



# 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 Whitehair, FCLRP, J.D., Employee and Labor Relations Manager

May 22, 2020

### MEMORANDUM

To: Michele Lieberman, County Manager

From: Heather D. Akpan, Human Resources Director

Subject: Moving the Veterinarian position from NBR 22 pay plan back to EXS pay plan 22

In FY' 17 the decision was made by the HR Director at the time to move the Veterinarian position from the EXS pay plan to the Non Bargaining pay plan. According to the memo that was submitted, the decision was made because the position reports to a non-bargaining Director position – Animal Services Director. While I agree that the structure of having a position in a higher classification reporting to a lower level is not optimal it is also not uncommon when employing physicians. I recommend that this position be moved back to the EXS pay plan as an EXS level 22.

Cc: Gina Peebles, Asst. County Manger – Chief of Staff

Approved \_\_\_\_\_ Not Approved \_\_\_\_\_

Date May 14, 2020