



Alachua County

Human Resources Department

Heather D. Akpan, PHR, SHRM-CP, IPMA-CP, FCLRP Human Resources Director
Wanda I. Santana, M.S., MHR, Human Resources Manager
Amy B. Whitehair, FCLRP, J.D., Employee and Labor Relations Manager
Elisha A. Cash, Training Manager

August 31, 2022

Dear Julie J. Johnson:

Subject to the terms set forth herein, this letter is to formally offer you the position of Animal Resources & Care Director in the Animal Resources & Care Department, effective September 26, 2022. You will report directly to Carl Smart, Deputy County Manager. We are confident that your skills and knowledge will make you an excellent fit within Alachua County.

The starting salary for you in the Animal Resources & Care Director will be \$51.92/\$108,000. This salary will be subject to the normal and customary deductions for an agency such as Alachua County and the salary will be payable at intervals determined to be regular, reasonable, and appropriate by the County. Upon hire, you will begin to accrue vacation leave at a rate of 4.62 hours biweekly which is at the rate of a 5–10-year employee (with an advancement of 1 week) and sick leave 4 hours biweekly, (with an advancement of 1 week), based upon adopted County policy. In addition, you will receive annually 5 managerial days and 2 floating holidays to be used each fiscal year. Alachua County will pay moving expenses within policy, please see policy attached.

The County offers Blue Option 05770, a PPO option under a self-insured health insurance plan administered by Florida Blue, as well as a High Deductible Plan. More detailed information including the extent to which the employee participates in the cost of the premiums can be found on our website, <https://alachuacounty.us/Depts/Risk/Benefits/Pages/EmployeeBenefits.aspx>. Optional dental insurance is available, as well as participation in a flexible spending account. Our retirement plan is with the Florida Retirement System. The County also provides and pays for \$10,000 of term life insurance. Your health insurance benefits will commence the 1st day following one month of employment, per County policy.

As an Animal Resources & Care Director you agree to comply with the highest possible ethical standards as outlined in County Policies and Procedures and shall avoid conflict of interest by fully complying with State law. This employment offer is contingent on the completion of a successful pre-employment background check and drug and/or physical

screening.

I want to welcome you to Alachua County BoCC and hope you will accept this position. Please feel free to contact me with any questions.

If the terms and conditions of this Employment are acceptable, please sign below and return the signed Agreement to my attention.

Sincerely,

Heather D. Akpan

Heather D. Akpan
Human Resources Director

I understand the conditions of this position as outlined above. I further understand this offer does not constitute an employee contract.

Accepted by:

Julie Johnson
Name

9/1/22
Date