



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Ashley Adkinson</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.3% of your current base salary, **\$8,560.66**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,952.00** to **\$57,350.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Todd Ahearn</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.6% of your current base salary, **\$11,646.13**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$79,768.00** to **\$81,762.20**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Sharalie Albanese</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$5,051.70**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,992.00** to **\$31,992.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Michael Allen</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,219.08**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: John Amarante</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$11,752.17**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$78,873.60** to **\$80,845.44**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: John Amos</b>         | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 17.3% of your current base salary, **\$15,404.75**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$89,044.80** to **\$91,270.92**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Nicole Amrhein</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$9,801.94**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,881.60** to **\$62,403.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Debra Armanini</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.4% of your current base salary, **\$21,775.10**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$151,216.00** to **\$154,996.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Carly Arnold</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$5,051.70**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,992.00** to **\$31,992.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Hannah Bakosh</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.9% of your current base salary, **\$4,935.28**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$35,505.60** to **\$36,505.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Ward Barrentine</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.1% of your current base salary, **\$13,543.13**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$89,689.60** to **\$91,931.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Daniel Brandt</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.4% of your current base salary, **\$15,391.33**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$93,849.60** to **\$96,195.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Thomas Brodbeck</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$8,605.21**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Lisa Bruder</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$10,025.41**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$61,505.60** to **\$63,043.24**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Margaret Carper</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.6% of your current base salary, **\$11,779.75**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$80,683.20** to **\$82,700.28**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Kelsie Carson</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.2% of your current base salary, **\$8,808.22**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Nancie Chaille</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.2% of your current base salary, **\$6,550.84**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$43,097.60** to **\$44,175.04**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Erin Claypoole</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 17.3% of your current base salary, **\$15,372.36**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$88,857.60** to **\$91,079.04**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Karen Clift</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.8% of your current base salary, **\$6,501.58**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$43,929.60** to **\$45,027.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Dianna Clutter</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.4% of your current base salary, **\$5,515.92**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$35,817.60** to **\$36,817.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jennifer Comes**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 20.4% of your current base salary, **\$4,692.98**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$23,004.80** to **\$24,004.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Candace Crear</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.9% of your current base salary, **\$8,190.77**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$58,926.40** to **\$60,399.56**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Holly Creekmore</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$5,077.80**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$32,760.00** to **\$33,760.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Whitney Crim</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.4% of your current base salary, **\$8,991.92**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$54,828.80** to **\$56,199.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Leon Daidone</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.7% of your current base salary, **\$17,992.37**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$131,331.20** to **\$134,614.48**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Matthew DeRosa</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$8,709.29**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,828.80** to **\$57,224.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: R. Tyson Dillon</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.4% of your current base salary, **\$9,002.16**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$54,891.20** to **\$56,263.48**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Barbara Dodd</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 19.7% of your current base salary, **\$7,691.20**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$39,041.60** to **\$40,041.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Lynda Dodd</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.7% of your current base salary, **\$15,526.99**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$92,976.00** to **\$95,300.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                                |                                |
|--------------------------------|--------------------------------|
| <b>To: Nathaniel Dodd, Jr.</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>   | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$5,142.01**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$31,740.80** to **\$32,740.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Kaylin Ely</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.5% of your current base salary, **\$4,948.94**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Steven Espy</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.1% of your current base salary, **\$9,227.67**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$61,110.40** to **\$62,638.16**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Courtnie Fields</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 9.9% of your current base salary, **\$5,197.42**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Kaitlin Fine**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$5,950.15**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$36,504.00** to **\$37,504.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Gregory Flannagan**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.7% of your current base salary, **\$10,417.24**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$70,865.60** to **\$72,637.24**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Tara Fought</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 19.3% of your current base salary, **\$7,286.14**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$37,752.00** to **\$38,752.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Andrew French</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$14,964.39**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$92,372.80** to **\$94,682.12**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Franklin Gehres**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.6% of your current base salary, **\$9,712.73**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$58,510.40** to **\$59,973.16**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                                |                                |
|--------------------------------|--------------------------------|
| <b>To: Richard Glennon III</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>   | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.8% of your current base salary, **\$10,231.60**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,902.40** to **\$62,424.96**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Ann Gramza</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.0% of your current base salary, **\$12,064.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$75,400.00** to **\$77,285.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Michelle Grodner</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.5% of your current base salary, **\$13,093.08**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$79,352.00** to **\$81,335.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Karen Groseth</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.8% of your current base salary, **\$8,951.99**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,486.40** to **\$61,998.56**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Thomas Hale</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.1% of your current base salary, **\$6,667.92**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$44,158.40** to **\$45,262.36**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jillian Heigel**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$4,834.75**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,992.00** to **\$31,992.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Sara Hein</b>         | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.7% of your current base salary, **\$10,765.81**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$73,236.80** to **\$75,067.72**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Linda Henderson**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 20.8% of your current base salary, **\$8,008.17**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$38,500.80** to **\$39,500.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

