—artificially takes more money from taxpayers and spikes their final-year compensation. Because public pensions are calculated using these inflated terminal earnings, taxpayers are forced to fund outsized, lifetime pension payouts for retired politicians and bureaucrats,” noted tax advocate Sabrina Watson, host of Citrus County investigative reports at <https://rumble.com/c/286Sunshine>

"It is fundamentally unfair that 85% of hardworking taxpayers have no pension of their own, yet they are forced to finance guaranteed pensions, social security matches, and bloated leave payouts for government bureaucrats, said **Dave Jaye**. William Lafamme, Engineer in Training, has proven to be a quick study in ripping off taxpayers, as he has accumulated 1,159 hours of banked days off, almost 29 weeks as a trainee—the 9th highest number of banked days off in Citrus County Government, tied with another William Laflamme, Medium Equipment Operator. Banking 29 weeks of days off puts as a Trainee at public



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safety risk and does not ensure this young man has a healthy work-life balance. Citrus County Government policy must change to impose limits of 40 hours of banking hours off for newer employees and 60 hours banked for senior employees.” Citrus County Administrator Steve Howard, s is leading by example this raid on Taxpayer money with the Banked hours taxpayer rip off. Howard alary \$229,904, annual Benefits \$92,000 est. has piled up 1,148 hours of banked time off in less than 4 years on the job. Howard who started his job driving back and forth from Camden County Georgia, 1,148 hours, 28.7 weeks, is the 11th highest banked hour hoearder out of over 800 Citrus County Employees. The BOCC must insist that County Administrator Howard and other employees have a work-family life balance and not risk safety of taxpayer and artificially taking more money from Citrus County Property taxes.

Citrus County BOCC: Pension Bonuses & Banked Hours

Annual salary as of 8/2026. Ranked by pension bonus.

Name	Age	Job Title	Annual Salary	"Fake" Retirement	Pension Bonus Date	Pension Bonus	Banked Hours	Value of Banked Hours
Barbara Luckham	64	Assistant Management & Budget Director	\$136,360	10/1/2020	9/30/2028	\$385,596	1,008	\$66,061
Walter Eastmond	61	Technical Services Division Director	\$109,985	3/1/2023	2/28/2031	\$376,676	1,141	\$60,344
Quincy Wylupek	N/A	Engineer Intern	\$107,789	9/1/2018	8/31/2026	\$341,666	511	\$26,457
James Saltmarsh	60	Road Maintenance Unit Supervisor	\$78,090	2/1/2024	1/31/2032	\$229,116	935	\$35,103
John Mission	59	Medium Equipment Operator	\$62,130	11/1/2023	10/31/2031	\$223,579	895	\$26,740
Susan Boelk	68	Land Section Manager	\$84,983	1/1/2020	12/31/2027	\$172,810	754	\$30,799
Sunniva Brown	60	Customer Service Supervisor	\$93,820	6/1/2023	5/31/2028	\$166,145	50	\$33,846
Lori Hall	61	Transit Supervisor II	\$77,603	8/1/2021	7/31/2029	\$164,304	445	\$16,585
Tracy Curtis	64	Traffic Control Technician	\$54,891	4/1/2024	3/31/2032	\$160,878	463	\$12,207
Maryellen Weimert	61	Billing Systems Analyst	\$70,075	7/1/2022	6/30/2027	\$110,695	236	\$7,944
Sarah Wilson	67	Senior Program Assistant	\$50,523	1/1/2022	12/31/2029	\$108,869	569	\$13,814
Denise Gallagher	70	Agenda Coordinator	\$76,669	7/1/2023	6/30/2031	\$103,504	942	\$34,719
Roberta Lawrence	58	Senior Program Assistant	\$52,832	8/1/2022	7/31/2027	\$101,739	141	\$3,590
Susan O'Connell	66	GIS Analyst II	\$71,976	4/1/2022	1/31/2027	\$99,475	699	\$24,173
Rickey Sadler	67	Journeyman Tradesworker	\$69,202	7/1/2021	6/30/2029	\$99,350	50	\$1,652
Eileen Edwards	67	Accounting Clerk I	\$59,342	3/1/2021	2/28/2029	\$76,348	819	\$23,379
Kevin Nemechek	69	Journeyman Tradesworker	\$68,682	1/1/2019	12/31/2026	\$60,278	185	\$6,123
TOTAL						\$2,981,028	9,843	\$423,536

