

From: "Dan Gjerde" <gjerde@mendocinocounty.org>

Date: December 20, 2017 at 10:10:19 AM PST

To: "Carmel Angelo" <angeloc@mendocinocounty.org>, "Juanie Cranmer" <cranmerj@mendocinocounty.org>, "Heidi Dunham" <dunhamh@mendocinocounty.org>

Subject: Heads up on request for processing my salary

Hi Carmel, Heidi and Juanie,

I want to provide a heads up to HR that starting in early 2018 I would like to accept a salary that is lower than the salary that is authorized in the ordinance slated for a first reading on January 2.

Understanding the work, I believe the ordinance's salary of \$85,500 for the position of county supervisor is justifiable, and will hopefully attract a greater diversity of candidates for county supervisor. However, I am personally uncomfortable accepting a salary for my own position that is at market with our comparable counties, while knowing that the typical county salary is 18% below market with our comparable counties. For that reason I would like to request that if the ordinance is adopted, I would like to see HR and payroll set up a reduced salary for myself that in 2018 would place my salary at 18% below the comparable counties. Using the figures in the HR report, that would be a salary of \$70,110 in 2018. In future years, the salary could simply be indexed as spelled out in the ordinance. As the dollar amount is significantly less than the amount authorized, this should not pose any problems.

In the event that the County needs to prepare any paperwork authorizing the acceptance of a lower salary, this email is intended to provide advance notice of my request.

Thanks, and happy holidays.

Dan Gjerde