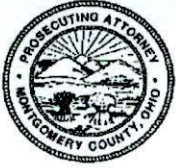
|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Carrie Hensley</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$6,596.54**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$42,016.00** to **\$43,066.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Courtney Hensley**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$4,709.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

**To: Shaina Hombach**

**From: Mat Heck, Jr.**

**Subject: Compensation**

**Date: December 17, 2019**

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$8,242.37**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Sandra Hunt**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.4% of your current base salary, **\$11,021.59**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$67,204.80** to **\$68,884.92**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Sarah Hutnik</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,219.08**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Anne Jagielski**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$9,097.96**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Lora Jonas</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.0% of your current base salary, **\$7,484.88**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$49,899.20** to **\$51,146.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Laura Jordan</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$5,319.60**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$34,320.00** to **\$35,320.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Matthew Joseph</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$8,717.16**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$53,809.60** to **\$55,154.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Margie Kern</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.1% of your current base salary, **\$6,711.89**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$44,449.60** to **\$45,560.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Heather Ketter</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.9% of your current base salary, **\$10,584.27**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$62,628.80** to **\$64,194.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Emily Kleiner**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$5,142.01**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$31,740.80** to **\$32,740.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Ashley Kochel</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.1% of your current base salary, **\$5,135.21**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$34,008.00** to **\$35,008.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Meggan Lanahan</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$4,888.96**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Alexandra Lesko**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$5,274.36**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$32,760.00** to **\$33,760.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Lisa Light</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.0% of your current base salary, **\$7,874.88**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Megan Lucking</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$5,319.60**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$34,320.00** to **\$35,320.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Kelly Madzey</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.8% of your current base salary, **\$11,670.01**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$73,860.80** to **\$75,707.32**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Laura Mariani</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$12,055.89**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$80,912.00** to **\$82,934.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Scott Martin</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.9% of your current base salary, **\$7,513.96**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$47,257.60** to **\$48,439.04**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Terri Maruca</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.0% of your current base salary, **\$5,730.86**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$35,817.60** to **\$36,817.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Morgan McConnell</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 9.5% of your current base salary, **\$4,987.42**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                                |                                |
|--------------------------------|--------------------------------|
| <b>To: Elizabeth McCormick</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>   | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$9,104.49**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,990.40** to **\$59,440.16**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Brooklyn McGinnis</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.4% of your current base salary, **\$5,599.19**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$36,358.40** to **\$37,358.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: L. Skye McKenna</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 17.4% of your current base salary, **\$7,437.46**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$42,744.00** to **\$43,812.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Shaun McPherron</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.8% of your current base salary, **\$8,715.53**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Kimberly Melnick</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$13,780.70**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$85,594.40** to **\$87,734.26**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Katrina Merkle</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.2% of your current base salary, **\$8,808.22**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: M. David Merrell</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,550.69**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,387.20** to **\$58,821.88**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                               |                                |
|-------------------------------|--------------------------------|
| <b>To: Navil Moniruzzaman</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>  | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 9.0% of your current base salary, **\$4,724.93**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Bryan Moore</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.0% of your current base salary, **\$9,498.11**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$59,363.20** to **\$60,847.28**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Jacob Mosher</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.2% of your current base salary, **\$8,808.22**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Amber Mullaly</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.3% of your current base salary, **\$8,439.72**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Brandon Myers</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$9,329.76**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Haley Napier</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 9.5% of your current base salary, **\$4,987.42**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Robert Nemeth</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.7% of your current base salary, **\$5,494.51**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$37,377.60** to **\$38,377.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Jessica Newsom</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.0% of your current base salary, **\$5,651.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$35,318.40** to **\$36,318.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Alisonn Nickles</b>   | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$5,051.70**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,992.00** to **\$31,992.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Victoria Nilles**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$10,484.45**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$67,641.60** to **\$69,332.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Jamie Oliver</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$8,046.60**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$49,670.40** to **\$50,912.16**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                               |                                |
|-------------------------------|--------------------------------|
| <b>To: Nathaniel Peterson</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>  | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,095.11**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$54,329.60** to **\$55,687.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Michele Phipps</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.7% of your current base salary, **\$10,814.73**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$73,569.60** to **\$75,408.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Tara Poteet**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 17.7% of your current base salary, **\$6,958.22**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$39,312.00** to **\$40,312.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Tonya Rader**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$6,827.06**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$43,763.20** to **\$44,857.28**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Kathryn Rettich**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$9,102.04**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$56,534.40** to **\$57,947.76**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Randi Rhodus**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$5,077.80**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$32,760.00** to **\$33,760.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Patricia Riley</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,017.63**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$53,809.60** to **\$55,154.84**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jamie Rizzo**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 9.5% of your current base salary, **\$4,987.42**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$52,499.20** to **\$53,811.68**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jamie Robinson**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$4,709.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jonathan Sauline**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$9,942.02**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,944.00** to **\$62,467.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Ashley Scarpelli</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$4,888.96**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Anthony Schoen</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$10,648.87**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$68,702.40** to **\$70,419.96**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Alissa Schriener**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$9,497.53**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,881.60** to **\$62,403.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Thomas Schutzman</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.0% of your current base salary, **\$8,825.86**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,161.60** to **\$56,540.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Joshua Shaw</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$9,504.02**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,923.20** to **\$62,446.28**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Collin Showe</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.9% of your current base salary, **\$8,246.97**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$55,348.80** to **\$56,732.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Jessi Simpson**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.4% of your current base salary, **\$8,789.66**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,075.20** to **\$58,502.08**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Dylan Smearcheck</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.3% of your current base salary, **\$9,933.87**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$60,944.00** to **\$62,467.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Kerry Smoot</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.5% of your current base salary, **\$10,000.85**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$64,521.60** to **\$66,134.64**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Cheyanne Solomon</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 17.1% of your current base salary, **\$5,815.37**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$34,008.00** to **\$36,008.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Gregory Spears</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 7.4% of your current base salary, **\$5,513.41**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$74,505.60** to **\$75,505.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: James Staley</b>      | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.6% of your current base salary, **\$9,101.58**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$54,828.80** to **\$56,199.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Chelsea Strong</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$4,709.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Trent Sulek</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$9,329.76**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Cara Sweet</b>        | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 21.6% of your current base salary, **\$13,469.41**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$62,358.40** to **\$63,917.36**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Rion Talley</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.1% of your current base salary, **\$7,970.14**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$49,504.00** to **\$50,741.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: India Taste**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$4,795.81**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,742.40** to **\$31,742.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Brian Titus</b>       | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.2% of your current base salary, **\$5,182.44**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$31,990.40** to **\$32,990.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                                   |                                |
|-----------------------------------|--------------------------------|
| <b>To: Monica Turzynski-Perry</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>      | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.3% of your current base salary, **\$8,388.81**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$54,828.80** to **\$56,199.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                                 |                                |
|---------------------------------|--------------------------------|
| <b>To: A. Sinead Van Remmen</b> | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b>    | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.6% of your current base salary, **\$4,964.54**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$36,504.00** to **\$37,504.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Steven Wagenfeld</b>  | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.1% of your current base salary, **\$10,817.46**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$82,576.00** to **\$84,640.40**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: William D. Weaver**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$4,951.56**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$31,740.80** to **\$32,740.80**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Jennifer Weber</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.0% of your current base salary, **\$12,246.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$81,640.00** to **\$83,681.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Eric Whitelow</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 16.7% of your current base salary, **\$7,700.97**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$46,113.60** to **\$47,266.44**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.





## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Myra Wilburn**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 14.8% of your current base salary, **\$7,477.43**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$50,523.20** to **\$51,786.28**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Diane Williams</b>    | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.2% of your current base salary, **\$6,259.97**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$41,184.00** to **\$42,213.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

|                              |                                |
|------------------------------|--------------------------------|
| <b>To: Reagan Willis</b>     | <b>From: Mat Heck, Jr.</b>     |
| <b>Subject: Compensation</b> | <b>Date: December 17, 2019</b> |

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.7% of your current base salary, **\$4,709.00**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$29,993.60** to **\$30,993.60**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

---

**To: Adrienne Wisialowski**

**From: Mat Heck, Jr.**

---

**Subject: Compensation**

**Date: December 17, 2019**

---

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 15.6% of your current base salary, **\$4,834.75**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$30,992.00** to **\$31,992.00**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.



## Memorandum

**MATHIAS H. HECK, JR.**  
Prosecuting Attorney

**To: Melissa Zawadzki**

**From: Mat Heck, Jr.**

**Subject: Compensation**

**Date: December 17, 2019**

Due to unfilled vacancies and other cost cutting measures, we have experienced savings in our 2019 budget.

For your meritorious service over this past year, we are passing these savings on to you. It is my pleasure to inform you that 13.8% of your current base salary, **\$7,996.93**, will be included as lump sum compensation on your December 20, 2019 paycheck.

Also, I am increasing your base salary from **\$57,948.80** to **\$59,397.52**, effective January 1, 2020. Said increase will be reflected on your January 17, 2020 payroll notice.

Again, thank you for all that you do for our office, our community and me.