

## Memorandum

Date: April 13, 2021

To: Honorable Bruno Sabatier, Chair, Lake County Board of Supervisors

From: Carol J. Huchingson, County Administrative Officer, for the Classification, Compensation, Recruitment and Retention Committee (CCRR)

Subject: Advanced Salary Step Request from Health Services, for Cindy Silva-Brackett

At the request of the Chair, on April 7, 2021, CCRR reviewed the above-referenced request. CCRR voted unanimously to support this request given that it will lead to the extra help, hourly return of a long-time recent retiree. The retiree will return to support a particular critical need as detailed in Director Pomeroy's memorandum. Despite her extraordinary experience and qualifications, the retiree is willing to work in a lower class and at lesser pay than she was receiving at the time of her retirement. Given the retiree's extensive experience, and the department's critical need, CCRR believes this request is appropriate.