Triple Dippers refers to Florida politicians and bureaucrats who file fake retirement paperwork and for 8 years collect a pension and a paycheck at the same time to do the same job while not paying the standard 3% of their salary to the Florida Retirement System (FRS). But taxpayers are forced to pay 22.02% of these



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triple dippers' salaries from property taxes to the FRS! "Cashing out unused days off at their final highest salary is the cherry on top of a pension bonus system taxpayer rip-off," said Dave Jaye. See the statewide list of 32,259 Florida politicians and bureaucrats collecting over \$9.9 billion in public pension bonuses at <https://tripedippers.org/fl-statewide-tripedippers-dec-2025/>

"Florida's public pension bonus system has created a \$39 billion unfunded state pension liability, approximately \$1,725 to be paid by every Florida resident." 303 Florida cities, fire and special districts formed their own expensive Retirement system to collect pension bonuses 50% to 80% higher than the Florida Retirement System. Eliminating Florida pension bonuses could fund property tax relief!" concluded Dave Jaye. Stay tuned to Citrus County investigative reports at <https://rumble.com/c/286Sunshine> urged Sabrina Watson.

Research & Data Sources

The official research reports and data publications from the U.S. Bureau of Labor Statistics (BLS) and the national compensation surveys supporting these benchmarks are available at the following links:

BLS National Compensation Survey (Paid Sick Leave & Carryover Provisions):

<https://www.bls.gov/ebs/factsheets/paid-sick-leave.htm>

BLS The Economics Details (Private Industry Leave Statistics & Carryover Breakdown):

<https://www.bls.gov/opub/ted/2024/86-percent-of-private-industry-transportation-and-warehousing-workers-had-paid-sick-leave-in-2023.htm>

BLS National Compensation Survey Overview:

<https://www.bls.gov/opub/ted/2024/86-percent-of-private-industry-transportation-and-warehousing-workers-had-paid-sick-leave-in-2023.htm>

<https://thecapitolist.com/frs-double-dip-retirement-expansion-will-make-it-harder-for-private-sector-to-compete-with-state/>

Citrus County Board of County Commissioners Record Request PRR-2026-959

Exposing County Bloat: How Trainees and Top Administrators Are Fleecing Citrus County Taxpayers

While Citrus County property owners struggle under the weight of escalating local tax burdens, county bureaucrats and trainees are treating public funds like a personal piggy bank. Leading the charge in taxpayer exploitation is William Laflamme, an Engineer in Training who has proven to be a remarkably fast study in ripping off the public: Laflamme has accumulated a staggering **1,159 hours of banked leave**—nearly 29 weeks of paid time off. Tied with another William Laflamme, a Medium Equipment Operator, this duo sits at the **9th highest leave accumulation** across the entire over 800 employee Citrus County



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government. Allowing a trainee to stockpile nearly seven months of unused leave not only threatens public safety and operational readiness, but it also shatters any pretense of a healthy work-life balance.

Worse yet, the rot starts at the very top. County Administrator Steve Howard—hailed as a leader of the administration—is setting a shameful example by spearheading this raid on public funds. Earning a massive annual salary of **\$229,904** plus an estimated **\$92,000 in annual benefits**, Howard has managed to pile up **1,148 hours of banked time off** in less than four years on the job. Starting his job commuting back and forth from Camden County, Georgia, Howard has hoarded 28.7 weeks of paid leave, ranking him as the **11th highest leave-hoarder** out of more than 800 county employees.

Stockpiling thousands of hours of taxpayer-funded leave is more than a management failure—it is an artificial pension-spiking scheme that drives up final-year salaries and picks the pockets of hardworking property owners.

The Board of County Commissioners (BOCC) must immediately step up to protect taxpayers and public safety. Citrus County policy must be overhauled to enforce strict limits: capping banked leave at **40 hours for newer employees** and **60 hours for senior staff**. It is time to force government officials to practice real work-family life balance, stop the taxpayer-funded leave ripoff, and deliver the property tax relief citizens deserve.

TRIPLEDIPPERS.org



Exposing Public Corruption and Wasteful Spending

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